

INDUSTRIAL RELATIONS — Workers' Organisation
COSATU.

1987.

AUGUST.

Cape Times 12/18/87

Factory workers back on the job

Labour Reporter

BETWEEN 150 and 200 employees at the Cape Oil Products factory in Maitland ended a three-day work stoppage this week when management agreed to suspend from duty an artisan who allegedly assaulted a labourer earlier this month.

A union spokesman said yesterday that employees downed tools on Monday over the artisan's reappearance at the plant, three weeks after the alleged assault. They had demanded that the artisan be dismissed.

The spokesman said the workers agreed to go back to work on Wednesday when the company agreed that the fitter would leave the premises till the dispute was resolved.

Arbitration

The factory's management has agreed to put the man "on leave" pending a resolution of the dispute over the appropriate disciplinary action.

FAWU said the union had agreed that the dispute should be referred to arbitration.

A spokesman for Cape Oil said yesterday that an artisan had been "sufficiently provoked by a worker and shoved him".

He said management felt that dismissal was "way out of proportion to the offence", but they had agreed to go to arbitration.

Strike may spread

By SANDILE MEMELA

THE five-week-old strike by more than 1 700 postal workers in the Eastern Cape is likely to trigger off the second biggest action by Post and Telecommunication workers in six months and take on national proportions.

This emerged in an interview with the national organiser of the Post and Telecommunications Workers' Association, Tlhalefang Sekano, this week.

Sekano confirmed his union received papers from the government informing Potwase the government had applied for an urgent Supreme Court interdict to restrain the union from influencing workers to go on strike.

This action follows a solidarity strike by more than 18 000 workers who staged a work stoppage in sympathy with their Eastern Cape colleagues who had downed tools.

Sekano said union branches around the country had already decided to go back to work today but would hold meetings over the weekend to decide on future action surrounding the dispute in the Eastern Cape.

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JPS

→ CP press
2/8/87

CWIU strike settled

CP 1/23 2/18/87
THE two-week long strike at Associated Glassworks, which prompted a one-day sympathy strike by seven industries last week, has been resolved after negotiations. A settlement was reached between the Chemical Workers' Industrial Union and AGW management whereby workers who had been dismissed during the strike would be reinstated without loss of benefits, excluding wages lost during the strike. — East Cape News Agency. *(E.C.N.A.)*

Strikers get freedom of movement on mine

218187 (140A) Star
An urgent application by the National Union of Mineworkers (NUM) for workers at Randfontein Estates Gold Mine to be allowed freedom of movement was postponed indefinitely after an out-of-court agreement was reached at the Rand Supreme Court late last night.

Under the agreement, the mine owner, the JCI mine will

- Not interfere with workers' free access to and from the mine.
- Allow buses to transport workers to and from the mine to meet union officials
- Allow the NUM branch chairman into the hostel to talk to the strike committee

The application was brought by NUM, which alleged the mine entrance had been cordoned off with barbed wire and patrolled by armed mine security guards and armoured vehicles. They also said workers who tried to leave were tear-gassed. These claims were denied by JCI.

An attorney, Mr Mark Euijen, who went to the mine to serve the application said he had been refused access at the gate.

According to the union, JCI said miners could leave only if they handed in their identity cards. In return, they would be given a letter of receipt and only in this way would they have free access to and from the mine.

The head of NUM's legal department, Mr Cuben Pillay, said the union wanted access to the miners and to the strike committee.

- Two of Matla power station's six units have been stopped in the last two days. Escom said the shutdown had nothing to do with the strike.

Miners at Matla's feeder coal mine, owned by Gencor, have been out for 16 days.

Escom's senior public relations officer, Mrs Laetitia van Staden, said the reasons for the shutdown were unrelated to a shortage of coal.

One unit was being overhauled and the other had gone into "cold reserve" because there was enough generating power in the system.

Mrs van Staden said Escom had no problems supplying customers.

- A chartered aircraft carrying NUM's assistant general secretary, Mr Marcel Golding, crashed on landing at Orkney yesterday.

Mr Golding, who was going to Randfontein Estates to address workers, said the plane crashed nose first as it touched down. No one was hurt.

- Britain's Anti-Apartheid Movement (AAM) launched a campaign in London yesterday in support of the strikers and protested against British interests in South African mining companies.

It pledged to raise money for the NUM.

Numsa slams council

THE National Union of Metal Workers in South Africa has accused the East London Municipality of using the Group Areas Act to prevent the union from holding its meeting in the city hall tomorrow.

East London Municipality spokesman AD Janse said "the municipality did not refuse access to the city hall."

A Numsa spokesman said the meeting would now be held in the St John's Anglican church hall. - Elnews

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Unionists

(140A)

Split on Sanctions

UNION moves this week to seek advance safeguards from multinational companies if they decide to pull out of South Africa have highlighted deep divisions among trade unionists.

The Chemical Workers Industrial Union (CWIU) wants talks with 46 multinationals — representing 30 000 workers — over proposals to protect workers' interests in the event of pull-outs

Some observers see it as an attempt by Cosatu affiliates to have their disinvestment cake and eat it.

The CWIU initiative is expected to presage feelers from other unions about negotiations for a set of "pre-conditions" to ease the pull-out pain for mainly black workers hit by disinvestment

Consensus

Some of the demands relating to employment security are similar to discarded motions originally planned for this month's Cosatu national congress

But some of these were scrapped — or watered down — because delegates could apparently not reach consensus on their contents

The crux of Cosatu's dilemma is that it firmly supports

Pull-outs could boomerang and leave 2-million without jobs

He added "It appears to us that there is a great deal of confusion and ignorance about the real issues involved"

In a letter written by Mr Crompton to multinational companies — leaked this week — the CWIU is asking for one year's notice of disinvestment, during which time negotiations should take place

By DAVID JACKSON

sanctions and disinvestment as "the major form of international pressure against the South African regime"

Its congress this month rubber-stamped a motion calling for comprehensive and mandatory sanctions "as the only sanctions likely to bring about effective pressure

On the other hand, Cosatu is mindful of an authoritative report — commissioned by the umbrella body itself — which argued strongly that indiscriminate sanctions could boomerang

The document said across-the-board sanctions and disinvestment, if applied non-selectively, could push up the jobless figure by as much as

2-million in the next few years

The reaction of Cosatu's general secretary, Mr Jay Naidoo, was that the movement's basic stance would remain unchanged

Ignorance

But at the same time, he insisted there would have to be negotiations with union representatives on the terms of any withdrawal. The Cosatu congress endorsed Mr Naidoo's view

The union's general secretary, Mr Rod Crompton, told the Sunday Times yesterday the move was "consistent with the resolutions passed at the Cosatu congress"

Reaction

Other demands include payment of one month's separation pay for every year of service, wages to be guaranteed for one year after closure and company loans to employees to be written off.

The union also wants full disclosure on all aspects of the disinvestment arrangement and a guarantee that conditions of employment will be no less favourable than those before the sale

Initial reaction from companies has been cool. They feel disinclined to show their hand on a possible pull-out by entering into such negotiations in advance

And if they are not intending to disinvest, they regard such talks as futile anyway

140A

**'Hard line'
on unions**

Own Correspondent

DURBAN. — Unions affiliated to the Congress of South African Trade Unions (Cosatu) had in the past few weeks come up against hard-line management attitudes "tantamount to union-bashing", Cosatu said in a statement released at the weekend.

The unions were taking up the "legitimate shopfloor demands of their workers in a democratic way".

On wage demands, the statement said: "It is true that for years workers have had to bear the brunt of low wages, inflation and rising costs. At the same time, almost all big companies have been scoring massive profits.

"Workers are demanding a bigger share of profits to secure a decent life for themselves and their families."

NUM spells
out action

The National Union of Mineworkers (NUM), whose 200 000 members have already voted for a wage strike, will today give details of its impending industrial action at a Press conference.

The conference comes after a weekend statement by Anglo American's gold and uranium chairman, Mr Peter Gush, that workers who joined the strike would, in addition to losing pay for the duration of the strike, have to "pay for food and accommodation while they are on strike".

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200 000 miners plan to go on strike starting on August 9

JOHANNESBURG — An estimated 200 000 miners will go on strike on August 9, the National Union of Mineworkers announced today.

General Secretary of the 300 000-member NUM, Mr Cyril Ramaphosa, told the Press in Johannesburg that the strike would affect 28 gold mines and 18 coal mines.

Mr Ramaphosa said the strike, legally balloted by NUM members after wage talks failed last month, would start with the night shift on Sunday, August 9.

NUM wage demands included a 30% across-the-board increase, leave of 30 days a year, June 16 as a paid holiday and dan-

ger pay equivalent to 5 years' earnings. The Chamber of Mines — representing South Africa's six largest mining houses, offered increases ranging from 16% to 23,4%.

Mr Ramaphosa said presently, miners got 18 days annual leave, received no danger pay for working in hazardous conditions and only received 2 year's salary compensation.

Last week, chairman of the Anglo American Corporation's Gold and Uranium Division, Mr E P Gush, issued a statement saying that strike action by NUM members would not lead to a further increase in basic wages and that by striking miners would lose wages and other benefits.

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Miners stand by for 'strike'

By THEMBA MOLEFE

TENSION is mounting in the gold and coal mining industry as more than 200 000 members of the National Union of Mineworkers "standby" for an announcement when to go out on a legal strike.

The NUM last week distributed pamphlets among its members at 35 mines countrywide telling them to standby for a national wage strike.

The union's assistant general secretary, Mr Marcel Golding, yesterday said that details of when the action would be taken will be outlined at a Press conference today.

Meanwhile, mining bosses, bracing themselves for one of the largest strikes in the industry, have issued warnings to workers who intend taking part in the action.

Wages

The chairman of the Anglo American Corporation's gold and uranium division, Mr P E Gush, said in a statement to Sapa that the strike will not lead to a further increase in basic wages.

He said that employees in any strike lost wages and other benefits.

"The NUM executive has called for strike action which could commence 'any day now' according to a union statement," said Mr Gush.

Offer

He said that Anglo has told its employees that strike action would not lead to a further increase in wages. The offer made and implemented is "a good one" and "increases are higher in rand terms than last year's increases".

Anglo American issued the statement against a background of rumours running high in the mining industry that the NUM strike would begin today.

140X

Chamber remains silent on strike

By Mike Siluma

The Chamber of Mines was tight-lipped today following an announcement by the National Union of Mineworkers (NUM) that its 200 000 members will go on a legal wage strike on Sunday

A Chamber spokesman said today that a statement might be made later

Anglo American and Gold Fields declined today to comment on reports that they had stockpiled the equivalent of a month's gold production as a safeguard against disruption in production resulting from the strike

The decision to strike was announced by the NUM's general secretary, Mr Cyril Ramaphosa, at a Press conference in Johan-

nesburg yesterday

Mr Ramaphosa said the strike would affect members at 28 gold and 18 coal mines in areas including the Eastern and Western Transvaal and the Free State goldfields

In an oblique reference to warnings by at least one mining house that steps would be taken "to ensure that individual employees are free to choose not to participate in strike action" Mr Ramaphosa accused managements of

- Threatening to dismiss strikers
- Threatening to close mines
- Threatening to call the police
- Threatening to use mine security and to starve striking workers

● The NUM reported the dismissal of "a number of workers and the injury of others" following a clash with mine security at Anglo Vaal's Lorraine gold mine in the Free State, incorrectly described in late editions of The Star yesterday as owned by Gencor

The clash resulted after security staff allegedly tried to "break" a liquor outlet boycott in protest at the detention of an unspecified number of colleagues

Management was unavailable for comment today

● The union's Kimberley offices were gutted at the weekend and virtually all documents were lost

By regulations, news, pictures and comment in this newspaper are restricted.



140A

Star 4/8/87

Union to decide on council offer

CAPE TOWN 4/8/87 (1401) 28 (132)
Municipal Reporter

CAPE TOWN Municipal Workers' Association (CTMWA) members will decide at a mass meeting on Thursday whether to accept a final offer from the city council on their wage dispute

Among the 11 500 members of the CTMWA are 1 200 cleansing workers, most of whom have engaged in action that they call a "work-to-rule" for three weeks, while the council regards it as a "go-slow"

The union's general secretary, Mr John Ernstzen, yesterday said the council had agreed to give its staff time off to attend a union members-only meeting in the Good Hope Centre at 1pm on Thursday

"The result of our negotiations will

be placed before the union membership at a special general meeting on Thursday, and that meeting will take a final decision," he said

The town clerk, Dr Stanley Evans, said the council had made its "last offer" yesterday, an offer which he regarded as very reasonable

He believed it would be to the advantage of the workers if they accepted the offer, and he hoped the pay dispute could be drawn to a conclusion this week

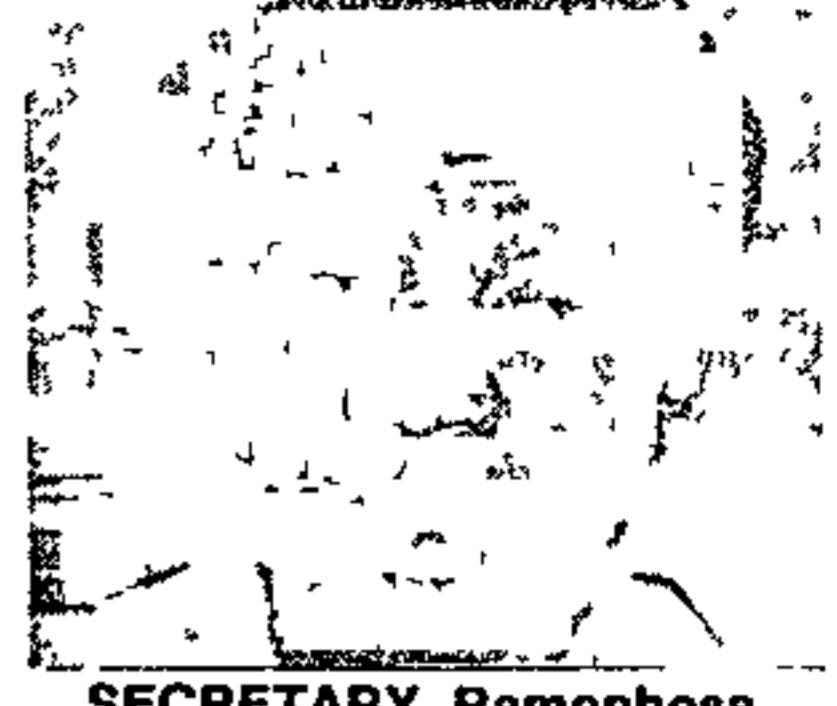
Neither Dr Evans nor Mr Ernstzen would reveal the nature of the "last offer". It is understood that the cleansing workers' action will continue until Thursday, and whether it stops then or goes on depends on the workers

200 000 to begin a legal strike

NUM

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NAMES



SECRETARY Ramaphosa

THE DAY

THE National Union of Mineworkers yesterday ended weeks of speculation and announced that its more than 200 000 members in the gold and coal mines begin a legal wage strike on Sunday night.

Wage talks between the Num and the Chamber of Mines broke down in June

Addressing a Press conference yesterday the Num's general secretary, Mr Cyril Ramaphosa, said the strike could be the biggest in mining history

He said the union's executive committee decided at the weekend to start the national

By **THEMBA MOLEFE**

strike at 28 gold mines and 18 collieries next Sunday night

During this week the Num's regional and branch strike committees will be meeting to finalise details

Mr Ramaphosa said the industrial action would proceed despite mine management's threats to dismiss workers close mines call the police threaten to use mine security and to 'starve' striking workers

It has come to our attention that certain mine bosses will charge workers R5 a day for food and accommodation at the mines Mr Ramaphosa said

He said the Num was consulting with its lawyers in this regard

Wages

Anglo American's Mr P E Gush said that the strike would not lead to any further wage increases in basic wages

He said that those workers who took part in the action will not be paid for the duration of the strike and would have to pay for their own food and accommodation

Num demanded a 30 percent wage increase, 30 days' leave June 16 as a paid holiday danger pay and that death benefits be increased to five years earnings instead of two years

The Chamber of Mines rejected the demands and refused to go for mediation following Num's request

The Num is presently in dispute with 12 other mining corporations over wages

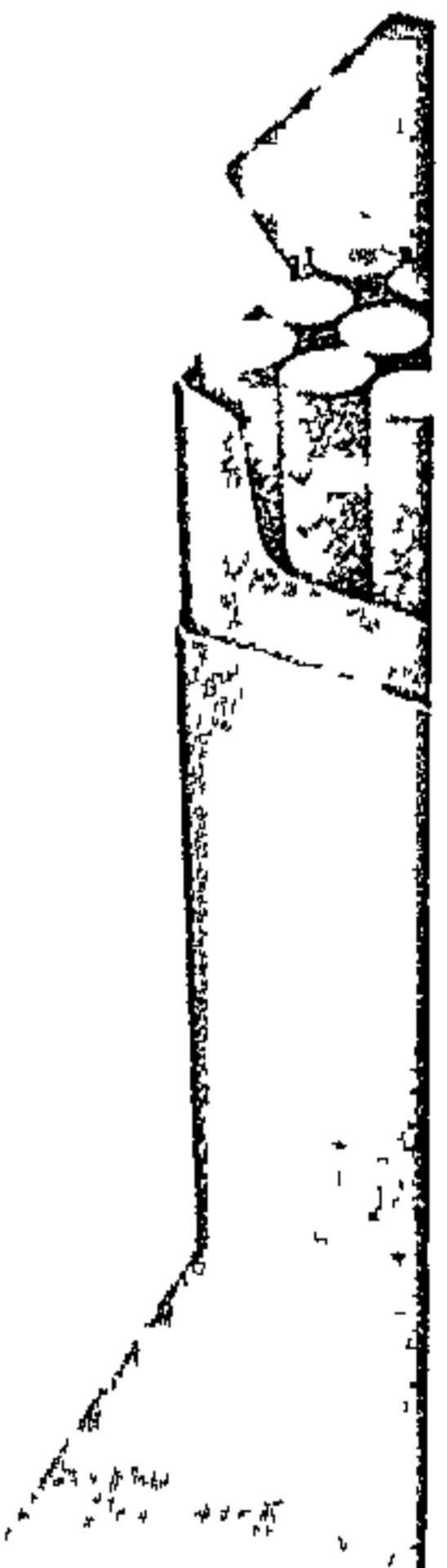
JPS, South

Touching moment



IT WAS a touching moment when Mrs Chikane, wife of one of the 19 Delmas treason trialists, M. Moses Chikane, met Mr Herbert Vlakazi, also an accused in the marathon trial, when it resumed in the Pretoria Supreme Court yesterday. Mr Chikane is among three high-ranking officials of the UDF who were refused bail.

Sawefan (331) *4/8/87* Pic ROBERT MAGWAZA



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Brewery strike continues

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ABOUT 200 members of the Food and Allied Workers Union employed by South African Breweries in Bloemfontein are still on strike — since Friday — following allegations that a white official attempted to drive over a union member who he called a kaffir.

Workers downed tools

after accusing management of delaying the matter for almost two months and postponing discussions indefinitely

Fawu has also accused the SAB of not following proper procedures in the dispute and was not prepared to discuss it

Workers at various

other SAB plants are discussing the issue with a view of taking action

The workers said the white official had insulted a union official, called him a kaffir and threatened to run him over with a car

SAB spokesmen were not available for comment yesterday

SAWETAN 4/8/87

begin a legal strike

NUM WAGES

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SECRETARY: Ramaphosa.

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800 on strike at Kliprivier

4/8/87 S. Mefan
140A

ABOUT 800 workers at Everite's Kliprivier plant near Meyerton are out on strike demanding the dismissal of a supervisor who allegedly assaulted their colleague.

The workers, members of the Construction and Allied Workers' Union (Gawu), downed tools on Friday and insisted that the black supervisor be fired.

Everite's personnel director, Mr E Claasen, said a disciplinary hearing held recently cautioned the supervisor because of the minor nature of the incident.

He said he believed the hearing and finding were fair.

● The South African Scooter, Transport and Allied Workers' Union (Sastau) scored a victory last week when Stuttafords Van Lines agreed to give its members a 30 percent wage increase.

The union's general secretary, Mr Kenny Sibiya, said members with more than 24 months service would receive the 30 percent and those with less service will receive a 15 percent rise.

The increase will be backdated to July 1.

● The Black Electrical and Electronics Workers' Union (Beewu), has signed a recognition agreement with L Centre Corporation, an electrical accessories distributing company in Doornfontein,

Johannesburg.

The agreement includes recognition of Beewu's shop stewards, grievance and disciplinary procedures, retrenchment negotiations and stop-order subscription deduction facilities.

Beewu is an affiliate of the National Council of Trade Unions.

● Four hundred members of the Black Allied Mining and Construction Workers' Union (Bamcwu), are out on strike in demand of their employer, Con Roux in Dunswart recognise their union.

The union's national mining coordinator, Mr Mbulelo Rakoena, said the recognition dispute with the company dates back several months.

He said the workers went out on strike after management's latest refusal to talk to Bamcwu.

● About 70 members of the Commercial Catering and Allied Workers' Union (Ccawusa) at seven branches of Triangle Furnishers, are out on strike following management's "reluctance" to negotiate wage increases.

The union's Johannesburg branch secretary, Mr Kaiser Thibedi, said the workers took the action at noon yesterday and are trying to induce management to discuss wage increases which it is reluctant to negotiate.

No action taken, claims Cosatu

By Mike Siluma

5/8/10

The Congress of SA Trade Unions (Cosatu) has criticised the Government for "failure to take action against right-wing thugs", after a new spate of attacks on the federation's officials and property. In a statement, Cosatu said the home of Mr Dick Hartford, editor of Cosatu News, the federation's mouthpiece, had been petrol-bombed at the weekend by unknown people. The house was unoccupied at the time.

A petrol bomb was thrown under the car of another official, Miss Marlene Powell, on Saturday. People in a white Toyota Corolla were reportedly seen to throw the bomb. Three weeks ago a motorcycle at the house was badly damaged.

Also at the weekend, the offices of Cosatu and its biggest affiliate, the National Union of Mineworkers, were gutted. The attack on Mr Hartford's house follows one in June in which two motor cars were destroyed with petrol bombs.

"We are concerned at the escalation of right-wing violence against democratic organisations. We believe these attacks must be linked to the recent propaganda campaign waged by the SABC and other government agents against Cosatu. The Government often claims to be non-violent, but this claim is belied by its failure to take action to bring these right-wing thugs to justice," the statement said.

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'Raid' on

Railway

Union

Labour Reporter

THE fledgling Cape

Town branch of the

South African Railway

and Harbour Workers

Union (Sarkhu) was

raided by security police

last week, according to a

union spokesman.

The spokesman said

police entered and

searched the offices in

the City soon after lunch

on Friday.

..They questioned

workers here, but they

didn't arrest anyone or

take anything," he said.

Security police were

harassing the union be-

cause it was attracting so

much interest from local

railway and harbour

workers "but they won't

cripple us", he said.

A police liaison offi-

cer, Captain Jan Calitz,

referred the Cape Times

to his head office, the

public relations division

in Pretoria.

A spokesman, Major S

Van Rooyen, said last

night that police "do not

comment on routine

police duties".

LABOUR BRIEFS

IsCOR ultimatum

ISCOR yesterday gave an ultimatum to the National Union of Metal Workers of SA (Numsa), that unless the union's striking workers at the corporation's Vanderbijlpark plant returned to work this Thursday, they will be regarded to have terminated their employment.

The ultimatum — contained in a message IsCOR sent to the union yesterday — said workers who are involved in the two-week-old wage strike who did not return to work on that day "will therefore have to be dismissed."

IsCOR said in its message that the wage offer it had made to the union was a "reasonable one" and appealed to the union to withdraw its dispute and urge its members to return to work on Thursday.

Worker campaign

THE Textile Workers Industrial Union launches a "Restoration of the Dignity of the Worker" campaign at the weekend.

A launch meeting will be held at the Funda Centre, Soweto, at 10am on August 9.

The TWIU began its campaign in Port Elizabeth and has decided to make it a national project.

The campaign is for the right to work, the right to a living wage, decent housing, fair treatment and justice, proper health and safety protection at the workplace, human dignity and the prohibition of racial remarks by white officials at the workplace.

Strike continues

ABOUT 1000 black postal workers on the Witwatersrand and the Vaal Triangle yesterday continued a work stoppage that started on Monday, apparently in support of 1700 striking Eastern Cape postal workers.

Services were not unduly affected, according to a Post Office spokesman.

The striking Eastern Cape workers demanded that pay parity adjustments be made, and that about 60 employees who had been dismissed over the past 4 years be reinstated.

Meanwhile, it is understood that a Post Office application to the Supreme Court that the Post and Telecommunication Workers' Association be restrained from inducing workers to strike is still "pending" — Sapa.

ABOUT 500 employees — including township managers and senior administrative staff — at the Diepmeadow City Council yesterday downed tools against the transfer of 12 workers to a private company and "poor working conditions".

The workers also demanded the dismissal of the town clerk, Mr Noel Gaum, who informed the 12 meter readers that they would be transferred to a private company, Messrs Oxers (Pty) Limited with effect from August 1.

They said Mr Gaum only informed the workers of the decision on July 31, a day before they would be transferred, instead of consulting them in due time.

The workers were informed by letter that should they refuse to be transferred they were "at liberty to find other employment".

At a meeting held at the council's Central Camp in Diepkloof the workers said they did not want to be transferred because they feared losing pension, medical and other benefits they enjoyed at the Diepmeadow Council.

They said had they been informed in time they could have looked for alternative employment rather than go to the private company.

They said Mr Gaum told them that they were actually dismissed if they still refused to transfer.

The workers also resolved to demand the dismissal of white employees recently acquired to fill certain posts, and urge the council to

Council 'transfer' sparks staff strike

BY THEMBA MOLEFE

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The workers also resolved to demand the dismissal of white employees recently acquired to fill certain posts, and urge the council to

reinstatement the 12 meter readers,

● Fight for the improvement of conditions of work for employees in the cleansing department,

● Demand the council to allow formal staff representative structures, and

● Ask the council to give them housing and study loans, study leave and introduce an off-day structure.

They elected 10 representatives who will begin negotiations with the council today.

Mr Gaum is a former town clerk of the Tumahole and Lekoa town councils, and was

described by workers as an "insensitive" person who did not consider their decisions as vital.

● Meanwhile drivers in the water branch, cleansing and electrical departments at the Soweto City Council stopped work yesterday in protest against the Mayor, Mr Nelson Botile's decision that they would in future pay R2 500 in case of accidents involving the council's vehicles.

According to the Municipal Workers' Union, the mayor had scrapped the council's insurance scheme which covered the vehicles and now shifted expenses to the drivers.

SOME of the 500 employees of the Diepmeadow City Council at yesterday's meeting after downing tools in protest against the "dismissal" of 12 colleagues.

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Mining industry takes hard line on proposed strike

EVER since it became apparent the National Union of Mineworkers (NUM) would emerge as the only notable representative of black miners, everyone has acknowledged the inevitability, some year, of widespread strike action over wages.

Remembering the last-minute settlements in the past three annual negotiations, only a fool would try to make a prediction this year. There are those who think yet another last-minute settlement can be worked out.

On the other hand, certain factors make it appear increasingly likely that 1987 is destined to be the year

Single package

For one thing, in previous years the more highly unionised mining groups broke ranks with their partners in the Chamber of Mines during the latter part of negotiations and came forward with improved offers — leaving the NUM to fight it out with companies where it was poorly organised.

This time, although there is a variety of proposals, they have been presented as a single “take it or leave it” package.

There is also a desire among some in the industry to clip the NUM's wings for other reasons. Managements resent the union's pro-sanctions stance, and there is much unhappiness at the high levels of wildcat industrial action.

Furthermore, ignoring the labour relations maxim of “never say never”, both Anglo's Peter Gush and the chamber have effectively said the 15% to 23.4% increases offered are fair and not negotiable.

The industry is hoping most workers also see the offer as fair, and that support for a strike will be lukewarm.

In a statement yesterday the chamber regretted the NUM strike announcement and said “it is not the chamber's intention to award a further increase”.

Interestingly, though, neither Gush's

ALAN FINE

nor the chamber's statements refer to other NUM demands still in dispute.

These include improved leave, June 16 as a paid holiday, and danger pay. Another demand, dropped early in the negotiations on the understanding it would be handled separately, was for improved death benefits. Talk in the industry is that some of these are still negotiable.

For the NUM, though, despite the fact that the offer represents a real increase of about 5% for most lower-paid miners, the basic wage is unacceptably low. It believes the industry is awash with cash and easily able to afford more, thanks to the high rand/gold price.

One can only assume the NUM has done its homework and has not called a strike it is unable to mobilise.

There is no way it can be avoided without some improvement in the chamber package, which NUM general secretary Cyril Ramaphosa has said the union would be prepared to consider.

But if talks are to occur before Sunday, who will initiate them? Each says the ball is in the other's court.

Hesitate to sign

In addition, while the NUM will no doubt happily consider an improved offer on non-wage aspects of the dispute, it will be extremely hesitant to sign on the dotted line of a contract reflecting no advance on the wage proposal.

In previous years the last-minute deals have not been substantial improvements on previous offers. But the industry, thus far, seems set against even a nominal further increase.

This is obviously more than a simple wage dispute. Both sides have points to prove that they believe will have implications far into the future in terms of the balance of power in the industry.

It will take a great deal of compromise, or brute force, to settle it — either before or after Sunday.

Iscor sets deadline for return to work

ALAN FINE

ISCOR yesterday delivered an ultimatum to the National Union of Metalworkers of SA (Numsa) that striking members employed at its Vanderbijlpark plant return to work tomorrow or they will be dismissed.

The 6 500 workers have been on strike since July 20 in support of demands for an improved wage offer.

According to a corporation spokesman, Iscor told Numsa it was suffering major losses as a result of the strike action, which is having a detrimental effect on clients. It was thus impossible to continue with the existing situation.

Numsa spokesman Bobby Marie said the union would take legal advice on the ultimatum and would hold a meeting of members to discuss their response.



Iscor ultimatum

ABOUT 7 000 striking members of the National Union of Metalworkers at Iscor near Vanderbijlpark have been given an ultimatum to return to work today or face dismissal.

The workers have been on strike for 16 days after demanding a wage increase of 75 cents an hour.

WORKERS LOCKED OUT

ABOUT 50 employees of E Snell and Company, a liquor firm in Isando, have been locked out of their company premises because of a dispute they had with an employee who passed bad remarks about their union.

The workers belong to the National Union of Wine, Spirits and Allied Workers' (Nuwsaw) who believe that the plant director, a Mr Stretton, has dismissed them.

The workers said trouble started last week when the employees held a meeting to discuss what they should do about the man who continually harassed them about being members of the

Labour Reporter

union

As the meeting was in progress, they said, Mr Stretton arrived and told them to break up but before they could do so he sprayed them with water from a fire extinguisher hose pipe.

An executive member of the union, Mr November Nkosi tried to speak to the management of the company but was informed that the workers were on strike. When he tried to explain that there was no strike action he found the gates to the firm locked.

Mr Nkosi said attempts by union officials

to speak to the managing director proved fruitless as they were told he was either in Durban or on the way to the plant in Johannesburg.

He said the last word they had from the company was that union officials could meet with management tomorrow.

Mr Nkosi said the union was now seeing its legal representatives to see what steps to take in the light of the company's view that the workers have been dismissed because of strike action that never was.

Mr Stretton was unavailable for comment.

Sawefan
6/8/87

140A

6/8/87

150 dismissed

A JOHANNESBURG key manufacturing company has dismissed more than 150 workers in the last two weeks after a work stoppage over time regulations at the plant.

According to the National Union of Metalworkers of South Africa, incorporating the Metal and Allied Workers' Union, 20 workers a day have been dismissed by the company, Josiah Park, in Robertsham.

The managing director of the company, Mr Terry Hime, said yesterday that the dismissals would be completed by the end of the day.

He said these workers refused to sign time sheets thus violating company regulations.

A union spokesman said the dispute began at the end of June when the contract regarding time sheets expired in terms of the agreement with the company.

He said management refused to negotiate the contract and insisted on the old agreement. Workers then downed tools in protest.

However, Mr Hime said the union did not turn up at an Industrial Court sitting after his company laid a complaint against it.

Sawetun

6/8/87

140A

Numsa and Iscor attempt to resolve Vanderbijlpark strike

By Mike Siluma

The National Union of Metalworkers (Numsa) and Iscor management are scheduled to meet today to try to resolve the 17-day legal wage strike by between 6 400 and 7 000 workers at Iscor's Vanderbijlpark works.

The talks follow Iscor's ultimatum to the workers to return to work today or be fired

Numsa has strongly criticised Iscor's "unseemly rush" to dismiss the strikers

"It is unacceptable for workers engaged in legal strike action . . . to be pushed in this way to decide between continuing their action and loss of their employment, with no time to discuss the matter," said Numsa

In a telex to Iscor yesterday, Numsa suggested that industrial council procedures be used to resolve the dispute.

An Iscor spokesman said management would not comment on the message in view of today's meeting

Numsa said about 1 300 members were dismissed by Samancor at its Meyerton plant, after a stoppage last Thursday and Friday

Numsa spokesman, Dr Bernie Fanaroff, said the last week's stoppage was triggered by management's dismissal of a number of work-

ers and the suspension of shop stewards over last month's national wage strike by Numsa members Samancor spokesmen were unavailable for comment.

Postal workers in the Transvaal and the Cape yesterday continued a work stoppage which began on Monday over various issues

Union sources said about 10 000 postal workers have stopped work in protest at the decision by the Post Office to apply for a Supreme Court interdict, expected to be heard in Pretoria today, restraining the Post and Telecommunications Workers' Association (Potwa) from "influencing" workers to strike

A Post Office spokesman yesterday put the number of strikers at 1 000 on the Reef and Vaal Triangle

The present stoppage is also understood to be in support of Eastern Cape workers who have been on strike since June 22 demanding the reinstatement of dismissed colleagues

National Union of Mineworkers will proceed with preparations for what could be the biggest black miners' wage strike, scheduled for Sunday night, said general secretary Mr Cyril Ramaphosa He said NUM had not heard from the Chamber of Mines

The chamber has called on the NUM to reconsider its decision

ARC 6
6/882
1401

Iscor and Numsa for talks on pay strike

The Argus
Correspondent

THE National Union of Metalworkers and Iscor management were due to meet today to try to resolve the 17-day legal wage strike by up to 7 000 workers at Iscor's Vanderbijlpark works

The talks follow an Iscor ultimatum to the workers to return today or be fired

The union has criticised Iscor's "unseemly rush" to dismiss the strikers

A spokesman said "It is unacceptable for workers engaged in legal strike action to be pushed to decide between continuing their action and loss of their employment"

In a telex to Iscor yesterday, the union suggested that industrial council procedures be used to resolve the dispute

POSTAL WORKERS

An Iscor spokesman confirmed receiving the telex but said management would not comment in view of today's meeting

● Postal workers in the Cape and Transvaal today continued a strike which began on Monday over various issues

A union spokesman said about 10 000 workers had stopped work in protest against a Post Office application for a Supreme Court interdict restraining the Post and Telecommunications Workers' Association from "influencing" workers to strike

The application, made last week after a two-day national work stoppage, was expected to be heard in the Pretoria Supreme Court today

1404

Man tells of axe attack at Newlands brewery

Court Reporter

A MAN who worked for Ohlsson's Brewery as a casual labourer told the Wynberg Regional Court he was threatened with death if he did not stay away from work

Mr Michael Tete was giving evidence in the trial of Mr Wennington Nwezo, 43, of Khayelitsha, who has denied intimidating three men, alternatively threatening them, alternatively assaulting two of them, outside the brewery on June 30

Mr Tete said he had been employed as a casual labourer since 1982 and on June 29 he was told by "some people" that if he did not want to die he should stop work

"I told them they were permanent (employees) but I was not and if I did not go to work I would lose my job"

THIGH SLASHED

The next morning Mr Tete arrived at the small gate near Newlands railway station at the usual time, 6am, and a Mr Taljaard, a brewery driver, told him to go to the main gate

On his way there he was attacked by a man with an axe and his right thigh and wrist were slashed

He was "very confused" and was walking back to ask Mr Taljaard to take him to a doctor when Mr Nwezo approached him and told him it was dangerous for him at work and "indicated" that he should go home

"I just wanted to work because I was very hungry," Mr Tete said

SHOP STEWARD

He said the man who attacked him was a shop steward at the brewery

Mr Welcome Jubiswa told the court that on June 30 he was unemployed and went to the gate of Ohlsson's with a friend to seek work. There a group of men threatened to assault them and told them to go home

Mr Jubiswa said he was assaulted

The hearing was postponed to August 24

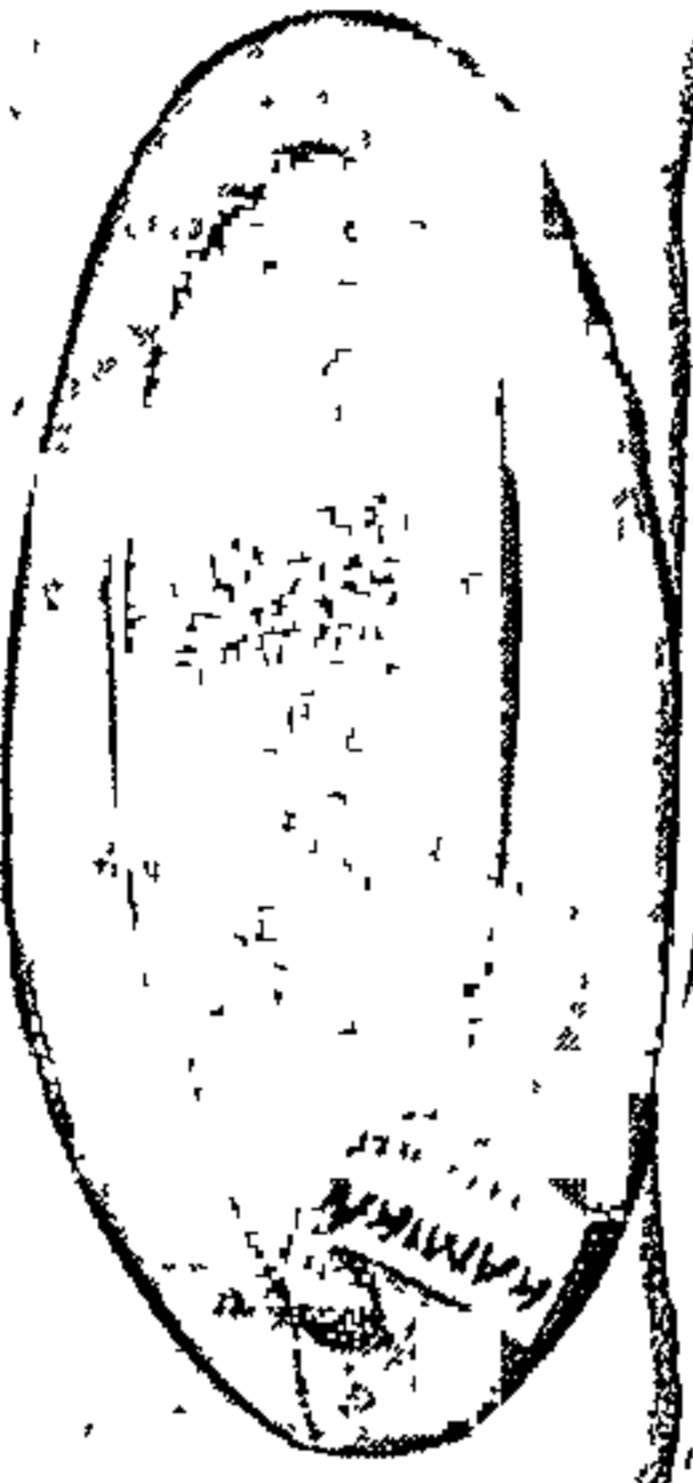
Mr A S McCarthy was on the Bench, Mr P J Mostert appeared for the State and Mr A Chiat for Mr Nwezo

PH 477390

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NOW R4
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Spook

Picture REUTERS

500 meat plant
workers strike

140H

Staff Reporter

ABOUT 500 workers at the Spekenam meat-processing factory in Stikland, Bellville, downed tools yesterday over a long-standing dispute concerning wage negotiations.

An office-bearer of the Cosatu-affiliated Food and Allied Workers Union (FAWU) said yesterday that workers were upset with management's view that wage negotiations would not take place with union officials, but only with a worker committee.

The unionist said the current minimum wage at the factory was R70 a week.

JOHANNESBURG —

The National Union of Metalworkers of South Africa (Numsa) has condemned the decision by Iscor to fire 7 000 workers striking legally at its Vanderbijlpark works if they do not return to work today

Numsa said the ultimatum was conveyed to union late yesterday afternoon

Yesterday morning, a helicopter flew over the hostel and dropped thousands of pamphlets warning the workers not to be influenced by others and to come back to work so as not lose their jobs

"This incensed the workers, who then made a demonstration in the hostel with posters demanding a living wage," Numsa said

Numsa added "The unseemly rush by Iscor management to implement the dismissal exposes their approach to

Numsa attacks Iscor decision

industrial relations

"Prior to the start of negotiations, and before the company had heard the motivation from the union of their demands, the management had already set its final offer, which was issued to the unions after two days of negotiation, but dated the day before negotiations commenced"

Iscor representatives have repeatedly stated that they are bound by inflexible mandates from the board of directors

Repeated requests from Numsa to meet the decision-makers have been refused — Sapa

Benefits for textile workers

ABOUT 250 National Union of Textile Worker (NUTW) won a wide-ranging maternity benefits agreement

In a deal with South African Nylon Spinners (SANS) the NUTW workers would get six months maternity leave, Ebrahim Patel, the NUTW branch secretary said.

He said this was the first agreement in the industry in the Western Cape

"In the first four months they will receive 32 percent of their salary and 45 percent of UIF. This totals 77 percent of their normal salaries," he said

Male employees who become fathers will also be guaranteed compassionate leave

6/2/87

Dispute at Watney's Girls

[Handwritten scribble]

THREE Sea Point restaurant workers have been dismissed for staying away from work on June 16 and 17.

Ms Ethel Nomfusi Blou, a Guguletu mother, and M Tozama Makhwenkwe, of Paarl, and Ms Julia Soli, a South African Allied Workers Union (SAAWU) member, have been out of work for more than three weeks.

The workers said in their affidavits they were afraid to go work at Watney's Girls on those days.

140A

A spokesperson for Watney's Girls said they would close down the business rather than re-employ the workers.

A legal adviser for the workers said the matter would be taken further.

[Handwritten scribble]

6-12/8/87

South

SOUTH, AUGUST 6 TO 12



140A

LABOUR BRIEFS

CWIU workers want to stop paying taxes

CHEMICAL Workers Industrial Union workers at Montagu Gardens have asked the management to stop deducting taxes from their wages, a union spokesperson says.

In negotiations with the management of Amalgamated Chemist the CWIU is also demanding:

- A minimum wage of R5 an hour. The present rate ranges from R1,90 to R4.
- Reinstatement of a shopsteward, Grace Bosman, who was dismissed after a union meeting was held on the company's property.
- Recognition of June 16, March 21 (Sharpeville Day) and May Day as public holidays.

A spokesman for Amalgamated Chemist said an appeal would be heard later this week regarding the dismissal of Bosman.

She said the company understood that the way taxes were used by the government might not be fair to everybody.

But the Receiver of Revenue would close down the company if it did not collect taxes from its employees.

The company, nevertheless, sympathises with the workers.

Negotiations were under way and "running smoothly".

Post office strikers vow to stand firm

From EAST CAPE NEWS AGENCY

PORT ELIZABETH — The strike of Post Office workers in the Eastern Cape is entering its seventh week with no end in sight.

Strikers seem determined not to return to work until their demands are met.

The ominous warning from Post Office management to workers "if you stay away you will get no pay" in pamphlets circulated recently, proved to be no idle threat on pay day last Friday.

The workers, represented by the Post Office Telecommunications Workers' Association (Potwa), went home with empty pockets.

Several workers at the Post Office's Sidwell workshop here told about the strike and their hardships.

A 35-year-old clerk said he had been working at the Post Office for 13 years and had a wife and two children to support.

"My wife is annoyed with me for being on strike. She asks me every day when I am going back to work but she also says she will stay with me through these bad times."

Children

He said he could no longer afford to give his children money for food and school but was confident that Post Office workers in Johannesburg would be sending aid.

A telephone repairman, 26, sole breadwinner for his mother and sister, said although things were getting harder, there was "no going back" on the strike.

"I want things to be right and I am confident that Potwa is trying to solve our problems that's why I'm willing to stick it out."

A 55-year-old woman canteen worker said "There's no more money to buy food for my three children, but I'm still strong."

"Even after I have spent my last cent, I will still carry on. I don't feel intimidated by all these men, I can shout at them when they are wrong and they listen to me."

Workers interviewed did not want their names to be known for fear of harassment.

Meanwhile, eight Potwa members who were detained last Wednesday have appeared in the Somerset East Magistrate's Court on charges of public violence.

They are James Vena, 37, James Bathembu, 31, William Matshoba, 31, Timothy Sokhala, 26, Phillip Boo, 32, Nicholas Klaas, 33, Timothy Gxabashe, 32, and Max Boo, 22.

The accused are from Middelburg, Graaff-Reinet, Grahamstown, Cookhouse and Somerset East.

The hearing was postponed and they were not asked to plead.

In Port Elizabeth, two post office employees, Moses Tukan and Louis Johnson, were detained last week Tuesday.

The lawyer representing Potwa workers said a telex had been sent to Pretoria and their detention was confirmed by the police.

The Post Office strike, which affects over 2 500 workers in the Eastern Cape, has resulted in the closure of the only remaining black post office in Port Elizabeth.

Workers said the management was employing "scab labour" to keep some of the essential services in operation.

"There's nobody here that is saying they've had enough. We're united and we will keep going," one of the strikers said.

A spokesperson for the Department of Posts and Telecommunications refused to comment on the dispute.



Potwa president Vusi Khumalo addresses delegates from the Eastern Cape at a meeting in Zwide last weekend.

cartridges at the scene. ^{the entire prospecting}

New Iscor deadline

ALAN FINE

ISCOR yesterday agreed to extend the deadline of its ultimatum to 6 500 striking Vanderbijlpark workers from last night to 10pm on Monday, to enable them to consider a new company proposal, said an Iscor spokesman.

At a meeting yesterday, requested by the National Union of Metalworkers of SA (Numsa), Iscor said it would agree that the wage dispute which triggered the 18-day-old strike be referred to mediation.

However, it made this conditional on the union accepting three conditions: that members return to work; that the union again explains the Iscor wage proposal to them, and that the union withdraws the official dispute it has declared, the spokesman said.

Numsa requested additional time to discuss the proposal with members, and the ultimatum was then extended.

Numsa could not be reached for comment.

Political comment in this issue by Ken Owen Newsbills by Michael Acott
Headlines and sub-editing by Michael Allwright All of Times Media Ltd, 11
Diagonal Street, Johannesburg

AGS 7/8/77 (1401)

Cleansers accept pay offer, end go-slow

Labour Reporter

CAPE TOWN municipal workers have accepted the City Council's pay offer — and the work-to-rule affecting the cleansing and electrical departments is over

About 9 000 members of the Cape Town Municipal Workers' Association (CTMWA) yesterday jammed the Good Hope Centre for a three-hour meeting to debate whether to accept the offer or to continue industrial action for a better deal

After intense debate the members finally voted to accept the council's offer of R17 a week or 10 percent, whichever is the higher, backdated to July 1

For the lowest-paid workers the R17 component will represent a 17-percent wage increase

The CTMWA executive was mandated by the meeting to continue pressing for a "living wage" to meet rocketing prices of rents, transport, food and electricity

IMMEDIATE EFFECT

The decision to accept the offer came after months of negotiation in which the union demanded a R50-a-week across-the-board increase for its 11 500 members

The work-to-rule by the cleansing workers started on July 13 as employees moved to pressure the council into a better offer

Garbage piled up in several areas

Electrical employees joined the work-to-rule about two weeks later

CTMWA spokesmen said the action was over with immediate effect

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Teargas, sjamboks used on 600 factory strikers

Labour Reporter

ABOUT 600 strikers at the Spekenam factory in Bellville were driven out of the factory by police with teargas and sjamboks.

Workers said the action happened about 7pm yesterday af-

ter a day of wage negotiations between the Food and Allied Workers' Union and the management

"Management was taking an incredibly hard line at the negotiations and at the end of the day workers decided to stay on union officials were to take

the premises," said a Fawu spokesman

"Later three van-loads of policemen arrived, went into administration offices and then came out and beat workers and tear-gassed them"

Mystery men

The union is also questioning the role of two unidentified men who were on factory premises during the day

"Management said they did not know who these men were

"But when workers were gathered in the yard one of them stood up and read a notice saying all strikers had been dismissed, should leave the premises and return the next day to collect their pay

"Workers had never seen this man before so they ignored him," said the Fawu spokesman

Riot police arrived soon afterwards

Workers today gathered at a church hall in Bellville where

those injured to doctors for examination and treatment

They would also take statements about the police action

A police spokesman said that about 7 30pm police were called to the factory after about 600 people gathered on the premises, sang and held placards

The spokesman said the crowd was asked to disperse and when it failed to do so teargas from spray canisters was used

A group of people moved outside and attacked police vehicles, the spokesman said. Two men, aged 47 and 25, were detained for questioning

Workers denied that warnings were issued before the police action

Police confirmed that they used sjamboks and teargas to disperse the crowd

A spokesman said a 57-year-old man would appear in court on a charge of public violence. The other detained man had been released

Special constable stabbed after Langa stone-throwing

Staff Reporter

A SPECIAL constable was stabbed in the chest when security forces arrested stone-throwers at Langa Senior Secondary School

Five youths and four girls were arrested yesterday

A police spokesman said the constable was out of danger

45 Swapo guerrillas killed during July

Argus Africa News Service
WINDHOEK — Forty-five

In Bontehelwé a bus was set alight

The police report on unrest said 16 people were wounded, three seriously, when three hooded gunmen fired at blacks in Plessislaer, Maritzburg

A witness said the incident happened as about 50 people were returning from an Inkatha meeting

The body of a necklace victim, Mr Jabulani Mungwa, 20, was found in Kyalami Kloof at Kwadabeka, near Pinetown, last night

Dispatch Reporter

EAST LONDON — A wage agreement between the Langeberg Co-operative and the National Union of Food Workers (NUFW) was reached here yesterday, the manager, Mr Andre Esterhuysen, said

He declined to reveal what agreement was reached as a joint statement from the union and management would be released next week

The co-operative was operating at full capacity, he said

Over 800 black workers were dismissed from

NUFW, Co-op reach wage agreement

DD
1/40A
7/8/87

the company in April this year after a wage dispute. The employees returned to work on Monday this week after an out of court settlement in July

The company was also involved in a dispute with some 700 coloured workers hired to fill the

vacancies in April. Management maintained they were hired on a temporary basis and began retrenching them last week. The employees said they were hired permanently

Mr Esterhuysen said about 150 coloured workers were still em-

ployed but he did not expect them to stay with the company

"On Monday we still had about 400 coloured employees after 350 left last week. They have been resigning at quite a pace this week and I don't think the others will stay on although we would like them too because they are skilled"

Mr Esterhuysen said the retrenched workers had received two weeks' pay

Spokesmen for the NUFW and the coloured employees could not be contacted

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Waiting for a decision

SAMANCOR was yesterday awaiting a Rand Supreme Court decision after an urgent application was made to have more than 1,000 workers evicted from its Meyerton Metalloys plant because they were dismissed following an illegal two-day strike.

7/8/07

140A

15

Steph

Samancor's general manager, Mr Bennet Carr, said the dismissals were finalised and that no further negotiations with the National Union of Metalworkers of South Africa (Numsa) were being planned "at this stage"

Mr Carr said the Numsa members breached an agreement with Samancor.

250 are still out at brewery

MORE than 250 workers at the South African Breweries' Bloemfontein plant were still on strike yesterday following a dispute over a white

official's alleged use of abusive language.

The Food and Allied Workers Union (Fawu) said the strike would continue even after

management suspended the official this week.

Union spokesman, Mr Ronnie Petersen, said management suspended the official without a proper hearing and consultation with Fawu.

Miners' strike begins

And wave of disputes hits other sectors

W/ Mail
1-13/87

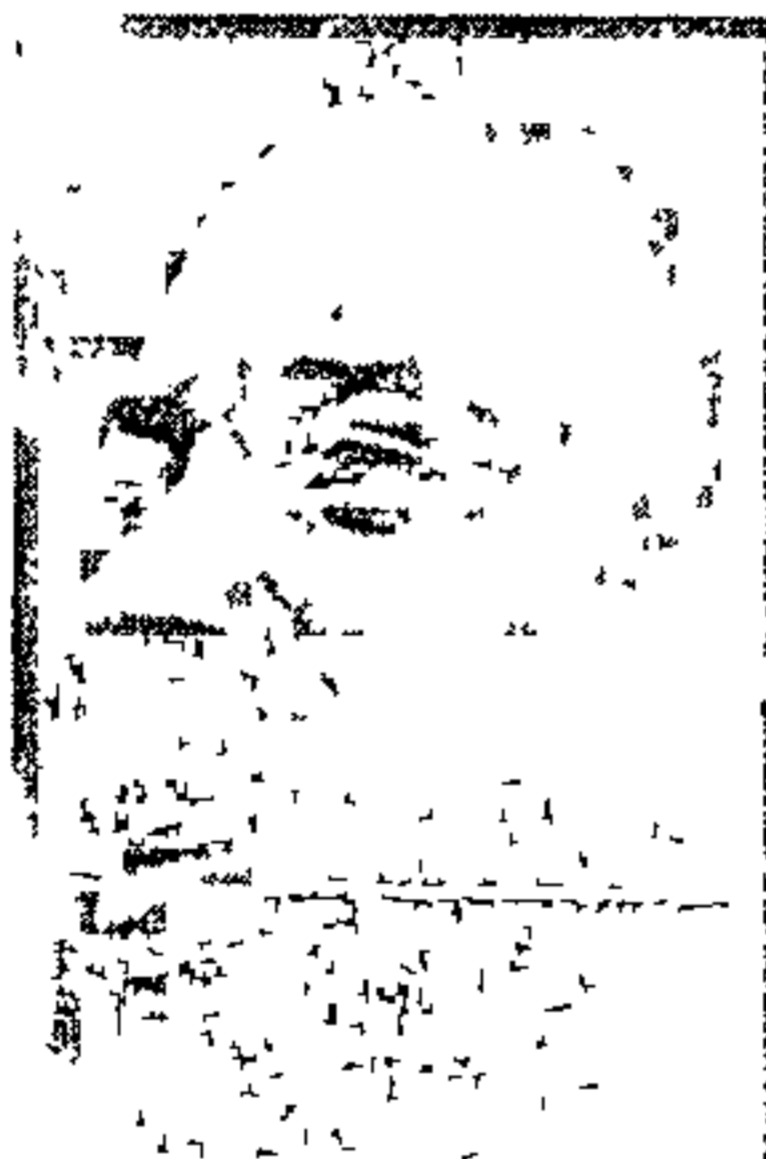
140A

By DAVID NIDDRIE and EDDIE KOCH

BLACK miners refused to go down the shafts at Witbank's Maatla colliery last night — thus beginning what could be the biggest wage strike in South Africa's history

And with conflict on two other mines adding to the momentum of the miners' strike, the National Union of Mineworkers' target of 200 000 out on 45 other Chamber of Mines' collieries and gold mines could be achieved

NUM's general secretary Cyril Ramaphosa last night announced a second stage of the strike — which could dramatically escalate the impact of NUM's action in support of a 30% wage increase from Monday NUM officials on all mines currently not involved in the dispute — including platinum, chrome, uranium and diamond mines — will begin moves to hold strike ballots



Cyril Ramaphosa

NUM has already moved to include in the strike 100 000 workers at chamber-affiliated mines excluded because the union has not yet gained recognition

And last night Ramaphosa released details of an additional set of demands his 260 000-union has made to the chamber

The six-point document, sent to the chamber yesterday afternoon, demands that management effectively recognise their workers' right to strike by undertaking not to use force (or call in state security forces) and not to deprive strikers of food during the strike

Although NUM had demanded a reply by 8pm last night, the union announced it would give the chamber the time it needs to respond Chamber spokesman Johan Liebenberg said the chamber would possibly reply some time today NUM has already instructed its members to adhere to a strict code of conduct during the strike

Points in the code include

- Elected strike committees will regulate behaviour of all strikers and ensure order,
- Workers should stay in their rooms and only come out when instructed to do so by strike committees
- No drinking of alcohol, no violence and no intimidation will be allowed "Any worker who fights or drinks must be taken to the strike committee."

And while the NUM members were preparing to shut down 46 Chamber of Mines operations through the country, industrial unrest in other sectors — encompassing workers ranging from tea pickers in rural Natal, through Free State brewery workers to petro-chemical workers at Sasol — could intensify next week, eventually including almost half of the 712 000 members of the Congress of South African Trade Unions (Cosatu).

Adding to mounting labour tension are reports that the gov-

● To PAGE 2

s of the Emergency regulations

1-13/8/8 (40K) W/Hoel

Mine strike begins amid country-wide disputes

ernment is considering legislation to restrict industrial action, particularly that "fomented for political purposes"

While big business is understood to be lobbying strongly against further legislative intervention in labour relations, the government is likely to face equally strong pressure from the ultra-rightwing Conservative Party during the Manpower budget debate beginning in parliament today. The Minister of Manpower, who has so far not responded to the allegations of a pending clampdown on unions, is expected to respond during the debate.

On the mines, with just 60 hours to go before the day shift comes up from the shafts, signalling the start of the strike, only a major 11th-hour shift by the chamber from its 15-23% offer is likely to stop the miners' action.

Although last year's planned action by the miners was pre-empted by a revised offer made, literally, only hours before the planned national strike, such a last minute move seems unlikely this year.

After weeks of brinkmanship by both NUM and the chamber, tension on the mines mounted rapidly this week.

● Three miners were killed in separate clashes on Tuesday and Wednesday in the hostels and underground at Leslie gold mine, according to Gencor. Gencor spokesman DW de Beer said mine security forces dispersed "groups of employees" who had gathered and "threatened each other" on Tuesday night.

● More than 50 Anglo Vaal workers were dismissed at Lorraine gold mine in the Free State late last week and, according to the union, many were injured in clashes with mine security over a boycott of a mine liquor outlet.

● NUM assistant general secretary Marcel Golding said reports from members suggested that troops would be used to seal off mines during the strike.

An SA Defence Force spokesman refused to comment on this, while chamber spokesman Peter Bunkell flatly rejected it. "We are not even planning to call in the police, let alone the army," he said.

NUM has not restricted its strike call to mines covered by union-chamber negotiations, calling for action on all gold and coal mines, including non-chamber mines and chamber mines where the union is not yet recognised.

This expansion could add 100 000 strikers to those included in the central strike action, suggests NUM general secretary Cyril Ramaphosa.

And a scattering of disputes between the Nactu-affiliated Black Allied Mining and Construction Workers' Union (Bamcwu) could add to the figures.

In the face of employer stockpiling of both coal and gold in the runup to the strike, NUM has called for solidarity action by workers at the coal depot at Richards' Bay to stop coal

● From PAGE 1

exports

NUM could also be drawn into a second major industrial conflict, alongside the National Union of Metalworkers of SA (Numsa), after NUM the country's biggest union.

In a dispute originating in disciplinary action taken after the planned national metal industry strike three weeks ago, management at Samancor's Metalloys plant at Meyerton this week sacked more than 1 100 Numsa members for their two-day strike last week.

And while the company said it was going to court yesterday for an order evicting the workers from their hostels, Numsa is threatening to link up with NUM to bring the country's entire ferro-metal sector to a standstill in sympathy with the Samancor workers.

At the same time, Numsa officials were yesterday locked in talks with Iscor over management threat to sack 7 000 workers, now in the 18th day of their legal strike at Iscor's Vanderbijlpark plant.

And strike action by Numsa members over hourly wages and short time has led to the closure of the Mercedes Benz plant in East London, union spokesman Viwe Gxariso said yesterday.

Conciliation boards yesterday began an attempt to resolve a wage and working conditions dispute between the Chemical Workers' Industrial Union (CWIU) and management at Sasol II, Sasol III, Sasol Fertilizers and Sasol Explosives and four collieries near Secunda.

Workers at the four Sasol plants have already voted to strike should the CBs fail to resolve the disputes, while union officials are still counting votes from strike ballots.

Other sectors affected include

● Municipalities More than 1 200 council workers are on strike in Diepmeadow over the local council's abrupt announcement last week that it was privatising electricity meter reading and the transfer of its 12 meter readers to the company concerned.

They join 10 000 Cape Town municipal workers and 600 in Durban.

● Even the normally quiet agricultural sector has been affected. Fawu is seeking legal advice over the sacking of 900 tea-picker members who struck at Sapekoe farm near Richmond in Natal last month.

● The post office strike which started in the Eastern Cape has escalated about 15 000 workers countrywide are now involved.

Meanwhile, an application brought by the postmaster general to restrain Post and Telecommunication Workers' Association members from "encouraging strikes" was dismissed with costs in the Pretoria Supreme Court late yesterday.

In another development yesterday some 2 000 Eastern Cape postal workers were given an ultimatum to return to work today or face dismissal.

NUM asks Chamber not to interfere with strikers

By Mike Siluma

With the national wage strike by 200 000 members of the National Union of Mineworkers (NUM) just 48 hours away, the union has sent an urgent letter to the Chamber of Mines seeking guarantees that there be no interference with the strikers.

NUM's move came as tension concerning the wage dispute continues to build up, with nearly 2 000 workers downing tools at Gencor's Matla colliery.

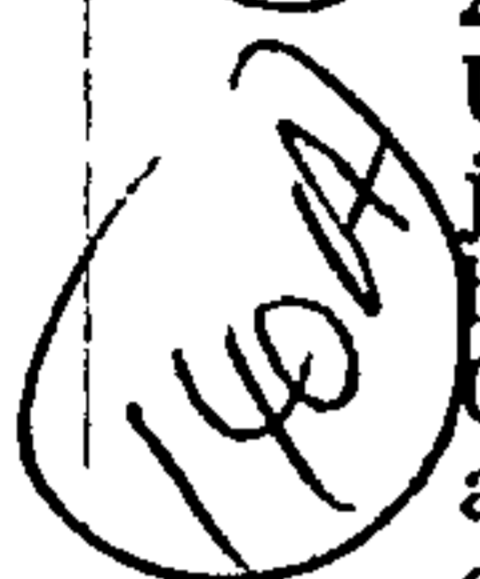
A chamber spokesman said the chamber had not been able to reply to the NUM letter yesterday and that a reply might be sent to the union today.

In its letter to the chamber yesterday, NUM said it believed that "some, or all (Chamber) mines intend to deprive our members of food during the strike".

"We also know that in previous cases, attempts have been made to break strikes by violent, unlawful or improper means. We are very concerned there will be repetition of this conduct," said NUM.

● After protracted negotiations between the National Union of Metalworkers and Iscor, the company has agreed to extend its ultimatum for 7 000 workers to return to work to Monday.





7/8/87

MINERS' STRIKE

Trial of strength

Which side will relent in the first real "trial of strength" between the Chamber of Mines and the National Union of Mineworkers (NUM), due to kick off on Sunday night, remains to be seen

Suffice to say that with 200 000 miners involved (170 000 says the chamber), it is potentially the biggest legal strike ever called in the mining industry in SA. Some 28 goldmines and 18 collieries are targeted. On the face of it, Anglo American Corporation could be most affected as the union is recognised at all its 13 goldmining operations, and all but four of its 13 collieries.

Noting with regret the NUM's decision to call a strike, the chamber said on Tuesday it had "no intention of awarding a further increase." It sincerely hoped the union would reconsider its decision by Sunday. According to the chamber, the increases implemented on July 1 were higher than those granted last year and gave most employees a substantial increase in real terms. The increases (15%-23,5%), it added, "were well received by the work force."

Announcing the strike date — three weeks after the decision was taken — NUM general secretary Cyril Ramaphosa said "almost 200 000 members voted in favour of a strike

Although the strike is legal, the companies still retain their civil right to sack strikers. But clearly such action would have widespread implications and would not be taken lightly.

Further, strikes in SA have become pretty violent episodes, notes Allen, and violence could occur, probably at the hostels and possibly as a result of intimidation, although the NUM was this week informing workers of strike rules and procedures.

Yet it is the sheer scale and numbers involved that could see the strike taking on a momentum of its own. It's a major exercise to control, Allen points out.

□ According to the chamber, 20 collieries (out of 37 affiliated to the chamber) will be affected. They are Anglo American's Arnot, Bank, Goedeheop, Kriel, New Denmark, New Largo, New Vaal, Springfield, Cornelia, SA Coal Estates, Vryheid Coronation, Blinkpan, Rand Mines' Douglas Collieries (including the Douglas, VanDyksdrift and Wolvekrans sections), Lonrho's Tweefontein, Gold Fields' New Clydesdale, and Gencor's Matla, Optimum, Transvaal Navigation and Usutu.

The 26 (of 36) goldmines affected would be Blyvooruitsig, Bracken, Deelkraal,

to pursue their demands" — even though, he added, the chamber believes they have offered the highest ever in money terms.

The union wants a 30% wage rise, 30 days leave, June 16 as a paid holiday, danger pay, and death benefits to be increased to five years' earnings. "Our members are not kidding," Ramaphosa warned. In reply to a question he did, however, say the union is "always open to fresh offers." But this looked highly unlikely.

Based on the union's record during its tightly organised 1985 strike, labour consultant Brian Allen says that if the NUM says it will call a strike, it will. Only its scale and duration are imponderables at this stage. The dispute has effectively become something of a crude power play, avers Allen.

The NUM's stance in the face of what many outsiders consider to be a fair increase is essentially tied to the union federation Cosatu's "Living Wage Campaign," which amounts to nothing less than a drive for a redistribution of wealth.

Both sides will of course feel the economic pressure of a strike. The question is who can hold out longest and what leverage can be brought by either party to obtain concessions.

While the new high in the gold price would seem to favour the union in one way (goldmines wouldn't want to miss the boat), it favours the mining companies in another (they will get more from lower production). Also, of course, the union members will lose pay. And despite the overwhelming ballot result in favour of striking, at what point will workers feel they've sacrificed enough? The NUM is not known to have strike funds, but then Ramaphosa refuses to disclose anything about its financial resources.

46

Elandsrand, Free State Consolidated (including the North region's Freddie's, Free State Geduld and Western Holdings, and the South region's President Brand, President Steyn and Saaiplaas), Broodvlei, Kinross; Leslie, Libanon, Marievale, Randfontein Estates, St Helena, Stilfontein, Vaal Reefs' east, south and west divisions, Western Areas, Western Deep Levels' north and south divisions.

300 000 set to strike

SVEN LUNSCHE and
MIKE SILUMA

Mining houses may lose millions

In less than 24 hours South Africa's mining industry will be facing the worst labour disruption in its history, with up to 300 000 workers expected to go on a wage strike tomorrow.

About 200 000 National Union of Mineworkers (NUM) members will go on a legal strike at 28 gold and 18 coal mines, but approximately 100 000 will be joining them at mines where the NUM is not recognised.

As far as the Chamber of Mines, which represents the country's major mining houses, has produced no concrete evidence of how they will keep up production.

No comment had been received from the chamber by the time of going to Press.

Sources say the mining houses are hopeful of a quick solution to the strike, but the mines are not unprepared for these developments, which could have serious repercussions for sales of bullion in Europe, the United States and the Far East.

STOCKPILED

Mining analysts point out that most mines have stockpiled the equivalent of a month's coal and gold production as a cushion against any possible large-scale disruption.

A senior mining analyst at a Johannesburg stockbroking firm estimated that not more than a fourth of South Africa's total production of two tons a day would be affected.

He said the strike would be most effective at the labour intensive mines of the Western Transvaal and the Free State, "but even if every single NUM member stayed away, it would cost the mines at the most R15 million a day."

"The industry is in a fairly strong position and has the potential to quickly make up lost profits just by slightly improving the grade of ore produced," he added.

A similar trend is evident at the coal mines. Analysts estimate that the production of at most 15 000 tons a day would be disrupted by the strike — South Africa produces roughly 160 million tons a day.

In a move that could cost the mining industry millions, the NUM has instructed its 200 000 striking members to leave mine premises and go home when the wage strike begins tomorrow.

The dramatic decision was announced by the union at a Press conference yesterday following

the failure of the Chamber of Mines to give undertakings that there would be no interference with the strikers.

The union had given the chamber until 8 pm on Thursday to give the undertakings, a deadline extended to 3 pm yesterday.

Because many of the miners come from areas far from their places of employment, including neighbouring states, it could take the chamber days, even weeks, to return the situation to normal.

Late yesterday the NUM said a chamber response, issued after the Press conference, would not lead to a reversal of the decision.

Union boss Mr Cyril Ramaphosa told the conference that although the union had contingency plans for the miners' transport home, it could take up to three days to ferry all the workers home, adding that workers at mines where the union was not recognised might join in.

Undertakings sought by the NUM included that members would be provided with free food as usual, that the chamber guarantees freedom of movement for both strikers and NUM officials; that mine security personnel do not enter hostels unless accompanied by union officials; and that the chamber does not invite police and security forces on to mine premises.

NUM members, for fear of losing their lives, being injured and being starved to death, chose to go home during the duration of the strike. When the strike begins our members will pack their bags and go home," said Mr Ramaphosa.

In reply, the chamber denied that mine management and security personnel initiated violence.

It said experience had shown that NUM officials and members had "been the source of violence on the mines."

"In recent months, this violence has even assumed the form of both murder and kidnapping for which members or officials of the union were held by the courts to be liable.



MR CYRIL RAMAPHOSA Union has plans to ferry workers home to outlying areas once the strike begins

"Managements will not tolerate violence being used to intimidate those who do wish to work and will protect them," said the chamber, again urging the union to call off the strike. A spokesman said workers would not be prevented from going home.

● The NUM decision could force a rethink of the chamber's strategy as it is believed that it was banking on a strike of short duration as has been the case in previous years, and also on stockpiles of both gold and coal ore.

Clearly anticipating a protracted strike, Mr Ramaphosa said he did not believe that stockpiles, where they existed, would "last for long."

● NUM members' demands include a pay increase of 30 percent, against a chamber offer of increases between 16 percent and 23,4 percent.

Potwa members vow to carry on striking

CP Correspondent

THE Post Office strike in the Eastern Cape is entering its seventh week, with no end in sight, as workers seem determined not to return to work until their demands are met.

As one worker poetically put it "We've been in a dark place for a long time. Management has tried to keep us there. Now Potwa is opening the door to let some light in, so I'm determined to keep on striking until our demands are met."

us into the main part of the building.

"We talk about why we can't give in and how we have come so far. We will only go back when management has agreed to reinstate retrenched workers and has agreed to wage parity."

"We encourage workers who are starting to have doubts about the strike and then we pray."

"We sing hymns, not freedom songs, just church songs," said the painter

met."

City Press spoke to the strikers outside the Sidwell Post Office workshop in Port Elizabeth during their lunch break.

A 36-year-old painter, who has been employed by the post office for four years, described a day on strike.

"We arrive here at 7 45am like any normal working day and all the workers, about 60 of us, meet in the cloakrooms. Management will not allow



Potwa president Vusi Khumalo ... leads the Eastern Cape strike.

A clerk, 35, who has been working at the Post Office for 13 years and has a wife and two children to support, said his wife "gets annoyed with me being on strike. She asks me every day when am I going back to work, but she says she will stay with me through these bad times."

A Post Office and Telecommunications Workers' Association official, Kenneth Mkatela, said that a request for each worker throughout the country to donate R10 had been made.

The only woman worker, 55, said "There is no more money to buy food for my three children, but I am still strong. Even when I have spent my last cent, I will still carry on. I don't feel intimidated by all these men, I can shout at them when they are wrong and they listen to me."

None of the workers wanted their names to be

made known for fear of reprisals.

Meanwhile, eight Potwa workers who were detained last Wednesday, appeared in the Somerset East Magistrates' Court this week on charges of public violence.

They are James Vena, 37, James Bathembu, 31, William Matshoba, 31, Timothy Sonkwala, 26, Phillip Boo, 32, Nicholas Klaas, 33, Timothy Gxabashe, 32, and Max Boo, 22.

The accused come from Middleburg (Cape), Graaff-Reinet, Grahamstown, Cookhouse and Somerset East. The case was postponed to August 4 when an application for bail will be heard. The accused did not plead.

In Port Elizabeth, two Post Office employees, Moses Tukani and Louis

Johnson, were detained last Tuesday morning.

Potwa lawyer Bashir Hoosain said their detention had been confirmed by the police but they could not disclose where they are being held.

A regional executive member of Potwa, Sam Hlongwane said "We cannot understand why the Post Office management is involving a third party while the problem is a domestic affair."

The Post Office strike, which affects over 2 500 workers in the Eastern Cape, has resulted in the closure of the only remaining black post office in Port Elizabeth.

Workers said that management was employing scab labour to keep some of the essential services in operation - Ecna

Merc workers go on strike

CP Correspondent

WORK at the Mercedes Benz factory in East London has come to a halt following a work stoppage revolving around demands for a living wage.

The spokesperson for the company in Pretoria said production had been temporarily suspended as a result of industrial action the company regarded as unlawful.

According to a Numsa spokesperson, the dispute started in one section of the plant on Monday and subsequently spread through the factory.

The workers are demanding an increase of R5 an hour and a reduction of the working week to 43 hours without loss of pay.

Management and workers deadlocked on Tuesday and the company's call to workers to return to work was ignored.

The company spokesperson said the matter was being referred to the Industrial Council. — *Elnev's*.

Political comment and newsbills by ZB Molefe; headlines and subediting by Jon Swift, all of 204 Ellor Street Ext, Johannesburg.

Massive mines strike begins



CYRIL RAMAPHOSA "A very rude shock"

By CAS St LEGER THE biggest legal strike in South African mining history begins today - with contradictory claims about the likely effect of the strike on the country's biggest revenue-spinner.

Today's evening shifts in 28 gold mines and 18 collieries were the first due to begin the strike which the National Union of Mineworkers claims will eventually involve between 200 000 and 300 000 men

A top mining analyst sug

NUM wants the rest of Cosatu out in sympathy

gests the possible loss of a quarter of South African gold production could cost R15-million a day once stocks are used up - while others predict little or no short-term effect

"It could be more It depends on numbers involved, duration of the strike and stocks said the analyst "As for coal, the limiting of pro-

duction could even be beneficial"

Despite largely unconfirmed reports of stockpiling of a month's ore by some mining houses, the gold supply could be affected and output crippled at those mines with strong union representation

One stockbroker, predicting two-thirds of the work-

force would stay on the mines, believed smaller mines, where family housing had reduced militant union influence, would be unaffected by strike action

Other mines would concentrate their reduced workforces on production rather than development, he said

The NUM - which has predicted 300 000 strikers by midweek - intends conducting sympathy-strike ballots with other affiliates of the 712 231-member Cosatu

At a Press conference on Friday the NUM announced its decision to tell its members to go home for the duration of the strike to avoid conflict with mine managements on the issues of peace-keeping, food and accommodation for the strikers

Return

Afterwards the NUM president Mr James Motlatsi said miners would be out "for as long as it takes", but committees would be set up to ensure they would be ready to return "at a moment's notice"

Supporting unions would be asked to help feed those unable to go home

The decision to strike for an across-the-board wage increase of 30 percent and an improved employment package was taken by the union's national executive after a national strike ballot returned a 95,77 percent vote in favour of a strike

Both parties to the dispute are hoping for an eleventh-hour settlement - but neither the Chamber of Mines nor the NUM is willing to back down

The Chamber is adamant it will not meet NUM's 30 percent pay hike demand

Tax

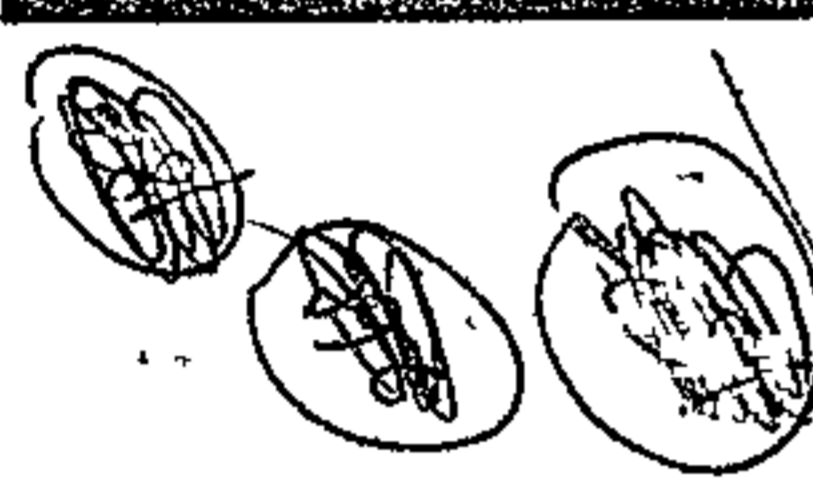
Concessions have been made by the NUM since this round of pay talks began on May 15, when they demanded a 40 to 55 percent increase and that Chamber-affiliated mines stop deducting income tax from miners

The Chamber regards the offered increases of 15 to 23,4 percent as fair and non-negotiable

Black miners' wages, says NUM, are 16 behind whites, the black fatality rates are higher, yet only whites are paid a safety incentive bonus, and blacks' leave entitlement is 14 days, compared with up to 35 days for whites

"The Chamber will get a very rude shock We will see on Monday morning," said NUM general secretary Mr Cyril Ramaphosa this week

STRIKES IN BLOEMFONTEIN



14/04
Clerks
9/8/87

BLOEMFONTEIN, the Free State capital, has been rocked by two major industrial strikes.

Allegations of racism are at the centre of the disputes.

Post Office workers at the capital went on strike on Wednesday, joining South African Breweries workers who have been on strike for the past six days because of allegations of racism at their workplace.

On the same day more than 1 000 Post Office workers also failed to report for duty at their respective service centres on the Witwatersrand and the Vaal Triangle.

The stoppage began on Tuesday when workers did not arrive at work, disrupting postal services at Sebokeng, most of the Vaal Triangle townships and at Randburg and Bryanston near Johannesburg.

It is believed that the strike is in solidarity with 1 700 Eastern Cape workers who are on strike.

By yesterday Post Office workers were reported to be still on strike.

Workers at the SAB plant in Bloemfontein went on strike last Friday and vowed not to resume duties until a "racist" white supervisor was fired.

The two strikes in Bloemfontein have resulted in a severe beer drought and disruption of mail services.

According to Post and Telecommunication Workers' Association insiders, the Bloemfontein Post Office workers are also demanding

- A living wage
- Total abolition of racial



By LEN KALANE and DAN DHLAMINI

discrimination

- Better working conditions

The Post Office workers downed tools on Wednesday morning and gathered at the basement of the main Post Office building where they sang freedom songs and chanted slogans.

The Bloemfontein Post Office strike comes hardly a week after the Minister of Home Affairs and Communication sought a temporary interdict at the Supreme Court demanding

that Potwa be stopped from influencing more workers to go on strike.

Potwa was supposed to have filed replying affidavits on Monday.

Meanwhile, the six-week-old Post Office strike in the Eastern Cape is still continuing.

Last week 17 000 Post Office workers in the country downed tools for two days in sympathy with their Eastern Cape colleagues.

However, the 17 000 workers went back to work last Wednesday and only 1 700 Eastern Cape workers remained on strike.



The Eastern Cape workers are asking for the reinstatement of 60 workers.

Potwa is also asking that the striking workers be paid in full for the duration of the strike.

At the height of the sympathy strike last week, the government applied for an urgent-Supreme Court interdict to restrain Potwa from promoting strike ac-

tion. Judge Roux ordered Potwa and Vusi Khumalo, Potwa's national president named in the application, to file replying affidavits.

In support of his affidavits to prohibit Potwa from interfering with the black work force of the postal services, the Minister handed in a statement by Captain GG Smit, of the security branch.

Smit said Potwa had decided at a meeting in Mookeng, Randfontein, last week Wednesday that all striking workers should return to work on July 30.

However, Smit said he had information that Potwa could start another general strike. Concerning the SAB dis-

pute, public affairs manager Gary May said this week the white supervisor at the centre of the row has been suspended while management and workers were holding talks over the matter.

Food and Allied Workers' Union regional organiser Ronnie Petersen, who is handling the SAB dispute, said workers did not accept management's proposal that the matter be referred for mediation.

He said the workers had lodged a complaint about the white supervisor on June 24 and management had been "dragging it's feet" in taking action.

"The workers are prepared to resume duties at anytime once management redresses the situation by dismissing the culprit with immediate effect," said

*Go
Luxury*

BACK!



Mines in the Transvaal and Free State feel the bite

Thousands

need strike

call — NUM

The National Union of Mineworkers (NUM) claimed today that 280 000 of its members were on strike at mines in the Transvaal and Free State.

The strike began amid allegations of intimidation by both the union and management.

At least seven workers have been reported injured and a number arrested.

A spokesman for Anglo American said early indications today were that there had been extensive strike action at the group's gold mines, and significant industrial action at collieries, particularly in the Witbank area.

The NUM said today that, in action which began early this morning, 100 000 workers had stayed away in the Free State goldfields, 34 000 in Carletonville, 25 000 in Westonia, 9 000 on the Witwatersrand, 31 000 in Secunda, 70 000 in Klerksdorp and 20 000 in the Witbank area.

Strike-related incidents mentioned by the NUM included:

- Pamphlets being distributed in the Klerksdorp area purporting to come from the NUM and calling the strike off
- The arrest of eight workers at mines in the Transvaal
- Raids on union offices at Westonia and Klerksdorp
- The shooting of a worker at Anglovaal's Lorraine Mine in the Free State

An Anglovaal spokesman said a miner was hit in the legs when mine security at Lorraine fired

We're ready to help — not interfere, says Minister

CAPE TOWN — Minister of Manpower Mr Pietie du Plessis said today he and his department would not interfere in the mining strike but they would be available to help resolve the dispute.

Approached for comment on the strike, Mr du Plessis said "We never comment on strikes. This is a legal strike and it is a question purely for the National Union of Mineworkers and the Chamber of Mines."

"I only hope it is an orderly strike and there will not be any disruptions. We will not interfere because we regard strikes as a matter purely between employers and employees. "But if we can be of any assistance to resolve the dispute we will always be available" — Political Correspondent.

By Mike Siluma

rubber bullets to disperse an "unruly mob".

He said the incident was not reported to mine management as the injured miner had reported to the provincial hospital in nearby Odendaalsrus.

The situation at Lorraine and another four Anglovaal mines was quiet, the night shift having gone down "as normal".

'Intimidation'

NUM assistant general secretary, Mr Marcel Golding, claimed that workers had been forced underground "at gunpoint" at Vaal Reef's No 8 shaft.

He said workers at JCI's Randfontein Estates Gold Mine had refused to go down last

night and many had returned home "voluntarily" to avoid confrontation.

Mines where workers refused to go down included Anglo American's Western Deep, Deelkraal and Elandsrand mines, and Gencor's Winkelhaak, Kinross and Bracken mines.

According to the Anglo American spokesman, there had been incidents of intimidation at some mines, with violence breaking out "between strikers and those wishing to go to work".

Six workers had been injured, two seriously.

"At a hostel, NUM officials have taken over a kitchen. Also, there has been interference with normal access to shaft hostels and change rooms," he said.

Gencor said attendance at its Evander mines was "poor", but most workers at Gencor mines had reported for work.

Gold Fields reported last night that shifts at its operations had gone down as usual, adding that it was too early to give an accurate indication of attendance.

The NUM said pamphlets had been distributed on NUM stationery informing workers that the union had "decided not to go ahead with the proposed strike".



On the brink of strike action, National Union of Mineworkers officials spell out their position to the Press. They are (from left) president Mr James Mollatzi, general secretary Mr Cyril Ramaphosa and assistant secretary Mr Marcel Golding.

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Set for

biggest

SA strike

CAPT TAVIS
10/8/87

140A

JOHANNESBURG. — The situation on most South African gold and coal mines was "quiet but tense" last night as the National Union of Mineworkers (NUM) launched what could become the country's largest nationwide strike.

Late shift workers began stoppages — which threaten to disrupt South Africa's crucial R100-million-a-day mining industry that accounts for 70% of the country's foreign earnings — in the face of a government threat to clamp down on militant labour unions.

As the showdown over a wage dispute got underway early indications were of strong worker support for the strike at Anglo American and the Witbank coalfields but management reported a mixed response elsewhere.

A NUM spokesman estimated at least 45 000 workers were on strike last night. In all, up to 200 000 NUM members on 28 gold mines and 18 collieries could take action.

Gencor, where the NUM is strongly represented, reported poor attendance at East Rand and Evander gold mines. Overall, though, the majority of nightshift employees had reported for work, said a spokesman.

News from JCI was incomplete. Gold Fields and Rand Mines reported night shift at their mines began work as normal.

Locked gates

Anglo American spokesman Mr Bobby Godsell reported two incidents. At Western Deep Levels NUM members had taken over kitchen operations. This was apparently a reaction to a management statement that workers would be charged for food during the strike.

At another mine, he said, strikers locked the gates to prevent others going to work.

Amcoal and Lonhro said they would begin monitoring the strike only this morning.

The Gencor spokesman denied union allegations that workers at Bracken were forced to go underground by security guards. He confirmed an NUM claim that Buffelsfontein

employees had been arrested, but that this had occurred adjacent to mine property.

The NUM said that five had been arrested at that mine and another three at Vaal Reefs.

An Anglovaal spokesman confirmed NUM allegations that a worker was shot at the Lorraine gold mine. He said mine security had fired three shots in an attempt to disperse an "unruly and very excited" crowd.

Both mine and union officials said they would have a clear picture of the strike situation only later on.

The strike was called after wage talks broke down last month between the NUM and the Chamber of Mines.

Hoax pamphlets

The chamber implemented hikes of 17% to 23%, taking the average black wage to R506 a month. The NUM is holding out for a 30% increase and other benefits.

Chamber negotiator Mr Johan Liebenberg said on Friday he expected the strike to last between two and five days, but he warned that employers might begin mass dismissals if it continued after that.

A NUM spokesman said last night hoax pamphlets had been distributed on NUM stationery informing workers that the union had "decided not to go ahead with the proposed strike".

Management spokesmen have denied any connection with the letters.

On Friday the NUM told the miners to go home and to wait until the strike was over. It said arrangements had been made to transport the workers but would not elaborate.

Dozens of miners died in clashes with security forces during smaller strikes in 1984 and 1985. Both stoppages were called off within 48 hours.

On Friday the Minister of Manpower, Mr Pietie du Plessis, warned the government was preparing legislation to curb the power of the country's fast-growing unions.

Sources in Parliament said legislation would include financial penalties for unions seen to be pursuing political goals rather than bread-and-butter issues — Sapa, UPI and Own Correspondents.

□ 'The hour has come', page 3

Union quiet on why they asked for worker's dismissal

By KIN BENTLEY

BY late this morning, the General Workers' Union of South Africa (Gwusa) had given no reasons for their call for the dismissal of a chief inspector at PE Tramways, Mr Sizwe Sontsonga, who has been with the company for 27 years

About 200 drivers and technical staff affiliated to the union at the Bay depot in Struanway, Port Elizabeth, went on strike in support of their demand last Thursday

The strike was still continuing today, Mr Stan van der Merwe, the deputy general manager of PE Tramways, confirmed

He said buses were running into the townships, but at about 70% capacity

Meanwhile, the other union at PE Tramways, the Democratic Transport and Allied Workers' Union (Dtawu), has blamed an earlier decision by PE Tramways to accede to an "unreasonable" Gwusa demand, for the current situation

Mr Moses Louw, secretary of Dtawu, said today that his union was notified last week by the Industrial Court of a decision by PE Tramways a few months ago to suspend six of its women Uitenhage members, who refused to drive double-decker buses

He said this occurred after Gwusa members demanded the women drive the buses, which Dtawu felt was unreasonable

● Workers at the University of Port Elizabeth

staged a work stoppage today over a wage dispute

They are members of the Transport and General Workers Union

A spokesman for the workers today said they were demanding that

● They should also be paid the Government's general wage increase of 12,5%

● People who had been responsible for the dismissal of Mr Enoch Latice be paid off Mr Latice has since been reinstated

● That people working in the Kraal must be paid more.

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700 000 may show 'solidarity'

200 000 miners down tools in national strike

140A
10/8/87

THE mining houses braced themselves yesterday for a long and costly strike as more than 200 000 black coal and gold mineworkers were scheduled to begin SA's biggest ever strike.

And the Congress of SA Trade Unions (Cosatu) warned at the weekend it would call on its members to join the miners' action if government tried to break the National Union of Mineworkers' (NUM) strike over wages and conditions.

This could mean another 700 000 workers staging a solidarity strike.

Late yesterday afternoon, Anglo American, Gencor and other mining houses spokesmen were unable to predict the extent of the strike, which was scheduled to start with last night's night-shift.

Chamber of Mines spokesman Peter Bunkell said it was unlikely a reliable strike count could be given until late today.

The strike is expected to hit 28 gold and 18 coal mines while the NUM has made it clear it intends to step up its action by holding strike ballots on platinum, chrome and other strategic mines.

HAMISH McINDOE

There were no reports of clashes between workers and mine security in the run-up to yesterday's strike.

It was unclear how many miners — if any — had left their hostels after the NUM said it would send workers home to avoid a confrontation with management over security, accommodation and food for the strikers.

NUM general secretary Cyril Ramaphosa told REUTERS the evacuation could last the whole of this week — an indication of how long it would take the strikers to return to work once a settlement was reached.

The mines are not expected to resist the union's go-home order but Bunkell said: "We're obviously not going to provide transport."

At a weekend meeting of Cosatu's executive, the NUM delegation said it feared "massive repressive action" by government and mine security.

Ten mineworkers were killed and many injured in the 1984 national strike.

● To Page 2



200 000 miners down tools

NUM said for this reason "support from other Cosatu affiliates is crucial"

Gauging the impact of the strike on SA is difficult at this stage. A mining analyst, quoted in the Sunday Times, said the possible loss of a quarter of SA's gold production could cost R15m a day once stocks were used up. Other scenarios suggest the short-term damage will be slight.

The NUM has said the strike could cripple production at more than half SA's gold mines and about one-fifth of its collieries.

● From Page 1

It is pressing for a 30% wage rise, danger money, better working conditions and higher leave allowances. The chamber, however, has made its 15% to 23.4% wage offer non-negotiable.

□ SAPA reported yesterday most of the 2 000 black mineworkers at the Matla Coal Mine near Kriel in the eastern Transvaal were still on strike since last Wednesday.

140A
10/8/87

Press notes increasing politicisation of SA's black unions

Line strike hits headlines

The Star Bureau

SPM 10/8/87

LONDON — The increasing politicisation of South Africa's black unions — and their swelling numbers — have raised new questions about the annual confrontation between the National Union of Mineworkers (NUM) and the Chamber of Mines, the *Financial Times* said in an editorial today

The newspaper was one of several British dailies to give detailed coverage of the strike by NUM in support for its demands for higher pay and better working conditions

The *Times* today ran profiles of Minister of Manpower Mr Pietie du Plessis and NUM Secretary General Mr Cyril Ramaphosa

The strike also gained fairly extensive radio coverage, with some BBC services giving updates with every bulletin

In its editorial, the *Financial Times* said this year was different because NUM had prepared the ground for pay negotiations more carefully and was better organised than in the past

"But there is a further unpredictable factor the increasing tendency of unions in South Africa to play a political role

"On the face of it, the threat by about 200 000 black mineworkers may fit into the pattern of the past

"The union has claimed increases across the board of 30 percent. The chamber has unilaterally implemented a rise of between 17 and 23 percent from July 1

"But the union's other demands include an increase in annual leave, larger death benefits and other improvements in working conditions. These issues are as important to the NUM as the pay claim itself

"Nevertheless, the gap would seem to be bridgeable, as it was in 1985 and 1986"

But, the editorial continued, there were new factors this year, including NUM's increasing membership, now around 40 percent of the 500 000 workforce in gold and coal mines

'No alternative channels'

Another significant factor was the increasing politicisation of the Congress of South African Trade Unions (Cosatu), to which NUM was affiliated

"The politicisation of Cosatu and its affiliated unions is not surprising given that alternative channels for the expression of black demands are closed or impeded"

The newspaper pointed out that Cosatu had fallen foul of Pretoria, with a number of leading trade unionists being detained. Other harassment had included the bombing of Cosatu's Johannesburg headquarters earlier this year

"It is against this troubled background that NUM has made its strike threat. The union is vulnerable to tough measures by government or employers

Its membership is high in some mines, low in others. Many workers are migrants, liable to be sent back home

"These and other factors may make the union leaders think again. But as the black unions begin to flex their political muscles, the outcome of these regular confrontations becomes increasingly uncertain"

Sapa-AP reports that the *The Independent* said "South's African dependence on its black mineworkers has long been seen as the white government's Achilles' heel. About 80 percent of

South Africa's foreign exchange is derived from its gold and coal mines, and in theory a miners' strike could bring the country to its knees. But it is questionable whether the current strike, if sustained, could achieve the black mineworkers much more limited demands of better conditions and higher pay

"It is doubtful whether the NUM can persuade its members to sustain a long strike

"Many miners may not be prepared to hold out for long for the outstanding seven percent.

"Many miners from Mozambique, Lesotho and Malawi will go home to almost certain destitution and large families dependent on their wages. Those from within South Africa will fare little better"

Cape Times

10/8/87

Support pledged for ^{1400A} ~~1400A~~ strikers

Staff Reporter

SUPPORT for the striking Spekenam workers was pledged at a meeting yesterday morning, according to a group of the workers

On Thursday evening, over 500 workers, mainly women, were driven from the grounds of the meat factory in La Belle Avenue, Stikland, by police using teargas and batons. On Wednesday, the workers had all downed tools in a dispute over wage negotiations.

A group of the striking workers spoke to the Cape Times yesterday afternoon at the United Women's Congress rally in Athlone which they also attended.

The workers said they were still on strike and would not acknowledge their "dismissal" as they had not been formally informed of it.

"Everyone fetched their normal weekly pay, but that's all. They have not been paid off formally," a unionist from the Food and Allied Worker Union (FAWU) said.

Community organizations, "mainly from the United Democratic Front", represented at the support meeting yesterday morning were "going to give support in terms of not seeking work at the factory", the workers said.

Workers from other factories who belonged to unions affiliated to the Congress of South African Trade Unions (Cosatu) had also pledged to support the strike by publicizing it, they added.

The managing director of the factory, Mr. F. de Klerk, could not be reached for comment last night.

MINES

TENSE

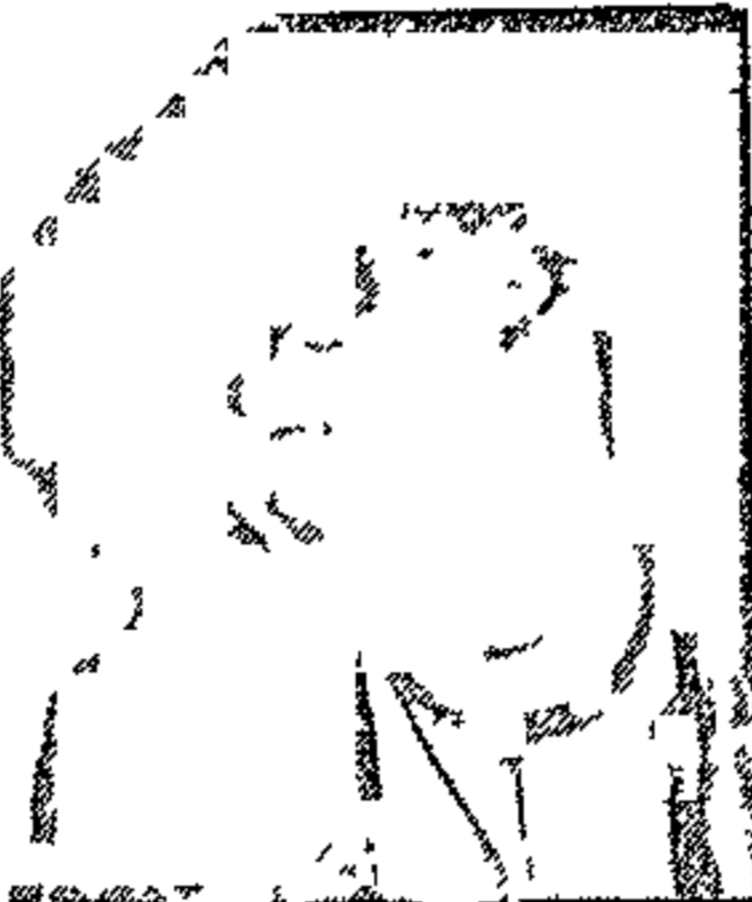
Sawefor

140A 10/19/87

SOUTH AFRICAN gold and coal mines were reported to be tense, hours before more than 200 000 black miners were due to launch the country's biggest strike to back demands for higher pay and improved working conditions.

A spokesman for the National Union of Mineworkers, Marcel Golding, said fake pamphlets were being distributed around the mines saying the NUM had called off the strike.

Mr Howard Gabriels, a NUM spokesman, yesterday said about eight miners were detained by security personnel at a mine in Klerksdorp and that many others were preparing to go home. The strike, according to Mr Ga-



MARCEL Golding . . . fake pamphlets.

briels, was due to start at midnight

The Congress of South African Trade Unions (Cosatu) has warned that direct State intervention

Launch of SA's biggest strike

in the strike could lead to strike action involving every Cosatu affiliate

The warning followed a meeting of Cosatu's central executive committee at the weekend

The NUM delegation at the meeting said it feared "massive repressive action" by both the Government and mine security during the wage strike

"During the last national strike in 1984, 10 mineworkers were killed and many injured. For this reason support from other Cosatu affiliates is crucial," the CEC was told

Meanwhile, solidarity action by Cosatu could include

- Strike ballots, especially in companies linked in some way to the Chamber of Mines,
- Union shop stewards pressuring managements into persuading the Chamber to negotiate and pay higher wages

Action

Individual unions have also indicated that they are watching the response of the Chamber to NUM demands that management undertakes not to cut off water and food supplies to mine hostels and that no security action be taken against workers in hostels without NUM's prior knowledge

Council has stopped evictions — See P3

Security guards strike

ABOUT 800 security guards employed by the Johannesburg-based Pritchard Security Services Group staged a one-day work stoppage on Monday — the second strike to hit the security industry in less than a month.

Observers believe unions are turning attention to pay and working conditions in the industry.

National Security Employers Association vice-president Roy Macfarlane said yesterday: "There's definitely a new awareness among security firms to the possibility of strikes, but a concerted union attack on the industry is unlikely."

He said a pooling agreement in the association would ensure that property was not left unprotected if a strike

By Day

HAMISH McINDOE

brought the operations of a security firm to a standstill.

The Pritchard strike was reportedly over demands to reinstate five dismissed employees, higher wages and better working conditions. The Transport and General Workers' Union could not be reached yesterday to confirm that.

Pritchard Group MD Ashely Walker said management was talking to various unions to settle worker grievances. He said: "But I'm not prepared to prejudice the talks by disclosing what they are."

□ About 350 Fidelity Guards employees staged a three-day stoppage over a wage dispute last month.

Gaum suspended

By THEMBA MOLEFE

THE Transport and General Workers' Union says that the town clerk of the Diepmeadow Council has been suspended following a dispute over the dismissal of 12 meter readers.

Mr Noel Gaum, the town clerk, was last week in the centre of a controversy which led to the downing of tools by

about 1 000 workers who included township managers and senior administrative staff.

The workers demanded that Mr Gaum be dismissed and were yesterday saying that they would not resume duty if he were not discharged.

Mr Gaum is a former town clerk of the Tumahole and Lekoa councils. He joined Diepmeadow six months ago.

Seweta - 11/8/87

140A

...situation should be tackled...
...interest...
**Strikes suspended
at Iscor, SAB**

B/O... 11/8/11
ALAN FINE

WORKERS at Iscor's Vanderbijlpark plant have agreed to suspend their three-week-old strike and return to work today after agreement that their wage dispute be referred to mediation.

The accord was reached yesterday between management and the National Union of Metalworkers of SA (Numsa).

A Numsa spokesman said mediation would begin as soon as possible. He said Iscor had agreed that, should mediation fail to resolve the dispute, the 6 500 workers would be entitled to resume strike action.

SAPA reports the strike at the SA Breweries' Bloemfontein brewery ended yesterday when 160 employees returned to work.

The dispute involved an incident between a white supervisor and a black employee. A disciplinary hearing has fallen away as the supervisor has resigned.

But the striking employees have declared a dispute over SAB's "No work, no pay" policy, which came into effect during the strike. A hearing on this matter has been arranged for August 19.

PROFIT (LOSS) REFO

We'll back you, American union leader tells NUM

11/8/57 By Alan Dunn, The Star Bureau

140K

WASHINGTON — The leader of America's miners has sent South Africa's striking National Union of Mineworkers (NUM) a telegram of solidarity and has urged his union members to donate money to the strikers.

Star
"Like Solidarity in Poland, working people in South Africa deserve our fullest support," the president of the United Mineworkers of America (UMWA), Mr Richard Trumka, said yesterday.

"Everyone in the United States who believes in justice and freedom should rally behind the NUM in its struggle and help throw off the yoke of oppression in South Africa," he said.

Mr Trumka sent NUM's general-secretary Mr Cyril Ramaphosa a telegram yesterday saying UMWA's 240 000 members supported the strike.

REMOVAL

He also called on the South African Government and the Chamber of Mines to ensure mineworkers were not fired or evicted from mine hostels as had been threatened. He also asked for the removal of South African Police from the mines.

The UMWA has again re-activated its South African Miners' Aid Fund, which will donate any funds it receives directly to NUM. The fund was established during previous strikes in South Africa.

A UMWA spokesman refused to say how much had been sent to South African miners from this fund so far.

The strike was front-page news in *The New York Times* and the *Washington Post* yesterday. The country's television networks covered it widely.

ABC News speculated on the economic damage South Africa could suffer if the strike was lengthy: "This is the first real test of strength between the black miners' union, legalised only five years ago, and the white mining industry," ABC's Johannesburg-based correspondent, Jim Hickey, reported last night.



11/8/87
NUM

Mines refuse to back down

Dispatch Correspondent
JOHANNESBURG — The Chamber of Mines said last night it had no plans to initiate negotiations to resolve the strike by 220 000 to 340 000 black miners which began on Sunday night

The general secretary of the National Union of Mineworkers (NUM), Mr Cyril Ramaphosa, told a press conference yesterday the union had made "all the approaches a reasonable union would make"

"We have already made our position clear", said a chamber spokesman, referring to last week's chamber communique that no further wage offer would be made

The union has demanded a 30 per cent wage increase for all

Share prices did not react to the start of the strike yesterday

The chamber and the union have made widely varying claims on the size of the strike

Mr Ramaphosa said yesterday 340 000 workers at 44 mines, of which 26 are gold, were involved in the strike

The chamber's labour relations adviser, Mr Johann Liebenberg, put the figure at 220 000 to 230 000 — about 40 per cent of the black workforce

He said 16 out of 44 gold mines and 13 out of 55 collieries were "significantly affected"

The chamber said that despite sporadic incidents of violence, relative calm had prevailed

on the affected mines

At Kinross gold mine, near Secunda, six people were injured and taken to hospital when about 200 employees returning from work were attacked by about 300 strikers, a mine spokesman claimed

At Vaal Reefs, mine security was forced to use rubber bullets after attacks by striking NUM members, an Anglo American spokesman said

Mr Ramaphosa, who flew by helicopter over West Rand and western Transvaal mines yesterday morning, said strikers were conducting themselves in a dignified manner

However, he said, this was marred by incidents at Harmony, near Welkom, Kloof and the Kinross gold mines — where mine security attempted to force miners underground

Miners forced underground at Harmony were involved in a sit-in strike, he said

A statement by Rand Mines, the company administering Harmony, denied the allegations as "scurrilous" Spokesmen for the other mines also denied the charges

Mr Ramaphosa said nine union members and officials had been arrested and the union's offices raided but a police spokesman denied there had been any police operations related to the strike

He said committees at each mine were deciding whether workers should return home during the strike

An East Rand gold miner from Transkei prepared to make tracks for home yesterday as the strike by black mineworkers began in earnest NUM committees were deciding in each region whether strikers would leave mine compounds during the strike

Labour Update

140A

ISCOR WORKERS RETURN

THE 7 000 Iscor workers who downed tools over wages 22 days ago return to work today. They will not take any industrial action against the corporation until the dispute has been settled.

The workers resolved at a meeting yesterday that they still demanded a 75 cents hourly increase instead of the 33 cents offered by management. Iscor and Numsa deadlocked over wages with the corporation insisting it had a reasonable offer.

Iscor public relations manager, Mr Piet du Plessis, said Numsa and Iscor agreed yesterday

that the union and its members would not take any industrial action before the outcome of a mediatory hearing. This would be in the near future, he said.

The thousands of workers, however, began returning to their posts at

10pm last night. The rest will be back at work today, workers resolved yesterday. Numsa spokesmen could not be reached for comment on yesterday's developments.

Mr Du Plessis said that Iscor still stood by its June 15 offer which would now be implemented as of July 1.

But he said that he spoke at a time when

By THEMBA MOLEFE

discussions were still continuing

• Meanwhile, Iscor was concerned about the giant corporation's output during the strike

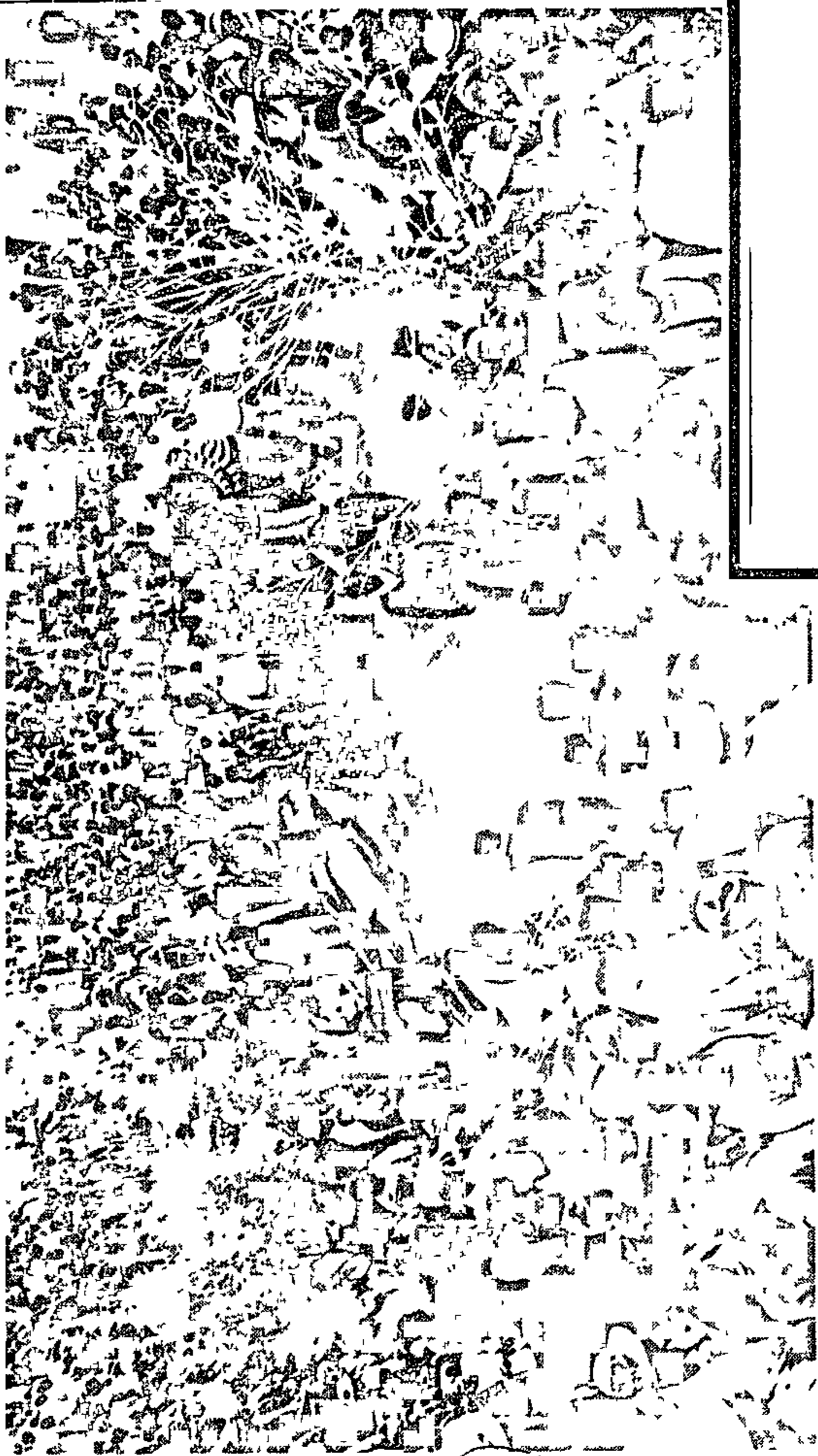
The spokesman said the action had slowed down production and that Iscor was working

on a "shoe-string" manpower force

He said that production would last Iscor for another two weeks at the minimum

The Numsa members, who live in a posh block of flats outside Sebokeng

township in the Vaal, pledged their support to the 75 cents hourly increase at a meeting characterised by cultural activity yesterday



ISCOR workers at Vanderbijlpark yesterday before the decision to return to work. An Industrial Court hearing is scheduled to determine the dispute.

Accusations of violence as strike enters 2nd day

By Mike Siluma *Stw*

The national wage strike by between 220 000 and 340 000 black miners, called by the National Union of Mineworkers (NUM), went into its second day today with accusations of violence from both the union and management.

NUM has claimed that 340 000 members are on strike and today said that strike action could spread to the crucial gold processing plant, Rand Refinery, where members are being halted today. Rand Refinery comment was unavailable at the time of going to press.

The Chamber of Mines yesterday put the number of strikers at between 220 000 and 230 000, nearly half of the black workforce at chamber mines.

A spokesman said figures for today would be available later.

NUM general-secretary Mr Cyril Ramaphosa said nine members had been arrested and rubber bullets and teargas had been used in action aimed at crushing the strike. Mine managements have accused union officials of intimidation.

Anglo American, which reported extensive strike action at its mines yesterday, said the situation at the group's mines remained unchanged. However, a spokesman accused NUM shaft stewards of "interfering with access to hostels, preventing workers from exercising their choice to work and obstructing delivery of food supplies".

Gencor, the other mining house which reported stayaways by large numbers of workers —

about 30,000 out of a workforce of 70,000 — could not provide more information this morning.

A spokesman for Gold Fields said group mines had been operating normally since the strike began on Sunday. Gold Fields yesterday pointed out that, contrary to union reports, the Deelkraal mine was not affected by strike action.

A spokesman for Rand Mines said that of the group's coal mines only Douglas, near Witbank, was affected.

Press conference yesterday, Mr Ramaphosa again accused the mining employers of trying to crush the strike by force, but expressed a willingness to re-open negotiations if approached with a new wage offer. The chamber has ruled out the possibility of revising its offer.

Incidents of violence reported include:

- Workers going on an underground sit-down strike at the Harmony Gold Mine after work-

ers were allegedly forced underground, an allegation denied by management. A man-gerant spokesman said there was "a brief sit-in at a shaft at Harmony by a few workers, but this was quickly resolved".

- Raids on NUM offices at Klerksdorp and Westonaria
- Fighting at Gencor's Kimross mine where workers returning from work were attacked by strikers, according to management.
- The arrest of "certain mem-

bers of NUM" at a JCI mine.

NUM said the regions affected by the strike so far included Klerksdorp, Carletonville, Westonaria, Secunda, Witbank, the Witwatersrand and the Free State.

Conservative Party MP for Carletonville and former trade union leader for white miners, Mr Arrie Paulus, said if the strike continued for a long time it could mean "immense damage for South Africa".

● See Pages 3, 4 and 13.

140A Jan 11 1987

White miners get extra pay, claims wife

By Therese Anders, Highveld Bureau

White mineworkers struggled to keep up production at a number of strike-bound Anglo American Witbank collieries yesterday, with wives claiming their men were being paid an extra R80 a shift.

"Our men are doing their own jobs plus those of blacks, so it's only right they should get paid for it," said a mineworker's wife, Hannetjie.

Hannetjie is not her real name. She believes her husband — a whites-only National Mineworkers' Union shop steward — would be dismissed if his family were identified.

A bonanza

Last night an Anglo American spokesman would not comment on the additional payment for white miners other than to say "We are doing whatever we can to maintain production."

However an NMU official confirmed Anglo was paying R80 extra a shift for miners and Gencor an additional R10 for each hour underground.

Hannetjie said this month would be a bonanza. Her husband expected the strike "to last about a month." That could mean an extra R1 600 in the family kitty.

Hannetjie spoke over her back fence at Anglo's Goedehoop Colliery Village. She said the mine had been preparing for this strike for a long time.

"When the blacks didn't turn up for this morning's shift the white men knew what they had to do.

"They went underground as normal, but they will be doing work like coal cutting and driving shuttle cars which are usually done by blacks."

Goedehoop has a black complement of about 2 500.

Hannetjie has no sympathy for the striking blacks and hopes the Chamber of Mines does not give in to them.

"At least one black on this mine earns more than my husband. It upsets us that blacks get so much free.

"We only pay R10 a month for this house, which includes free water and electricity, but the blacks get their food and board free.

"Our men can carry on without them for a long time. We're going to win this one," she said.

A NMU official said it would be impossible for white staff to keep up full production at the affected underground collieries.

He believes production would be reduced to between 20 and 50 percent.

However, at open cast collieries using large drag lines, work could carry on with little disruption, he said.



Packed up and ready to leave, miners gather outside the Cooke 2 shaft in Randfontein after management ordered strikers out of the compound yesterday. The miners were waiting for transport to take them home.

Pamphlets urge strikers to return

By Mudim Maiwha

Mineworkers at the Randfontein Estate's Cooke 2 and Cooke 3 shafts said management was yesterday trying to break the strike launched for increased wages and improved working conditions.

The workers, who are members of the National Union of Mineworkers (NUM), accused management of misinforming workers at the Johannesburg Consolidated Investment's (JCI) Cooke 2 and 3 about the situation.

"Management has been telling workers at Cooke 2 that their colleagues at Cooke 3 have gone underground, which was not true. At Cooke 3 they told workers that everybody at Cooke 2 has gone to work," said a shop steward at Cooke 2.

Management distributed pamphlets yesterday urging the mineworkers to go back to work.

The general manager of the estates, Mr W J van der Meulen, warned the strikers in the pamphlets of "severe consequences of participating in the strike action."

800 guards stop work

By Adele Baleta

About 800 security guards employed by Pritchard Security Services yesterday stopped work, demanding the reinstatement of five dismissed workers.

According to a Transport and General Workers' Union (TGWU) spokesman, the five workers — two cleaners and three security guards — were fired two months ago.

VICTIMISATION

"The security guards were dismissed for promoting the union, which is not recognised by the company, among the workers.

"It was a clear case of victimisation," the TGWU spokesman said.

11/8/87
The strikers are demanding overtime pay and a living wage — R600 a month. Other demands include transport home from the workplace late at night and notice before being transferred from one place to another.

The TGWU spokesman said the current minimum wage for a cleaner was R160 a month and R262 a month for security guards.

Management of the security company held meetings yesterday to discuss the situation and could not be contacted for comment.

● Last month 350 employees of another security firm, Fidelity Guards, went on a three-day wage strike.

Iscor Numsa reach agreement

Iscor and the National Union of Metalworkers of SA (Numsa) negotiators today agreed that almost 7 000 striking Vanderbijlpark plant workers return to work while negotiations continued, an Iscor spokesman said.

The strike follows Numsa's rejection of a wage increase package.

Iscor spokesman, Mr Piet du Plessis, said in terms of the agreement, employees would return to normal shifts from tomorrow.

Union officials were not available for comment at the time of going to press. 11/8/87

B/Oay
11/8/87

(140A) (203)

No plans to resolve strike

marred by incidents at Harmony, Kloof and Kinross gold mines where mine security tried to force miners underground. Rand Mines, Gold Fields and Gencor spokesmen denied that such incidents had occurred.

Ramaphosa said nine union members and officials had been arrested, most in the western Transvaal. Union offices at Klerksdorp and Westonaria had been raided and the Carletonville office was cordoned off by police yesterday evening.

A police spokesman denied there had been any police operations related to the strike.

Ramaphosa said committees at each mine were deciding whether workers should return home during the strike. The union had arranged with bus and taxi companies that transport would be available if necessary.

He said decisions would depend on management undertakings being given on security and catering arrangements. He said two Anglo mines, Western Deep Levels and Elandsrand, had undertaken not to involve mine security and police in the strike. Workers there would remain in their hostels.

He also said he believed mines were legally obliged to feed employees free of charge, as a lawful strike was a valid reason to absent oneself from work.

← ● From Page 1

Anglo American said yesterday there was extensive strike action at its gold mines and significant participation at Amcoal collieries, particularly in the Witbank area.

However, the group refused to give a total figure or a mine-by-mine breakdown. It employs nearly 200 000 miners in the two sectors.

Gencor said 35 000 out of 79 000 gold mine employees were involved, mostly on the East Rand and in the Evander area. Gold mines significantly affected included Bracken, Grootvlei, Kinross, Leshe, Marievale and St Helena.

A company spokesman said about 4 500 out of 13 000 Gencor coalminers were out, most at Matla, Blinkpan and Optimum.

JCI said all except 300 of the about 14 000 employees at Randfontein Estates were out. Other group mines were operating normally.

It said about 400 workers at Anglovaal's Loraine mine joined the strike yesterday.

Rand Mines gold mines were unaffected, but underground miners at the Douglass Colliery complex were participating.

Gold Fields said its mines were unaffected.

Num slams new mine regulations

THE repeal by Parliament of the scheduled persons definition in the Mines and Works Act has come in for criticism by the National Union of Mineworkers, although it was promulgated to do away with discriminatory legislation.

The Num's assistant General-Secretary, Mr Marcel Golding, said yesterday some of the new criteria, like language, security and age, had been included to regulate the number of black miners getting blasting certificates.

"The Num feels that a worker's competency should be decided by the worker's ability to perform," he said.

He added that the committee to monitor the entrance qualifications was "completely unacceptable" and had been included to "allay the fears of white miners to limit the number of blacks getting blasting certificates."

Mr Golding added: "Conditions of employment and job advancement should be regulated by employer and employee organisations and not by a statutory third party." — Sapa.

Sarifan

12/8/87

[Signature] *1401X* *[Signature]*

~~SA 7-25 12/8/87~~ (12/8/87)
12/8/87

Strikers return

JOHANNESBURG. (12/8/87)

Between 6 400 and 7 000 striking workers at Iscor's Vanderbijlpark plant began returning to work yesterday after an agreement between the National Union of Metalworkers of South Africa and Iscor management

Both parties agreed the workers, who had been on a legal strike for 22 days; should return to work. — Sapa

CAG TWPB 12/8/87

Workers tell of assault by strikers

1401
Court Reporter

AN UNEMPLOYED man and another man who had been "casualing" at a brewery for five years told the Wynberg Regional Court yesterday how they were assaulted outside the brewery for wanting to go in when other workers were "on strike"

The two gave evidence in the trial of Mr Wennington Nwezo, 43, of Khayelitsha, who is charged with intimidating Mr Michael Tite, Ms Noheza Nembile and Mr Welcome Jubisa at Ohlsson's Cape Breweries on June 30 by forcing them to stay away from work.

The state alleges he assaulted and injured them with an axe or sharp instruments, punching and kicking them. He is alternatively charged with assault with aggravating circumstances and threatening to kill, assault and injure them.

Mr Tite, who has been working at Ohlsson's since 1982 as a "casual", said he had come to work on June 29 and "some people told me if I did not want to die then I must stop work. A white man stopped them."

Mr Tite returned to work the following day and on his way to the entrance gate he was attacked by a man wielding a "small axe". He was hit on the leg and was bleeding. On his way to Newlands station the police told him to return to work to find someone to take him to a hospital.

As he approached the gate a second time Mr Nwezo came to him and told him to go back.

"The accused told me it was dangerous to go on to the premises as I could be assaulted. I told him I wanted to work because I was hungry," he said. The police arrived soon after and arrested Mr Nwezo.

Mr Welcome Jubisa said he and others had gone to Ohlsson's to look for work. A man told them to go home as the "workers were on strike".

"They said they would hit us and when we turned around to go home the men hit us," Mr Jubisa said. He said Mr Nwezo was one of the men in the group.

He said he was assaulted with an object, but was not sure whether it was a stick or an iron bar.

Stones were thrown at them. While running he fell on the railway line at Newlands station. Mr Jubisa said Mr Nwezo threatened to kill him if he returned to the brewery. He was later taken to Victoria Hospital.

The hearing was adjourned to August 24.

Mr P J Putter was the magistrate. Mr P Mostert prosecuted. Mr A Chiat appeared for Mr Nwezo.

THE Food and Allied Workers Union and 10 shop stewards at Albany Bakery in Germiston have been temporarily interdicted from encouraging, organising or participating in a strike or overtime ban by employees at the bakery's premises.

Tiger Bakeries Ltd, trading as Albany Bakery, obtained the interim interdict after making an urgent application in the Rand Supreme Court late yesterday.

The union and shop stewards have been stopped from inciting, organising and instigating any unlawful or illegal industrial action, in particular calling for or preventing employees at the bakery from working overtime pending the return date of the application on August 25.

Bakery granted order on striking

~~152~~ 140A ~~156~~ 8/Day
2/8/87 SUSAN RUSSELL

In terms of the rule nisi issued the union and stewards must show cause on that day why an order should not be made restraining them from breaching the terms of the recognition agreement concluded between the bakery and the union last year.

The union must also show cause why they should not be ordered to take reasonable steps to ensure that their members at the bakery comply with their obligations in terms of the recognition agreement.

ARGUS 12/8/86

Veg market workers strike for more pay

Labour Reporter

FOUR hundred workers at the Epping fresh-produce market stopped work today, demanding higher wages.

They are employees of the 10 market agents and members of the Food and Allied Workers' Union (Fawu).

The market is the chief source of fruit and vegetables for Cape Town.

Mr Dick Neethling, chairman of the Association of Market Agents, said produce was still moving in and out.

Most buyers had their own labour to load produce this

morning and he thought it probable that suppliers would do the same when they brought produce to the market later today.

The workers, who are employed mainly for loading and off-loading produce, gathered in one of the market halls after it opened this morning.

Mr Neethling said that a further round of negotiations between agents and the union would take place today.

He said agents paid most of their employees well above the prescribed minimum.

273

Many support Num strike

Sawefaru

12/8/87

STRIKING National Union of Mineworkers members have received messages of support from local and foreign organisations. (140A)

The telegrams came from the World Federation of Trade Unions and the head of the budget committee in the United States Congress, Mr William Gray

The United States Labour Movement, AFL-CIO, has sent a telex Both Mr Gray and the AFL-CIO said the mine strike is receiving a lot of media coverage in the United States and wished the Num well in its efforts "to end apartheid".

The president of the British National Union of Mineworkers, Mr Arthur Scargill, has launched an international appeal for funds to support striking Num members.

Mr Richard Trumka, president of the United Mineworkers of America has also sent Num a telegram of solidarity and urged his union members to donate money to the strikers

The outlawed Pan Africanist Congress has pledged its support for the Num in the fight for a living wage

from a high of \$1,5735 to around ping. — Sapa-Reuter.

LONDON — Britain's National Union of Mineworkers has launched an international appeal for funds to support SA's striking miners.

NUM strike fund appeal

NUM president Arthur Scargill urged trade unions, Labour Party branches and other groups in Britain to help the SA National Union of Mineworkers.

He also appealed for support world-wide through the International Miners' Organisation, which is reported to have 5-million members.

He made the appeal after talking to SA NUM general-secretary Cyril Ramaphosa.

Scargill led a year-long strike by his own union a couple of years ago which ended in defeat.

The state-appointed National Coal Board refused to give in to his demands and the strike crumbled.

A section of the NUM became disillusioned with Scargill's leadership and broke away to form the Union of Democratic Mineworkers.

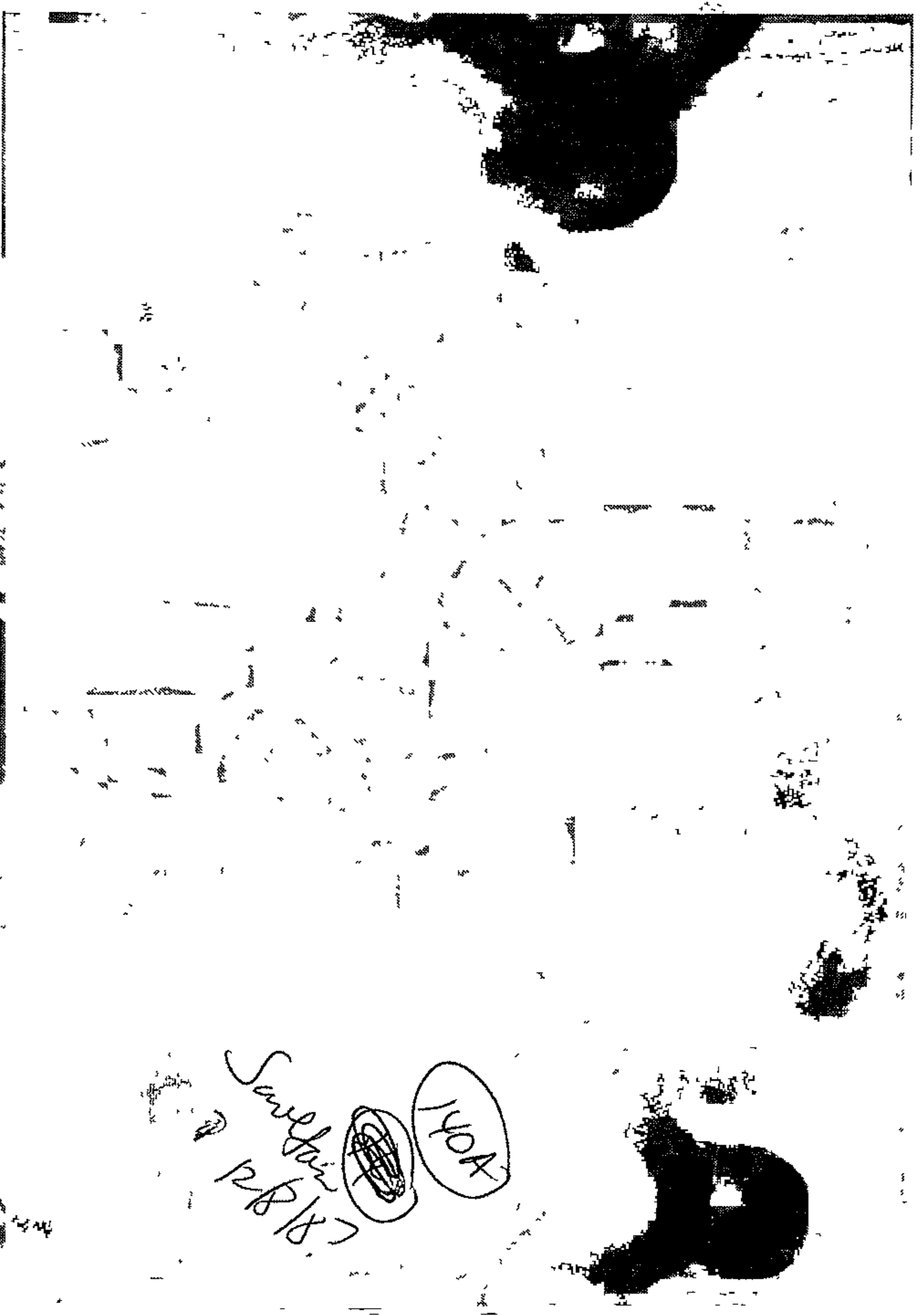
The SA miners' strike has received prominent coverage in Britain's "quality" newspapers.

It was a leading item on television news bulletins on Monday night, with the BBC and ITV featuring filmed reports from their correspondents. — Sapa.

12/8/81
1401A
B/Day

17096

Love after massacre



A 'thank you' present for Nactu

IT was a rare "fun time" for trade unionists when the Johannesburg branch of the Commercial, Catering and Allied Workers Union hosted a party thanking the National Council of Trade Unions for giving the union temporary shelter after their office was bombed at Cosatu House early this year.

In the picture Miss Teddy Mahlangu of Cawusa presents Nactu's general secretary, Mr Piroshaw Camay, with a golden statue of a dolphin as a "thank you" present.

140A
Sawyer
12/8/87

Fired strikers must get out of hostels

SUSAN RUSSELL

Samancor Ltd was granted a final order in the Rand Supreme Court yesterday directing 488 dismissed employees to vacate a hostel at the company's Meyerton plant.

The dismissal of the workers on July 31 was also declared lawful.

Samancor brought the urgent application last Thursday.

Just over 1 000 employees — members of the National Union of Metalworkers of SA — went on strike from July 14-16.

An interim agreement was reached, but some workers again went on strike on July 30.

~~140A~~
140A

Biday

12/8/87



Labour Update

Strike begins to bite

THE legal strike by about 340 000 members of the National Union of Mineworkers continued at 44 gold and coal mines yesterday with both the union and the Chamber of Mines saying very little about its progress.

NUM spokesmen, locked in a meeting the whole day at their offices, said they had nothing to report. The Chamber

arose. The strike began on Sunday night with Num's general secretary Mr Cyril Ramaphosa saying workers should prepare themselves for what could be the biggest strike in mining history.

In a statement released earlier the Chamber said that out of 55 coal mines 13 were significantly affected and 16 out of 44

gold mines had also been significantly affected by the strike. Two gold mines were partially affected.

The chamber said that, however, the total number of mineworkers out on strike — 220 000 to 230 000 — or about 40 percent of the black workforce, was disproportionately high, relative to the number of

mines affected, since a large number of strikers were centred on a small number of big mines.

The Num strike is "effective" at Johannesburg Consolidated Investment's Randfontein Estates, a JCI spokesman told Sapa on Monday.

He said that the mine had stopped working but the group's other mines

seemed to be operating normally.

He confirmed that a number of miners had left Randfontein Estates, adding that workers from Mozambique had terminated their employment with the mine.

The Anglo American Corporation's uranium and gold division said earlier that since the start of the strike there had been three serious incidents of violence, one

resulting in six workers being injured. Management also said at Vaal Reef's No 9 shaft, mine security officials were attacked while removing a petrol bomb found in a hostel.

Meanwhile, Num has called for discipline throughout the strike and has instructed its members to return home for the duration of the action.

In another move the Num said its offices in Carletonville were surrounded by police yesterday and union officials refused access to the premises for more than an hour until the intervention of legal advisers, reports Sapa

Refused

Officials also said its members were refused access to the Num's Klerksdorp and Westonia offices.

It also claimed that 14 of its members were injured in incidents of violence with mine security officials on two mines near Secunda in the Eastern Transvaal. The Num has claimed it shut down 44 mines while the Chamber claimed the legal strike affected 29 mines and two only partially.

- The Num declared a dispute with the Chamber on June 30 after wage negotiations broke down. The union demanded a 30 percent increase while management offered between 15 and 23 percent.

140A

Day 3 — and deadlock still on NUM strike issues

whole article
28/87 (140A) strike

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LUTTA

With between 220 000 and 340 000 workers on strike for the third day at mines in the Free State and Transvaal, neither the National Union of Mineworkers (NUM) nor the Chamber of Mines have shown an inclination to back down.

Indications are the strike might spread if affiliates of the Congress of South African Trade Unions (Cosatu) decide on sympathy action.

Cosatu has warned of possible intervention if mine strikers were attacked.

Strike issues are: a 30 percent wage rise demand by the NUM, against the chamber's offer of between 16 and 23,4 percent, danger pay; death benefits, the recognition of June 16 as a paid holiday; and additional leave.

Step towards living wage

In interviews with The Star, the chamber's industrial relations adviser, Mr Johann Liebenberg, and NUM assistant general secretary Mr Marcel Golding, put forward their views.

Mr Golding said "We believe miners have to earn a living wage to provide for themselves and their families. Even if the 30 percent demands were met, this would not constitute a living wage — it would only be a step towards it."

"Even when taking into account the payment in kind provided by the chamber, who can survive on the R238 our members earn on gold and R225 on coal mines? The industry is in a position to pay more, and has been paying massive dividends to shareholders."

On earnings, Mr Liebenberg said additional payments in kind (free medical service, free food, sport facilities and accommodation) were worth R147.

He said with the new increases, implemented on July 1, coal miners now earn between R223 and R840 a month.

Said Mr Golding "Every year about 600 miners die in the mining industry and thousands are injured."

"Our members want a danger allowance. The compensation of two years' earnings to families of miners killed at work is far too little. Workers want it increased to five."

Said Mr Liebenberg "Skilled workers, including artisans, receive a safety and efficiency bonus. Skilled employees have had a death benefit scheme for a long time, which was extended to unskilled employees in 1981."

"Both groups of employees receive the same — the equivalent of two years' earnings."

On June 16, Mr Golding said it had "important historical significance to the working class of this country, which does not want to celebrate the racist holidays anyway."

Said Mr Liebenberg "Early this year we granted Labour Day. We believe our employees have enough days of paid leave and statutory holidays."

More leave

"Every additional day of paid leave for the industry costs R60 million."

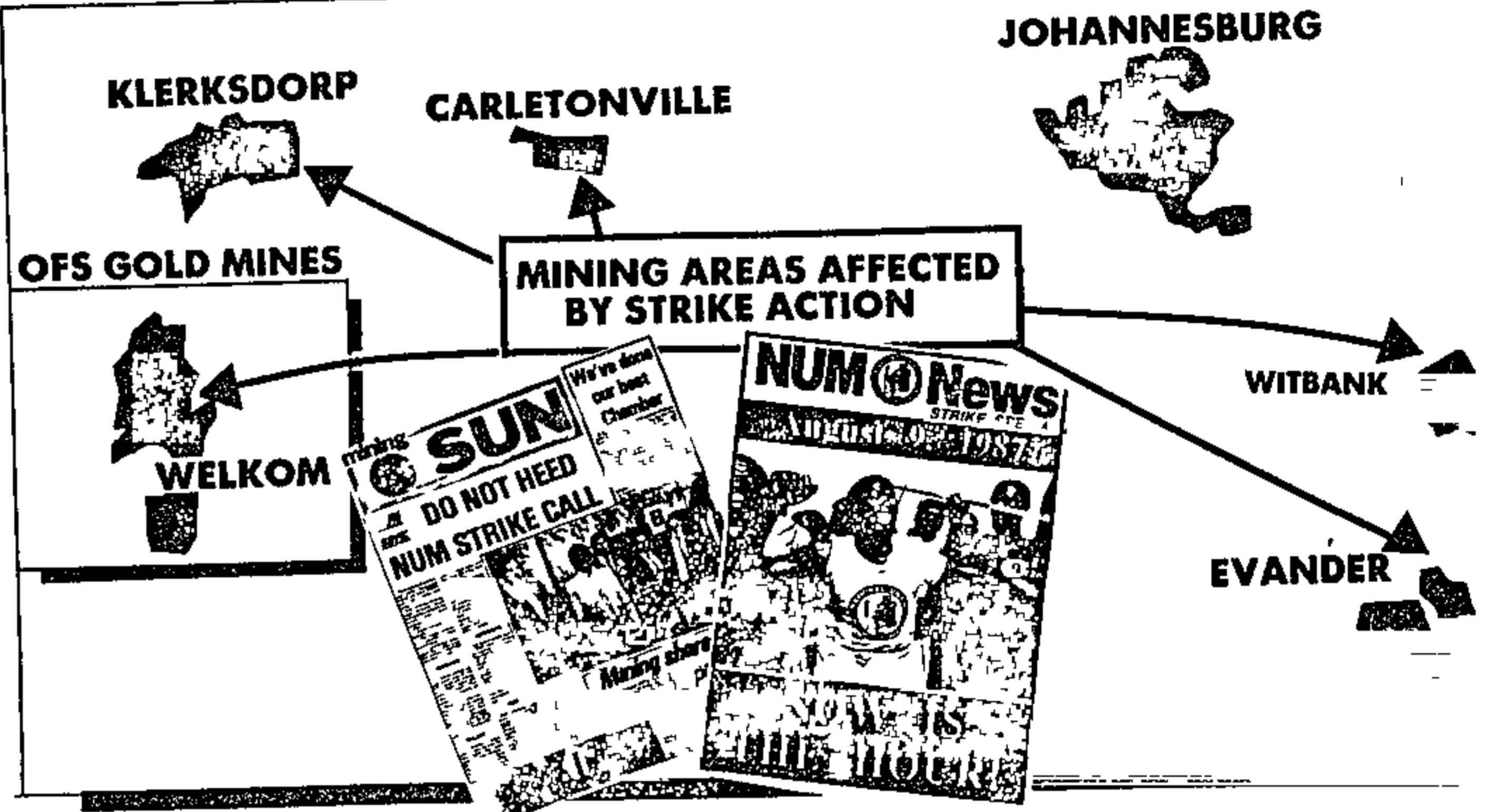
On the leave question, Mr Golding said "The mining industry employees workers who go home every year after their contracts are finished."

"Our members demand more leave (30 days) to spend with their families."

Mr Liebenberg "Although different mining groups are free to grant more leave days, we have suggested a minimum of 14 days' leave for coal mines and between 14 and 28 for gold mines."

Mr Liebenberg ruled out further talks on the above issues, except the death benefit scheme.

The union said it was up to the Chamber to re-open negotiations and that it would consider an improved wage offer.



Less good faith this time, says mines' adviser



Mr Johann Liebenberg NUM's brinkmanship was "unhelpful to bargaining process".

By Teigue Payne, Mining Editor

In negotiations this year with the mining houses, the National Union of Mineworkers has shown less good faith than previously, according to Mr Johann Liebenberg, industrial relations adviser to the Chamber of Mines.

He says NUM appeared to rush through the preliminary stages of negotiations, conciliation board and the declaration of a dispute. While the chamber's final wage offer was made in the conciliation board stage, NUM appeared to believe the chamber would offer more once it threatened a strike.

In fact, at the last moment, NUM itself eventually reduced its wage demands "after the bell had rung", but still not to the level of the chamber's offer.

Mr Bobby Godsell, Anglo American's group consultant, industrial relations and public affairs, confirmed the industry's wage offer was final, but other issues could still be negotiated. He said the wage offer was the highest percent increase offered to date and the industry felt it was being reasonable in standing firm on it.

He said in recent years a pattern of brinkmanship had emerged in negotiations with NUM, in which the union made extremely high initial demands which employers could not be expected to accept — 50 or 60 percent wage increase, for instance. NUM then showed little movement in negotiations until the threat of a strike or a strike itself.

"We regard this as an unhelpful bargaining process," said Mr Godsell. "We want a situation where the opening bid is realistic, and the matter is resolved without the threat or actuality of a strike."

But, he said, the current black miners' strike was perhaps necessary because both sides had to "get over the hurdle of seeing what a strike looks like." A strike was always a test of strength and the ability to bear pain — loss of earnings for the worker and loss of production for the employer.

"We will do what we can to maximise production. NUM will do what it can to ensure the strikers can live without pay."

He said if the outcome of the strike produced for the workers that which had clearly been available to them through negotiation, the industry's standpoint that they did not have to go through the trauma would be strengthened. The industry wanted to demonstrate there were less costly ways of making progress.

Between 220 000 and 340 000 mineworkers have heeded the National Union of Mineworkers' call for strike action to back wage demands. The mining areas are shown above. Publications issued by the Chamber of Mines and the NUM different calls to miners just before the strike began on Sunday night.

Mineworkers' strike goes into third day

By Mike Siluma

The national miners' strike, involving between 220 000 and 340 000 workers, continued for the third day today with at least one more mine affected.

A spokesman for Rand Mines said workers at Rietspruit colliery downed tools yesterday and that two of the group's collieries were now on strike.

The Chamber of Mines said there had been no perceptible difference in the number of strikers.

Chamber spokesman Mr Johann Liebenberg said that between 220 000 and 230 000 workers were still on strike. The National Union of Mineworkers (NUM) has put the number of strikers at 340 000.

Chamber-affiliated mines employ about 500 000 black miners.

Mr Liebenberg said although there had been several deplorable incidents the level of violence had remained "gratifyingly low".

Gold Fields reported normal attendance. Anglo American and JCI said the situation was the same as yesterday.

A spokesman for Anglo Vaal said that 700 workers reported for duty at the No 3 shaft of the Lorraine gold mine. The shaft employs about 2 450 workers. The spokesman said while other mines were working normally, there was intimidation at Lorraine's No 3 shaft.

Latest figures from Gencor were not available.

In Monday editions of The Star, the Labour Monitoring

Group was quoted as putting the number of mine strikers at 230 000. An LMG spokesman has pointed out that the figure had, in fact, come from mining houses.

● The NUM today deplored the death of a 36-year-old miner at Gencor's Blinkpan colliery. The man was found strangled in his bed yesterday afternoon. A mine spokesman said the dead man "was one of a small number of production workers who continued working despite the strike by almost the total workforce of Blinkpan".

The NUM said its information was that the incident was not connected with the strike.

● See Page 15.

Escom coal supplies disrupted

By Therese Anders, Highveld Bureau

As the NUM strike enters its third day, coal supplies to more than half Escom's Transvaal power stations are being disrupted.

Escom's chief executive, Mr Ian McRae, said there would be no immediate effect on electricity supplies. He said adequate stockpiles existed at all power stations.

"This strike has not caught us unprepared and we will continue to operate our power station in the normal way," said Mr McRae.

The NUM's assistant general secretary, Mr Marcel Golding, said union members claimed power stations had stockpiles to last only two weeks.

The coal mines feeding seven of Escom's 11 operating Transvaal power stations have been hit by strike action.

One of the largest generating giants at Matla near Bethal was today into its second week of disrupted coal supply.

The 2 500 black miners at Gencor's underground Matla coal mine stopped work last Wednesday over what they claimed was pre-strike action by mine management.

The other Transvaal "new generation" Escom station affected is Tutuka near Standerton, where Anglo American's New Denmark Colliery has had a reported 100 percent stayaway.

Other power stations facing coal shortages are Komatie, Hendrina and Arnot near Middelburg, Kriel near Bethal and Wilke near Witbank.

In the Free State the Anglo American mine New Vaal, supplying Escom's new Lethabo station, was also hit by the strike.

Coal was bought by Sasol from many strike-bound mines for the Secunda petrol-from-coal plant, though a spokesman said the amount was little in comparison to Sasol's needs.

Sasol owns five coal mines. The four near Secunda make up what is believed to be the biggest underground coal mining operation in the world.

Sasol takes 36 million tons from its mines each year.

~~140A~~ 140A ~~Star~~ Star 12/8/87

B/Day 12/8/87 (140A)

WHY IS the National Union of Mineworkers (NUM) dissatisfied with the Chamber of Mines' 15% to 23.4% wage offer? After all, with the inflation rate at about 17%, it would give most of the industry's lower-paid miners real wage increases of more than 6%. This, the Chamber feels, makes the offer a fair one

Indeed, before the strike a number of the mining houses believed workers, too, would see it as fair, and therefore hoped support for the union action would be limited

But even the industry's own figures on the extent of the strike show that the vast majority of union members are taking part

At least part of the answer to the rejection of the offer is found in statistics used by the union during the failed negotiations

These, the union says, support the argument that over the last decade or so real minimum wages on the mines have remained static while profits have surged ahead

The strike is seen as the beginnings of an effort to redress this situation, and arrive at the goal of a "living wage"

Real mine wages rose substantially in the few years until 1975, after the abandonment of the gold standard. But since then, the union argues, real minimum wage rates have actually declined marginally

In 1975 the minimum was R57,20 and in October last year (when the 1986 agreement was implemented) it was R228 — an increase of 301%. In the same period the CPI rose from 56,6 to 228,4 — 303%

Average wages rose during the seven years to 1982, with real increases for workers in the higher job categories. But since then even these have fallen

Although the mining sector is



□ SITTING IN . striking miners wait for a break in the deadlock over wages

A deep division over mine wages

ALAN FINE

booming, in contrast with the recessionary conditions in manufacturing, mining wages have only just kept pace with manufacturing wages in relative terms, says the union. Actual mining wages are somewhat lower than those in secondary industry

The NUM goes on to argue that,

during the 11 years to 1986, total gold mine profits have risen "staggeringly" — by 44% in real terms. Dividends have gone up by 21%, capital expenditure by 106% and tax by 38%

And, it says, SA coal is much sought after internationally as a source of cheap fuel, so the collier-

ies are financially strong, too. This is largely due to the low wages paid, it claims

The Chamber has no argument with the statistics, as far as they go. But a spokesman says the figures are being used selectively

He points out that the average wage for category 1, underground

miners — the lowest paid — is R306. This is substantially above the minimum starting wage. Unfortunately, comparative figures for the mid-Seventies are unavailable

Average wages for underground black miners, which now stand at R431, have risen by 430% since 1975, and for surface workers (R413) by 550%, he says. He concedes, though, that average real wages have fallen since 1982

The spokesman says the average monthly value of fringe benefits is R164

He argues that using the 1975 base for profit figures is misleading. Using 1980 as the base year would reflect a fall in real profits, he says

In addition, the Chamber has always said that the gold price — obviously a key determinant of profitability — is never used as the basis of determining wages

"Should wages be reduced when the gold price falls?" industry men have often asked rhetorically

The spokesman adds that the union should examine profit figures mine by mine. A large proportion of profits are earned by a small number of large mines. Four marginal mines are already trading at a loss, and the number will probably increase to eight this quarter

(The offer from three marginal Gencor mines is, in fact, lower than the overall offer this year)

He disputes the claim that the coal sector is financially strong, pointing out that export figures for the first three months of 1987 was only 9,62 million tons, compared with 11,36 million for the same period last year — a 15% drop

Further, the competitive price of SA's coal is due to greater efficiency rather than low wages, he said

'Digging in' with a festive air

A LAZY Sunday afternoon atmosphere prevailed at gold mines on the far East Rand as the country's biggest mine strike got under way on Monday

Black miners chatted in groups, listened to radios and lounged in the shade of their hostels. Festooned with bright yellow stickers proclaiming the "NUM demands a living wage," they gave the strike a festive air

Beneath the surface good humour, however, the strikers were "digging in" until the Chamber of Mines agrees to the National Union of Mineworkers' (NUM) wages and conditions demands

"We're going to see this dispute through to the end, and it doesn't matter how long it takes," said one miner at Gencor's Marievale gold

mine at Nigel

A heavy security presence in or around the hostel areas might have baited the strikers into some form of protest, but security men — called "barracks" by the miners — kept a low profile at several mines visited earlier this week.

It was a far cry from the bitter sniping between the NUM and mine management over claims of intimidation, arrests and fights with mine security since the strike started on Sunday night

Though they professed a willingness to sit out a long strike, miners seemed confident the dispute would be resolved quickly. One worker was aghast when told the

HAMISH McINDOE

1984 British coalminers' strike dragged on for nearly a year. "No, that's bad," he said uncomfortably

Few strikers appeared to have left their hostels after the NUM said it would send home workers to avoid a clash with management over security, accommodation and food during the dispute

A NUM official at Marievale mine said its 1 000 striking workers would not be evacuated unless "management does something silly" "Things are calm here," he said "There have been no threats for workers to go down the mine since the strike started. We want to

stay on the mine for the duration of the strike"

Miners at Grootvlei gold mine near Springs were less sure about the status of the evacuation plan, but an NUM official said Gencor had agreed to feed and house the strikers if they stayed on the mine

Allegations that in previous labour disputes some managements had forced miners underground at gunpoint were made by the strikers "But I just think they're too embarrassed to do it this time," said one

Unionists at the two Gencor mines said discipline among the strikers was good, and the NUM's no-alcohol rule was being rigidly

observed. In a leaflet, the company told workers that steps would be taken against employees who were guilty of "unruly and violent behaviour"

At Anglo American's Ergo gold processing dump, workers were awaiting the outcome of the Conciliation Board's ruling over a wage dispute with management. The mine is covered by an in-house agreement and not one with the Chamber

Anglo does not have a large presence in the area, but a spokesman for the corporation said there had been no mass departures yesterday from its Western Deep and Elandsrand gold mines near Carletonville, from Vaal Reefs near Orkney or from its Freegold complex in the Free State

Acrimony between NUM employers over strike

LEVELS of participation in the National Union of Mineworkers' (NUM) strike appeared to have remained constant yesterday, but there were further allegations and counter-allegations of intimidation between the NUM and employers.

Only Anglovaal reported any significant change in strike participation, with numbers at the Loraine gold mine increasing from 400 to 2 570.

Chamber of Mines industrial relations adviser Johann Liebenberg said he was pleased the strike had not escalated.

He said the industry was still pre-

ALAN FINE

pared to negotiate with the union improvements to the death benefit scheme and establishment of a provident fund. He hoped union members would return to work soon so these talks could begin.

The NUM, meanwhile, has responded to a telex from Anglo American gold and uranium chief Peter Gush, asking that it influence members to desist from taking over hostels and kitchens, by accusing him of provocation.

Anglo said strikers at some mines are preventing workers wishing to work

from doing so by setting up roadblocks and controlling hostel gates.

NUM general secretary Cyril Ramaphosa yesterday denied these allegations.

He said Gush's public statement that strikers would have to pay for any food consumed, and the deployment of large numbers of mine security officials at hostels, was provocative.

Ramaphosa said mine security at the Vaal Reefs No 8 shaft yesterday went

around to hostel rooms with their guns drawn, attempting to intimidate workers into going underground.

Anglo's Bobby Godsell said the company denied this emphatically.

Ramaphosa also said about 50 union shaft stewards in the Westonia region had been arrested. An SAP spokesman said he knew nothing of any such arrests.

Apart from a number of Randfontein Estates employees, few strikers have left mine premises for home.

279 still jobless after election protest

Sowetan
13/8/87

140A

AT LEAST 279 workers who were fired to "discipline" them for staying away from work during the May 6 whites-only elections are still battling to get their jobs back.

By THEMBA MOLEFE

Alrode, near Germiston. They were dismissed on June 22 following the dismissal of union shop stewards who were involved in the stayaway. Union officials said yesterday the company disregarded complaints it made to the industrial council and also refused to go to arbitration over the "unfair" dismissal of the shop stewards.

The workers, who are members of the National Union of Metal Workers of South Africa (Numsa) are employees of Karl Schmidt, a German company that is based in

When the union wanted to hold a strike ballot on May 20 the company frustrated efforts to do so and followed that by suspending a shop steward for six months, the union said.

The dismissal came soon after workers demanded his reinstatement.

According to union

officials the company is anti-union and is bringing racial conflict into the dispute by employing coloured scab labour to replace those workers who are said to have been dismissed.

They said the workers will fight for their rights until they are all reinstated

The Sowetan tried to contact the company spokesman yesterday without success.

**Swoop
at NUM's
offices**

886 ARE

140A

Savefam

13/8/87

DETAINED

**Miner
killed**

A MINER was killed at Gencor's Blinkpan colliery on Tuesday afternoon. The 36-year-old miner was found strangled in his bed. A mine spokesman said the dead man was one of a small number of production workers who continued working despite the strike by almost the total workforce of Blinkpan. The National Union of Mineworkers said the incident was not connected with the strike.

By THEMBA MOLEFE

POLICE yesterday detained 86 officials and members of the National Union of Mineworkers in a swoop at the union's offices in Klerksdorp.

Police confirmed the action and said the men will appear in court on Monday on charges under the Internal Security Act.

A police statement issued to Sapa said people at the meeting were threatened and told that "radical steps had to be taken to prevent miners from returning to work."

Num's assistant general secretary, Mr Marcel Golding said late yesterday that the organisation was to bring an urgent application in the Supreme Court to restrain the police from arresting strikers.

Among those arrested yesterday afternoon were NUM's regional chairman Mr Moses Tladile and officials Mr Geoffrey Magida and Mr B Mtochiswa, according to a spokesman.

Police confirmed the arrests last night and said the 86 would be charged with conspiracy to commit murder and with offences under the Internal Security Act.

The 86 were attending a council meeting when police arrived at the offices where about 300 or 400 had attended.

The 23 shaft stewards arrested on trespass charges on Tuesday in Deelkraal Doornfontein were released on bail yesterday.

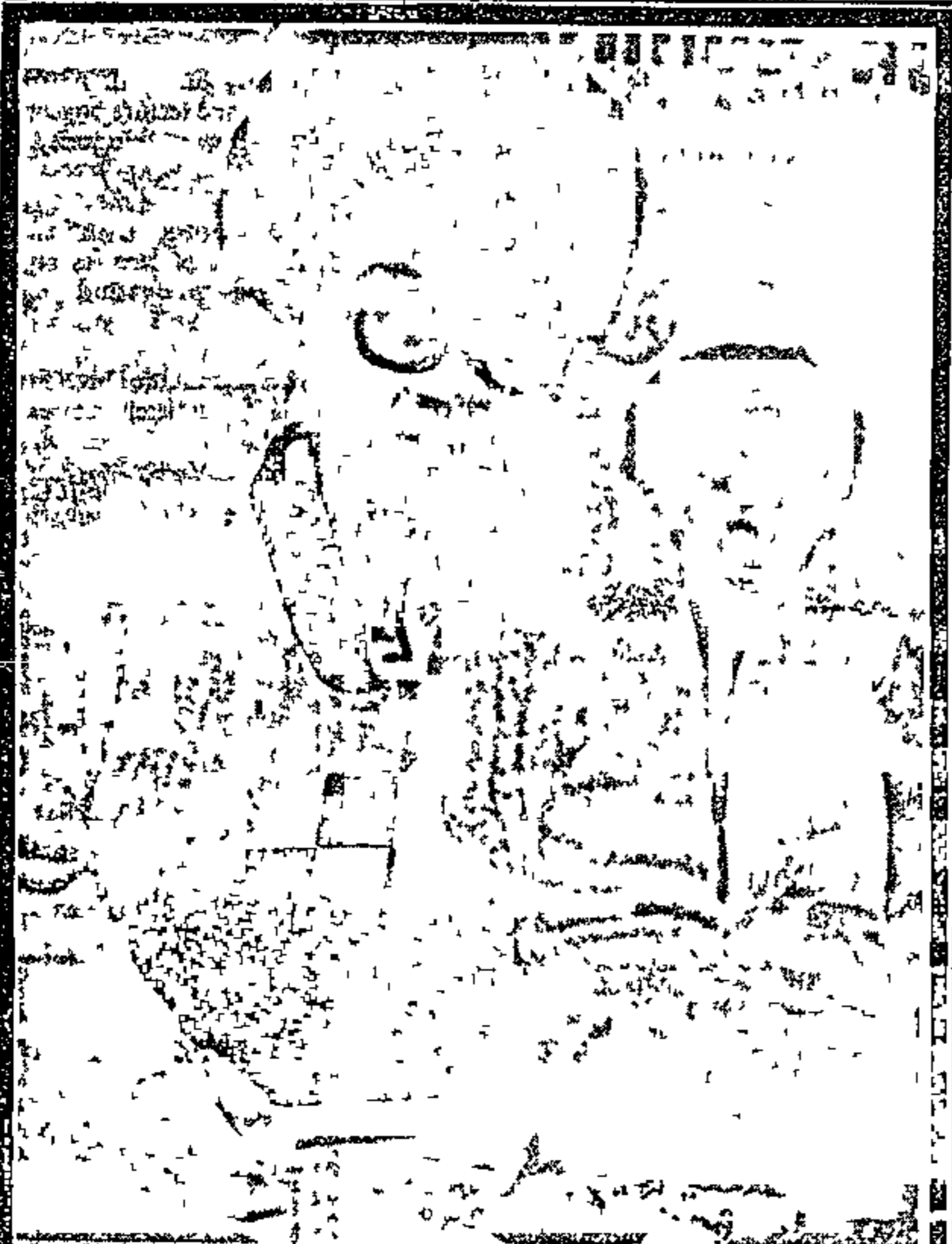
The number of people arrested since the strike began was given as 177 by NUM last night.

Ballot

Anglo-Vaal's management yesterday said that it was with regret that it would discharge workers at its Lorraine gold mine if they did not return to work starting with yesterday evening's night shift.

Meanwhile NUM said a strike ballot it held yesterday at Ergo Rand Refineries and at Consolidated Murchison was massively supported with many workers voting affirmatively following wage talk deadlocks.

About the detentions he said the St... was backing down on its earlier assurance that it would not interfere in the strike.



MRS ALBERTINAH Sisulu, a president of the United Democratic Front, signs the "Save the 32" petition that was officially launched yesterday by the South African Youth Congress (Sayco). See story on page 2.

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NUM members at the Randfontein Estates gold mine wait for transport to take them back to their homes.

Battle for living wage rages on

FOCUS

SOUTH African mining houses have been hit by the biggest strike in their history, with the National Union of Mineworkers saying there are 340 000 workers out on strike and the Chamber of Mines giving a lower figure

The strike is over wages and better working conditions

The Chamber of Mines has said that it would not accede to Num's demand for a 30 percent wage increase. It says it can give only between 15 and 23 percent.

Num has asked every mineworker "to move to the frontline and join the battle for a living wage"

Mr Marcel Golding, Num's assistant general secretary, says "The Chamber of Mines has shown that it will not pay us a decent wage. It has shown that it is concerned only with profits and with making the bosses rich — while we get poorer."

Num says it was willing to go for arbitration or mediation after wage talks with the Chamber of Mines broke down on June 30, but the employers refused mediation.

The union then opted for a strike ballot which resulted in the massive action that started on Sunday night.

"The only way to bring pressure on the Chamber is to strike," says Mr Golding.

The mine bosses, on the other hand, believe

'Big strike hits mining houses'

that Num actually forced the strike on the workers

Although speaking in hushed tones the employers say the strike ballot involving 200 000 Num members was "cooked"

One executive said "The workers were asked one question: 'Do you want more money?' Obviously the answer would be in the affirmative and obviously Num took that answer to be a positive vote for the strike."

Num says more than 95 percent of the members at mines where it is recognised voted in support of the action.

By THEMBA MOLEFE

Mr Golding says "We pointed out that the gold and coal mines had made huge profits. The Chamber, on the other hand, argued that things were bad in the mining industry."

Cheapest

But we know that in 1986 the gold mines recorded the highest profits in history. They achieved records in the amount of ore that was processed, the revenue and the profits.

"Working profits rose by 37 percent in 1985 and by another 14 percent in 1986. Dividends paid to shareholders rose by 38 percent in 1985 and by 10 percent in 1986."

• Total profits went up by 44 percent.

"Between 1975 and 1986"

• Total dividends (money paid to shareholders) rose by 21 percent.

• Capital expenditure went up by 106 percent, and

• Tax to the Government went up by 38 percent."

Mr Golding says that in the past 10 years the gold mines got used to making massive profits while the mineworkers got poorer.

He says that despite competition from other coal producers, South African coal is still the cheapest in the world.

The union's demand for a living wage is based on the fact that mining houses can afford to pay. Our demand is not

supported only by the mines' results over the last year but by the excellent results over the past decade."

Num says the lowest paid worker on the gold mines earns R238 a month while the one at the collieries earns R225.

Num is the biggest affiliate of the Congress of South African Trade Unions (Cosatu), the largest federation with a claimed membership of one million.

And Cosatu has launched a "Living Wage Campaign", a demand that workers be paid wages that beat the inflation rate.

Num, like its sister unions in Cosatu — the South African Railway and Harbour Workers Union and the Commercial Catering and Allied Workers Union — says "Down with poverty and slave wages."

"We are prepared to go on with the strike for many weeks, like the railway and OK Bazaars workers."

Danger

"Every year over 400 of our comrades die in the mining industry. Thousands are injured many permanently. Our workplace is very dangerous and we demand a danger allowance," says Num.

As the miners' strike gets into its fourth day a few things could happen:

• Violence could break out and many workers could be left dead in its wake. Already one worker was killed on Tuesday at a Witbank colliery. Many have been injured.

• Mine management could use counter measures in an attempt to break the strike and this could lead to even greater conflict, and

• Labour relations could take another plunge as communication structures are trampled on.

ARCS 13/8/87

CITY/NATIONAL

140A

Mill strike looms as pay talks flounder

By DICK USHER, Labour Reporter

A NATIONAL strike affecting two major producers in the milling industry is due to start next week following a breakdown in wage negotiations.

The planned industrial action, the first on such a large scale in the industry, could be accompanied by a national baking strike

Bakery workers are due to meet this weekend to discuss their response to deadlocked negotiations

The milling strike will affect two major producers of staple foods — Premier Milling and Sasko, which have been negotiating nationally with the Food and Allied Workers' Union

Negotiations "satisfactory"

They operate about 30 mills nationwide and produce the full range of wheat and maize products Premier also produces animal feeds at its Epol plants and vegetable oil products through Epic

A spokesman for the third major producer in the industry, Tiger Oats, said all the company's operations — both baking and milling — were involved in plant-level wage negotiations

"However, at this stage all negotiations are proceeding satisfactorily and we do not suspect there will be strikes," he said

Wage talks with Premier and Sasko reached deadlock about two weeks ago and attempts at mediation failed last week The union introduced overtime bans at all Premier and Sasko mills after talks deadlocked

Rejected offer

A union spokesman said the union's national council had rejected the employers' latest offer made at mediation

Industry sources said the offer was a R33 a week increase on the minimum, plus R1 a week for all employees with more than a year's service, while the union had come down to R39 a week at mediation

The union says companies are "clearly in a position to meet workers' demands"

Sasko profits rose 31 percent to more than R30-million last year and Premier profits rose 22 percent to R152-million

"These huge profits have been accompanied by spiralling food prices," said the union

An employer spokesman said "Our offer represents a 28 percent increase on the minimum which is well above average"

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600 sacked: Protests planned

Labour Reporter

DEMONSTRATIONS to protest about the dismissal of about 600 workers from the meat processing plant Spekenam are planned at about 60 factories in the Cape Town and Bellville areas today.

The workers were dismissed last week after they had been on strike for two days over wage negotiations and a delay in signing a recognition agreement with the union.

On Thursday evening the Spekenam management called in the police, who drove workers from the Bellville factory with sjamboks and tearsmoke.

The incident has angered unions and the Food and Allied Workers' Union, of which the strikers are members, claimed that management had provoked the strike to get rid of the union.

Fawu workers down tools

ABOUT 100 National Food Distributors members at three plants in the Northern Cape and Orange Free State have downed tools over a wages row

The workers are demanding a wage increase that would give them a minimum pay of R150 a week

A spokesman for the union, Mr Ronnie Petersen, said workers at plants in Bloemfontein, Upington and Kimberley decided to strike when it appeared they were not making any headway

with the National Food Distributors company over their demands Group human resour-

ces director of the Premier Group Holding, Mr Theo Heffer, said yesterday that there was no dispute with Fawu and that negotiations were continuing

Search

Denying that there was a deadlock Mr Heffer said the company had made an offer to the workers

He was awaiting union representatives to report to management after they had spoken to their members

Scout
140A

Tea farm workers teargassed, court told

W. S. J. 140A
MARITZBURG. — An application restraining a State owned farm from evicting more than 900 workers has been filed in the Natal Supreme Court.

This followed after police teargassed the Food and Allied Workers Union (FAWU) members at the Saapekoe Tea Estate in Richmond.

In an affidavit Aaron Sithole said on July 15 they protested against the poor living conditions and low wages at the farm.

"We staged three work stoppages against these conditions. The police gave us five minutes to leave the premises. Then we were bundled into trucks and dumped at Richmond railway station," he said.

They worked an average of 12 hours a day and earn an average of R55 a month.

He said the next day union lawyers advised them to return to the farm.

"At the farm we were asked to write down the names of the workers who stopped us from going to work. After that 35 workers were dismissed," Sithole said.

The court gave Saapekoe until August 14 to respond

—Concord

Union man barred from plant

ABOUT 800 Saldanha Bay Sea Harvest workers downed tools this week because a Food and Allied Workers Union (FAWU) organiser was not allowed into the factory.

Workers said the security would not allow union organisers on the premises without prior arrangement.

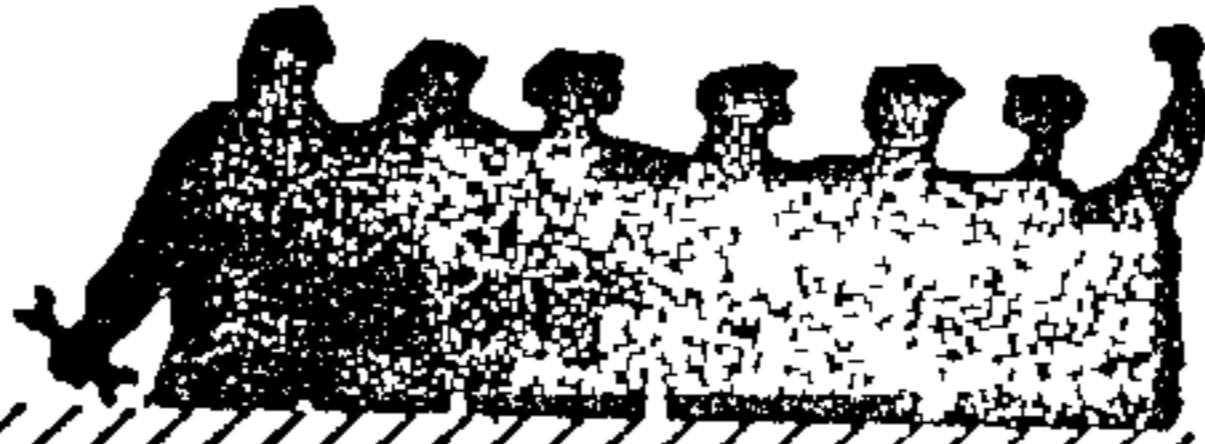
A worker said the union then called for a meeting but management apparently said they did not have time.

A spokesperson for management last night said they did not have details of any incidents.

A FAWU spokesperson said negotiations were in progress.

~~13-19/8/87~~ 140A

13-19/8/87 South



LABOUR BRIEFS

Deadlock in wage talks *Santa*

DEADLOCKED wage negotiations could lead to nationwide strikes by between 20 000 and 30 000 workers in the milling industry.

A dispute has been declared at plants belonging mainly to the Premier Milling group after wage talks with the Food and Allied Workers Union broke down.

The dispute affects about seven of the company plants. Between 700 and 800 workers in the Western Cape are involved.

The union has demanded a R50 across-the-board increase. The management has refused to budge from R33 a week.

A spokesperson for FAWU said the workers, who earned on average R120 a week, had rejected management's offer and "many took matters into their own hands".

Plants affected in the Western Cape are the "Snowflake" factories at Salt River and Epping, Sasko in Rondebosch and Epic Oil in Maitland.

13-19/8/83

140A

South 13-14/8/87

14DA

Round 1 to NUM

WHAT is not clear, as South Africa's mine owners reel under the impact of the country's biggest-ever wage strike, is why the strike is taking place at all

The National Union of Mineworkers - despite their declaration of 1987 as "the year the miners take control" - didn't want the strike

Their membership, at 261 000 paid-up, makes up an impressive one-third of the country's 760 000 black miners but is patchy outside of Anglo American So, while their wage demand was high they believed it was achievable

While profits in the six giant mining houses grouped in the Chamber of Mines have more than doubled in the past decade gold and coal miners' wages have not increased in real terms since 1976

Compromise

When negotiations deadlocked three weeks ago NUM negotiators stuck to their 30 percent, believing they could outwait the Chamber Last year, hours before the strike, Chamber negotiators came up with an acceptable compromise

But in the run-up to the strike, officials of both the Chamber and its six member corporations maintained that the majority of their employers were satisfied with the 15 to 23 percent they were being offered

When general secretary Cyril Ramaphosa finally called a press conference last Monday to announce the strike, most of the journalists who attended expected to witness a humiliating back-down by the union

But if the Chamber had misread the signals, the union had not By the weekend NUM officials were increasingly confident that, unlike their embarrassingly optimistic predictions of 1985 (of 70 000 only 12 000 actually came out), the number of workers out by Monday morning would come close to their previous week's prediction of 200 000

But even union officials were startled at the actual size of the strike, as reports came into NUM's Johannesburg head office throughout Sunday night indicating that the 200 000 would not only be reached, but actually be dwarfed by NUM's final count of 340 000

CONVINCING

The magnitude of the strike alone has been a victory for the union in a consistently unpredictable industry Trapped in an environment completely controlled by mine bosses, miners have traditionally been seen as far more vulnerable to employer pressure than other black workers

By pegging their prediction at the impressive figure of 200 000, and coming out in such strength that even the Chamber was forced to grudgingly concede an even higher (and almost certainly conservative) figure of 230 000, NUM convincingly won the first round

But the battle is far from over, as mine bosses hastily re-group around their second line of defence In its five years of organising, NUM has not in the past demonstrated its capacity to sustain its



STRIKING workers at Randfontein Mines ready to go home

strikes beyond two or three days

Conventional wisdom has it that, when no immediate results accrue within the first 48 hours of a strike tensions within the extremely heterogeneous NUM membership (tribal skill-levels, nationality and so forth) begin to tear strike solidarity apart - of ten with the active assistance of mine management

Chamber executives have been asking privately - okay, they brought them out but can they keep them out?

Pegging

But Ramaphosa and the worker leadership appear to have learnt from past clashes Their attack this year contains strategies clearly designed to channel the momentum of the first massive onslaught into a protracted campaign of attrition

Firstly, by pegging its demand almost seven percent above the top chamber offer, NUM ensured that Anglo did not, as it has done before, break away from the rest of the Chamber's mining houses to offer a separate deal

The union's capacity to pressure the other five mining groups requires its Anglo miners to be out alongside those of Gencon, JCI, Anglovaal Gold Fields and Rand mines

While the 30 percent demands were not primarily motivated by this, it had the effect of maintaining that vital unity

Just 72 hours before the start of the strike, and with

a particularly strong strike code of conduct - designed to avoid the cycle of confrontation and violence that has broken strike action in the past - being distributed to its membership NUM asked the Chamber to reciprocate with a number of guarantees

Exodus

These covered implicit employer threats to deny food to strikers - a vital factor given their physical isolation - and situations the union believes could lead to violence, and thus endanger the lives of its members

Chamber officials duly failed to give these undertakings Would Ramaphosa then announce the miners would leave the mines and go home until the strike was settled?

As a tactic it is almost impossible to fault, turning a traditional management weapon against the Chamber Miners regularly react to violence or threats of violence by packing up and going home, encouraged to do so by mine managements - their departure stops production, but breaks the strike and management can recall them when it is convenient for production

This way, NUM will dictate when they leave and when they return Secondly, the absence of even a fraction of the workforce will NUM believes, unavoidably lengthen the strike

Both by encouraging those who stay on the mine to await the return of

the colleagues and by disrupting the production process

Workers in some of NUM's strongholds in the Witbank coalfields have already packed up and gone home But union officials believe operation exodus will be used mainly in the massive gold mines of the South Western Transvaal and the Free State, while the massive size of the workforce (up to 40 000 on one mine) makes effective control by shaft stewards and strike committees extremely difficult and where strikers' vulnerability to potential management actions such as withholding food supplies, is far greater

Operation Exodus remains however, a reserve weapon, a final threat by the union, if, as the strike continues, management and state pressure mount sufficiently to weaken the strike's solidarity

Expansion

If it is used extensively, it will close the gold and coal mines for at least a fortnight And even if there were enough unemployed workers with the necessary skills available in Southern Africa (and there aren't) it would Ramaphosa estimates, take up to two months for them to be recruited, transported, trained and acclimatised

Finally NUM has opened the possibility to expanding the strike from the original 46 gold mines and collieries on which it has recognition agreements with the Chamber (44 of

these are out) to eventual inclusion of the entire mining industry

Two mines not covered by the negotiations, Buffelsfontein and Harmony (where workers were NUM alleges forced down the shafts at gunpoint and retaliated by staging a sit down strike underground a claim denied by the chamber) have already come out

And NUM has requested permission to hold strike ballots on others - including platinum uranium and chrome mines A dispute between De Beers and NUM is already looming on the country's diamond mines, and the four Sasol Collieries organised by the Chemical Workers Industrial Union (CWIU) are likely to come out some time next week

The threatened expansion of the strike into non-chamber mines and chamber mines not included so far and then into non gold and coal mines is, in fact a second reserve weapon, to be brought into play under the same conditions as Operation Exodus

But if the union has planned its campaign with care mine managements are not without their resources An Anglo executive commented recently that 'People sometimes think of us as soft In fact we are quite tough.'

Conflict

One suggested explanation of the Chamber's stubborn refusal to compromise is that while the union was waiting to maximise its strength before entering the inevitable conflict, mine owners have chosen to bring on the conflict before it can do so while it is not yet so strong that it cannot be beaten

The increasingly aggressive confidence of the entire union movement would clearly encourage such a stance

A second option is that mine owners are awaiting the support of what Ramaphosa called "their most trusted ally" the government - which last week indicated that tough new labour legislation is planned to substantially weaken "political" trade unions

Finally, management has a powerful weapon - time - if they are prepared to sustain the massive losses of a month with drastically diminished production -

State intervenes as strikes spread

THE government intervened in the miners strike for the first time on Wednesday by detaining more than 100 of the strike leaders in separate incidents on the Rand

Police said 78 strike committee members arrested on Wednesday in a raid on the NUM's Klerksdorp regional office would be charged with 'conspiracy to murder'

Twenty-six Rand Mines' workers arrested on Tuesday at the NUM's headquarters in Johannesburg were released without bail after being charged with trespassing

Union officials this week charged that Anglo American mine security forces backed by police, attempted at gunpoint to force the workers down the shafts at Vaals Reef's mine west of Johannesburg

Anglo spokesperson Bobby Godsell has rejected the accusation

Meanwhile, workers at the country's major gold refining plant, Rand Refineries, have voted to join the strike

Miners at up to six more gold mines organised by NUM are set to come out at the end of the weekend in support of a 30 percent wage increase

The strike has already spread to 45 mines and shows no sign of weakening

A further 17000 Sasol workers and between 20000 and 30000 milling workers are expected to also down tools over wage disputes

Strikes in almost all other major centres have been reported

In Port Elizabeth bus drivers have been dismissed after going on strike last week

Production at Samsco's Struandale plant was disrupted by a labour dispute More than a thousand Everite workers in Port Elizabeth and East London returned to work on Wednesday after downing tools

In East London more than 180 workers have been dismissed at the Mercedes Benz plant

Most of the 900 workers at the State run Sapekoe tea plantation near Maritzburg have returned to their homes after they were dismissed and evicted from hostels on the estate

The Transport and General Workers Union members at the vital Richards Bay coal terminal will vote, before the end of the week, on possible solidarity strike action with the mine workers

In Namibia more than 4000 miners have downed tools in a dispute with the Tsumeb Corporation Limited, largely owned by Goldfields SA

2

WHEN deadlock was reached between the National Union of Mineworkers (NUM) and the Chamber of Mines, the union wanted to go to arbitration or mediation to reach agreement.

The chamber rejected both suggestions. We then went for a strike ballot - more than 95 percent of the members on recognised mines voted for strike action.

Since the negotiations started, NUM has been reasonable. We pointed out that the gold and coal mines have made huge profits. The chamber, on the other hand, says times are bad for the mining industry.

Let's take a closer look at conditions in the mining industry.

Living wage

In 1986, the gold mines recorded their highest profits in history. They achieved record results in 1985 for the amount of ore processed, revenue and profits.

Working profits rose by 37 percent in 1985 and by a further 14 percent in 1986.

Dividends rose by 38 percent in 1985 and by 10 percent in 1986.

The union's demand for a living wage is based on the fact that the mining houses can afford to pay it.

Our demand is supported not only by the mining houses' results over the past year, but by the excellent results of the past decade during which the mines have not had a real increase (in relation to inflation).

From MARCELLE GOLDING Assistant Secretary of the National Mineworkers Union (NUM)

140A
'DANGERWORK'



We believe that, if we have to do the most dangerous work, we should get a danger allowance.

We also demand death benefits. At the moment if one of us dies his family gets just one two years' earnings.

After that they must survive without a breadwinner and with no chance of an income.

We are also demanding 30 days leave a year. Leave conditions in the industry vary - some get 14 days, some 21 and some 28 days a year to see their families.

We have a right to more leave because we have a right to spend more time with our families.

We want June 16 as a paid public holiday. The youth of our country have been in the forefront of the struggle against gutter education. Many have died since June 16 1976 which is an important day in the history of our country's struggle for liberation.

We believe our demands are reasonable, and have spent many hours in many meetings trying to win them but the chamber said it has given enough.

So we went on strike using the only pressure we could - withdrawing our labour in return.

In return, the mine bosses have threatened to dismiss us, to close the mines, to use mine security against us and to starve us into surrender.

We are not afraid of these threats. Our strike is legal and we have voted in our tens of thousands to use strike as our only weapon, the strike weapon.

Our struggle for a living wage will be set back many years if we let the chamber continue to pay us slave wages. We must win.

us is between 15 and 23 percent.

We reject these slave wages.

Every year more than 400 of our comrades die in the mining industry, digging gold to make the mining houses rich.

Thousands are injured, many suffer permanent disability.

Despite this, mining bosses still think of safety as an issue on which they alone can make decisions.

electricity is used on the mines.

We are among the lowest-paid workers in the country, but we do the hardest and most dangerous work.

We are only supposed to work 96 hours a fortnight, but we work much longer. The minimum wage is R238, on collieries it is just R225. On this pittance the chamber expects us to support our families but all they are prepared to give

gone up by 106 percent, and taxation to the government has gone up by 38 percent.

For the past 10 years the gold mines have become used to making massive profits while the mineworkers, who sweat to dig the gold, are getting poorer.

It is the same on the coal mines. Since the rise of the international price of oil in the 1970s, demand has

For the past 10 years, the gold mines have earned remarkable profits for their owners and the government.

If we look at the profits over that period, it is obvious we have not benefited from the high gold price and profits. Between 1975 and 1986 total profits have gone up by 44 percent, total dividends to shareholders have gone up by 21 percent, and capital expenditure has

gone up by 106 percent, and taxation to the government has gone up by 38 percent.

For the past 10 years the gold mines have become used to making massive profits while the mineworkers, who sweat to dig the gold, are getting poorer.

It is the same on the coal mines. Since the rise of the international price of oil in the 1970s, demand has

MINEWORKERS' STRIKE: BEHIND THE SCENES

NUM speaks out

13/11/81
140A

WHAT is the true story behind the National Union of Mineworkers' dispute which has led to 300 000 workers risking their livelihood in one of the biggest strikes in South African history?

As arguments rage over the exact number of workers who have downed tools — the mine bosses claim only 250 000 are out while the NUM claims that 340 000 workers have heeded its call and that it has a capacity to bring out many more — production losses are mounting by at least R31 million a day.

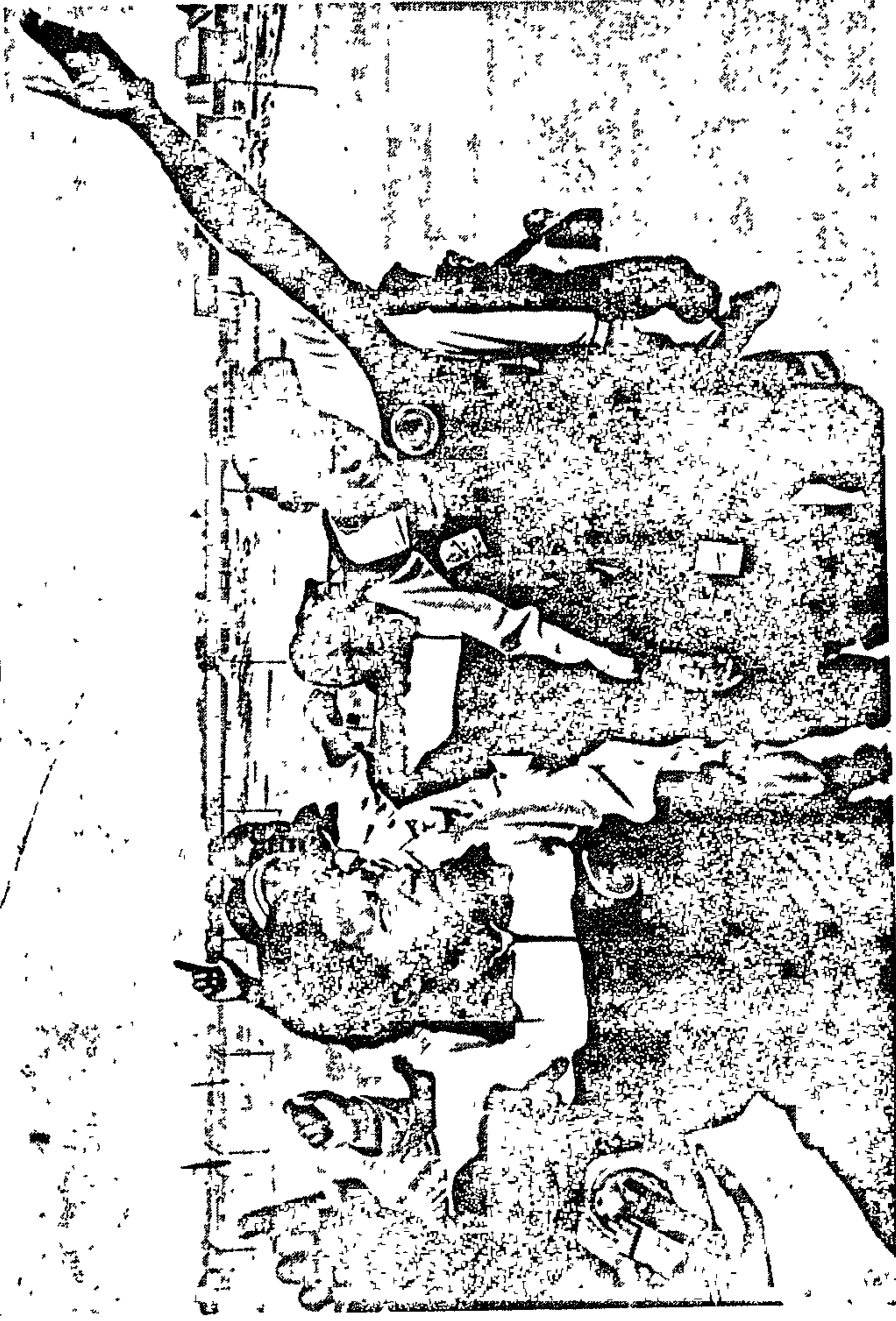
The mining bosses, who say they have enough gold reserves stockpiled to survive a month-long strike, have a powerful weapon at their disposal — time.

But NUM had an "ace up its sleeve" by organising a mass exodus of striking workers from mine hostels to their homes, thereby dictating when workers will return.

• Marcelle Golding, assistant general-secretary of the NUM, outlines the reasons for the strike, page 5.

• First round to NUM, page 2.

• Strike update, page 3



Mineworkers at the start of the NUM strike in Welkom this week

Picture: AFRAPIX

78 miners charged and 19 injured as violence breaks out

JOHANNESBURG — Seventy-eight members of the National Union of Mineworkers (NUM) have been arrested and at least 19 workers were injured in violence marring the four-day national miners' wage strike.

Today there were accusations of intimidation and violence from managements and workers.

The 78 arrested men, including NUM office-bearers, will appear in court on Monday to face charges of conspiracy and subversion, according to police headquarters.

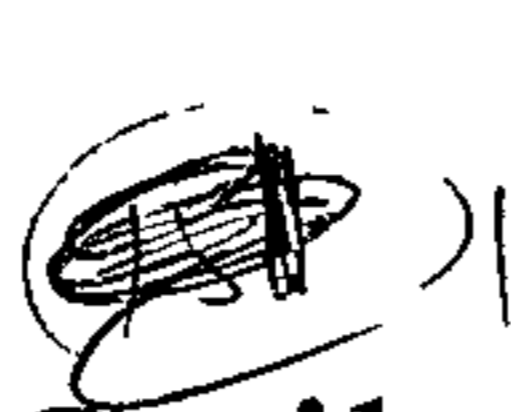
Five Blinkpan coal mine employees have been arrested in connection with the death of the first man to die violently in the strike, police also reported.

6105T 13/8/87
The murdered man was Mr Joseph "Boetman" Mtimunye, 36, a heavy vehicle driver at Gencor's Blinkpan Colliery near Middelburg.

Today Anglo American reported the injury of 15 people, eight of whom were admitted to hospital, at the President Steyn Gold Mine in the Free State yesterday.

A spokesman said mine security "retaliated" with rubber bullets when attacked after entering a hostel to protect workers wishing to go to work.

The situation on mines belonging to the Chamber of Mines was reported to be "a bit improved" today with a little less than a third of the workforce downing tools in the strike. — Sapa



140A

ALAN FINE

Strike decision today

MEMBERS of the Chemical Workers' Industrial Union (CWIU) at Sasol's Secunda complex decide today whether to strike in a dispute over the granting of May Day and June 16 as paid holidays

The union said yesterday the majority of the 14 000 workers at the oil-from-coal plants and nearby coal mines had voted in favour of strike action. Mass meetings would take a final decision

The CWIU is also in dispute with

Sasol on two other issues wages and implementation of wage increases prior to agreement being reached. These disputes are still proceeding through official conciliation procedures.

A Sasol spokesman confirmed conciliation board talks on May Day and June 16 had deadlocked.

He added, though, that the issue

"will only be actual in nine months' time", during which period Sasol was prepared to negotiate further. For that reason, Sasol believed it was premature to consider negotiations over

Strikes at Sasol collieries would increase pressure on the coalmining industry, already hard hit by the NUM strike

Chamber replies

IN a statement yesterday the Chamber of Mines said the current average cash earnings of black underground workers on gold mines amounted to R571 a month.

"This, together with free food, accommodation and other benefits valued at R164 a month gives an average all-inclusive income of R735 a month."

"By focussing on the lowest starting wages paid in the industry the National Union of Mineworkers presents a distorted picture of the true situation."

"The real increase in gold mine wages over the period 1972 and 1986 amounted to 249 percent."

"Minimum starting wages apply to only 10 percent of the workforce and

the wages are increased within a very short period of a man commencing work — in some cases days and at most a few weeks.

Furthermore the lowest minimum wage applies to only a minority of mines.

"It is against this background that the lowest minimum starting wage which NUM has been quoting, namely R228 a month (1986 figure), should be seen."

"The current minimum underground starting wage on gold mines is R263 but the fact is that a relatively small proportion of the 10 percent of novices receive this wage, the vast majority of them starting at R300 a month or more and receive an increase within a very short time."

Somehow

13/8/87

Coal supplies could be disrupted

B/Day

13/8/87

Steelmakers eye miners' strike

140A

STEELMAKERS are nervously watching the miners' strike as a long dispute could cause a severe shortage of coking coal used in the furnaces.

Highveld Steel and Vanadium chairman Leslie Boyd said there was "some concern" over the strike, but the steel division was being supplied with coking coal from mines that had not been hit by the dispute.

Boyd said: "We're comfortable at the moment." He would not elaborate.

Middelburg Steel and Alloys' (MSA) marketing director Leo Melvill, clearly regarding the strike as sensitive as sanctions, issued a flat "no comment" on its coking coal provisions during the strike.

He said: "All I can say is that we keep stock on ground and our operations are based on business decisions."

MSA understandably does not want to identify its supply sources which could become a target of more National Union of Mineworkers (NUM) action.

Observers said steelmakers should

HAMISH McINDOE

have realised by end-June that a coal miners' strike could materialise and started stockpiling from then.

Iscor's steelmaking division is unlikely to be affected by a shortage. The corporation owns four coking coal mines which supply its steel plants and NUM representation on those mines is said to be minimal.

Iscor spokesman Piet du Plessis said: "The worst scenario is a sympathy strike, but that does not appear to be on the cards at this stage."

Iscor produced 3.9-million tons of coking coal at its Grootgeluk, Durnacol, Hlobane and Tshikondeni mines last year.

It is not clear whether Iscor would supply the competition in the event of a total cut in coking coal supplies caused by the strike.

□ The Transvaal Coal Owners' Association has a contract with Japanese steelmakers to supply about 2-million tons of semi-soft coking coal. It is believed the contract is spread among several producers.

13-14/8-1
13 14 8 8 1

Campus strike continues



6/11/81

WORKERS at the University of Port Elizabeth, members of the Transport and General Workers Union, this week continued their work stoppage after staging a sit-in earlier this week.

The 270 workers are dissatisfied with a wage increase. This is the first strike by workers at the university.

(UDA)



13-1968
Hing
Striking bus drivers sacked

ABOUT 70 striking bus drivers and 10 workshop employees of Tramways here were dismissed earlier this week after they failed to return to work.

The drivers and technical staff, most of whom are members of the General Workers Union of South Africa at the bay depot at Struansway, downed tools after Tramways refused to bow to a demand for the dismissal of a chief inspector.

The managing director of Tramways, ~~Carl Coetzer~~, said the workers had dismissed themselves by not returning to work.

(140A) (S)

Union plans to see Minister

13-19/8/87
THE Post Office and Telecommunications Workers Association (Potwa) is planning to approach the Government to resolve the strike by about 17 000 post office workers in the Eastern Cape. SOUTH

Potwa's president, Vusi Khumalo, announced this week that the union is to approach the Minister of Post and Telecommunications, Stoffel Botha.

This follows the rejection of a mediator. (140A)
Negotiations were again abandoned last Friday.

Meanwhile, strikers ignored an ultimatum to return to work on Monday. So far 100 workers have been dismissed. - ECNA

Miners' strike turns violent: 80 arrested

About 80 members of the National Union of Mineworkers (NUM) have been arrested and at least 19 workers injured in violence, marring the relatively peaceful four-day national miners' strike.

Seventy-eight members of the National Union of Mineworkers (NUM) will ap-

Five held after coal mine death

13/8/87

By Therese Anders,
Highveld Bureau

MIDDELBURG — Five Blinkpan coal mine employees have been arrested in connection with the death of a driver at the mine, police reported.

A spokesman for the National Union of Mineworkers said yesterday five men had been held briefly and then released. A police spokesman, however, said the men they arrested were still in custody.

The dead man was Mr Joseph "Boetman" Mtimunye (36), a heavy vehicle driver at Gencor's Blinkpan Colliery near Middelburg, where, a Gencor spokesman said, he had worked since 1978.

appear in court on Monday to face charges of conspiracy and subversion, according to police headquarters.

The 78, including NUM office bearers, were arrested yesterday at the NUM office in Klerksdorp.

The police spokesman said they were being held in terms of the Criminal Procedures Act and the Internal Security Act, Act 74 of 1982.

Police action followed alleged discussions that "radical action had to be taken to prevent mineworkers from returning to work".

Five Blinkpan coal mine employees were arrested in connection with the death of the first man to die violently in the strike, Mr Joseph "Boetman" Mtimunye (36).

Anglo American reported the injury of 15 people at the President Steyn Gold Mine after mine security fired rubber bullets when attacked after entering a hostel to protect workers.

An Anglo spokesman added that at Saaiplats a fight between workers resulting in the injury of four strikers.

NUM general secretary, Mr Cyril Ramaphosa, said the arrests at Klerksdorp, were part of a campaign by the Chamber of Mines and the Government to crush the strike.

Benz plant sacks 188 strike 'leaders'

EAST LONDON. - Confusion reigned at the Mercedes-Benz plant here this week when management announced that 188 workers had been dismissed.

However, officials of the National Union of Metalworkers of South Africa (NUMSA) said they had not been informed of the dismissals.

The company had issued an ultimatum to the workers to end their strike, which had begun on Monday, to return to work by Tuesday morning or face dismissal.

The workers ignored the ultimatum and the company then announced it had dismissed the workers.

A company spokesperson, Mrs Delene MacFarlane, said the 188 were dismissed because they were considered to be responsible for the strike.

"The company had no choice but to expel them," she said, adding that it was hoped the

other workers would return to work.

There are an estimated 2 800 workers at the plant.

This week workers at the plant again refused to return to work and waited for the management to approach their representatives for talks.

MacFarlane could not say whether management would initiate talks with NUMSA.

Workers in one section of the Mercedes-Benz plant went on strike last Monday in support of demands for a minimum hourly wage of R5,00.

Workers were also demanding that the management plan to cut working hours from 45 to 43 hours a week, should not lead to loss of earnings.

Late last week, the company obtained an interdict against the union in the Industrial Court, restraining it from participating in the

strike and simultaneously issued the ultimatum to return to work on Monday.

On Monday, a planned meeting between management and NUMSA did not materialise when management informed the union's negotiating team that three of its members had been dismissed.

A union representative said they had withdrawn to inform workers who had decided to leave the plant.

The union representatives said they had not been informed of the dismissal of 188 workers, and dismissed the move as "simply threats aimed at confusing us and breaking our strike".

They said the whole workforce had once again gone home after reporting to the plant on Tuesday, and the union was waiting for the management to approach them for talks - E-news

140A

SOUTH 13-19/87

of circuit inspector Mr J
Schemers and teacher Mr

Plastic workers down tools

ABOUT 90 workers at Consol Plastic Packaging in Kuils River downed tools during a shift this week over wage and other grievances.

140A

SOUTH

A spokesperson for the Chemical and Allied Workers Union said the strike occurred on the 3 am shift to back demands for a R1 an hour increase on their present wage of R2 an hour.

13-19/0/87



The workers are also demanding maternity benefits of four months paid leave and two months unpaid leave. They also want a shift allowance.

A Consol spokesperson, Mr Hennie Stroh, said "substantial negotiations" were underway.

Schoolboy to remain paralysed?

CAPE TOWN — The St Andrew's College schoolboy who was injured in a rugby match against Queens College in Grahamstown in June, Stuart Heeger, 14, is still in hospital here and considered to be a quadriplegic

Stuart is presently in the Conradie Hospital's intensive care unit

After medical checks this week, doctors told his father, Mr John Heeger, who resides in East London, that Stuart would probably not regain the use of his limbs

He is presently on a respirator, but doctors hope that this may eventually be disconnected, should Stuart be able to breathe unassisted

Doctors, however, are unable to say when this may be

Three Queenstown-rugby players were laid up in neck braces in the Frontier Hospital at the weekend as a result of injuries sustained on rugby fields

All three were discharged on Sunday

Union signs accord with King tannery

14/8/87

Dispatch Reporter

KING TOWN — WILLIAM'S TOWN — The South African Textile and Allied Workers' Union (Satawu) yesterday signed an agreement with the management of King Tanning here, after months of negotiations on wages and conditions of employment

In a press release, Satawu, who said the union represented about 70 per cent of the King Tanning workforce, said that both parties were committed to negotiating health and safety now that this agreement had been reached

A managing director of King Tanning, Mr Robert Newson, expressed his satisfaction with the constructive manner in which the negotiations had taken place

"We are looking forward to a long and successful relationship

with the representative union" Mr Newson said

Satawu said it was too late to do things for the workers. The workers had to involve themselves in all things affecting them in the workplace

Satawu said it had also reached an agreement and signed procedures with Eastern Province Textile management on Tuesday

The agreement had covered disciplinary, grievance, dispute, retrenchment, maternity, health and safety procedures

President

EAST LONDON — Mrs Alma Powell is the Ex-Servicewomen's League national president and Mrs Ada Gloster is the local branch chairman, not as reported yesterday

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Australasia

SM 14/8/87

Injury and arrests at plant as court order is ignored

By Lesley Cowling

One mineworker was injured and 23 others arrested after a Supreme Court interdict failed to prevent workers from gathering on the premises of the Springs-based Ergo property late yesterday.

Police were apparently called in by mine management after a large crowd gathered at the gold and uranium reclamation plant and refused to heed a call by mine security to disperse.

A spokesman for police headquarters in Pretoria said last night a squad of SAP members moved in shortly before 5 pm. Tearsmoke was fired and 23 people arrested.

The spokesman said the one person was injured when he fell while trying to escape being arrested.

More than 1 000 members of the National Union of Mineworkers (NUM), on strike at the

East Rand Gold and Uranium Company, were yesterday temporarily prohibited access to Ergo premises after the Rand Supreme Court heard allegations of sabotage.

The workers were given until September 1 to show why the interim interdict should not be made final.

In an affidavit, Mr Lachlan John Gatherer, manager of manpower resources at the gold and uranium reclamation plant, said 1 022 workers were on strike.

He said workers' were moving through the plant and acts of sabotage had been discovered.

Valves which should have been closed were found open, a volt breaker switched off and one tank had overflowed because of unauthorised adjustments to equipment.

He said the plant had to keep operating continuously and potential damage, if it was closed down, would be enormous.

Holding of pressmen on mine to be investigated

Anglo American officials will investigate an incident in which a Reuters reporter and photographer were held this week for several hours by mine security forces and police at a roadblock on Western Deep Levels Mine.

Several overseas media men have complained about the "secrecy" being maintained by Anglo and of being prevented from visiting the Ergo plant to see for themselves the damage caused by seven tons of sulphuric acid alleged to have been released by strikers.

Mr Christopher Wilson of Reuters told Mr Peter Gush, head of the Anglo Gold Division, at a Press conference last night that he and Miss Glenda Schwegmann had been stopped by mine security men at a roadblock while on their way to cover the NUM strike.

"The mine security forces called the police and we were held for several hours before being released," he said.

Mr Gush said the matter would be looked into.

He also said officials at Ergo were "tied up" and there were bigger problems "elsewhere" at present, but efforts would be made to allow the media to visit the strike-bound mines later.

Seventy NUM members in court

Seventy members of the National Union of Mineworkers (NUM) have appeared in Klerksdorp Magistrate's Court on various charges relating to the current miners' strike.

It is alleged that, among other things, they had conspired to murder and sabotage.

They were not asked to plead and the case was postponed to August 27 — Sapa.

1 500 Witbank strikers told: Return or we'll close colliery

By Therese Anders, Highveld Bureau

Unless the 1 500 striking miners at Witbank's Landau Colliery return to work by next Monday, Anglo American will close the mine immediately.

Anglo American had announced previously that Landau, one of Witbank's oldest mines, was to close in March next year.

However, in a letter to striking employees yesterday, the mining house said the production losses being incurred during the present strike would make it uneconomical to carry on with underground mining operations.

Strikers were told that unless they reported for their normal shift on Monday, Anglo American would have "no option but to effect the immediate closure of the colliery and terminate employment of underground workers".

NUM spokesman Mr Hazy Sibanyoni said a statement would be issued today.

Production at the mine was cut by 50 percent earlier this year.

Witbank braces for pinch of strike

By Therese Anders,
Highveld Bureau

As the hub of the Transvaal's coalfields, Witbank is bracing itself for the consequences of the ongoing NUM strike

With three nearby JCI mines joining the strike yesterday, an estimated 25 000 miners at 17 collieries in the greater Witbank region are now involved in industrial action

The president of the Witbank Chamber of Commerce, Mr Alan Cook, said a strike of only two or three days had an effect on local business, therefore a protracted stoppage could have serious results for the town

"Every strike day means that much less money coming into the local economy. It's bad news for everyone"

A Witbank Town Council spokesman said the municipality was evaluating the possible consequences of a lengthy coal mine strike

There was no doubt that business would be seriously hurt if the strike stretched into weeks, he said.

It is early for most businesses to be feeling the effects, but for one mine supply operation business took a nosedive only hours after the NUM strike began

The manager said "Mine management is so busy trying to keep production up that the ordering of supplies and replacements has taken a back seat."

POWER SUPPLY

He said that at underground mines, where production had virtually stopped, equipment wasn't being used, so there would be no need for replacement parts

Next to mining and heavy industry, Witbank and Middelburg are power station towns

In fact, half of Escom's Transvaal power stations are strung out to the south of these towns

Most are usually supplied by the coal mines now crippled by strikes, although Escom's chief executive, Mr Ian McRae, has said there would be no immediate effects on electricity supplies

Escom has prepared for this strike with large coal stockpiles at each power station But local captains of industry are well aware that a drawn-out strike could result in possible electricity cuts which would be disastrous for the region's steel and ferro-metal plants

This week a NUM spokesman claimed that Escom had coal stockpiles to last only two weeks

The mines producing coal solely for export have the headache of trying to keep contract deadlines and get their products to the coast in time to meet shipping schedules

About the only pleasing result of the strike is the visible drop in the number of coal trucks moving up the narrow roads around the eastern Highveld

14/8/87

Mercedes move for interdict rejected — union

Dispatch Reporter

EAST LONDON — The Industrial Court has dismissed an application by Mercedes-Benz seeking to interdict the National Automobile and Allied Workers' Union (Naawu) from inciting or participating in the strike at the company's assembly plant here, a union spokesman said last night

The spokesman, Mr Les Kettleas, said in a statement that, as a result of the application to the court and the company's refusal to meet a delegation which included dismissed shop stewards, the workers had refused to allow any of the union's leaders to meet the company and had demanded that the company should deal directly with the workers, who would decide how to deal with the it

Mr Kettleas said the Industrial Court's decision "clearly confirms the criticisms of the union that Mercedes management has not attempted to address the problems confronting it"

Instead, it had "run for shelter" to the courts and the Industrial Council

"We hope the industrial relations manage-

ment of the company will now get their show together and get down to serious negotiations on how to resolve the dispute at the company "

Mr Kettleas warned that the union would consider withdrawing its leadership in disputes in which companies "ran secretly without adequate notice" to interdict the union, as had been done by Mercedes-Benz

"The result of this will be that the companies will then have to negotiate with all their workers or negotiations and the industrial relations system will collapse "

Mercedes-Benz spokesmen could not be contacted last night for comment on the union's statement

A spokesman for the company, Mrs Delene MacFarlane, said earlier she was unable to comment on whether the firing of workers had been done on a selective basis but stressed the company had only dismissed 188 "believed to have been responsible for the strike"

More than 2 600 workers are now on strike at the plant, where production lines came to a halt more than a week ago

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14/8/87

Potwa mum on negotiations

Dispatch Reporter
EAST LONDON — Representatives of the Posts and Telecommunications Workers Association (Potwa) returned last night from Cape Town after negotiations held yesterday with Minister of Posts and Telecommunications, Mr Stoffel Botha, in an attempt to resolve the six-week long postal strike.
The president of

Potwa, Mr Vusi Khumalo, was not available for comment and a spokesman said a statement would be issued later today after delegates had studied any new proposals.
A post office spokesman, Mr Ben Rootman, said information concerning the meeting was confidential until reaction was received from Potwa, which was only

expected after the weekend.
He said no other workers had been dismissed, other than the 100 dismissed in the Eastern Cape on Friday.
In Soweto, where all depots have been closed and postal deliveries halted due to the strike, alternative arrangements have been made for the payment of pensions, Mr Rootman said.

ST
rio

CYRIL RAMAPHOSA

Digging in



Matamela Cyril Ramaphosa (34) is general secretary of the country's largest trade union, the National Union of Mineworkers (NUM) — and that probably makes him the most powerful trade unionist in SA

This week he leads about 250 000 black miners into a historic strike against the Chamber of Mines, thus taking on SA's key economic sector in a clash which both seem determined to win (*Current Affairs* August 7)

Ramaphosa did not rush into the strike, which the NUM was technically entitled to launch immediately after the overwhelming ballot three weeks earlier. Instead, true to the form displayed in the NUM's well-organised 1985 strike, strike committees were set up and members informed of the rules — obviously a huge exercise to co-ordinate

All this is as much testimony to the astute and quietly spoken unionist's management skills as it is to the tactician in him. The lag between the decision to strike and the choice of date obviously left a gap — either for the chamber to make an improved offer, or for one mining house to break ranks (as happened in 1985). But this time the employers, convinced of the fairness of the wage increases implemented, stood firm and called the union's bluff.

It is difficult at this stage to know whether Ramaphosa miscalculated, and could therefore see his reputation dented. But those who face him round the bargaining table certainly would not describe him as a hothead. This suggests a strong rank-and-file push in favour of striking in support of their demands for a "living wage." As he put it announcing the strike last week, "Our members aren't kidding."

Ramaphosa became the NUM's first general secretary in December 1982, after a decision to form the union was taken at the national conference of the Council of Unions of SA (Cusa — the Black Consciousness-leaning federation that the NUM later disaffiliated from to join the ranks of Cosatu).

The NUM then represented about 6 000 workers on eight mines. Today its paid-up membership is around 262 000 (with a million in all claimed to be signed up), entitling it to target 22 collieries and 26 gold mines for strike action.

In addition to fighting for improvements for his members across a range of issues such as job reservation, the hostel system, mine safety, equal pay, and better leave and pension conditions, Ramaphosa has the distinction of having led the first legal black miners' strike in SA in 1984.

It was only three years earlier, having obtained a B Proc from Unisa, and then



Ramaphosa ... not kidding

... serving his articles, that Ramaphosa entered the union movement as a legal adviser to Cusa (forgoing his admission as an attorney). According to Shelagh Gastrow's *Who's Who in South African Politics*, Ramaphosa's involvement in the union movement "arose from his disillusionment with what he viewed as the mercenary aspects of private legal practice, and he sought the freedom to help people through the labour movement."

He had by then earned his stripes, as it were, in the black opposition movement. Soon after registering for a law degree at the University of the North at Turffloop in 1972, Ramaphosa, who was greatly influenced by the late Steve Biko, became politically involved. He was a member of the SA Students' Organisation (Saso), and became Saso local branch chairman, as well as chairman of the Student Christian Movement, in 1974. Along with various student activists who would later play a prominent role, Ramaphosa was detained after a pro-Frelimo rally on campus, and spent nearly a year in Pretoria Central Prison under the Terrorism Act.

After his release, he was active in the

Black People's Convention, and obtained articles with a Johannesburg firm of attorneys. The watershed events of Soweto 1976 saw Ramaphosa again held under the Terrorism Act, this time for six months at John Vorster Square.

Johann Liebenberg, industrial relations negotiator for the Chamber of Mines for 12 years, has dealt with Ramaphosa since 1982. He describes Ramaphosa as a "sophisticated, hardworking, astute and very, very able trade union leader who's doing a lot of hard work for his members." Liebenberg finds him a likeable person, one of the best union leaders he has dealt with. The chamber's experience is that Ramaphosa and his colleagues have "displayed very little political colour, we've concentrated on bread and butter issues," he says.

There is, however, one area in which the chamber has — not surprisingly — been "disappointed" in him. This is his stance in favour of sanctions, which is accompanied by an inability to say precisely what would happen if, for instance, coal sanctions led to layoffs. The same criticism has been made by the *FM*, which has taken issue with Ramaphosa's "circuitous argument."

As a committed supporter of the Freedom Charter, Ramaphosa sees the unions feeding into the broader "national struggle," not leading it, as the first priority. Thus the NUM set the tone and direction for the Cosatu federation's adoption of the charter, and its cautious approach to embracing a full-blown socialist or workers' programme. ■

NUM strike well-conducted — Anglo

JOHANNESBURG — Despite claims and counter-claims of violence and intimidation by the striking National Union of Mineworkers (NUM) and mine management the four-day-old gold and coal strike has been reasonably well-conducted, Anglo American's industrial relations consultant, Mr Bobby Godsell, told a press conference here yesterday

He did not dispute NUM claims that miners were conducting the strike in a dignified manner but added that he wished they would be "a bit more dignified"

Incidents of violence on the mines were outlined but "by-and-large" the strike was being conducted in an orderly manner apart from some NUM members locking hostel and shaft gates in an attempt to prevent miners from working and threats made to hostel managers, Mr Godsell said

He said mine management and the union had agreed that strike committees would take control of the striking miners but hostel management would continue to "perform the management functions at the the hostels"

The head of Anglo's Gold and Uranium Division, Mr Peter Gush, admitted to the almost 100 mainly foreign journalists at the conference that Anglo was suffering "significant production losses But we are producing," he said

He added that Anglo mines were among the most unionised in South Africa and therefore the company was bearing the brunt of most of the strike

Charges by the NUM that miners were being forced underground at gunpoint were denied by Mr Gush — Sapa

DD
14/8/87

A five-year haul from union impotence to muscle-flexing

The long haul from powerlessness to union muscle has involved an elaborate game of strategy and brinkmanship by the NUM
PHILLIP VAN NIEKERK and JEAN LEGER report

THE first time Cyril Ramaphosa led a delegation of workers to the Chamber of Mines, he had the distinct impression that the men on the other side of the table considered him a mere adventurer.

"They probably felt that we did not know what we were letting ourselves in for, and they did not believe that the workers in the industry could be unionised," he said.

That was in 1982, before the National Union of Mineworkers (NUM) shattered many of the myths built up over a century of an industry kept virtually free of unions for black miners.

It is five years later and what would have been impossible to conceive at that first tentative meeting is happening — a sustained, organised and legal strike disrupting nearly half the country's coal and gold production.

"We are entering uncharted territory," said Marcel Golding, NUM's assistant general secretary this week as the implications of the extent of the strike dawned on its protagonists.

It is the most important trial of strength between a black union and employers in South African history. It will determine the future balance of power in the country's most strategic industry.

For the past five years the union has been steadily altering that balance of power and it was widely speculated that by 1989 they would be in a position to stage an effective national action — a black miners' equivalent of the 1922 strike.

That the strike has gone ahead perhaps two years too early — and with more than half the industry still not unionised — makes the outcome of this year's action unpredictable but no less central to the power relationship

The Chamber may well have picked 1987 to dig in, believing it was time to limit the growing power of the union before it was really too late.

The long haul from powerlessness to posing a serious challenge to the might of the mining houses has involved a sophisticated game of strategies and counter-strategies by the NUM and the Chamber of Mines.

To understand the dynamics of this power game, one has to recognise the extraordinary strategic skills of Ramaphosa, once a student activist, detainee and lawyer whose name has become synonymous with black miners.

In fact the power play began at his very first meeting with the Chamber. The scorn and contempt which Ramaphosa believed the Chamber officials were viewing him with were to last for the next two years while the union took root.

The NUM succeeded where the other half dozen unions trying to gain a foothold in the mining industry failed because it was prepared to use a whole range of tactics, the chief



Headaches for the Chamber — or NUM's Cyril Ramaphosa, contemplating the next step in the miners' strike

among them being legal action.

The union attended safety inquiries and won reinstatement for unfairly dismissed workers, among other things.

"That was to us a very good organising tactic to show the workers that there was an organisation that was concerned about them," Ramaphosa recalled.

But the crucial test of the union's ability to serve workers' interests was the annual wage talks where the union was effectively bargaining for all black miners, although only representing a tiny proportion.

In the first annual talks in 1983, which took place during the heyday of Chamber paternalism, the union agreed to a wage increase which the Chamber had already decided to implement anyway.

Though the Chamber appeared to hold every card, Ramaphosa vowed not to allow a repeat of the debacle.

By the wage talks of the next year the union had fashioned a strategy which was to transform labour relations on the mines. It took the fight to the Chamber, drawing the wage negotiations out through dispute to conciliation board to strike ballot.

As the pattern of brinkmanship framed within legal procedures

emerged, the Chamber was too trapped in the paternalism of the past and too contemptuous of the NUM's support and of black miners generally to take the union seriously.

It was only at the 11th hour — after a massive show of support in a strike ballot — that Anglo American offered a slightly improved deal. For the first time a mining house had conceded something to a black union it had not intended.

In 1985 the Chamber was more sensitive to the threat the NUM posed and began to devise counter-strategies. The union committed a classic error: it played its weakest card by calling its Goldfields and Gencor members out on strike while allowing a settlement with Anglo American, hence neutralising its strongest power base.

In 1986 the tactic of brinkmanship was further refined. But the union was set back when workers at Goldfields mines went on strike before the allotted time — making it an illegal strike, thus losing the NUM's ability to defend dismissed workers, and destroying the union's last card.

However the Kinross disaster, which prompted a stayaway of more than 300 000 workers, for the first time proved the union's ability to mobilise a significant portion of the industry.

In 1987 similar patterns to previous negotiations emerged. But the union appeared to have absorbed some crucial lessons. It did not allow the possibility of a divisive offer to emerge. This was achieved by keeping its wage demand at 30 percent, out of reach of a separate Anglo American deal.

A classic principle of industrial relations bargaining is always to have one more card — just one more threat — in hand. The strike weapon is, after all, most effective when it is still a threat.

In this year's mine negotiations, to the surprise of many people in the industry, the brinkmanship ultimately carried the dispute over the edge into a massive legal strike.

Clearly, if the strike holds out a few more days, it will have passed the crucial testing phase. But does the NUM, having played its best hand, still have a card to play?

A mere 72 hours before the strike was due to begin, Ramaphosa announced that workers would be returning home following the failure of management to grant assurances that security forces would not be used against workers.

This increased the stakes, taking maximum advantage of the pre-strike tension. But it was clear by Monday that no such decision had been taken overall by the union.

Workers at a local level appear content to sit out the strike in the hostels as long as they still receive food and water, and management pressures such as curfews, room searches and mine security action do not become unbearable.

Where pressures become unbearable, workers could start leaving as they have at Gencor's Leslie mine in the Eastern Transvaal.

What the mass exodus threat has done has been to provide the NUM with a further threat which could be used in future and which will become more real the longer the strike lasts.

While the union would lose the control of the workers that the compound system provides, it would prolong the strike and disrupt production substantially.

As the strike develops a momentum of support the union is presented with new options: solidarity action by their own members at other mines, or by other unions, the local black community and international unions and anti-apartheid groups.

However, the Chamber also has a row of cards in its hand.

It appears to have dug in, simply waiting for the strike to blow over and for the union to suffer a humiliating defeat which would undermine its prestige in the eyes of miners.

But the key question is whether the state will stay out of the conflict (as Minister of Manpower, Pietie du Plessis, assured it would) if the strike really starts to hurt the economy. Gold and coal make up two thirds of the country's foreign earnings.

That question — one fears — could be answered in the next few days.

Picture AFRAPIX

Where we stand: Tough talk from each side

THE STRIKERS' VIEW

By **MARCEL GOLDING**,
Assistant General Secretary,
National Union of Mineworkers

DESPITE the arrests of 177 mine-workers, among them the entire regional strike committee of Klerks dorp, by mine security and South African police, the strike for a living wage continues

Our action is the biggest of its kind in South African labour history, and has been conducted with immense discipline and unity

This disciplined unity in action reflects four years of painstaking organisation of South Africa's most oppressed and exploited sector

The actions of the mine bosses and the police will not break the strike, which will continue until we have won what we continue to believe is a just and reasonable demand — a living wage

When negotiations over our demand for a 30 percent increase deadlocked last month, the National Union of Mineworkers wanted to go to arbitration or mediation to reach agreement.

The Chamber of Mines rejected both suggestions

We then went for a strike ballot — and more than 95 percent of the members on recognised mines voted for a strike

Since the negotiations started, NUM has been reasonable.

We pointed out that the gold and coal mines have made huge profits

The chamber, on the other hand, has never pleaded an inability to pay

Let's take a closer look at conditions in the mining industry

In 1986, the gold mines recorded their highest profits in history They achieved record results in 1985 for the amount of ore processed, revenue and profits Working profits rose by 37 percent in 1985 and by a further 14 percent in 1986 Dividends rose by 38 percent in 1985 and by 10 percent in 1986

The union's demand for a living wage is based on the fact that the mining houses can afford to pay it. Our demand is supported not only by the mining houses' results over the past year, but by the excellent results of the past decade — during which the miners have not had a real increase (in relation to inflation)

For the past 10 years, the gold mines have earned remarkable profits for their owners and the government.

If we look at the profits over that period, it is obvious we have not benefited from the high gold price and from profits

Between 1975 and 1986

● Total profits have gone up by 44 percent

● Total dividends to shareholders have gone up by 21 percent

● Capital expenditure has gone up by 106 percent

● Taxation to the government has gone up by 38 percent.

For the past 10 years the gold mines have become used to making massive profits while the mine-workers, who sweat to dig the gold, are getting poorer

It is the same on the coal mines Since the rise of the international price of oil in the 1970s, demand has increased for South African coal as an alternate source of cheap energy, and exports have increased

Despite competition with other coal producers, South African coal remains the cheapest in the world to mine — because the bosses pay such low wages to coal miners

In return for supplying cheap coal, the mines get cheap electricity — 27 percent of all Eskom electricity is used on the mines.

We are among the lowest-paid workers in the country, but we do the hardest and most dangerous work.

We are only supposed to work 96 hours a fortnight, but we work much longer hours

On the gold mines, the minimum wage is R238, on collieries it is just R225 On this pittance the chamber expects us to support our families. But all they are prepared to give us is between 15 and 23,5 percent.



NUM's Golding

We reject these slave wages

● Every year more than 600 of our comrades die in the mining industry digging gold to make the mining houses rich Thousands are injured, many suffer permanent disability Despite this, mining bosses still think of safety as an issue on which they alone can make the decisions

We believe that, if we have to do the most dangerous work, we should get a danger allowance

● We also demand death benefits At the moment, if one of us dies, his family gets just two years' earnings After that, they must survive without a breadwinner and with no chance of an income

● We are also demanding 30 days' leave a year Leave conditions in the industry vary — some give 14 days, some 21 and some 28 days a year Migrant labourers on the mines go home once a year to see their families We have a right to more leave, because we have a right to spend more time with our families

● We want June 16 as a paid public holiday The youth of our country have been in the forefront of the struggle against gutter education Many have died since June 16 1976, which is an important day in the history of our country's struggle for liberation

We believe our demands are reasonable, and have spent many hours in many meetings trying to win them But the chamber says it has given enough

So we went on strike, using the only pressure we could — withdrawing our labour In return, the mine bosses have threatened to dismiss us, to close the mines, to use mine security against us, and to starve us into surrender

We are not afraid of these threats Our strike is legal and we have voted in our tens of thousands to use our only weapon, the strike weapon Our struggle for a living wage will be set back many years if we let the chamber continue to pay us slave wages We remain committed to fighting for and winning these demands

THE MANAGEMENT VIEW

Interview with
BOBBY GODSELL,

Anglo American Group Consultant
Industrial Relations

What is your view of the state of the strike?

I think there's a very positive aspect to the strike, which is that it's a sign of a growing maturity in the South African nation

I think both sides are, broadly speaking playing the game according to the collective bargaining rules I've been encouraged by the initial response of the South African government, which has been to say that it will not interfere

In an important way a strike is a real test of the vibrancy of an industrial relations system In fact for me it is also a test of a liberal democracy, (a system) which creates institutions to resolve conflict, and allows people to aggressively pursue their interests, as opposed to directing everybody towards the national good

There are negative aspects to the strike Firstly, resolving conflicting interests through strikes is a high cost option for everyone concerned Workers are losing pay, the companies are losing production, the state is losing revenue and foreign exchange earnings

A second negative is that given the migrant labour system and the fact that large numbers of workers are housed in single sex hostels, the propensity for a normal mobilisation of workers during a strike to degenerate into violent clashes either between groups of workers who want to work and those who want to strike — and we've had 5-7 instances of that kind — or indeed for violence to erupt between mine security officials and workers

I certainly deplore the instances of violence we've had thus far and I'm anxious about a further degeneration into violence

Why have the mines been sealed off?

It's absolute nonsense to say the mines have been sealed off to union officials To the best of my knowledge, NUM officials have exactly the same kind of access now as they've had at any other time If NUM is experiencing any problems about this, I would advise them to raise those issues with us, as we are raising some issues with NUM about their own behaviour

We certainly had some real anxiety about journalists We've had requests from TV crews to go on to mine properties and whilst we understand that it's the role of the media to report what is going on, we've had some tense and difficult situations and I guess we are putting our concerns about maintaining order and preventing violence above an absolute right of entry to journalists at this point in time

The union claims there has been no real increase in mine wages in the past few years and has shown us figures to this effect What is your view?

Well, those are very strange figures We took out figures of the average earnings of our employees in the



Anglo's Godsell

eight job categories which the Chamber uses Over the 10-year period from 1977 to 1986 they showed a real increase of 85 percent

What is your view of the union plan to take workers home?

We have seen no evidence of this whatsoever, which, frankly, we're pleased about We found this a strange call from the union We see it as something of a cynical call, the reasons that NUM gave for this call are really fallacious

The union gave two reasons They said firstly that the Chamber had refused to give guarantees that workers wouldn't be forced to work NUM gave the Chamber only four hours to respond on Thursday afternoon (last week) But we've given now a categorical undertaking from the Anglo American group that we will in no way and in no circumstances use force to force people to work

Anyone who seriously contemplates how you can force people under ground into a gold mine has to explain to me how it can be done we have about 500 work stations spread over 80 square km at levels going from 1,5km to 5,5km deep

We've said emphatically to our employees that our security forces are there to defend the right of people to strike peacefully

At the same time, certainly we would defend the right of those workers who wish to go to work We believe in a society where individuals make choices

Right now at 10 particular hostels NUM shaft stewards are controlling access to and exit from the hostels In some places they have put up roadblocks to stop vehicles going in On some collieries food supplies have stopped going into the hostels And the next thing we will hear from the NUM is that we are now starving our workers

We will take action to re-open normal access to those hostels

So the first allegation that we were going to force people to go to work, we dispute outright The second allegation was that we were going to

deny food to people — which we equally dispute What is absolutely true is that during the strike we are levying a charge for food and accommodation These are supplied as part of the total remuneration package.

In the same way that we are not paying people for being on strike, for continuing to provide food and accommodation we are levying a charge which we set at R3 a day, which we think is an eminently fair charge.

The reasons NUM gave for taking miners home were really specious It's our view that NUM contemplated this strategy in an effort to extend the life of this strike, putting a lengthy journey between a worker who had decided to return to work and his ability to make that decision

Do you want to detail allegations of violence?

There are two things which concern us particularly The first is the interference with free access to critical parts of our mine and particularly we're concerned about people coming into and out of our hostels It's a public place and people should be free to come and go, not at the behest of a strike committee

We've accepted the right of the union to picket, we've talked previously about areas where they may picket, and we accept the right of the union to persuade other people not to go to work, to distribute pamphlets and have meetings But where we draw the line is at the use of coercion

Secondly, we are concerned about inter-employee violence, between people who want to strike and people who don't

Is there any way of calculating the costs of the strike?

No The costs to employers are significant But it depends entirely on conditions at every one of our shafts on ore body available, on milling capacity, etc It would be an enormously complicated exercise to do that and we are not going to

But there's a real cost to this we've entered the trial-of-strength phase of collective bargaining It's a sign of the strength of the union that they were able to take people out. I don't think we were surprised at that, we've taken NUM very seriously

What I think is encouraging is that this is an "unusual" fascist state in which you can have free and independent unions using the ultimate weapon in a vital industry with the employers going along with that and with the state not interfering So this puts us in a small club of Third World countries in which this could happen

The state are playing this game according to liberal democratic rules

Have they given any indication of whether they will continue to do so if the strike continues?

The future's always open and I think it depends very much on how everybody plays their cards

Of course this thing can always go off the rails I think it's in the interest of ourselves, of Num and of the country that we all act in a way that prevents it going off the rails

140R

2 Cape Times, Friday, August 14, 1987 *

Employees of market agents continue strike

Staff Reporter

ABOUT 400 employees of the Institute of Market Agents at the Epping Market yesterday entered their second day of a strike in support of a minimum wage of R90 a week

A Food and Allied Workers Union, Fawu,

spokesman said talks had deadlocked at a R10 a week increase (from the present R60 minimum) with management's outside negotiator expressing the opinion that mediation would "not be useful"

Mr Ludwig van Deventer, National President of the Institute of Market Agents, said yesterday the percentage commission for agents remaining unchanged since legislation set it between 5% and 7½% in 1944

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Potwa mum on negotiations

Dispatch Reporter

EAST LONDON — Representatives of the Posts and Telecommunications Workers Association (Potwa) returned last night from Cape Town after negotiations held yesterday with Minister of Posts and Telecommunications, Mr Stoffel Botha, in an attempt to resolve the six-week long postal strike

The president of

Potwa, Mr Vusi Khumalo, was not available for comment and a spokesman said a statement would be issued later today after delegates had studied any new proposals

A post office spokesman, Mr Ben Rootman, said information concerning the meeting was confidential until reaction was received from Potwa, which was only

expected after the weekend

He said no other workers had been dismissed, other than the 100 dismissed in the Eastern Cape on Friday

In Soweto, where all depots have been closed and postal deliveries halted due to the strike, alternative arrangements have been made for the payment of pensions, Mr Rootman said

Schoolboy to remain paralysed?

CAPE TOWN — The St Andrew's College schoolboy, who was injured in a rugby match against Queens College in Grahamstown in June, Stuart Heeger, 14, is still in hospital here and considered to be a quadriplegic

Stuart is presently in the Conradie Hospital's intensive care unit

After medical checks this week, doctors told his father, Mr John Heeger, who resides in East London, that Stuart would probably not regain the use of his limbs

He is presently on a respirator, but doctors hope that this may eventually be disconnected, should Stuart be able to breathe unassisted

Doctors, however, are unable to say when this may be

● Three Queenstown-rugby players were laid up in neck braces in the Frontier Hospital at the weekend as a result of injuries sustained on rugby fields

All three were discharged on Sunday

Union signs accord with King tannery

Dispatch Reporter

KING TOWN — WILLIAM'S TOWN — The South African Textile and Allied Workers' Union (Satawu) yesterday signed an agreement with the management of King Tanning here, after months of negotiations on wages and conditions of employment

In a press release, Satawu, who said the union represented about 70 per cent of the King Tanning workforce, said that both parties were committed to negotiating health and safety now that this agreement had been reached

A managing director of King Tanning, Mr Robert Newson, expressed his satisfaction with the constructive manner in which the negotiations had taken place

"We are looking forward to a long and successful relationship

with the representative union," Mr Newson said

Satawu said it was too late to do things for the workers. The workers had to involve themselves in all things affecting them in the workplace

Satawu said it had also reached an agreement and signed procedures with Eastern Province Textile management on Tuesday

The agreement had covered disciplinary, grievance, dispute, retrenchment, maternity, health and safety procedures

President

EAST LONDON — Mrs Alma Powell is the Ex-Servicewomen's League national president and Mrs Ada Gloster is the local branch chairman not as reported yesterday

Union claims court dismissed interdict

Dispatch Reporter

EAST LONDON — The Industrial Court has dismissed an application by Mercedes-Benz seeking to interdict the National Automobile and Allied Workers Union (Naawu) from inciting or participating in the strike at the company's assembly plant here, a union spokesman said last night

Mr Les Kettleidas said in a statement that, as a result of the application to the court and the com-

pany's refusal to meet a delegation which included dismissed shop stewards, the workers had refused to allow any of the union's leaders to meet the company and had demanded that the company should deal directly with the workers, who would decide how to deal with the it

Mr Kettleidas said the Industrial Court's decision "clearly confirms the criticisms of the union that Mercedes management has not attempted to address the problems confronting it".

Instead, it had "run for shelter" to the courts and the Industrial Council

"We hope the industrial relations management of the company will now get their show together and get down to serious negotiations on how to resolve the dispute at the company."

Mr Kettleidas warned that the union would consider withdrawing its leadership in disputes in which companies "ran secretly without adequate notice" to interdict the union, as had been done by Mercedes Benz.

"The result of this will be that the companies will then have to negotiate with all their workers or negotiations and the industrial relations system will collapse."

Mercedes-Benz spokesmen could not be contacted last night for comment on the union's statement.

A spokesman for the company, Mrs Delene MacFarlane, said earlier she was unable to comment on whether the firing of workers had been done on a selective basis but stressed the company had only "dismissed 188" "believed to have been responsible for the strike"

More than 2 600 workers are now on strike at the plant, where production lines came to a halt more than a week ago

DD (40A) 14/8/87
TWO ROBBERS

740A

14/8/87

Sowetan 14/8/87

10 000
join
striking
miners

By THEMBA
MOLEFE

ABOUT 10 000 workers at 10 mines have joined the National Union of Mineworkers wage strike.

The 10 mines now involved in the strike which began on Sunday night include gold mines, collieries and a gold refinery owned by Gencor, Anglo and the Johannesburg Consolidated Investments

Bail

Num's general secretary, Mr Cecil Ramaphosa, said at a Press conference yesterday that 68 of the 78 officials arrested when police surrounded the union's Klerksdorp offices on Wednesday were given R1 000 bail each

The union was last night preparing to pay the R1 000 bail.

Two of the officials, including regional chairman Mr Moses Tladile, have been detained under the Internal Security Act, according to the union

Strike spreads across Reef

Investors shy away from gold shares

Dispatch Correspondent

JOHANNESBURG — Mine managements have confirmed that the National Union of Mineworkers strike spread yesterday to another six mines and other installations. However, workers at another two mines returned to work.

About 150 of the Rand Refinery's 360 employees took strike action yesterday, according to the Chamber of Mines

Johannesburg Consolidated Industries (JCI) said 1300 employees at the Tavistock and Phoenix sections of Tavistock collieries failed to arrive for work. A spokesman said the strike was unlawful as the NUM was not recognised there.

He also confirmed that 1600 Consolidated Murchison workers began a strike over a separate wage dispute.

Anglo American's Mr Peter Gush said yesterday for the first time that all of its gold mines were affected by the strike.

The company reported that more than 1000 workers at the Ergo and Daggafontein plants, also joined in. Anglo received a Supreme Court interdict for the eviction of Ergo employees from company premises after allegations of sabotage.

Anglo said the union has rejected a 16,1 per cent to 19,5 per cent wage offer which would take the minimum to R614.

Workers, who are staging a sit-in, would be given "time to leave peacefully".

Management denied NUM claims of strikes at West Rand Consolidated and Simmergo.

Operations at Anglovaal's Lorraine gold mine returned to normal after about 2000 strikers met a management ultimatum to return, and 350 at Gold Fields' New Clydesdale Colliery also returned.

● The Daily Dispatch correspondent in Johannesburg reports that while the strike is supporting the gold price, trading in gold shares turned cautious on the JSE yesterday as investors, particularly in London and New York, showed concern over the impact of the strike on gold mines.

● The NUM secretary general, Mr Cyril Rama-

phosa, said yesterday that six strikers at Anglo American's President Steyn gold mine were injured by when mine security assaulted and opened fire with rubber bullets on them.

Anglo OFS gold chief, Mr Lionel Hewitt, said at a media conference last night the security personnel were accompanying a management employee who wished to distribute a communication to strikers.

They found the hostel gates had been taken over by strikers who denied them access. They forced their way in and had to use rubber shot to disperse a hostile group of workers.

● At a media conference, Anglo's Mr Bobby Godsell said the minimum wages in the group's gold and uranium division were, since the 23 per cent increases on July 1, now R289 and R330 for surface and underground workers respectively.

Average black wages were R475, and R523 taking into account ser-

vice, bonus and overtime payments.

● Sixty-eight of the 78 NUM members arrested at Klerksdorp on Wednesday were granted R1000 bail each yesterday. The union said two of the remaining 10 were being held in terms of the Internal Security Act.

The fate of the other eight could not be established.

● A Witbank colliery and a major production shaft of Welkom's Free-state Consolidated Gold Mines (Freegold) are facing closure as a result of the mine strike.

More than 2000 workers stand to lose their jobs at Freegold's Western Holdings No 1 Shaft unless the striking employees return to work.

"Unless the striking employees return to work within the next few days and the desired level of production can be achieved, stopping operations at this shaft will have to cease," a spokesman said.

140A
DD
14/8/87

60 miners hurt, 23 held in strike violence

By Mike Siluma

About 60 strikers were injured and 23 arrested in overnight action by police and mine security personnel as the miners' strike, called by the National Union of Mineworkers (NUM), entered its fifth day today.

A spokesman for Anglo American said 60 workers were injured at the No 1 shaft hostel of the Western Deep Levels South mine, when mine security personnel and police fired rubber bullets "to disperse a group of heavily armed strikers" who allegedly threw stones.

The spokesman 14 workers were taken to hospital, one in a serious condition.

Police have also confirmed that 23 strikers were arrested at Anglo's Ergo plant, near Springs, after 400 strikers at both the Springs and Daggafontein plants had been issued with court eviction notices.

NUM spokesman, Mr Marcel Golding said the union rejected the allegations of sabotage. "It seems that the people management used to operate the plant could, due their inexperience, have been responsible for the problems."

Between 220 000 and 230 000 are on strike.

Anglo Vaal said the situation at group mines was normal with workers at Lorraine mine having resumed work.

Gencor said the situation at its mines remained the same as on the previous four days. A spokesman denied NUM statements that workers at the West Rand Consolidated mine had gone on strike.

Gold Fields reported normal attendance at its mines. A spokesman could not yet comment on union allegations of the detention of 15 strikers by mine security at Venterspost mine.

Rand Mines said only two of its mines were affected by strike action — Douglas or Rietspruit, which was "partially" affected.

An Anglo spokesman confirmed that "underground operations were affected" by strike action.

JCI said workers at Tavis tock, reported to be on strike by the NUM, had resumed duties.

● See Pages 3 and 9.

140A



Heading for home

Departing miners wait in a bus parked on the Potchefstroom road for their colleagues to join them so they can start the trip home to Lesotho.

● Picture by Karen Sandison

MINERS' STRIKE

Hunkering down

140A

FIM 14/8/87

Starting with last Sunday night's shift, the National Union of Mineworkers (NUM) duly began its legal strike against the Chamber of Mines (*Current Affairs* August 7), amid no sign of fresh initiatives to end it

While the union claimed it had made all the approaches a reasonable union could, the chamber's stance is that it is prepared to negotiate further on specific demands, such as increased death benefits, but emphatically not while the strike is on. Nor will it concede bigger wage demands.

So the test of strength is definitely on, and looks like being prolonged.

Says NUM general secretary Cyril Ramaphosa: "We believe the struggle for a living wage in the mining industry has begun. We're confident of miners' support because they are not satisfied with the increases."



Liebenberg

Ramaphosa's deputy Marcel Golding explains that the union is depending "on the resilience of the workers and their commitment to fight for improvements. Judging by the numbers out, we have their full support."

The first two days were marked by claims and counter-claims of violence and intimidation, differing claims about the numbers involved, and the extent of the strike.

Ramaphosa (see *People*) claimed on Monday that 340 000 miners — the "total" black work force at affected mines — had brought operations to a halt on 44 gold mines and collieries. In addition to 220 000 NUM members on strike, he claimed about 120 000 other miners had joined in.

The chamber, however, says this is simply not true. At most, it says, 31 mines are affected, involving 220 000-230 000 miners, or about 40% of the black work force.

According to its industrial relations adviser Johann Liebenberg, 68 of its affiliated 99 gold and coal mines were operating normally on Tuesday. He says 13 out of 55 coal mines and 16 (44) gold mines have been "significantly affected" by strike action, and two more goldmines partially affected.

The chamber also says the number on strike is "disproportionately high relative to the number of mines affected, since a large number of strikers centre on a small number of big mines."

(The discrepancy over numbers arises because of different methods used. For example, for a shaft at which, say, 10 000 are on

strike, out of a total complement of 50 000, the union uses the bigger figure, because, it argues, the shaft is rendered inoperative.)

In spite of sporadic incidents of violence, the chamber says, relative calm prevailed on the first day, Monday.

After a helicopter trip over Transvaal gold mining areas on Monday morning, Ramaphosa reported "scenes of miners in a dignified and disciplined way taking strike action." He claimed a number of mines had been closed in Carletonville, Klerksdorp and Westonaria. Strikers' disciplined behaviour had, however, been marred by strike-breaking attempts by mine management, aided by police in some cases.

At Rand Mines' Harmony, the NUM claimed workers had been forced underground "at gunpoint" and were staging a sit-in. Action had also allegedly been taken against strikers at St Helena and Loraine. Five miners had been arrested at Buffelsfontein, and one each at Randfontein Estates, Bracken and Secunda, he said.

On Tuesday, NUM's Golding said nine strikers had been injured at Kinross, and five at Bracken. The NUM's Westonaria offices were raided by police on Tuesday, and 50

shaft stewards arrested, said Golding.

The mines, on the other hand, claim there have been cases of strikers intimidating those who wanted to work Anglo American, for example, says NUM shaft stewards have interfered with access to hostels, preventing some from working and obstructing food deliveries.

Anglo Gold and Uranium Division's Peter Gush warns that all cases of intimidation will be noted with a view to full investigation and possible action.

Ramaphosa's reply to allegations of intimidation is to ask "How is it possible for union officials to intimidate 340 000 miners?"

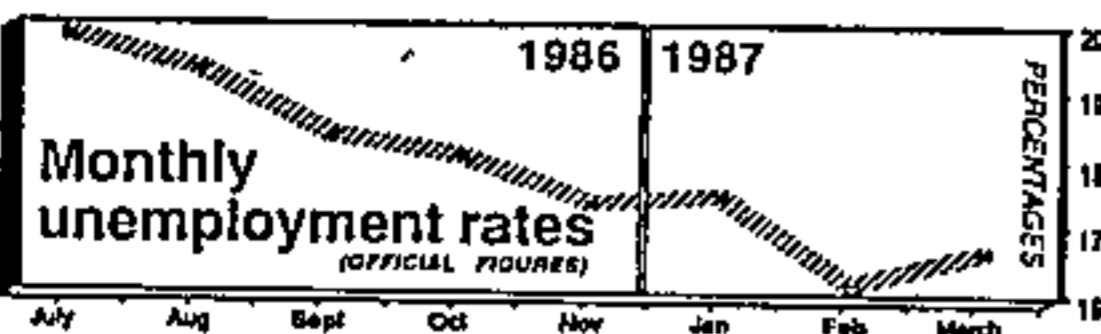
In Ramaphosa's replies to journalists' questions, it emerged that the union is not particularly worried about strikers being fired — even those who've packed their bags and gone home. "How do you fire 300 000 workers and hope to replace them this year?" asks Ramaphosa.

Nor does the union believe stockpiles can tide the mines over for more than three months. In any case, Ramaphosa reiterates, "our members are prepared to stay out as long as it takes to realise their demands." ■

W/Max 14-20/8/87

BUSINESS BAROMETER

GENERAL INDICATORS



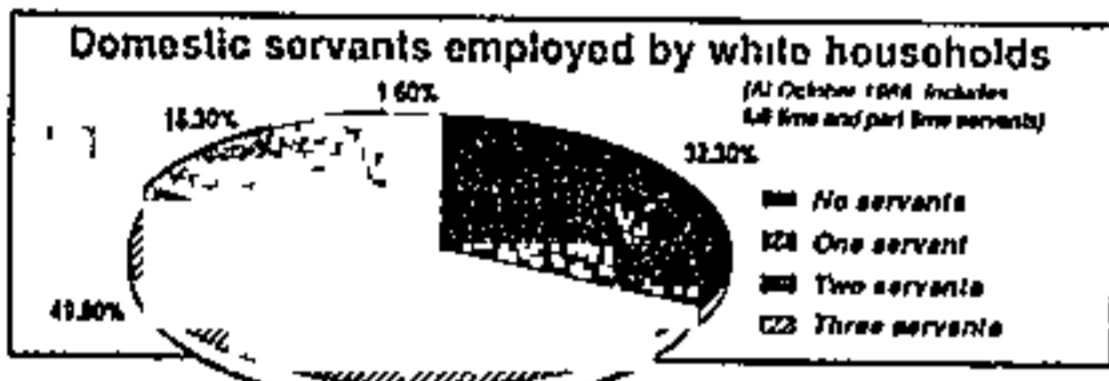
UNEMPLOYMENT

Unemployment reached 19,5 percent in March, according to the Central Statistics Office's expanded definition of unemployment, which includes underemployed people. The unemployment rate in March was slightly up on February's figure of 19,2 percent. More women than men are out of work: 23,2 percent compared with 12,8 percent in March.



PASSENGER TRANSPORT

The number of passengers transported by private undertakings (such as bus companies Putco and Tollgate) was 63 026 000 in May this year, up 1,5 percent on April but down 12,9 percent on May last year. The net profit for private passenger transport firms for the quarter ended March this year was R28,9 million, compared with a loss of R12,4 million in the same period in 1986.



DOMESTIC WORKERS' WAGES

Average wages of domestic servants in white households has shown huge increases in real terms since 1973. But this increase is from a very low base. According to a Central Statistics Service survey, the average cash wage for a full time black woman domestic servant on the Witwatersrand was R32,86 in 1975. By October 1986 it was R139,65. To this figure should be added payments in kind for food, lodging and other goods totalling about R86. By contrast average cash wages for black woman domestic workers in East London in 1986 were R104 a month.

GOLD PRODUCTION

The amount of gold produced in South Africa in the first six months of this year was 4,1 percent lower than in the same period last year. A total of 9,9 million ounces. Chamber of Mines figures show that gold output in June was 5,4 percent lower than in June 1986 but 6,7 percent higher than in May this year.

INDUSTRIAL RELATIONS

MINE ACCIDENTS

Eight hundred people died in mine accidents last year compared with 706 in 1985, according to the annual report of the Department of Mineral and Energy Affairs. Of last year's deaths, 702 were in gold mines and 66 in coal mines. This gives a death rate for 1986 of 1,27 per thousand workers in gold and 0,55 in coal mines. The department says the Kinross mine disaster dominated the mine accident scene last year, and without it the death rate might have been lower than in 1985. The accident rate in all mines in 1986 was 16,3 per thousand workers, down from the previous year's figure of 19,6.

ENGINEERING WAGE RATES

Wage increases for workers in the civil engineering industry have not kept pace with inflation. The Central Statistics Office weighted average wage rate index for this industry was 13,6 percent higher in the quarter ended May this year than in the same period last year. Artisans' wages went up by 10,3 percent over this period.

FINANCIAL INDICATORS

Johannesburg Stock Exchange indices

JSE Indexes	3/7/87	WEEK AGO	% CHANGE
All Market Index	2669	2689	- 0,7
All Gold Index	2359	2459	- 4
Industrial Index	2216	2205	- 0,5

Short-term interest rates

	6/7/87	WEEK AGO	YEAR AGO
Three month bankers acceptances	8,75%	8,8%	11,0%
Prime overdraft rate	12,5%	12,5%	14,5%

Gold Price

	6/7/87	WEEK AGO	% CHANGE
	461,2	473,40	- 2,6

Selling price Major currencies against rand

	6/7/87	WEEK AGO	% CHANGE
US dollars	47,16	48,11	0,6
Pounds Sterling	312,25	327,45	+ 0,7
Deutsche Mark	0,8981	0,9059	+ 0,4
Yen	7,465	7,500	+ 2,0
Swiss Franc	0,7276	0,7265	+ 0,1
Financial Rand	2,875	3,050	5,7

US Dollar against major currencies

	6/7/87	WEEK AGO	% CHANGE
Dm	1,8955	1,8848	+ 0,6
Sterling	157,50	1,5710	+ 0,1
Yen	151,48	151,50	+ 0,9
SwFr	157,60	156,20	+ 0,9

Source: First National Bank

THE ECONOMY

More than half the miners earn below poverty datum line

By PHILLIP VAN NIEKERK and JEAN LEGER

About 85 percent of black workers on the country's gold mines — those in grades one to four — earn wages below or near the poverty datum line.

The Bureau of Market Research at the University of South Africa calculated that the 'minimum living level' for an average family was R419 per month in February 1987. At this time, the Chamber of Mines's minimum wage for underground workers in grade four was R365 per month.

More than half the workers — those in grades one to three — earn substantially below this.

The minimum living level includes only the barest necessities and is defined by the bureau as the "lowest sum possible" for a household to subsist.

For a century, the Chamber of Mines has unilaterally determined the wages of black miners.

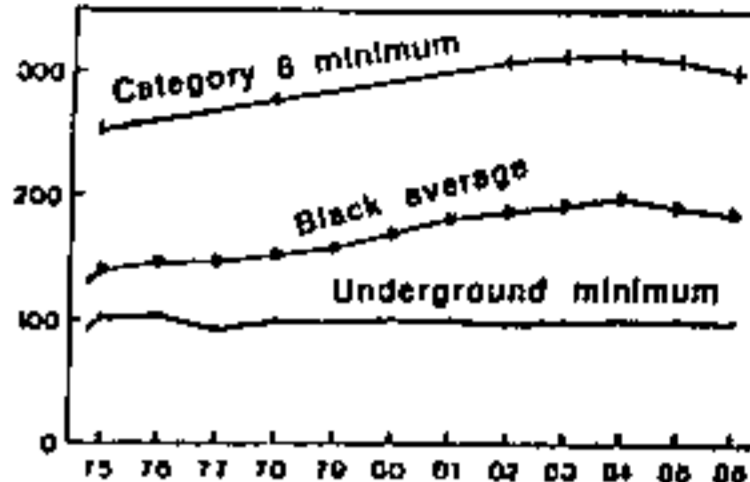
From the 1890s the real wages of black miners declined steadily until 1970 when the minimum for an underground worker was R10,40 a month.

Even when the wages soared in the early seventies — rising in real terms by 300 percent between 1970 and 1975, following the freeing of the gold price — it was the chamber which set the increases.

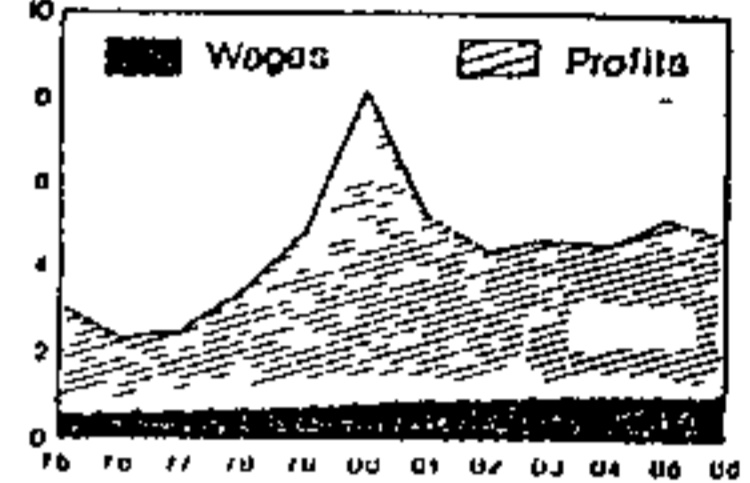
However, since 1975 the real wage has only increased by a third, according to figures assembled by the Labour Research Service, a Cape Town based economic research group.

The average real wage of black gold mine workers has declined since the National Union of Mineworkers started wage bargaining with the Chamber of Mines in 1983.

In 1983 the average wage was



Gold mines real wage trends (in 1980 Rands)



Black wages to total profits

R286 per month, rising to R427 in 1986 (the figure for 1987 is not yet available). Deflating for the consumer price index, the 1986 wage was equivalent to R278 — a net decrease of three percent.

Clearly, one of the tasks of the National Union of Mineworkers is to achieve a structural transformation of the remuneration of black miners from poverty wages to wages commensurate with what miners earn in other countries.

In almost all major mining countries — Western and Eastern bloc — miners earn far more than workers in manufacturing.

In Poland miners earn twice as much as manufacturing workers, in Australia they earn 64 percent more, in the Soviet Union 55 percent, in Canada 43 percent, in the United States 32 percent and in the United Kingdom 20 percent more.

But in South Africa — where the mines are the deepest, hottest and among the most dangerous in the world — miners only receive 73 percent of the earnings of industrial workers.

There is no doubt that, on the whole, the mining industry — whose profitability has certainly not diminished this year — can pay substantially increased wages.

In 1986, shareholders of gold mines earned R2 545-million in dividends — more than the total earnings of the 485 000 black miners who received R2 484-million.

This is only 15 percent of every ounce of gold sold. Total pre-tax profits, on the other hand, equalled 51 percent.

This included R2 416-million which was reinvested on behalf of shareholders as capital expenditure to yield yet more profits in the future.

A further R3 366-million went to the South African state in the form of tax. Incidentally, it is the state, in the form of decreased taxes, which would foot the bill for any increase paid to miners.

For every extra rand miners earn, on the basis of 1986 figures, the government would receive 57 cents less in taxes. Shareholder dividends would only decrease by 43 cents.

The fact that the NUM has been unable to dent the structural poverty of miners reflects the need to command the support of a substantial portion of the three quarter-million miners before it can force the chamber's hand.

The union has won improvements for workers on issues such as unfair dismissals, safety and improved working conditions which have not required industry-wide industrial action.

Though it is still too early to tell, the 1987 strike could represent the most substantial challenge ever to the "chamber prerogative" which has kept the majority of miners in a state of poverty since the turn of the century.

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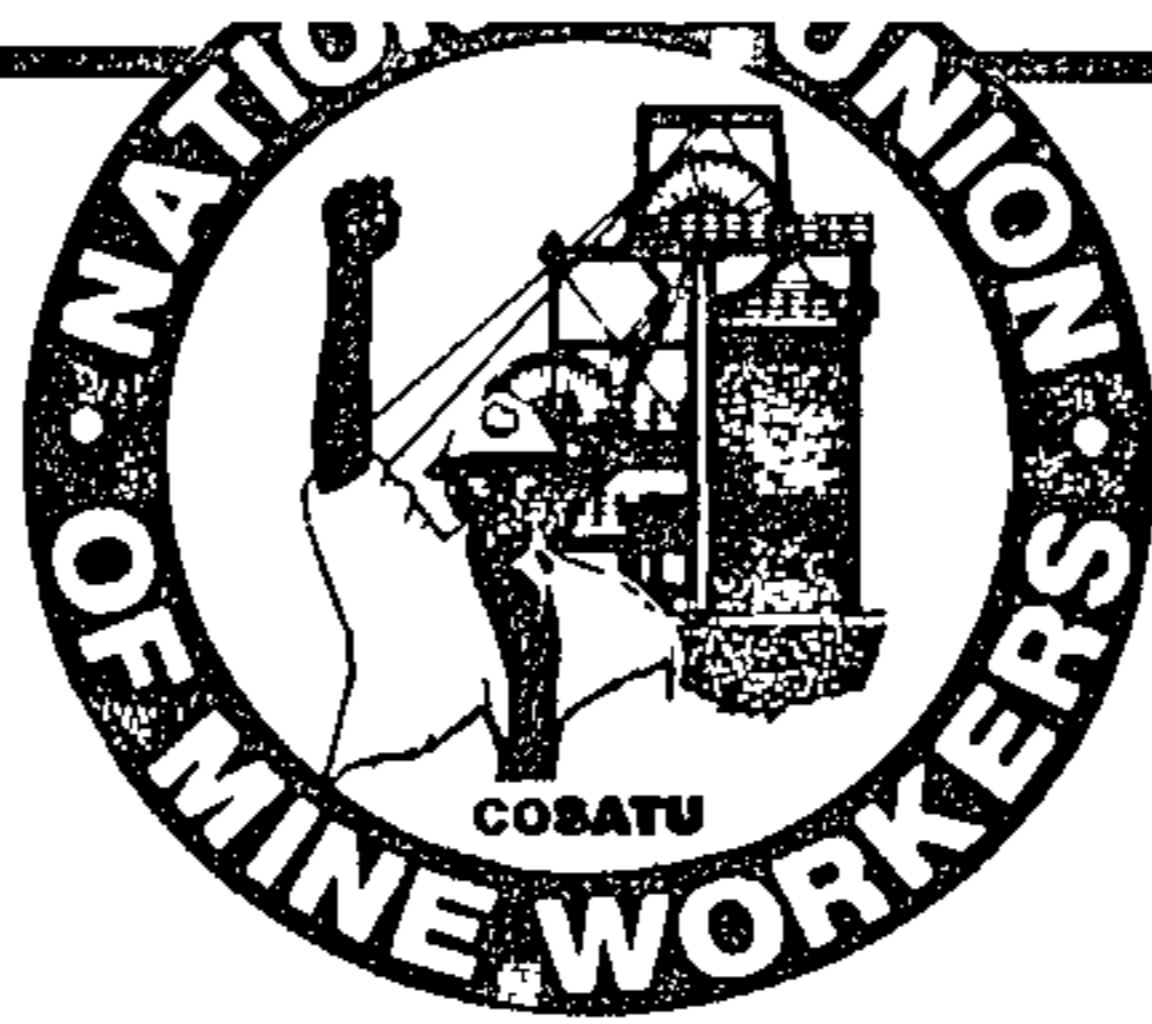
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(LDA)

Workers of the world unite against the Chamber

The National Union of Mineworkers' struggle for a living wage has captured the attention of the world. It is one of the biggest national strikes in the world this decade, and is the biggest in Africa. Solidarity messages have come from trade unions, national centres, anti-apartheid organisations and the entire progressive movement of the world committed to democracy and freedom of South Africa's oppressed people. Workers of the world are on our side. We are not alone in our struggle against the mine bosses.

Fraternal greetings have been sent to the National Union of Mineworkers by the following organisations

- 1 Coalition of Black Trade Unionists (USA)
- 2 United Mineworkers Union of America
- 3 Trans Africa (USA)
- 4 Portuguese Workers Federation
- 5 Moroccan Workers Federation
- 6 OGT (Luxembourg)
- 7 Textile Workers (USA)
- 8 International Congress of Free Trade Unions
- 9 French Miners
- 10 IGBE (Germany)
- 11 Auto Workers (USA)
- 12 Trade Unions International Public and Allied Employees (Berlin)
- 13 Swedish LO
- 14 USA Miners
- 15 African Miners Federation (Algeria)
- 16 British Trade Union Congress
- 17 International Metalworkers' Federation

- (Geneva)
- 18 Spanish Workers
- 19 African National Congress
- 20 South African Congress of Trade Unions
- 21 USA Congressman B Gray
- 22 American Federation of Labour - Congress of Industrial Organisations
- 23 Swedish TCO
- 24 FEIT (Switzerland)
- 25 International Miners Organisation
- 26 World Congress of Labour (Brussels)
- 27 Canadian Transport Workers
- 28 Australian Workers Federation
- 29 World Federation of Trade Unions (Prague)
- 30 Federation of National Miners (France)
- 31 East German Miners Federation
- 32 East German Workers Federation
- 33 World Federation of Industry Workers (Brussels)
- 34 American Committee on

- Africa
- 35 Brotherhood of Asian Trade Unionists
- 36 Netherlands Trade Union Federation
- 37 Spanish Confederation
- 38 CFDT (France)
- 39 Independent Union Youth of Luxembourg
- 40 Canadian Labour Congress
- 41 Central Committee of Soviet Workers
- 42 Movement Federation (Republic of Germany)
- 43 Australians Union of Metalworkers and Miners and Energy Supply Workers
- 44 Swedish Miners Union
- 45 American Public Employers Union
- 46 Confederation of Free German Trade Unions
- 47 Norwegian Federation of Trade Unions
- 48 New York Labour Committee
- 49 Unity Movement of South Africa
- 50 United Democratic Front
- 51 Wilgespruit Fellowship

- Centre
- 52 Soweto Civic Association
- 53 Congress of South African Trade Unions
- 54 Call of Islam (Lenasia)
- 55 National Unemployed Workers Co-ordinating Committee
- 56 Health Workers Association
- 57 National Education Crisis Committee
- 58 Danish federation of Trade Unions
- 59 Mineworkers Union of Zambia
- 60 Confederation of Caribbean Public Services Association
- 61 United Steelworkers of America
- 62 Mineworkers of Cuba
- 63 Finnish Peace Committee
- 64 Soviet Miners
- 65 British Miners
- 66 Czechoslovakian Miners
- 67 Organisation of African Trade Union Unity
- 68 Austrian Metalworkers

And here is what some of them said...

The Austrian Union of Metalworkers Miners and Energy Supply Workers Solidarity with the South African miners in their fight for higher wages and improvement of labour conditions. We wish your organisation a successful settlement. British trade unionists send full support to the South African NUM and our best wishes for a successful outcome to the current

industrial dispute with mining employers for decent wages and working conditions. World Federation of Trade Unions greets on behalf of its members your courageous struggle for better living and working conditions against inhuman solidarity and wish you and your countrymen all success your fight for freedom and end to apartheid

OATUU on behalf of millions of African workers under its umbrella expresses its solidarity with the people and workers of South Africa, particularly the striking mineworkers in their relentless struggle for social justice, democracy and the elimination of apartheid.

OATUU appeals to all its affiliated national trade union centres as well as regional, national and

international trade union organisations to express their moral material support for, and solidarity to, the mineworkers in South Africa.

The United Democratic Front salutes the brave, militant action taken by the most exploited and abused workers of our land, under the leadership of the National Union of Mineworkers

One day in the life of a strike

The carpet is his bed, his tracksuit top his blanket Cyril Ramaphosa hasn't done much sleeping this week and when he does, it's right next to his desk
JO-ANN BEKKER reports

THE nucleus of South Africa's largest and most protracted mine strike ever is a large room on the second floor of a shabby building on Wanderers Street, Johannesburg

Here, among a maze of room partitions, officials of the National Union of Mineworkers have lived day and night, monitoring the strike and giving advice, stopping only once every 24 hours to stretch out on the speckled wall-to-wall carpet for a few hours' sleep

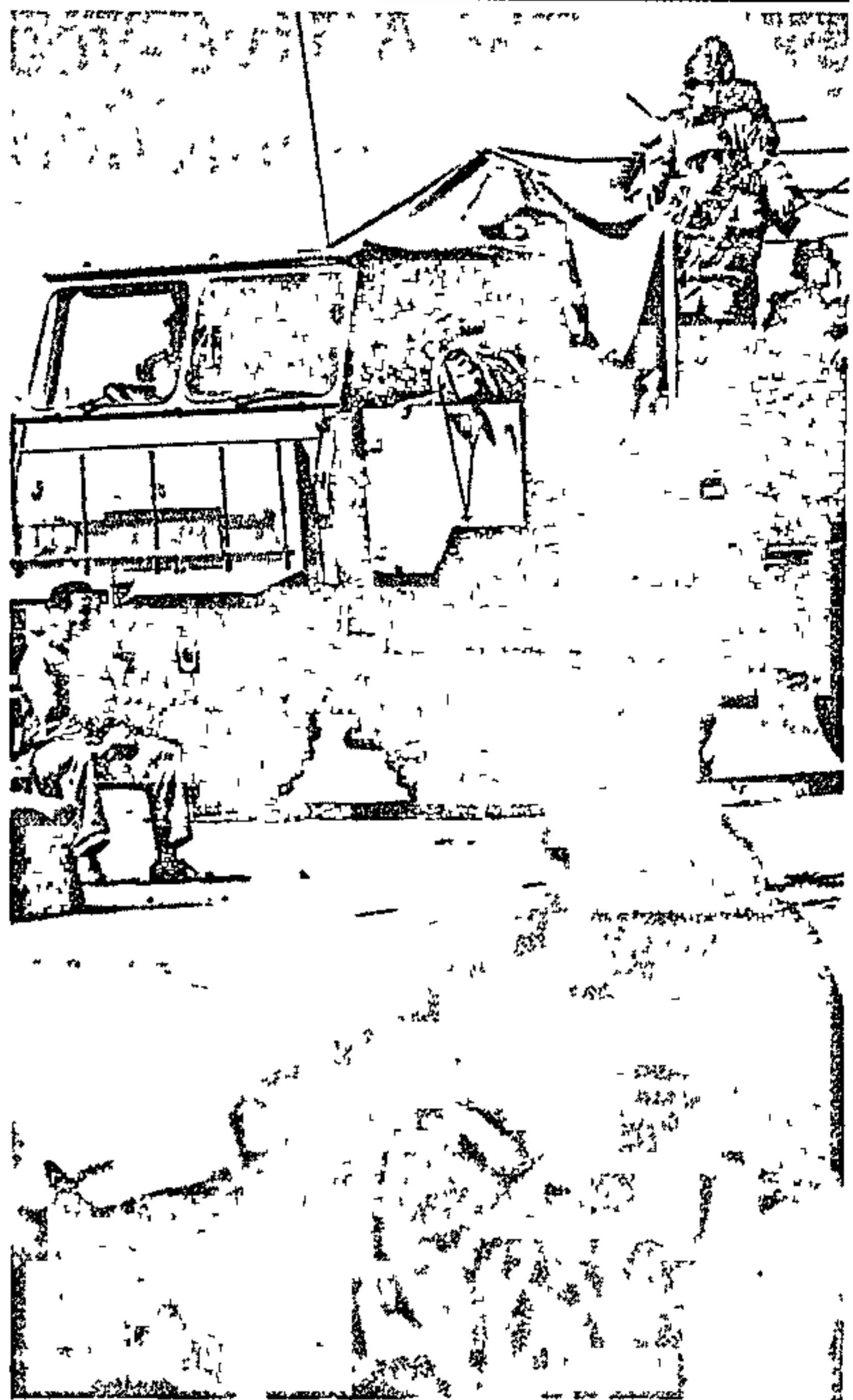
The open-plan makeshift office in Darragh House is a far cry from the spacious rooms the NUM rented in the building leased by the Congress of South African Trade Unions. But, ironically, the temporary offices are more conducive to running a strike than were the Cosatu House offices which were structurally damaged by two powerful bombs in May and are presently being repaired

The NUM is not risking a repeat of the bomb attacks which hit Cosatu after it organised a two-day work strike to protest the all-white May 6 parliamentary election. Young South African Youth Congress marshals keep a round-the-clock watch over the basement and the single entrance to the NUM office. Visitors must give their name and may only enter once they have received clearance

A few paces inside the office, the switchboard operator bellows the names of NUM officials to alert them to waiting calls. Past screens half-enclosing the section the medical officer shares with the research centre are the offices of NUM general secretary Cyril Ramaphosa and assistant general secretary Marcel Golding

Humble and cluttered as their working spaces are, the two are the only officials to have a section to themselves. The room dividers leave a permanent open door to these offices

Ramaphosa has averaged 'no hours' sleep a night since the strike began on Sunday. The carpet beside his desk is his mattress, his NUM



Striking Randfontein miners wait for transport home as the troops are called in to keep a watchful vigil over the exodus

tracksuit top his only blanket. "Being out of Cosatu House has been disruptive, but in a strike situation it's best to be in a big office like this — it creates a good atmosphere," he says. "Everyone is here. You aren't locked up in your own office, we can all hear what happens."

Golding agrees. "It has brought everyone closer together. It takes us back to our humble beginnings and it proves the conditions under which we work don't matter."

In Cosatu House the union had its own board room. Now, when union leaders arrive to discuss solidarity action, they meet in the research centre.

At night the officials manning the television set — on Tuesday they watched *Gandhi* and *The Killing Fields* on video — while others sleep under the glaring strip lights.

Ramaphosa looks exhausted, he walks like a person far older than his

35 years and lights a cigarette slowly. But he is elated.

"We feel very confident. We believe we're going to win the way we've gone so far. Members have shown amazing determination."

Reports about mine managements stockpiling ore do not worry him. The mines did not make special arrangements to stockpile before the strike, he says, whatever they have accumulated is normal stockpiling which continually has to be topped up.

Golding, 27, who handles most of the press interest in the strike, answers telephone call after telephone call. A wholehearted roll with a bite taken out of it lies on a plastic plate untouched.

"15 shop stewards were arrested at a taxi rank about an hour ago," he is saying. "The police are in the area, they have cordoned off our office in Westonaria."

As soon as he replaces the receiver the telephone rings again. "no, we can't picket, it's illegal. We're holding meetings and pamphleteering," he explains to an overseas caller. "We have no strike funds because they are illegal. Food is not a problem because in some plants where management is being difficult the workers have taken over the kitchen."

Then Golding comes back to the central theme of the strike. "We are moving into uncharted territory," he tells foreign unionists, journalists, embassy officials. "No strike in the mining industry has continued longer than two days. If we go through this we can survive a long stretch. Then a long strike becomes a reality."

Golding shuffles through the precarious heap of papers on his metal desk, to give details of the latest Free State gold and coal mines to join the strike. "The success of the strike depends on bringing out as many mines

as possible," he says over his shoulder. Between calls he peers over the room divider to discuss a point with the official in the next office.

A steady stream of people come calling. The chairman of the NUM's Witwatersrand mines reports "Springfield (coal mine) is out 100 percent, 1 400 workers," the official reports, and tells of another strike ballot planned for the evening. "Make sure the strike is legal," Golding insists. "Ask for strike ballot facilities, finalise and agree on rules, just shorten the time. They can't go on strike if they don't have a strike ballot."

University of the Witwatersrand students arrive to discuss a planned mass meeting. A stock exchange reporter comes to check details. Cosatu general secretary Jay Naidoo and other unionists arrive for a meeting to discuss solidarity action in other industrial sectors.

There are problems to deal with too. At Kinross gold mine management has imposed a curfew. "They want to restrict workers' movement, they want captive labour," Golding comments.

He is impatient with observers who question why the union can go on strike for a wage increase of 30 percent, when management has offered increases ranging from 15 to 23 percent. Golding points out on gold mines the minimum wage is R238 a month. On coal mines it is R225.

"How can anyone survive on that? And this is for very long shifts and hours at the rock face, in an industry where 400 miners die a year." The union is also requesting a danger pay allowance and an increase in death benefits from two years' earnings to five years' wages.

Ramaphosa believes the Chamber of Mines' refusal to take up the union's suggestion that the wage dispute be settled through arbitration or mediation could be an attempt to break the union.

"It is a test for them and us," he says. "In spite of the chamber's public proclamation that workers were happy with the wages they received, we proved they are not satisfied."

"We are not guessing how long the strike will last," he adds. "The mines claim they are prepared for a protracted strike and so are we."

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Applications with C.V. and 2 contactable references should be sent to Black Sash (Cape Western) 5 long Street, Mowbray, 7700, before August 21st. A negotiable salary of approx R1000 p.m. is offered.

Strike could cause closures

B/Day
A WITBANK colliery and a major production shaft of Welkom's Freestate Consolidated Gold Mines (Freegold) face closure as a result of the mine strike

More than 2 000 workers stand to lose their jobs at Freegold's Western Holdings No 1 Shaft unless the striking employees return to work "within the next few days"

An Anglo American spokesman said yesterday that sporadic unrest during the past year had affected the viability of marginal shafts at Freegold, and Western Holdings No 1 shaft in particular had been operating at a loss for some months

Landau, an Anglo American colliery near Witbank could be another corpor-

4/8/87
~~140~~ PETER STACEY
ate casualty if strike action continues
Amcoal said yesterday that unless "normal operations" resume by Monday it will be necessary to close the mine "with immediate effect"

The mine, which has suffered not only as a result of a depressed coal market and sporadic labour problems, but also had a major underground fire in 1985, was scheduled to cease operations in March next year

"The loss of production occasioned by a continued strike will make it uneconomic to maintain underground operations and it has therefore become necessary to review the closure date of this colliery," an Anglo spokesman said

Six more mines hit by strike

the JSE yesterday as investors, particularly in London and New York, showed concern over the impact of the strike on gold mines

NUM secretary general Cyril Ramaphosa said six strikers at Anglo American's President Steyn gold mine were injured by when mine security "assaulted and opened fire with rubber bullets on them"

Anglo OFS gold chief Lionel Hewitt said last night the security personnel were accompanying a management employee who wanted to distribute a communication to strikers

They found the hostel gates had been taken over by strikers who denied them access They forced their way in and had

140A
From Page 1
to use rubber shot to disperse a hostile group of workers

Police last night confirmed the arrest of 23 strikers and the use of teargas at Ergo A mineworker was injured when he fell while running away A spokesman said police acted at 4 50pm to disperse an illegal gathering

Anglo was holding a media conference in Johannesburg at about the same time as the police action It said the strike was legal after the deadlock in mediation this week, the union's strike ballot and the company's successful court application to prevent acts of sabotage recurring

B/Day 14/8/87

THE East Rand Gold and Uranium company (Ergo) yesterday obtained an interim interdict evicting striking employees from their premises for the duration of the

NUM strike. It alleged that several serious incidents of sabotage had occurred at its plants since the strike began.

In terms of the rule *nisi* issued by Mr Justice Gordon in the Rand Supreme Court, A N Mthethwa and 1 022 others must show cause on September 1 why they should not be interdicted from intimidating, interfering with or unlawfully threatening employees or property.

They must also show cause why they should not be restrained from preventing any employee or any of Ergo's independent contractors from leaving or entering the premises.

The rule *nisi* will act as an interim interdict pending the final outcome of the application.

Ergo manpower resources manager Lachlan John Gatherer said since the strike began a number of serious incidents had been reported, causing sections of production to be stopped. They would have resulted in substantial losses had they not been discovered.

Interdict against strikers at Ergo

SUSAN RUSSELL

Gatherer said a desanding 240V breaker was found switched off and an open panel had caused the whole section to come to a standstill.

He said throughout Wednesday night employees on duty discovered a number of unauthorised and unscheduled closures or openings, all of which could have caused enormous damage had they not been noticed.

He said striking employees were moving through the plants and their very presence was potentially disruptive to the company's operations.

Gatherer said white employees who had been running the plants were under extreme pressure and the disruptive activities of the strikers was causing tension and nervousness.

Gatherer said it was not desirable that police be involved at this stage as their presence might be provocative and lead to violent confrontation.

14 to August 20, 1987

A court nod to employee overtime rights

THE right of workers to refuse to do overtime has been confirmed by a Natal Supreme Court judgement considered highly significant by labour lawyers.

Judge John Broome was asked by Plascon Paints to grant an interdict against the Chemical Workers Industrial Union and 356 workers, restraining them from either holding any unlawful strike concerning an issue currently in dispute or from starting any overtime ban until the proceedings under the Labour Relations Act had been exhausted.

The judge granted the bar on any unlawful strike but refused to prohibit workers from initiating an overtime

the obligation to work overtime is qualified with the words 'subject to any legitimate excuse'.

"As far as the union and the shop stewards are concerned, it seems to me that, provided there is no intimidation, it is perfectly valid and objectionable if, in order to strengthen their hands, they call for an overtime ban. It represents a weapon available to them and to deprive them of it would be highly prejudicial to them.

"That (the company) is being prejudiced by an overtime ban seems clear. But that prejudice can probably be avoided by employing more workers and adjusting the work times

"In my view the balance of conven-

ience favours the individual and not the employer, especially as the employer's case, on the merits, seems to be rather thin."

Commenting on the judgement, a labour lawyer said as far as he knew it was the first time the Supreme Court had said that an overtime ban did not constitute an unlawful strike and so the ruling "clarified the issue".

"It is most significant because the judgement goes so far as to say it is contrary to public policy that workers should be compelled to work overtime and that of its nature overtime is voluntary."

By CARMEL RICKARD,
Durban

ban. He said it would constitute "a very serious inroad into the rights (of the workers) were (he) to restrain them from inciting, instigating, calling for, supporting or organising an overtime ban.

"As far as the individual worker is concerned, the working of overtime is something which he should be free to do or to refrain from doing. The notion of a worker being compelled to work overtime as and when required is so one-sided and unfavourable to the worker that the prejudice speaks for itself. This is so even if

W/Meil 14-20/8/87 140A



Some of the Ergo 20 workers last night displaying head and other wounds inflicted on Thursday when police and mine security forces fired rubber bullets and used sjamboks during an eviction action at the Springs plant.

W/G Affairs 5/8/07 (153) (152) (140A)



Management actions at Spekenam 'spark wide-spread anger'

IT'S difficult to underestimate the extent of union and community anger over events at Spekenam over the past 10 days.

Briefly, management dismissed about 500 workers last Thursday after they had been on strike at the Bellville factory for two days

Police then arrived, called in by management according to a police spokesman, and drove workers out of the factory using sjamboks and teargas

KNEE-JERK RESPONSE

This is seen as the unacceptable face of industrial relations, a reversion to the 1970s when managements' knee-jerk response to worker action was to yelp for help from the Department of Labour (as it was then) and the police

Bewildered by displays of worker power, blinkered by the tunnel vision created by too many years of arbitrary power over workers and blamed by inadequate (mostly non-existent) industrial relations they simply lacked the equipment to respond with understanding

Since then, many managements have left the dark ages behind and the police view is that industrial relations are a matter between employers and employees.

So the events of last Thursday sparked deep anger among workers

Support from community organisations has been pledged at a series of meetings — in line with their acknowledgement of the leadership of the working class.

A Cosatu spokesman called management's actions "provocative" "We call on management to face the real issues — workers' right to freedom of association and to negotiate wages and conditions of employment through their elected representatives and their chosen union," he said

"Are the bosses serious about negotiating in good faith or are they just out to attack the union? We see the events of last Thursday as part of the national attack on Cosatu and the denial of the workers' most democratic right to negotiate a living wage"

Lunchtime demonstrations of support have been held by, among others, the Food and Allied Workers' Union (Fawu) plants round Cape Town and the Congress of South African Trade Unions affiliates in Bellville

Meanwhile, it is understood that casual workers who have been hired have been told they have temporary jobs for two weeks

SOMEONE AVAILABLE

It's difficult to give management's side of the story because no contact has yet been made, managing director Frikkie de Klerk has been attending a lot of meetings So not only do they have an IR problem, they've got a PR problem too

One can't emphasise strongly enough that where there's a dispute management should have someone available at all times, not only to hand out statements but with the authority to clarify unclear points and answer questions

Too many company statements are so unclear, or fail to address the issues, that they simply fog things up

All IR issues are delicate, but if the unions can mandate people in the organisation — a shop steward or an organiser — to talk to the Press it's often difficult to understand why managing directors of companies are so jealous of their status that someone else with a clear grasp of the situation can't be delegated to talk to the Press



CYRIL RAMAPHOSA:
'Smash capitalism.'

He can hit SA where it hurts most

15/8/85 Star 140A

Two central ironies intertwine with the strife and drama of the massive strike by thousands of black workers in South Africa's vital mining industry.

The first focuses on Mr Matamela Cyril Ramaphosa (34), the general secretary of the National Union of Mineworkers (NUM)

The second concerns one of his chief adversaries, the giant Anglo-American Corporation

The charismatic Mr Ramaphosa is the son of a policeman. He was thus born into a class of blacks which, more often than not today, is condemned by the outlawed African National Congress and its sympathisers for collaborating with the authorities and helping to perpetuate white rule.

OPPONENT

But Mr Ramaphosa, a lawyer by training, emerged as a staunch opponent of apartheid at university, serving as branch chairman of the now banned South African Students' Organisation at the University of the North before joining the Black People's Convention.

Like many black leaders at the cutting edge of the struggle for a new South Africa, Mr Ramaphosa is a prison graduate, having been held as a detainee at Pretoria Central Prison for nearly a year in 1974-75.

As the strategist behind the NUM strike, Mr Ramaphosa, the young leader of a young union, is poised to hit the South African economy where it hurts most, in the gold mining industry.

PATRICK LAURENCE

Prolonged disruption of gold production would have far-reaching consequences, as gold earns about 40 percent of South Africa's vital foreign exchange and contributes some R4 billion to the State coffers in taxes

Whether disruption of gold production would be a blow against apartheid *per se* is a matter of intense and often acrimonious ideological debate

Judging by a key resolution passed at the NUM congress in February, however, there is no doubt in Mr Ramaphosa's mind

"Apartheid and capitalism are two inseparable evils that must be smashed," the resolution declared

Like many of his contemporaries, Mr Ramaphosa started political life as an adherent of Black Consciousness but moved into the pro-Freedom Charter camp after the death of Steve Biko in 1977.

Another central irony in the strike by between 220 000 and 340 000 miners, depending on whose figures one accepts, is the position of Anglo-American on the frontline where the dispute is fiercest.

Apart from being the biggest of the six major mining companies, it was arguably the most progressive in the field of industrial relations at the time of the NUM's emergence in 1982

Yet it seems to be hit hardest by the strike. Its refusal to release details on the number of striking workers at its mines has

fuelled conjecture that it is at the forefront of the conflict.

One reason for the apparent anomaly is obvious. Most of the NUM's 200 000 members work on mines owned by Anglo American.

But that, in turn, is because Anglo-American has imposed less severe curbs on NUM officials seeking to recruit members since the Chamber of Mines agreed in principle in 1982 to grant them access to the mines

The chamber left it to the individual mining houses to decide what access meant in detail

After the formation of the NUM a bare five years ago, Anglo-American, recognising the potentially important role of trade unions in regulating industrial conflict and gave NUM organisers access to the hostels. In doing so it adopted a more liberal approach than most of its rivals.

SUSPECTED

As recently as 1985 Anglo-American again strode out ahead, averting a strike by black miners on its mines by offering a higher wage increase than that agreed by the Chamber

At one stage Anglo-American was even suspected by left-wing observers of trying to co-opt the NUM. They thought it was creating a docile in-house trade union to act as its partner in a charade for the benefit of the outside world

The present strike must surely convince them that the conflict is real and the issues substantial.

SAM MABE

Three hundred workers at Cinqplast in Nugget and Albert streets, Johannesburg, have been on strike since Tuesday in support of a demand for the recognition of their union.

A spokesman for the workers said they were dissatisfied with working conditions and claimed management was not prepared to give them a hearing.

The managing director of the company, Mr H Howard, said he had no knowledge of grievances by his employees.

300 support union demand

He said he gave the workers an opportunity to speak to him about their problems on Tuesday and that they had refused.

He said there has been no contact between him and the striking workers. He confirmed that a union had sent him a telex, but he did not know who the union represented.

15818 He said the situation was back to normal at the firm as he has made alternative arrangements to continue production.

Workers claim that management is breaching SEIFSA's main agreement regarding minimum wages and that women who go on maternity leave lose their jobs.

12 000 Sasol workers will strike, says union

15/8/87

140A

At least 12 000 members of the Chemical Workers' Industrial Union (CWIU) at Sasol's Secunda plants will strike on Monday over a dispute about the granting of paid holidays on May Day and June 16, according to the union.

A CWIU spokesman said that at a mass meeting on Wednesday, 5 900 union members decided in favour of striking at Sasol 2 and 3 and at the fertiliser and explosives plants.

A Sasol spokesman said: "We have not been informed by the CWIU when they intend striking, nor has the outcome of the mass meetings convened by the CWIU on the issue of May 1 and June 16 as paid holidays been officially conveyed to Sasol."

The spokesman said the company told the union that it would wait to hear the recommendations of a report on public holidays to be released by a President's Council committee on September 14.

"We asked what the recommendations

Star ADELE BALETA

were likely to be and the reply was that May Day would not necessarily be granted on May 1, and another holiday may be given for June 16. We rejected this," the spokesman said.

Management had informed the union that it was willing to negotiate the matter before the holidays were due.

"The issue will only be acute in nine months' time and we prefer to wait for the President's Council review on all public holidays."

The spokesman said that all operations were proceeding normally at Sasol plants yesterday.

The union and management are also in dispute over wages and the implementation of wage increases prior to an agreement being reached.

The union spokesman said the CWIU was preparing ballot papers for a legal strike over the wage dispute.

Mine strife on increase

Star 15/8/67
100A

● FROM PAGE 1

them when they were evicted from the plant at Springs on Thursday.

Anglo American obtained a Supreme Court order to evict sit-in workers at the Ergo plant after allegations were made that there had been 14 acts of sabotage, including the release of seven tons of sulphuric acid.

NUM claims the workers whom management employed to operate the plant had, because they were inexperienced, mistakenly released the acid. "Or the management of Ergo and police sabotaged the plant in an attempt to discredit the workers and get an eviction order," Mr George Nkatimeng, an Ergo shop steward and regional committee member of NUM, told the meeting.

Mr Nkatimeng said police and mine security guards moved against the strikers at 4 pm on Thursday while a union committee was negotiating with management the terms of a peaceful withdrawal by sit-in workers.

Mr Nkatimeng also alleged that after the firing began workers who tried to leave the plant found they were trapped because police had locked the gates.

Mr Motlatsi told the media 78 workers were injured at a Western Deep Level No 1 Shaft hostel when police and mine security fired rubber bullets at 700 chanting strikers. Fourteen were in hospital in a serious condition.

NUM alleges that Anglo called on striking workers to go home and, when they had decided to stay, Anglo called in the SAP "to break the strike".

"The allegation that the workers were armed with petrol bombs, pangas and other weapons is untrue," said Mr Motlatsi.

Anglo American said the Western Deep Levels shooting took place when more than 700 strikers, armed with pangas and petrol bombs, gathered.

"Repeated attempts were made to disperse the crowd. The group then advanced on the security forces, throwing stones, and was dispersed by the firing of rubber bullets," an Anglo statement said.

Four of the injured were in serious condition, Mr Peter Gush, chairman of Anglo's Gold and Uranium Division, told reporters.

Vaal Reefs Exploration and Mining Company Limited

Incorporated in the Republic of South Africa
Registration number 05/17354/06

Possible closure of No. 6 Shaft

Consideration is being given to the closure of the No 6 shaft which is a low-grade marginal operation as prolonged strike action is resulting in an accumulated loss which may make it uneconomic to continue operations. Closure of other shafts may also become necessary later

Striking employees have been advised of the economic realities of the situation and the National Union of Mineworkers Branch Committee has been told of the consequences of the strike action

If the striking employees return to work by Tuesday, August 18 1987, employment opportunities for approximately 2 000 people will be preserved

Johannesburg
August 14 1987



S. Pines
16/8/87
140A

Talks to end strike

REPRESENTATIVES of the Post and Telecommunications Workers' Association were reported to have met the Minister of Post and Telecommunications, Stoffel Botha, yesterday in an attempt to resolve a six-week postal strike.

A Potwa spokesman said in Johannesburg that the president, Vusi Khumalo, was holding talks with the Minister in Cape Town.

A Post Office spokesman, Ben Rootman, said he understood the union had telephoned Botha for an interview but was unsure whether it had taken place. *C. Press 16/8/87*

Over 10 000 workers are on strike countrywide following the dismissal of 100 Post Office workers in the Eastern Cape last Friday.

Khumalo could not be contacted for comment. — Sapa.

Martha Mahlangu,

A second bomb scare

CP Correspondent

STANDARD Bank staff in Church Street, Grahamstown, evacuated their building on Wednesday after a bomb threat

The evacuation was the second in a week, both at midday

A security guard at the bank said the threat was made on the phone at about 12 15am

The bank manager refused to comment and the police also did not have any comment on the matter - Albany News Agency

...of the two bodies will be expected to ask their communities to sign the petition forms and send them to Botha to plead with him to spare the lives of our compatriots," said Lek-horo

Albertina Sisulu said it would be a first degree murder should the 32 compatriots hang

"The Geneva Convention says no political prisoner should be sentenced to death and if Pretoria turns a blind eye to that clause, this would be murder," she said

She said no parent would venture to kill his or her child even though the child had caused serious embarrassment to the family

188 strikers get the sack

CP Correspondent

CONFUSION reigned at East London's Mercedes-Benz plant on Tuesday when management announced that 188 workers had been dismissed

However, National Union of Metalworkers of South Africa officials said they had not been informed of the dismissals

The company had issued an ultimatum for the workers to end their strike, which had started on Monday, and return to work by Tuesday morning or face dis-

missal

The workers ignored the ultimatum and the company then announced it had dismissed 188 workers

A company spokesperson, Delene MacFarlane, said it had been decided to dismiss the 188 workers because they were considered responsible for the strike

The company had "no choice but to expel them", she said, adding that it was hoped the other workers would return to work. There are an estimated 2 800 workers at the plant

'Forced' ANC funeral

By MARTIN NTSOELENGOE

ALEXANDRA township "comrades" allegedly forced a family to bury their son in the township as an ANC soldier, instead of in the home-lands, as they wished

This was revealed before Judge FH Grosskopf in the Rand Supreme Court this week by the dead man's brother

Appearing in court are seven Alexandra men and a 17-year-old youth on charges of high treason, sedition or subversion. All have pleaded not guilty to all the charges

The accused are Ashwell Mxolisi Zwane, 20, Vusi Andries Ngwenya, 20, Andrew Mafutha, 22, David Ma-

futha, 19, Arthur Selby Vilakazi, 24, Albert Sebola, 21, Piet Magano, 28, and the 17-year-old youth

The dead man's brother, who may not be named, said after his brother's death comrades came to their house and told him that his brother died as an unrest victim and must, therefore, be buried as an ANC soldier

He said his father was very upset about the comrades' decision

Under cross-examination by the prosecutor, E du Toit, he admitted that his brother died of natural causes

He said on the day of the funeral, his brother was buried with 17 others

at a mass funeral held at the Alexandra cemetery

Another State witness said that, after his brother had died from tear-gas fumes, comrades came and told his sister-in-law that her husband would be buried as an ANC soldier

He said at the eve of the mass funeral, comrades put up a tent and also brought plastic chairs

Later they were told that there would not be any night vigils at any of the victims' houses, but a joint service would be held for all those who had died at the Roman Catholic Church

The case is proceeding

However, yesterday morning workers at the plant were again refusing to return to work. Instead, they were waiting for management to approach their representatives for talks

MacFarlane could not say whether management would initiate talks with Numsa, the union representing the workers

Workers in one of the Mercedes Benz plants went on strike last week in support of demands for a minimum hourly wage of R5

Late last week, the company obtained an interdict against the union in the Industrial Court, restraining it from participating in the strike and simultaneously issued the ultimatum to return to work on Monday

On Monday, a planned meeting between management and Numsa failed to materialise when management informed the union's negotiating team that three of its members - senior shop stewards - had been dismissed - Elnews

Officer fined R1 500

CP Correspondent

A PORT Elizabeth policeman, Constable Winston Owen Vencencie, 24, was fined R1 500 or 12 months in jail plus one year conditionally suspended in the Port Elizabeth Regional Court this week

CP Correspondent

CISKEI police disrupted the funeral of a Potsdam community leader last weekend, according to Black Sash officials who witnessed the incident.

Sue Power, chairperson of the Sash's Border region, described how mourners at the funeral of Zola Nozewu, allegedly mur-

Potsdam funeral disrupted

dered by vigilantes, were first teargassed then sjambokked without warning.

She added there was no reason for the disruption as the funeral was "most or-

derly".

Ciskei police PRO Colonel Avery Ngaki confirmed that teargas was used twice at the funeral, but claimed the funeral crowd had been dispersed when they became rowdy.

He denied Power's claim that there had been no warning and that people had been sjambokked. - Elnews

~~NUM~~ ~~NUM~~ 14DA

S THE student wing of the Black Consciousness Movement, the Azanian People's Organisation, this week said it "supported the living wage campaign being waged by the Congress of South African Trade Unions".

Azasm has in the past strongly criticised Cosatu and the United Democratic Front for not fighting for the black people of South Africa.

More support for NUM

The movement also initiated several black trade union movements now affiliated to the black consciousness National Council of Trade Unions, which stands in opposition to Cosatu.

In a statement released

this week, Azasm pledged its solidarity with the more than 340 000 black mineworkers of the Cosatu affiliated National Union of Mineworkers who started a nationwide strike on Sunday at 44 gold and coal mines in demand for better working conditions and higher wages.

The statement slated attempts by the mining authorities to "employ scab labour".

SA UNIONS

SUPPORT

INCIDENTS such as the Klerkdorp arrest of 78 National Union of Mineworkers strikers on Wednesday have the real potential of igniting a nationwide labour strike which could plunge the country into economic crisis

Unless mine security police, the South African Police and mine management desist from their alleged provocative attitude and act with restraint in the dispute, Cosatu's 25 affiliates - representing over 600 000 workers - could soon join their NUM colleagues in the strike

According to Cosatu's information officer, Frank Meentjies, the affiliates, who have been monitoring the strike closely since it started last Saturday, would meet on Monday to decide what action to take in sympathy with the NUM strikers

At a Press conference on Wednesday, NUM general secretary, Cyril Ramaphosa, said at least 177 NUM members have been arrested since the start of the strike

And NUM's assistant secretary, Marcel Golding, disclosed a large contingent of mine security police - some believed to be members of the South African Police in mine security uniforms - moved into the hostel at Vaal Reefs mine with firearms and told workers to go back to work immediately

Golding also said that the NUM offices at the Vaal Reefs hostel had been closed down by mine security men and that workers had been ordered to return to work

Mine officials have refuted the NUM's intimidation allegations and has accused union members of provocation

However, in a statement released on Wednesday, a spokesman for Anglo

By REVELATION NTOULA
and DAN DHLAMINI

American, EP Gush, emphatically denied that members of the SAP, disguised as mine police, had been deployed on the mines

He said mine policemen had entered the hostel to rescue a clerk who had been badly assaulted by striking miners

By yesterday the mines had reported that 15 people were injured, eight of them hospitalised, at President Steyn mine when stones were hurled at mine security police on Wednesday

Police fired rubber bullets in retaliation, a spokesman for the mines said

The mines also reported

NUM

that a fight had broken out at Saaiplaas between striking workers and those wishing to work the night shift on Wednesday night. Four strikers were injured in the fight

The NUM strike is taking place at the same time as that of the Post Office and Telecommunications Workers' Association, where 10 000 workers are on a countrywide strike following the dismissal of colleagues

Also of importance to the NUM strike, is the fact that workers at one of South Africa's strategic industrial plants, Sasol, have voted overwhelmingly in favour of a strike

This follows management's failure to meet the union's demand for the recognition of June 16 and May Day as paid holidays. Their union, the Chemical Workers' Industrial Union, is presently deciding on strike action

And yesterday following the arrest of the 78 Vaal Reefs miners, NUM lawyers and the SAP were engaged in a legal tangle over the question of bail

Meanwhile, Vaal Reefs east division manager, KC Dicks, sent a circular to all strikers on Tuesday urging them to abandon the strike

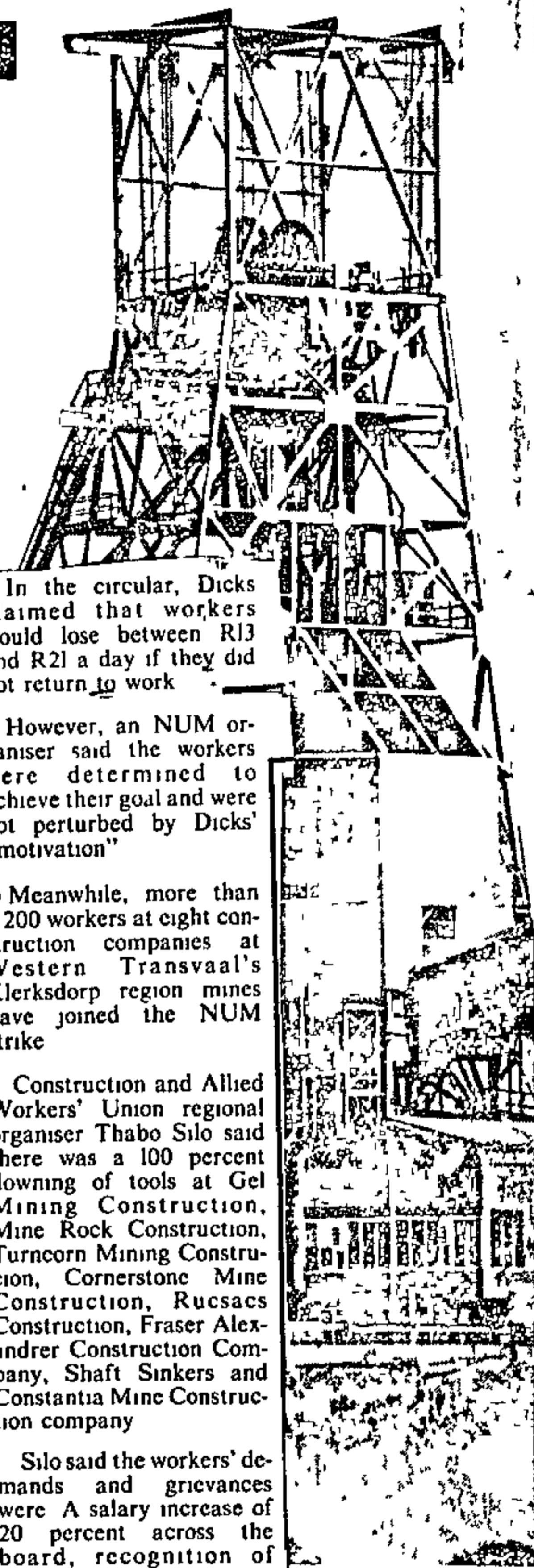
In the circular, Dicks claimed that workers would lose between R13 and R21 a day if they did not return to work

However, an NUM organiser said the workers were determined to achieve their goal and were not perturbed by Dicks' "motivation"

Meanwhile, more than 1 200 workers at eight construction companies at Western Transvaal's Klerksdorp region mines have joined the NUM strike

Construction and Allied Workers' Union regional organiser Thabo Silo said there was a 100 percent downing of tools at Gel Mining Construction, Mine Rock Construction, Turncorn Mining Construction, Cornerstone Mine Construction, Rucaacs Construction, Fraser Alexander Construction Company, Shaft Sinkers and Constantia Mine Construction company

Silo said the workers' demands and grievances were a salary increase of 20 percent across the board, recognition of Cawu, abolishment of the overtime system, abolishment of racism and the constant usage of the word "kaffir" when addressing black workers, no more unfair dismissals, better working conditions and no victimisation of workers who are on strike



16/5/77
CIPRES (40A)

Mines stand firm against strikers

14 JA
16/8/81
S Times

THE resilience of the gold and coal mines industry was shown on the Johannesburg Stock Exchange this week when most shares held firm in the face of the biggest mine strike since 1922

The Chamber of Mines has indicated that its members will sit out the strike no matter how long it lasts

There are also signs that the pace of the strike is slowing

It reached its peak on Wednesday, but by Thursday four affected mines were back in full production, including the No 3 shaft at Loraine and the Clydesdale Colliery

Workers returned to the Rand Refinery in Germiston, Tavistock colliery and Unisel gold mine on Friday

A chamber spokesman says some miners drifted back to work on other mines on Friday, particularly where they believed managements could protect them

Antimony

But the strike has spread to some non-chamber operations, such as Ergo and antimony producer Consolidated Murchison in the North-Eastern Transvaal

Mining share prices have remained steady. The JSE mining producer index lost less than 1% in the two weeks, and losses among heavyweight stocks, such as Vaal Reefs, Freegold and Driefontein, were minimal

The coal index has put on 2%, Trans-Natal and Amcoal improving

Jens Jacobsen, of stockbroking firm Anderson & Wilson, says "The market knows that gold is in a fundamental bull market and is prepared to sit out the strike"

Business Times Reporters

The gold price stayed well above \$450 all week

Because of the Stancha disinvestment and the strike, the commercial rand fell to \$0,47, lifting the rand price of gold above R1 000 for the first time in several months

Lloyd Pengilly, of stockbroker Martin & Co, says "We have plenty of buying orders from people wanting to buy on any weakness"

Some analysts say gold mines stockpiled enough ore ahead of the strike to last a month or two, but others say it is nonsense

It has also been suggested that if the strike is prolonged a way of overcoming mine losses would be to increase grade. However, it could take at least three months for mines with higher grades to move into these areas

The effect on production at mines is kept secret. Anglo American concedes that its mines have been hardest hit

An analyst says Anglo appears to have been identified as a soft target. Under strike action in the past, Anglo has always capitulated

Gold Fields of SA, a tougher bargainer, seemed unaffected by Friday

The chamber says the mining houses are united in their stand against the strikes, realising they cannot continue to increase wages asked for by the National Union of Mineworkers each year. Mining costs are rising at about

the inflation rate

Anglo mines affected by Friday were Elandsrand, the whole of Freegold South (President Brand, President Steyn and FS Saaiplaas), parts of Freegold North (Freddies, FS Geduld and Western Holdings), Vaal Reefs, Western Deep and all its coal mines. Some came to a halt and at others underground production fell by a half

Closure warning

Anglo has warned the 1 500 striking miners at the Landau colliery, near Witbank, that unless they return to work tomorrow the mine will be closed. Anglo had intended to shut down the colliery in March next year

Gencor mines affected include Grootvlei, Marievale, Bracken, Winkelhaak, Stilfontein, St Helena, Leslie and Kinross. The Matla, Optimum and Trans-Natal megamines have also been hit

JCI's Randfontein is also affected

All Rand Mines coal mines are affected, but not its gold mines

Small independent mines, such as Southgo, have not been hit by strikes. Southgo pays bonuses according to stopping work. Its miners have not been interested in the NUM's overtures

Investors may believe the strike is not serious, but there is less optimism in mining houses. They fear production could drop heavily

The NUM is demanding average pay

□ To Page 3

Mine strike

□ From Page 1

increases of 30%, but the mining houses will go no higher than the 16% to 23% already implemented

● The strike by 230 000 miners involves R260-million — the difference between the 30% demanded by the NUM and the 16% to 23% offered by the chamber.

The cost to the industry of the NUM's demands would be R760-million. The chamber's offer would cost R500-million

Gold mines made a taxed profit of R2,5-billion last year. They spent R2,5-billion on black pay and R696-million for food, accommodation, medical expenses and recreation

Since 1975, black miners' pay has risen by 32% and dividends by 21,6%

S Times
16/8/81

S/Times 16/8/87 (140A) (circled)

By CAS St LEGER and EZRA MANTINI

AN UGLY TURN IN MINE STRIKE

THE biggest legal strike in South Africa, involving up to 340 000 miners, entered its eighth day amid claims of kangaroo courts, threats of necklacing and charges that some compounds are being turned into "military bases" by strikers

The National Union of Mineworkers (NUM) claims mine and State police have needlessly attacked strikers.

Tension between strikers, managements and the State was on the build — but still being kept in check by all parties

This weekend.

● Cosatu said it would decide on "solidarity action" at

a meeting tomorrow. General secretary Jay Naidoo said Cosatu itself would not call for sympathy strikes, but would leave the decision up to the 712 231 members of its 13 affiliates

● UDF pledged support for the strikers

● Hardest-hit Anglo American, motivated by reports of kangaroo courts, necklacing threats and fears of large-scale "arming" of strikers, was granted an interdict restraining 16 strikers

from intimidating or abducting other employees

Anglo's affidavit referred to "the apparent adoption of a military base type attitude by hostel members", with armed men guarding hostels

Major incidents included unrest at Optimum colliery, near Blinkpan, where 27 people were wounded after stonings, at Carletonville where Western Deep Levels property was damaged by a mob, at Anglo's Ergo where 23 were arrested after 14 cases of sabotage, at Klerksdorp

where 177 were arrested, with 70 appearing in court, at Matla colliery, where 20 miners were injured at the hostel when mine security clashed with strikers

Anglo American has warned 5 500 workers at Vaal Reefs No 6 Shaft, Western Holdings No 1 Shaft and Landau colliery that they would lose their jobs as mines would be forced by production losses to close unless they returned

The NUM, dilatory in carrying out its plan to send workers home to avoid clashes on food and security

issues, appealed to Witwatersrand University students and academics for food, accommodation and funds for strikers unable to return home for the strike's duration

Of the Chamber of Mines' major six mining houses

● Gold Fields reported normal attendance

● Anglo Vaal workers at Lorraine Mine returned after an illegal strike.

● Rand Mines has two mines "partially affected"

● JCI has 1 200 still out at

Randfontein after 3 000 returned at Tavistock in a legal and separate action, 16 000 struck at Consolidated Murchison Antimony

● Gencor reported 10 mines affected, with 45 000 out of 79 000 at work

● Anglo American's nine mines and 38 shafts were all affected extensively

A senior analyst has calculated that the strike is costing the goldmining industry R32 million, with 20 percent of production affected

The analyst said that, as 10-15 percent of previously costed output (the metal, not the ore) had been stockpiled, gold sales were being affected by about 10 percent only — a revenue loss of R32-million a week

AND THE PLAYERS IN THE DISPUTE

NATIONAL UNION OF MINeworkERS

Established 1982

Membership 261 901 paid up and 370 000 signed up miners.

Claimed numbers on strike 340 000 at 52 mines or shafts

General Secretary Attorney Cyril Ramaphosa, 35, born in Soweto and son of a retired policeman

Introduced to politics at the University of the North and detained for 11 months in 1974 under the Terrorism Act for taking part in a rally supporting Frelimo

Detained again for six months after the 1976 Soweto riots

Ramaphosa, an admirer of Black Consciousness leader Steve Biko, has campaigned for better wages, improved safety, the end of job discrimination and against migrant labour

CHAMBER OF MINES

Established 1890

Representing Six major affiliated mining houses — Anglo American, Anglo Vaal, Gold Fields, JCI, Gencor and Rand Mines, employing a total of 760 000, 60 000 of whom are white

Recognised NUM in 1983 Claimed NUM membership 170 000

Claimed numbers on strike 220 000 to 230 000 at 29 mines

Industrial Relations Advisor Johann Liebenberg, son of prominent trade unionist J L



RAMAPHOSA



LIEBENBERG



DU PLESSIS

Liebenberg He did not follow in his father's footsteps but read politics and economics at Pretoria University before joining the SA Diplomatic service, serving in Cologne, West Germany

He resigned from the service after nine years, becoming secretary of the Industrial Council for the Motor Industry

In 1975 he joined the Chamber of Mines and is chairman of its industrial relations advisory committee, serves on all principle committees and negotiates with unions recognised by the Chamber

He is past chairman of the SA Employers Consultative Committee on Labour Affairs and is in his third three-year term as a member of the National Manpower Commission and chairman of its standing committee on International Labour Affairs

He regularly

represented employers at meetings of the International Organisation of Employers at Geneva until SA's membership was terminated in 1983

GOVERNMENT

Minister of Manpower Pieter du Plessis, 52, minister since 1983 and a staunch supporter of reformist policies

He has been a deputy finance minister and minister of agriculture

He has represented the ultra-right Lydenburg constituency since 1970 and narrowly missed being unseated in the last elections

Mines and Works Act Parliament this week repealed the scheduled person definition, removing legally-imposed racial discrimination from the mines

Cart Times 17/8/87

Deadlock in Epping Market workers' strike

Labour Reporter *11/08/87*

TALKS between the Institute of Market Agents and the Food and Allied Workers' Union, representing 400 striking Epping Market workers, deadlocked on Friday with the union turning down a R15 pay increase offer for those earning the R60 minimum weekly wage.

A Fawu spokesperson said the union rejected the offer, which was made on condition that all other outstanding demands were dropped, because it would mean that anyone earning over R75 would not get an increase.

For other workers the union asked for an across-the-board increase of R15, to be paid on May 1, and an additional across-the-board increase of R5 in November.

Epping Market employees at present earn between R60 and R100 weekly.

The spokesperson said Fawu had agreed to drop demands on five outstanding issues in an attempt to settle.

Management spokesmen were not available for comment last night.

Ⓟ B/Day 17/8/87

Changes to labour relations legislation

CHRIS CAIRNCROSS

CAPE TOWN — Fundamental changes to existing labour laws, which could materially influence industrial relations, are to be tabled in Parliament later this year.

The purpose is to fine-tune existing legislation and tackle those pressure points in labour relations which are still creating problems, says Manpower director-general Piet van der Merwe

The changes to be introduced are mainly the result of submissions made by employer and employee organisations on the draft Labour Relations Amendment Bill, published for comment in the Government Gazette last December

Van der Merwe said a large number of organisations submitted their views, and there was a remarkable degree of consensus.

The main changes to legislation envisaged, but by no means finalised, concern the appointment of a special labour court, a court of appeal; changes in the numbers and streamlining of conciliation board procedures, and refinements to the definition of an unfair labour practice

The legislation is expected to signal a much harder government line against "illegal" union strike action

New provisions will make it far simpler/easier for employers to seek recompense from unions who take action outside agreed procedures

B/Day 17/8/87 140A Ⓟ

Restructure SA's economy — Cosatu

ALAN FINE

A 90-page booklet, *Political Economy — SA in Crisis*, published by Cosatu last week, criticises solutions put forward by SA's big business establishment as being unable to solve the country's deep-seated economic problems

It calls for the economy to be restructured, but warns that to merely talk of socialism as if it were a "magic formula" also fails to answer key questions

The booklet, produced by Cosatu's Durban-based education division, is aimed at union membership

It argues privatisation will mean a hand over of parastatals to large monopolies. This process, it says, will not constitute new investment or create jobs

A more likely outcome will be higher levels of retrenchment as the new owners rationalise the corporations

to make them more profitable

And profits from these new private ventures are unlikely to be invested in the creation of new jobs, because of a lack of business confidence and shrinking local markets

It further argues privatisation of areas of "social consumption" like housing, health care and education will be counterproductive, in that these products and services cannot be made available to the mass black market at affordable prices

The final chapter of the booklet raises a number of issues which Cosatu believes need to be addressed. These include the nature of political structures for a future democracy and protection of individual rights

Access to archives denied

DIANNA GAMES

THE Department of Foreign Affairs says that, but for some exceptions, documents from its archives are not made available to the public

Use of its documents for research has long been a matter of confusion for researchers and academics

The matter came to light again with the recent launch of a book by Sara Pienaar, history lecturer at Unisa, in which she says she was denied access to certain documents — but only in the past few years

Several prominent SA academics say they have experienced difficulties in getting access to the records

In the preface to her new book, *South African and International Re-*

lations Between the Two World Wars — The League of Nations Dimension, Pienaar writes the department appears to have placed a blanket ban on all documents in the State Archives dealing with SA's foreign relations since 1910

In 1979 she used Foreign Affairs documents without any obstruction from Archives officials but four years later, when needing to check them for another project, she was told she could not do so. A letter to her from the State Archives in 1983 said the department was not willing to allow any research into its archives

Sasol strike due to begin today

DIANNA GAMES

TWELVE thousand workers at Sasol's plants and mines at Secunda were scheduled to go on strike today over the issue of May 1 and June 16 as paid holidays, the Chemical Workers Industrial Union (CWIU) said yesterday.

A Sasol spokesman said Sasol was not in deadlock with the union and was prepared to continue negotiations once the President's Council had made a finding on the issue of paid holidays.

He said it was nine months before the holidays became an actual issue.

The CWIU said Sasol had moved swiftly to try and block the strike and, in a telex at the weekend, had alleged the strike was illegal, doubting the validity of the strike ballots.

The union said Sasol had threatened to apply for a court interdict to stop the strike but a Sasol spokesman yesterday denied that an interdict was being prepared.

NUM to meet mine bosses

• From Page 1

take into account only potential revenue lost as a result of ore not being brought to the surface during the strike. It is assumed that no ore is being brought to the surface at strike-hit mines.

"In addition, the mines will not have made their usual outlay of black workers' wages and on materials consumed during underground operations (such as explosives). Using 1985 Chamber of Mines data, we estimate that black wages amount to approximately 30 percent of total working costs.

Meanwhile the Na-

tional Union of Mineworkers and Anglo-American Corporation are to meet for the first time since the strike by the union's members began eight days ago. The Num last night said the corporation had at last "come to its senses".

The talks, initiated by Anglo, however, will focus on its four-point proposal "to prevent intimidation, employee violence and the need for mine security to use force".

Num's general secretary, Mr Cyril Ramaphosa, said at a Press conference last night that Anglo, in its proposed agenda, did not include wages which were the

basis for the strike which it said affected more than 340 000 workers at 49 gold and coal mines.

Num also called for management to allow the Press access to its mines so that "the public should get a true picture of events".

The union met last night to prepare for the meeting as the number of the injured rose to 240 since the beginning of the strike on August 9.

Num said a member, Mr Willie Mangani, underwent emergency surgery at the Hillbrow

Hospital last night after being shot in the testicles at Matla Colliery at the weekend.

Mr Ramaphosa said the union's national strike committee, which met yesterday, resolved to continue the strike action until all their demands were met.

Num said it also noted that a mass dismissal of workers for participating in the strike and a cheap retrenchment package were being planned in an attempt by Anglo to crush the strike at its three mines.

17/8/87
Swept 180A



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RAMAPHOSA SA's Lech Walesa

Call Times 17/8/87

1401
1402
1403

JOHANNESBURG. — Mr Cyril Ramaphosa, the union leader locked in a historic trial of strength with South Africa's mining houses, has spent five years preparing for this confrontation

"The mining industry had to have a massive strike. Both sides knew it was coming," he said

About 250 000 black miners are on strike on gold and coal mines

Since becoming the first general secretary of the National Union of Mineworkers (NUM) in 1982, Mr Ramaphosa, a lawyer, has built up its membership from an initial 6 000 to around 300 000.

Shunning publicity, 34-year-old Mr Ramaphosa has concentrated on grassroots organization, often travelling seven days a week from pit to pit to mobilize membership on the mineral-rich Highveld.

It has been a daunting task. Many experts doubted it was possible to pull together the disparate groups of migrant workers from tribal homelands and neighbouring black states

Speaking half-a-dozen languages, the miners often had only one thing in common — a desperation for work that

made them reluctant to risk their jobs by striking

With workers cloistered in hostels in guarded mine compounds, it has been difficult for the NUM to maintain contact with members, let alone organize industrial action

"Ramaphosa has managed to become the Lech Walesa of black labour," labour relations expert Mr Andrew Levy said.

Mr Ramaphosa's motivation came partly from the vision of his grandfather, a diamond miner who walked hundreds of kilometres from the Transvaal to a low-paid job in Namaqualand

As a university student, he was influenced by Steve Biko. Mr Ramaphosa has also spent time in detention

Two years later, following the eruption of unrest in Soweto, he was detained for six months, again under terms of the Terrorism Act.

The first legal strike by black miners in 1984 quickly petered out. This time, Mr Ramaphosa says, NUM morale and organization are in far better shape — Sapa-Reuter

Cape Times 17/8/87
Spekenham
rejects
settlement

Labour Reporter

THE Vleissentraal group has rejected a Food and Allied Workers' Union (Fawu) proposal to settle Stikland's Spekenam meat factory strike, the union said last night.

Despite numerous attempts by the Cape Times, Vleissentraal spokesmen could not be reached for comment last night.

Fawu general secretary Mr Jan Theron said management informed the union on Friday that "it would not be in the long-term interest of the company to reinstate the dismissed workers".

Almost 600 workers have been sacked from the factory following a strike on August 5 over a dispute on whether union officials, who had not concluded a recognition agreement with management, could negotiate higher wages.

Mr Theron said many Spekenham workers earned only R70 a week.

MINES LOSE

R90-m

SA PRESS ASSOCIATION

AT LEAST R90-million has been lost by Anglo America, Gencor and JCI in revenue and profits since the countrywide strike by mineworkers last Sunday, according to the Labour Monitoring Group.

The group said in a statement yesterday that the three mining houses worst hit by the strike had averaged a loss of R17-million a working day at the present level of the gold price

Worst hit was Anglo American, whose foregone profits amounted to just under R60-million to date, while the Gencor group lost about 80 percent of its potential profit for the week — an amount of over R16-million

Strike

“Rand Mines’ foregone profit cannot be calculated because cost figures have not been released by the Harmony Mine, the only strike-hit mine in the group,” LMG said.

“It is also estimated that for the three worst hit groups to meet the union’s demand for 30 percent across-the-board wage increases it would cost them approximately R150-million for the year 1987-88, over and above the cost of their current offer of 17 to 23 percent. The difference between the union’s demand and management’s offer thus represents nine days of lost profits,” the statement said.

“These calculations

● To Page 5

P.T.O.

17/8/87
Smoker
140A

Five poisoned miners recovering

1788 Stw

Highveld Bureau

140A

Five coalminers are recovering in hospital today after eating insecticide-spiked lunchpacks when they went underground at Gencor's TNC Colliery, near Witbank, on Friday.

It is believed the men were among 120 out of the mine's complement of about 1 300, who broke the national mine strike.

They were taken to the Rand Mutual Hospital in Johannesburg where they are reported to be in a stable condition.

A Witbank NUM spokesman said union members were not responsible for the poisoning. He said it was a mystery how the men were poisoned because many lunchpacks had left the kitchen that morning.

Threatened Sasol strike 'not begun'

Today's threatened strike by 12 000 workers at Sasol's Secunda plant over the issue of May 1 and June 16 as paid public holidays had not materialised by 8 am, said Sasol media manager Mr Jan Krynauw.

Sasol was not in deadlock with the Chemical Workers' Industrial Union (CWIU), he said.

A telex issued by CWIU said Sasol had moved swiftly to block the strike and had sent the union a message in which it was alleged the strike was illegal and the validity of the strike ballots was doubtful. It had no doubt the strike would be legal and that the ballots were conducted in a correct manner.

12001

17/88

TALKS on a strategy to prevent violence on strike-affected Anglo American administered gold and coal mines have been suggested to the National Union of Mineworkers (NUM) by Anglo.

A telex sent to the NUM contains a four-point proposal to prevent intimidation, employee violence and the need for mine security personnel to use force.

It said each party should notify the other when it believed conditions in the proposal had not been observed, adding that management remained the responsible authority for maintaining peaceful conditions on its property.

The NUM has been asked to indicate its response to the suggestion for talks as a matter of urgency.

Union and other estimates indicate that more than 220 people have been injured and one killed in the strike, which enters its eighth day today.

Tomorrow is the deadline for workers at the Vaal Reefs gold mine's No 6 Shaft, administered by Anglo, to return to work or face the closure of the shaft and termination of their contracts.

Talks on strike violence mooted

DIANNA GAMES

Anglo said if workers returned by tomorrow, "employment opportunities for 2 000 people would be preserved".

SAPA reports in other developments:

□ A Conciliation Board was appointed on Thursday in the wage dispute between the NUM and De Beers;

□ Anglo reports that 24 people were injured, with three hospitalised, in a clash at Vaal Reefs Number 9 shaft on Saturday;

□ Vaal Reefs gold mine had been granted a temporary interdict in terms of which 16 of its striking employees were restrained from, among others, alleged intimidation, Anglo said at the weekend;

□ Police reported in the weekend unrest bulletin that 27 miners were injured at the Optimum colliery near Middleburg, Transvaal.

140A
Sasol seniors
didn't attack

JOHANNESBURG —
The Chemical Workers' Industrial Union had no intention of defaming the directors and senior managers of Sasol and never alleged their involvement in vigilante attacks on its members, the CWIU said in a statement yesterday.

Branch secretary Mr Chris Bonner said in a statement to Sapa, however, that there was evidence "to suggest that certain members of lower management were involved in organizing and/or condoned the attacks on our members"

"The CWIU has informed Sasol accordingly and has proposed that an independent commission of inquiry be set up to look into the attacks"

The statement suggested the inquiry be "headed by a senior member of the Johannesburg Bar" — Sapa

DD 18/8/87

EL strike talks fail as Numsa stages walkout

1408

By BARBARA HART

EAST LONDON — Negotiations between the National Union of Metalworkers of South Africa (Numsa) and Mercedes Benz of South Africa (MBSA) broke down yesterday, when white union members attended a meeting at the strike-hit plant here

Numsa's regional organiser, Mr Les Kettle-das, said the union, which represented some 2 600 black workers at the plant, had demanded on Friday that representatives of the white South African Iron and Steel Workers Union be excluded from the negotiations with Numsa

The union had again been represented at a meeting with management yesterday morning, and Numsa had walked out of the meeting objecting to their presence, Mr Kettle-das said

An MBSA spokesman, Mrs Delene MacFarlane, said in a statement yesterday that negotiations

to resolve the dispute would continue

Production at the factory had not been resumed, she said

The plant has been closed for almost two weeks, after workers in the chassis and body works division went on strike demanding there be no loss of earnings owing to reduced working hours, and that workers be paid a minimum of R5 an hour

A total of 188 workers were dismissed last Monday, after ignoring an ultimatum to return to work.

Mr Kettle-das said Numsa had demanded at the meeting on Friday that management meet with a delegation which included dismissed shop stewards, the unconditional re-instatement of dismissed workers, payment to workers for time lost during the dispute, an actual rate of pay of R5 per hour, compensation for reduced working hours, and that any conditions of employ-

ment agreed on be back-dated to August 1

The company had agreed at Friday's meeting to meet with any delegation elected by the workers, the unconditional reinstatement of dismissed workers and the backdating of conditions agreed to with the union, Mr Kettle-das said

Workers would return to the plant this morning "and we hope management will agree to meet with Numsa", Mr Kettle-das said

Rugby player hurt in crash

DURBAN — Natal rugby centre Des McClean was seriously injured when his car overturned while he was driving home to Pinetown early yesterday morning

According to his wife, Mrs Ilsmarie McClean, he has a fractured skull, cracked collarbone and a "nasty" gash on his head — Sapa

140A

1881

Sasol and union in clash over 'vigilantes'

ALAN FINE

A BITTER war of words has broken out between Sasol and the Chemical Workers' Industrial Union (CWIU) over the circumstances that led to the aborting of a strike by union members and the death of one worker in Secunda.

The CWIU said the proposed strike by 12 000 workers at Sasol plants and collieries was suspended in the early hours of yesterday morning after singing miners were attacked by a group of vigilantes.

The assailants were brought in by bus and were accompanied by mine security, said a union statement. "Later, compound managers threatened further attacks would take place if CWIU leaders and members did not leave the hostels," it said.

Sasol strenuously denied these allegations, said the union had defamed its directors, and threatened to sue.

The CWIU responded saying it "had no intention of defaming the directors and senior managers of Sasol and never alleged their involvement in the attacks on our members".

Evidence

However, it added, "there is evidence to suggest that certain members of lower management were involved in organising and/or condoning the attacks". It proposed that an independent commission of inquiry, headed by a senior member of the Johannesburg Bar, be set up to investigate the attacks.

A company spokesman said the union held several meetings on Sunday "trying to convince workers to strike, but they did not manage to get support. A significant number of employees resisted these actions and isolated incidents of confrontation occurred, during which three employees were injured. One of them later unfortunately died."

Workers voted for strike action in a ballot last week after negotiations over paid leave on May 1 and June 16 ended in deadlock. Sasol alleged yesterday the ballot was "neither secret nor impartial".

ARCUS 18/8/82

Thousands of food workers on strike

By **DICK USHER**
Labour Reporter

THOUSANDS of food workers today started a countrywide strike in the milling industry affecting all major producers of staple foods.

The strike is for higher pay.

The situation was uncertain early today as managements and the union assessed reports on the extent of the strike, but it could affect at least 30 factories which produce staple foods, oil products and animal feeds.

The companies mainly concerned are Sasko and Premier Milling.

Tiger Oats, the third major producer, said last week that it "did not suspect there would be strikes" but workers at one of the group's factories, Fattis and Monis in Bellville, stopped work today.

The strike has been threatening since national wage talks between the Food and Allied Workers' Union (Fawu) and the two groups deadlocked about three weeks ago and attempts at mediation failed.

A Fawu spokesman said most of Premier Milling's plants were out but the effect on Sasko was more limited.

In the Western Cape workers at Epic Oil's Maitland plant, part of the Premier group, said

they were on strike.

Sasko mills in Port Elizabeth and Durban are also out.

Mr Theo Hefer, a Premier spokesman, said it was too early for a complete picture.

It is understood that Sasko, in an attempt to avert the strike, raised its wage offer from R33 to R36 at the weekend. The union is demanding a R39-a-week increase on the minimum wage.

Tiger Oats said last week that plant-level wage negotiations were proceeding satisfactorily.

It is the first large-scale strike in the industry.

CAN-TIAP 18/8/7

486

486 meat factory workers replaced

1407

Labour Reporter

THE Vleissentraal group yesterday confirmed that 486 workers had been dismissed from the Spekenam meat factory in Stikland and that a new workforce had been employed on a temporary basis.

A spokesman for the group, Mr A Lombard, confirmed that Vleissentraal told the Food and Allied Workers' Union on Friday that it would "not be in the company's interests to reinstate the dismissed workers". He declined to comment further.

Cape Times 11/12/77

Bid to settle Spekenam strike

Labour Reporter 1/4/77

REPRESENTATIVES of the Food and Allied Workers' Union (FAWU) met with the management of Spekenam meat factory in La Belle Avenue, Stikland, yesterday in an attempt to settle the six-day strike.

About 500 workers struck on Wednesday last week over a dispute concerning whether union officials, who had not concluded a recognition agreement, could take part in wage negotiations.

A FAWU spokeswoman said yesterday the union put forward various proposals to management, which they agreed to respond to by today.

667
Strike meeting on again today

NUM, Anglo in move to end violence

Day
18/8/7
140A

ALAN FINE

THE National Union of Mineworkers (NUM) and Anglo American met for three hours yesterday and will continue discussions today on ways of eliminating violence on strike-bound mines.

Anglo's Bobby Godsell described the discussions as "constructive". NUM general secretary Cyril Ramaphosa said, however, he did not wish to characterise the talks as positive until, and unless, they were successfully concluded.

The discussions were adjourned to allow Anglo to consider a number of NUM proposals tabled at yesterday's meeting at a Johannesburg hotel.

Ramaphosa said the union was willing to accept Anglo's proposals and communicate them to strike committees, provided the company accepted the union's suggestions.

He said the company's proposals were insufficient, but believed adoption of the entire package would help restore calm on Anglo's mines.

Anglo has proposed that all hostels should function normally under management control; there should be normal

SUGGESTIONS by the Labour Monitoring Group (LMG) that the miners strike had cost the gold mining industry about R93m were dismissed yesterday by a Chamber of Mines spokesman.

He said the LMG's estimates of the number of people out on strike were inflated as were its utterances on the cost of the strike. The LMG had said Rand Mines' foregone profit could not be calculated because cost figures had not been released by the Harmony Mine, its only gold mine — the LMG said — to be affected by the strike. That was not true. Harmony had not been affected by the strike at all.

access to hostels for workers, management and union officials, there should be normal access to shafts and plants with areas designated for peaceful picketing, should the union request this, and force or the threat of force should not be used by management, the union, or union members to prevent workers from striking peacefully or working normally.

The NUM told Anglo that mine security

● To Page 2 →

NUM, Anglo try to end violence

← ● From Page 1 (140A)

ity personnel should stop maintaining a visible presence. They should be removed from hostel areas and cease patrolling. In addition, Anglo should agree not to call in the SAP under any circumstances.

This, Ramaphosa said, would remove many causes of provocation.

Further, NUM said, charges laid against scores of strikers in the past week should be withdrawn. Among those are 33 Ergo employees charged with trespass.

Ramaphosa said "If the company withdraws these charges we will believe Anglo is not in collusion with the State against us." Another 53 Western Deep Levels miners are facing public violence charges.

The NUM further proposed the mines should be opened to the media so the

media could assess where violence originated, Anglo should reverse its decision to charge strikers for food and accommodation, and workers disabled in strike violence should be compensated from a fund which should be established by Anglo.

It also said workers allegedly being detained in mine security barracks should be released.

Godsell declined to comment on the NUM proposals while talks were in progress.

Meanwhile, all mining groups except Gencor reported no change in strike levels yesterday.

A Gencor spokesman said attendance improved at a number of the group's gold mines.

AREA A: Alberton, Bellville, Benoni, Boksburg, Brakpan, The Cape, Durban, Germiston, Inanda, Johannesburg, Kempton Park, Kimberley, Klatsburg, Krugersdorp, Randfontein, Municipal A. AREA B In a

140A

NUM 18/8/87

NUM, Anglo resume talks on violence

The National Union of Mineworkers (NUM) and Anglo American today resume talks aimed at ending violence at strike-hit Anglo mines, which has resulted in the injury of at least 240 strikers

The talks were last night postponed until today after NUM tabled its own proposals to end strike-related violence

Meanwhile, the strike involving between 220 000 and 340 000 workers at mines in the Free State and the Transvaal entered its eighth day today

At yesterday's meeting, which lasted nearly four hours, NUM proposed that

- Mine security forces be demobilised and removed from the hostels
- Anglo should not call the SAP on to mine property
- Mine security not patrol the mines
- If agreement is reached, a monitoring system should be set up
- Charges against workers arrested during the strike be withdrawn

Anglo's proposals, sent to the union at the weekend, included that all hostels should function normally, that there be normal access to hostels for workers, management and union officials, that there be normal access to shafts and plants with areas designated for peaceful picketing. Anglo also suggested that no force, or the threat of force, be used by management, the union or its members

The chamber, reiterating that its present wage offer to the NUM was final, said yesterday it was prepared to negotiate the establishment of a provident fund and improvements to the death benefit scheme for miners

A chamber spokesman claimed there had been a decrease in the number of strikers and that no new mines had joined the strike

The spokesman dismissed suggestions by the Labour Monitoring Group (LMG) that the strike had cost the gold mining industry in the region of R90 million

● Meanwhile, the Chemical Workers' Industrial Union said about 200 members downed tools yesterday at the Matthey Rustenburg Refinery to protest at the company's decision to relocate to Bophuthatswana and in solidarity with the NUM strikers

● About 104 striking NUM members had been locked out at the Nuclear Fuel Corporation (Nufcor) at Suurbekom near Johannesburg, the chamber said. The lockout followed a deadlock in wage talks at a Conciliation Board meeting yesterday. The lockout was imposed because of management's concern "in the light of recent incidents of sabotage elsewhere in the industry"

The deadlock followed two months of negotiations between NUM and Nufcor. The union is demanding a 30 percent wage increase, against a management offer of between 23,4 percent and 25,9 percent

Rand Mines today said only two coal mines in the group were "partially" affected by strike action, while Gold Fields reported normal attendance



This unidentified mine worker was one of 53 injured at the Western Deep Levels yesterday. Workers were treated at a local clinic. ● Picture by Alf Kumalo.

Strikers given extended deadline

Amcoal has extended the deadline for striking members of the National Union of Mineworkers (NUM) to return to work at Landau Colliery, threatened with permanent closure

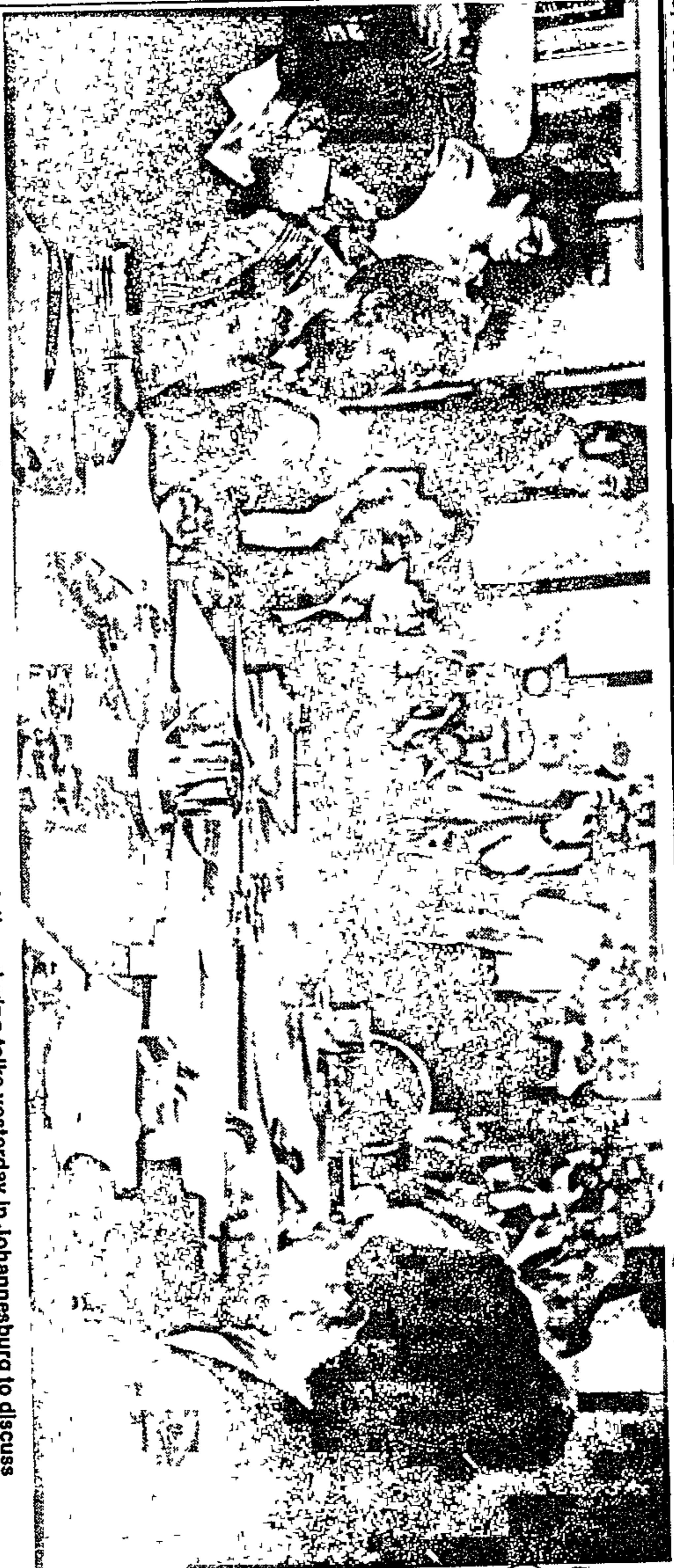
The mine has been listed for closure next year, but Anglo American has said it would close it immediately if the strikers did not return to work

Anglo said in a statement today that after discussions yesterday between Amcoal management

and the NUM on the possible closure of the colliery, "Amcoal has decided to extend the deadline for a return to work by 24 hours"

"This will give the NUM an opportunity to speak to its members today. However, if employees are not back at work by tomorrow morning, their contracts will be terminated"

The union could not be contacted for comment, but it has stated it would not ask members to go back to work



THE NUM delegation facing Anglo American Corporation representatives during talks yesterday in Johannesburg to discuss violence on the mines as the strike continues. From left, Mr Cuban Pillay, Mr James Mollatsi, Mr Cyril Ramaphosa and Mr Marcel Golding. The meeting was adjourned until today. See page 4.

1404
 Scanfan
 18/8/87

Strike talks today

(STR)

(140A)

Sawefan

18/8/87

TALKS between the National Union of Mineworkers and the Anglo American Corporation adjourned early yesterday evening after three and half hours of "constructive discussions" and will resume today, Mr Bobby Godsell, Anglo Industrial Relations manager, said.

He said Anglo had put forward four proposals in an attempt to minimise violence on mines during the current coal and gold mines strike.

The NUM submitted eight proposals yesterday which Anglo wanted time to consider and it was "mutually agreed" talks would resume today, reporters were told.

Meanwhile, Mr Cyril Ramaphosa, after the meeting, asked Anglo to open affected mines to the media "to allow everybody to see where the violence comes from."

He also said Anglo should not charge striking miners for food and accommodation.

18/8/87 10:30 AM

WORKER STABBED TO DEATH

... as Sasol strike is suspended

By JOSHUA RABOROKO

AT LEAST one member of the Chemical Industrial Workers Union was stabbed to death and two others injured — one seriously — as the planned strike at Sasol's Secunda plants and mines was suspended yesterday.

The union claimed in a statement that members who were organising the strike were attacked by vigilantes (windoekes) brought by Sasol to break the strike.

The union said that the proposed strike — involving about 15 000 workers — was suspended after its members were attacked by men armed with iron bars and other weapons.

Later compound managers

threatened that further attacks would take place if CWIU leadership and members did not leave the hostels at the Brandspuit colliery the union claimed.

Sasol denied organising an attack on workers. It said that the CWIU had made statements accusing Sasol of having organised or condoned the organisation of vigilante teams to break the strike called by the union.

Sasol said a significant number of employees resisted taking industrial action and isolated incidents of confrontation occurred during which three employees were injured — one fatally.

"The allegation that we organised vigilantes is defamatory to Sasol's directors and general managers. If any such allegation is contained in any Press statement issued by your union, action will be taken to recover damages for defamation," Sasol said in a statement.

A Sasol spokesman said the company did not condone violence.

Deadlock

Discussions between Sasol and the CWIU ended in a deadlock last week on the issues of May Day and June 16 as paid holidays. Sasol offered two additional paid holidays but informed the union of its desire to await the President's Council's report on public holidays.

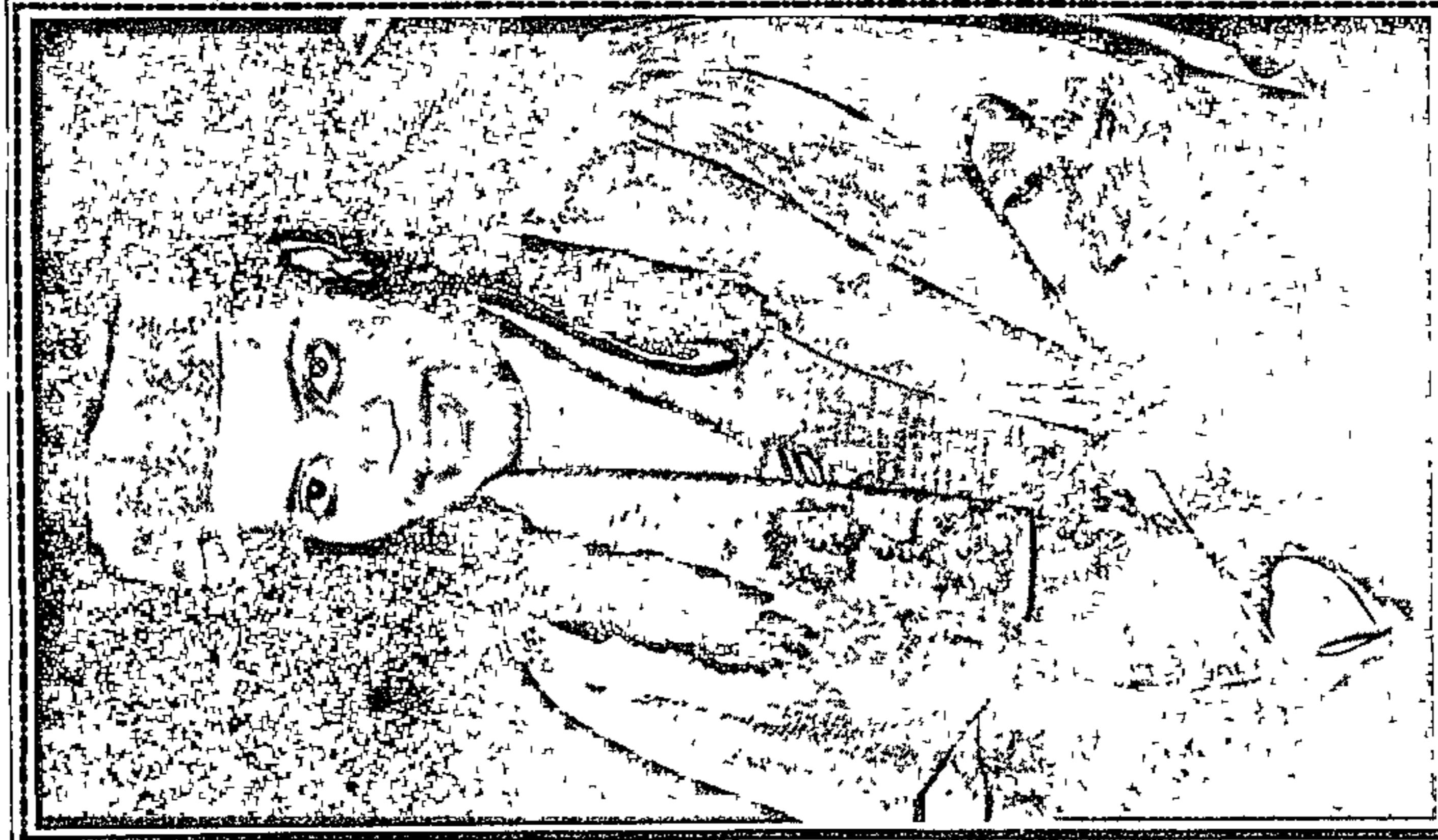
Sasol said it was prepared to negotiate the matter further once the report became available, but the union rejected this proposal.

Good news

IF YOU live in the country, in Swaziland, Botswana or Lesotho, here is the good news! From tomorrow you will get your copy of the *Sowetan* on the day it is published.

This means that people living in these areas, including the Cape, will no longer get the *Sowetan* the day after it is published. This has been made possible by improvements in our distribution system. And getting the *Sowetan* on the day it is published will be a first for our readers in the rural areas. It also means that readers in non-metropolitan areas will be able to enjoy an even better, up to the minute news service.

So, if you live outside the PWV area you will, from August 19, be able to buy your *Sowetan* on the way to work. We promise you, it will make the world of difference to your day.



NOT all that glitters is gold, but bright-eyed Sarah Mathabela's smile is sure to bring the glitter into any man's heart. Ms Mathabela, of Kroonstad, was on a visit to the Golden City the other day.

Golden smile

Botha warns Press

HOUSE OF ASSEMBLY — The so-called alternative newspapers and news agencies would have to be investigated and dealt with, the State President, Mr P W Botha, said yesterday.

He said in debate on his budget vote that, despite earlier warnings, sections of the newspaper industry had continued as if they were trying to further the revolutionary alliance against South Africa, and had brought the Press as a whole into disrepute.

He was being called names in the Press he said, although he had from the very beginning tried to have frank discussions with them and would continue to do so.

He said the Press was a vital bearer of accurate information from the authorities to the people and vice versa.

"My problem is that some members of the Press had disregarded their obligations and responsibilities," he said.

Nine years ago there had been tragic evidence of decay in the newspaper industry.

It had been as if a "devil of political devastation" had taken hold of some sectors of South African journalism — Sapa.

From Page 1

Earlier yesterday the instruments was a sambok then it was used in an inverted position —

Mr Nchabeleng had omitted when he was

How Peter Nchabeleng died

The investigating officer... Warrant Officer

management but believed to
aware of the
a war

NUM backed

THE Pan Africanist Congress, the African National Congress and the United Democratic Front have re-affirmed their support for the National Union of Mineworkers as it continued with its wage strike at gold and coal mines.

A statement said the office of the PAC's chairman, Mr Johnson Mlambo, had sent a message of solidarity to the NUM on behalf of the Azanian Trade Union Coordinating Centre (Atucc), the sub-organ of the exiled organisation's labour department in Tanzania.

1407
18/8/87

Apartheid

The African National Congress said in Harare that mine owners were "eager to collaborate with apartheid to crush the strike." The ANC said their actions belied their periodic mouthings of opposition to apartheid.

The United Democratic Front has sent a telex to the State President, Mr P W Botha, demanding that the Government and the police should not be involved in the dispute.



MR JOHNSON Mlambo . . . PAC.

Sweepen

Mines, strikers continue talks

to 18/2/87



JOHANNESBURG — The National Union of Mineworkers (NUM) and Anglo American met for three hours yesterday and will continue discussions today on ways of eliminating violence on strike-bound mines.

Anglo's Bobby Godsell described the discussions as "constructive" NUM's general secretary, Mr Cyril Ramaphosa, however said, he did not wish to characterise the talks as positive until and unless they were successfully concluded.

The discussions were adjourned to allow Anglo to consider a number of NUM proposals tabled at the meeting

Mr Ramaphosa said the union was willing to accept Anglo's proposals, and communicate them to strike committees, provided the company accepted the union's suggestions

He said the company's

proposals were insufficient, but believed adoption of the entire package would help restore calm on Anglo's mine's

Anglo has proposed that all hostels should function normally under management control, there should be normal access to hostels for workers, management and union officials, there should be normal access to shafts and plants with areas designated for peaceful picketing, should the union request this, and force or the threat of force should not be used by management, the union, or union members to prevent workers from striking peacefully or working normally

The NUM told Anglo that mine security personnel should stop maintaining a visible presence They should be removed from hostel areas and cease patrolling In addition, Anglo should agree not to call in the SAP under any circumstances

Further, the union said charges laid against scores of strikers in the past week should be withdrawn

"If the company withdraws these charges we will believe Anglo is not in collusion with the State against us," Mr Ramaphosa said Another 53 Western Deep Levels miners are facing public violence charges

The NUM further proposed the mines should be opened to the media so the media can assess where violence originates, Anglo should reverse its decision to charge strikers for food and accommodation, and workers disabled in strike violence should be compensated from a fund which should be established by Anglo

It said workers allegedly being detained in mine security barracks should be released

Finally, the union recommended that, should an agreement be reached, an independent arbitrator should be appointed to investigate any alleged breaches

NUM walkout

THE National Union of Mineworkers delegation walked out of talks with Anglo American yesterday, after receiving a message that violence had broken out at the President Steyn Mine in the Free State.

Anglo's head of industrial relations, Mr Bobby Godsell, said the NUM delegation had walked out of the second round of negotiations to reduce the level of violence on the company's mines since the start of the 10-day-old coal and gold miners strike.

An Anglo spokesman said that there had been an "incident at a concession store on the Virginia/Welkom road yesterday afternoon.

"It did not occur on mine property and did not involve mine security from any of Freegold's mines," the Anglo spokesman said.

A spokesman for the Police division of public relations in Pretoria said he was not aware of any incident and would check. If it was "in any way unrest related," information would only be given in the daily unrest report today.

19/8/87

[Handwritten initials]

Sweetan 140A

ONLY

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Wives want lawyers to see Sarhwu detainees

19/8/87 Star 140A

The wives of six members of the South African Railways and Harbours Workers' Union (Sarhwu), detained under Section 29 of the Internal Security Act, yesterday asked the Rand Supreme Court to grant their lawyers access to their husbands.

Sarhwu president Mr Justice Langa, regional secretary Mr Johannes Ngcobo and members Mr Richmond Buti, Mr Michael Tau, Mr Michael Ikaneng and Mr Aaron Gontse were all detained during the South African Transport Services strike earlier this year.

According to papers before the court, requests by the men's legal representatives to see them had been ignored by the authorities.

The wives have asked the court to order the Commissioner of Police to consider forthwith the request made to him and grant the permission sought.



Soweto
Potwa rally ^{19/8/87}

(S) *(S)* *(1400)*
PART of the crowd which attended the Post and Telecommunications Workers' Association (Potwa) meeting held at the Regina Mundi Church in Rockville, Soweto, this week. The dead-lock between the union and post office authorities is still continuing.

Epping union makes new proposals

Labour Reporter

SETTLEMENT of the week-long strike by 400 workers at Epping market edged closer today following fresh proposals from the union

Market agents who employ the workers were in a meeting and unavailable for comment, but it is understood they were discussing the proposals

DISMISSAL THREAT

A spokesman for the Food and Allied Workers' Union said the new proposals followed the agents' rejection of an offer last week and threats to dismiss strikers this morning if they did not return to work

She said workers had agreed to go back if they got a written undertaking from the agents that they were willing to negotiate their "unacceptably low wage offer", an across-the-board component and outstanding demands on conditions of service and stop orders for workers' union dues

1409
19/8/82
1409
1409

NUM
walks out
of strike
talks

NUM Times
19/8/87

140A

Own Correspondent

JOHANNESBURG — The National Union of Mineworkers (NUM) leadership yesterday walked out of the second round of talks with Anglo American to stop violence on its strike-hit mines after the union accused police of injuring 15 miners at Anglo's President Steyn gold mine near Welkom

And, as attitudes hardened in the 10-day-old strike, NUM general secretary Mr Cyril Ramaphosa said strike ballots would be taken before the weekend at De Beers diamond mines in Kimberly and Namaqualand

At a press conference last night, Mr Ramaphosa predicted the level of mine clashes with security men would rise sharply.

'Injured by police'

Both sides failed in an hour of talks to agree on how to end the violence that has left about 300 mineworkers injured since August 9

Mr Ramaphosa told journalists the NUM left the meeting after hearing that 15 President Steyn strikers, waiting for buses at the mine entrance, had been injured by police firing rubber bullets and wielding sjamboks

Police said last night that an illegal gathering of 40 mineworkers had been dispersed by teargas and rubber bullets, but no injuries were reported

Earlier, Anglo's chief spokesman, Mr Bobby Godsell, said the NUM was urged to accept joint review boards — at national or local level — to deal with a range of union proposals tabled at yesterday's meeting

He stressed that Anglo was not responsible for the violence "The ball is in the NUM's court We are prepared to return to negotiations on meaningful issues," he added

Mr Ramaphosa said Anglo had agreed to only one of six NUM propos-

To page 3

NUM Times 19/8/87 140A
From page 1

als — to demobilize mine security Anglo would not accede to the withdrawal of police charges against strikers or compensation for workers injured in clashes

He made clear that Anglo's proposals, though accepted by the union, were "not sufficient to restore mines to a non-violent situation"

Chamber of Mines statisticians yesterday reached what they considered to be an accurate figure of the cost of the strike so far. But chamber spokesman Mr Peter Bunkell refused to disclose "such strategic information"

The chamber has rejected as "inflated" the Labour Monitoring Group's estimate that mining houses had lost R93m. A reliable mining source yesterday put the figure at R75m.

Commodity brokers believe at least four more strike days are needed to realize a significantly higher gold price

Said Holcom Futures director Mr Charles Johnstone "Traders are used to gold mine strikes being short-lived. The action would have to last at least two weeks before we would see significant rises in the gold price." Conditions to breach the \$500 an ounce gold price barrier, he said, would be a long strike, a renewed flare-up in the Gulf and a sharp drop in Wall

Street share prices — currently performing strongly

In other developments, Anglo American yesterday extended the deadlines till today for strikers to return to work or face dismissal at its Amcoal Landau Colliery and the Number Six shaft at Vaal Reefs gold mine

Amcoal told its shareholders last week the colliery would be closed next March — a deadline that could be brought forward to today if the strikers do not heed Anglo's ultimatum to return to work.

In a statement, Gencor said attendance at its gold mines continued to improve over the past two days Nearly 90% of the work force at the Bracken Gold Mine near Evander are back at work, and at neighbouring Leslie Gold Mine about 70% reported for duty yesterday, Gencor said.

Mr Ramaphosa said the Bracken workers yesterday staged an underground sit-in and he was confident the majority of Leslie workers were on strike

Labour Update

Matthey strike 'is legal'

ABOUT 200 workers at Matthey-Rustenburg Refiners in Germiston are continuing their legal strike that started on Tuesday, the union representing the workers said yesterday.

The Chemical Workers Industrial Union said the workers had downed tools on Monday in protest against the building of a new refinery in Bophuthatswana and the forthcoming closure of the Wadeville plant.

Negotiations were held on Monday and the company was due to report back to the union yesterday, in answer to their demand that the building of the new refinery cease and the

new refinery be located in South Africa.

The dispute between CWIU and MRR had been running for nearly a year, the union said.

Protracted negotiations on the issue took place at a conciliation board but, it added, the company remained intransigent and continued with its construction of the new plant in Bophuthatswana.

A union statement said the stoppage was a legal strike following a ballot last week.

"Workers at MRR are also expressing their solidarity with the striking National Union of Mineworkers on coal and gold mines," it said — Sapa

19/8/87
Savenfan

140A

NUM claims 15 injured in OFS clash

Pipeline sabotaged as mine talks falter

By Mike Siluma

In continuing mine strike-related violence last night, a pipeline supplying water to the East Rand Gold and Uranium (Ergo) plant near Springs was sabotaged and 15 National Union of Mineworkers (NUM) members were allegedly injured in police action at Anglo-American's President Steyn Gold Mine in the Free State. Drama surrounding the strike in the last 24 hours has also seen the breakdown in talks between the union and Anglo-American, aimed at ending violence surrounding the 10-day-old miners' strike.

NUM walked out of the talks, claiming Anglo had called in police at the President Steyn mine and that workers had been injured. Anglo has denied this, and today called on NUM to resume talks on the violence issue.

A spokesman for Anglo said today that "a pipeline supplying water to the Ergo plant was sabotaged, resulting in lost throughput of about 2 000 tons".

He added that police were investigating.

NUM's strike committee at Anglo's Freddie's mine had agreed to allow maintenance crews in under security protection to effect repairs to three kitchens in the No 5 hostel, the spokesman said.

Talks between NUM and Anglo broke down last night when the union walked out after learning of the injury of members at President Steyn.

NUM claimed that police fired rubber bullets after being called in at the mine, but police have denied the claim.

In a statement, the Police Directorate of Public Relations said a group of about 50 people gathered at the mine yesterday afternoon. The police were called in and ordered the group to disperse.

He said when they refused, tearsmoke was used and the group dispersed.

"There were no injuries or arrests," he said.

According to NUM general secretary Mr Cyril Ramaphosa six of the shot mine workers were in a serious condition.

Mr Ramaphosa said the workers were sitting or standing at a bus stop outside the mine gates when the SAP arrived and started shooting "without any provocation". He accused Anglo of "collusion" with the police.

Anglo industrial relations adviser, Mr Bobby Godsell, denying Anglo had called the police, called on NUM to resume talks on ending violence on strike-bound mines.

"Initial investigation of the incident at a concession store near President Steyn gold mine, which NUM cited as their reason for abruptly terminating the discussions about mine violence, show it did not take place on mine property and did not involve mine security personnel."

On the Eastern highveld, an Amcoal spokesman said today that about 700 strikers at the Landau colliery had agreed to return to work this morning.

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Stur

19/8/87

ARGUS 19/8/87

Employers hopeful mill strike will end

By DICK USHER, Labour Reporter

EMPLOYERS were optimistic today that the national milling strike could end after workers discussed fresh wage proposals put to the union at the weekend.

About 5 000 workers went on strike yesterday at mills and factories in the Premier and Sasko groups, two of the main producers of staple foods, oil products and animal feeds.

Industry sources said they had been told by the Food and Allied Workers' Union (Fawu) that shop stewards, who met in Port Elizabeth at the weekend, had not been able to get back to their members with the offer in time to discuss them and possibly forestall the strike.

TOO LATE

"They have been building towards this for several weeks and Fawu says it was simply too late to halt this momentum," said one source.

The new offer, which workers will consider at meetings today, is a R36-a-week increase, up R3 from the employers' previous offer but R3 lower than the union's latest demand.

Wage talks deadlocked about three

weeks ago and attempts at mediation failed.

The strike affected mainly Premier and Sasko, although workers at Fattis and Monis in Bellville also came out.

A Sasko spokesman said mills in Durban and Port Elizabeth were still out today, but the Pretoria mill was working again after a short stoppage yesterday.

5 000 mill workers on wage strike

By Mike Siluma

More than 5 000 members of the Food and Allied Workers' Union (Fawu) have gone on a wage strike at mills in the Transvaal, the Cape and Natal.

Fawu general secretary Mr Jan Theron said workers had downed tools at about 20 plants owned by the Premier and Sasko groups and go-slows and other forms of industrial action were in progress at other establishments

He said workers' regional meetings would be held today to consider the situation

Premier spokesman Mr Theo Heffer said about 4 000 workers were on strike nationally at the group's oil, milling and animal feed divisions. The workers had turned down a company offer raising the minimum pay level by 31 percent and by 27 percent on the average

He said the strike was extremely unfortunate as Premier rates ranked among the highest in the industry

A spokesman for the Sasko group, Mr Tom Duff, said three of the group's eight mills, involving about 500 workers in Durban, Port Elizabeth and Pretoria, had so far been affected by strike action

"Contingency plans have ensured that supplies to bakeries have not been affected"

The strike follows nearly two months of negotiations between milling and bakery employers and Fawu

(scribble)

(40A)

19/8/87 Star

NUM walkout

THE National Union of Mineworkers delegation walked out of talks with Anglo American yesterday, after receiving a message that violence had broken out at the President Steyn Mine in the Free State.

Anglo's head of industrial relations, Mr Bobby Godsell, said the NUM delegation had walked out of the second round of negotiations to reduce the level of violence on the company's mines since the start of the 10-day-old coal and gold miners strike. 19/8/87

An Anglo spokesman said that there had been an "incident at a concession store on the Virginia/Welkom road yesterday afternoon.

"It did not occur on mine property and did not involve mine security from any of Freegold's mines," the Anglo spokesman said.

A spokesman for the Police division of public relations in Pretoria said he was not aware of any incident and would check. If it was "in any way unrest related," information would only be given in the daily unrest report today.

ONLY

Cash Cash

Swafar 14.0A

Amcoal extends ultimatum

WORKERS at Amcoal's Landau Colliery will have their contracts terminated if they are not back at work by today — extending the Anglo American Corporation's deadline for their return to work by 24 hours, the AAC said in a statement yesterday.

Amcoal last week announced that it had advised its shareholders that Landau Colliery would be closed in March 1988.

It added that because of "loss of production occasioned by a continued strike" — the national miners' strike that began on August 9 — it had decided to close the mine on August 17 if workers had not resumed production.

"Following discussions yesterday between Amcoal management and the NUM in regard to the possible closure of Landau Colliery failing a timely return to work by striking employees, Amcoal has decided to extend the deadline for a return to work by 24 hours," the Anglo statement said.

This would give the NUM an opportunity to speak to its members yesterday. However, if employees are not back at work by tomorrow morning their contracts will be terminated, said Amcoal — Sapa.

Strike ups platinum price

HAMISH McINDOE

ABOUT half the workforce at JCI's Matthey Rustenburg platinum refinery at Wadeville near Germiston went on strike yesterday in protest against plans to relocate the plant to Bophuthatswana.

And the platinum price in London — notoriously sensitive to psychological factors — jumped by \$8/oz to \$599 on news of the strike yesterday morning.

The 200 strikers, represented by the Chemical Workers Industrial Union (CWIU), fear the move to the homeland will lead to mass retrenchments.

In a brief statement, Matthey Rustenburg MD Brian Gilbertson yesterday echoed the CWIU's demands and said production at the refinery was not affected by the strike.

Pressed earlier for comment, Gilbertson would not disclose what measures management were taking to settle the dispute.

A spokesman for Brandeis metal merchants in Johannesburg made clear the six-month platinum pipeline for the metal to reach the market would obviate production losses caused by a long strike.

In a statement, the CWIU called on management to halt the building of the new production refinery in Bophuthatswana, which it called a "bantustan", and site the plant in SA.

The issue was deadlock at conciliation board level in June and the strike is legal in terms of SA's labour laws.

8 Day 1987

IN THE COURTS
with Susan Russell

Wives apply for access

THE WIVES of six members of the SA Railways and Harbours Workers' Union detained under section 29 of the Internal Security Act have applied to the Supreme Court for an order allowing attorneys access to their husbands.

The application, which is being brought against the Commissioner of Police, the Commissioner of Prisons, and the officers commanding Norwood police station, Brixton and Johannesburg prisons, was postponed *sine die*.

The six men are Sarhwu regional secretary Johannes Ngcobo, president Justice Langa, Richmond Buti, Michael Tau, Michael Ikaneng and Aaron Gontse.

In papers, the women said there had been no reply to requests for access to their husbands.

They said the Commissioner of Police was bound to a rigid policy to refuse visits to people detained under section 29 except those he considered justified by exceptional circumstances.

Accordingly, they said, he was not able to properly and impartially consider the merits of the application.



Cosatu, Minister reach costs settlement

JOHANNESBURG — The Congress of South African Trade Unions (Cosatu) and the Minister of Law and Order have reached an out of court settlement regarding costs following a recent urgent application by Cosatu against the Minister.

The application, made by Cosatu in the Rand Supreme Court on April 28, was postponed until yesterday to determine the issue of costs of the application.

Both parties have now agreed to pay their own costs of the application as initially proposed by Cosatu.

The urgent application was made after Cosatu House was raided by the South African

Police on April 22

In the application, Cosatu sought a court order:

● Restraining the police from disrupting or interfering with the lawful activities of Cosatu and its affiliates, conducted at Cosatu House

● Restraining the police from assaulting, intimidating or interfering with members of Cosatu and its affiliates and persons engaged in lawful activities at Cosatu House.

● Compelling the police to return all Cosatu property removed by the police from Cosatu House on April 22

The application was postponed until May 19 and police undertook to comply with the three

conditions.

On May 7 an explosion occurred at Cosatu House.

Four days later the police served their answering affidavit of more than 600 pages on Cosatu.

On May 19 Cosatu advised the Rand Supreme Court that it no longer wanted to continue with the application since the major part of the relief related to Cosatu House, which had been rendered uninhabitable.

The police had also returned most of the documents it seized. The application was then postponed to yesterday to determine the issue of costs. — Sapa

Nantule and Flora await their fate

By Therese Anders,
Highveld Bureau

Striking Witbank coal miner Nantule Tutu and his wife, Flora, sat in the sun near their Landau Colliery hostel waiting to learn their fate.

The laughter of their young children in the playground, outside the mine's National Union of Mineworkers' office, brought smiles to the troubled couple.

Nantule and the mine's 800 other striking black workers had not returned to work by Anglo American's Monday morning deadline.

Now they waited to see if the giant mining house meant business when it said it would close the colliery immediately and permanently.

The mine had been due to close next March anyway, but Nantule and most other miners had hoped to be placed at other Anglo mines or, at the very least, receive handsome severance payments.

This would not happen if Anglo shut the mine now and dismissed all strikers.

Within days, or even hours, they could all be out on the street, even though NUM claims it is unlawful to dismiss workers during a legal strike.

For the Tutus, the strike and possible mine closure comes only six months after they became "a real family"

Flora and her three youngsters — aged four, three and one — were among the first families to move into the previously all-male coal mine hostels in the Witbank area.

Since March, a small hostel room with two beds has been their home.

They share ablution and kitchen facilities with other reunited families in a hostel now taken over by married miners.

Mine management initially tried to get the families out of the hostels. But eventually turned a blind eye.

Before March, Flora and the children lived far away in a rural Transkei village, seeing



Striking Witbank coalminer Nantule Tutu, his wife Flora and children . . . their fate hangs in the balance after strikers failed to meet deadline.

Nantule once a year only, when he returned on holiday.

"It is good to be with my man . . . it is good for the children to see him every night," says the quietly spoken 26-year-old.

Nantule agrees. Until his family arrived, he had spent 15 of his 30 years living in single-sex hostels — 10 of those at Landau.

As an underground rig operator he is paid R408 a month before deductions

"This job is too much dangerous but we get no danger pay. We work very hard for too little money," says the man who, as a child, had no opportunity of formal schooling.

He says he supports NUM wholeheartedly in their wage struggle.

But he and the other Landau coalminers were given notice that if they failed to report by the Monday deadline, there would be a "lock-out" and their contracts would be terminated

the next day. This deadline has now been extended until today.

Nantule doesn't pretend to understand the Landau miners' predicament.

There is nothing he, Flora and the children can do now but wait.

Their future is in the hands of lawyers — NUM's and Anglo American's.

The only thing they are sure of is that whatever happens in the next few days, even if it means returning to Transkei, they will be together.

1/40/87
CAG - costs 19/887

Cosatu, minister settle on costs

JOHANNESBURG. — The Congress of South African Trade Unions (Cosatu) and the Minister of Law and Order have reached an out-of-court settlement regarding costs following a recent urgent application by Cosatu against the minister.

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The urgent application was launched after Cosatu House was raided by the South African Police on April 22 this year.

Cosatu sought a court order restraining the police from disrupting or interfering with the lawful activities of Cosatu and its affiliates at Cosatu House.

The application was postponed till May 19 and police undertook to comply with the conditions.

On May 7 an explosion occurred at Cosatu House seriously damaging the building and making it uninhabitable for at least a year.

Four days later, the police served their answering affidavit of more than 600 pages on Cosatu.

At a further hearing on May 19 in the Rand Supreme Court, Cosatu advised the court that it no longer wanted to continue with the application since the major part related to Cosatu House, which had been rendered uninhabitable. — Sapa

NUM meets Anglo management today to discuss strike violence

Landau strikers to stay out

17/8/89 Star 140A

By Mike Siluma and Tim Cohen

The National Union of Mineworkers (NUM) and Anglo American management are meeting today to discuss violence surrounding the seven-day national miners' strike, so far believed to have cost the gold mining industry R90 million.

The meeting comes in the wake of strike-related violence which has resulted in the injury of about 240 strikers and the arrest of about 300 by mine security and police, according to NUM.

Thirty NUM members were injured in weekend clashes with mine security at Anglo's Vaal Reefs Gold Mine, and at Gencor's Matla colliery.

According to the independent Labour Monitoring Group (LMG), the strike was costing three of the worst affected mines about R17 million a day.

And the giant Congress of South African Trade Unions (Cosatu) meets today to discuss solidarity action with striking mine workers. Cosatu's biggest region, the Witwatersrand, said in a statement that it condemned the use of the security forces and mine security "in an attempt to break the legitimate strike".

About 200 members of the Chemical Workers' Industrial Union today stopped work at the Matthey Rustenburg Refinery in Wadeville in protest against the company's decision to relocate to Bophuthatswana and in solidarity with the NUM strike, the union said. Company comment was unavailable.

Anglo said its meeting with NUM, which follows the union's acceptance of a proposal to prevent violence on strike-affected mines, would take place today.

NUM general secretary Mr Cyril Ramaphosa said the union's strike committee had not formulated a specific response to Anglo's plan, but would "negotiate in good faith".

The LMG estimated that the strike had cost the three worst-hit gold mining companies about R90 million in potential profit, offset by about R30 million saved by not paying strikers.

Anglo said the situation on its mines remained unchanged.

A Gencor statement said the situation at some of its gold mines had "improved significantly".

Highveld Bureau

The 1 500 striking miners at Witbank's Landau Colliery would not be going back to work tomorrow even though Anglo American had threatened to close the mine immediately if they failed to return, said the National Union of Mineworkers.

Previously Landau had been listed for closure in 1988.

The NUM's assistant general secretary, Mr Marcel Golding, said the threat to shut the mine was "subterfuge".

He said any dismissals tomorrow would be "unlawful and each one will be challenged in court".

"It will be no more than a mass dismissal for strikers participating in a legal and justified strike."

"It will be a cheap form of retrenchment."

Anglo American has also said it will close Western Holding's No 1 shaft in the Free State and Vaal Reefs No 6 shaft at Orkney.

founder and now National Party MP for Beuzendhout, is to speak in Parliament

Also, children are usually supportive

Mine clashes expected to increase

NUM walks out on talks with Anglo

Blow 19/8/87
140A

THE National Union of Mineworkers' (NUM) leadership yesterday walked out of the second round of talks with Anglo American aimed at stopping violence on strike-bound mines.

The NUM had accused police of injuring 15 miners at Anglo's President Steyn gold mine near Welkom.

And, as attitudes hardened in the 10-day-old strike, NUM general secretary Cyril Ramaphosa said last night strike ballots would be held shortly on diamond mines.

Ramaphosa also predicted the level of mine clashes with security men would rise sharply and he accused Anglo of "trying to smash the union's struggle to achieve a living wage"

Both sides failed in an hour of talks to agree on how to end mine violence which has left about 300 mineworkers injured since August 9

Willingness to continue talks was expressed by Anglo and the NUM.

Ramaphosa said the NUM left the meeting after hearing that 15 President Steyn strikers, waiting for buses at the



● RAMAPHOSA

HAMISH McINDOE

mine entrance, had been injured by police firing rubber bullets and wielding sjamboks

Several of the injured were in hospital after being hit by rubber bullets. The police could not be reached to confirm the incident.

Earlier, Anglo's chief spokesman Bobby Godsell said the NUM was urged to accept joint review boards — at national or local level — to deal with a range of union proposals tabled at Tuesday's meeting

Describing the walkout as an "abrupt termination of negotiations", Godsell said Anglo was not responsible for the violence which had rocked several mines since the strike started.

Ramaphosa said Anglo had agreed to only one of six NUM proposals — to demobilise mine security. He also said Anglo's proposals were "not sufficient to restore mines to a non-violent situation".

Anglo's rejection of the NUM's proposals for the withdrawal of police charges against strikers and for compensation for workers injured in clashes deepened the split.

Chamber of Mines statisticians yesterday reached what they considered to be

● To Page 2

NUM walks out on talks

an accurate figure of the daily cost of the strike But chamber spokesman Peter Bunkell said "It would be nonsensical to disclose such strategic information at this stage"

The chamber has rejected as inflated the Labour Monitoring Group (LMG) estimate that mining houses had lost R93m in the strike's first eight days

And this was echoed yesterday by a reliable mining source who put the figure at R75m

Commodity brokers believe at least four more strike days are needed to realise a significantly higher gold price

Holcom Futures director Charles Johnstone said "Traders are used to SA's gold mining strikes being short lived the action would have to last at least two weeks before we would see significant rises in the gold price"

Johnstone said conditions to breach the \$500/oz gold price barrier would be a long strike, a renewed flare-up in the Gulf and a sharp drop in Wall Street shares — now performing strongly

A top Johannesburg stockbroker believed the strike would not start to affect

the supply of gold on world markets unless all the country's gold mines were brought to a standstill for three months

In other developments yesterday, Anglo American extended the deadlines until today for strikers to return to work or face dismissal at its Amcoal Landau colliery and the No 6 shaft at Vaal Reefs gold mine

Amcoal told its shareholders last week the colliery would be closed next March — a deadline that could be brought forward to today if the strikers did not heed Anglo's ultimatum to return to work.

Gencor said attendance at its gold mines continued to improve during the past two days It said nearly 90% of the workforce at the Bracken gold mine near Evander was back at work, and at neighbouring Leslie gold mine about 70% had reported for duty

However, Ramaphosa said the Bracken workers had staged an underground sit-in and he was confident the Leslie workers were on strike

From Page 1

Mercedes faces stock shortage

JOHANNESBURG — Mercedes-Benz and Honda dealers are running short of stocks as the two-week-old strike at the Mercedes-Benz's East London plant shows no sign of ending.

The strike is also threatening next month's launch of the new Mercedes Benz 230TE station-wagon. Although the launch itself will go ahead as planned, Mercedes-Benz says few of the new vehicles have been built.

A spokesman says the plant was already short of all vehicle stocks after good industry sales in July. There was only one working day this month before the strike

began on August 4.

Mercedes-Benz cars and trucks, as well as Honda cars, are affected by the production stoppage.

A dealer said yesterday. "Mercedes car supplies in particular have always been tight. This strike has made it critical."

The situation will extend already long waiting lists on some models.

"Waiting lists vary from model to model," said the spokesman. "On the six-cylinder models, it's about six months. The situation in East London will aggravate the wait." — DDC

140A
DD/887

Homeward bound miners warned

JOHANNESBURG — The Anglo-American Corporation warned last night that black gold-mine workers leaving Vaal Reefs in the western Transvaal and heading home were "resigning their jobs".

A National Union of Mineworkers (NUM) spokesman, Mr Marcel Golding, said the miners had decided to give up their jobs and return home rather than "break" the miners' strike.

Anglo, the Republic's biggest gold producer, had given an estimated 2 500 strikers at Vaal Reefs until yesterday to return to work at the mine's Number 6 shaft

or the marginal operation would be closed down.

Anglo extended the deadline until last night to give NUM officials time to explain the proposed closure to union members, Mr Golding said.

An Anglo spokesman, Mr James Duncan, said the corporation "understood" the NUM had told its members at the Number 6 shaft to go home.

The strike started in East London on June 23 after the Postal Workers' Union alleged three workers had been dismissed unfairly.

Editorial opinion P16



140A

20/8/87

24 000 given

job loss

140A

ultimatum

Star

2018/10/1

says NUM

About 24 000 workers at four Gencor mines in Evander have been given an ultimatum to return to work tonight or lose their jobs, according to the National Union of Mineworkers (NUM) -- a claim denied by Gencor

The Evander dispute came on the 11th day of the national strike called by the NUM

A Gencor spokesman denied an ultimatum had been issued to the strikers

"As is the accepted practice, workers have been informed that they were absent from work without permission and that failure to return to work today will result in disciplinary hearings," said the spokesman

At the same time, Anglo American said today it would close the No 6 shaft at the Vaal Reefs Gold Mine in the light of a decision by between 2 000 and 3 000 workers to leave the mine rather than heed an ultimatum to return yesterday

The development to follow the return to work by about 700 workers at Amcoals Landau colliery on Tuesday to avert the threatened immediate closure of the mine

NUM general secretary Mr Cyril Ramaphosa said the decision to end the strike at Landau was taken "democratically by workers and we respect that decision"

Management today rejected allegations by the NUM that teargas had been used to force workers to go to work at the Bracken mine, and that workers at TNC colliery had been forced to work at gunpoint

Other developments

● Randfontein Estates Gold Mine management has denied that striking workers were being refused water and food

● A wage agreement is being reached between the Employment Bureau of Africa, a company affiliated to the chamber, and the NUM on increases for employees at the Welkom and Johannesburg depots

DD 20/8/87

140A

Mercedes strike talks deadlock

Dispatch Reporter
EAST LONDON — Mercedes-Benz of South Africa (MBSA) and the National Union of Metalworkers of South Africa (Numsa) reached a deadlock yesterday in their attempts to resolve a two-week dispute at the plant here

A spokesman for MBSA, Mrs Deleñe MacFarlane, said in view of Numsa's refusal to accept anything less than the union's original demands the "negotiations have come to a standstill"

The regional organiser of Numsa, Mr Les Kettleas, said the MBSA offer had been rejected by the workers and "the company has

refused to negotiate further on the settlement of this dispute"

"This attitude by Mercedes-Benz has been reported to the workers, who decided they would return to the factory every day to hear the company's response to their demands," he said

Mrs MacFarlane said a final offer had been made to the union yesterday in an attempt to reach a settlement

"The final offer tabled included the implementation of an across-the-board increase approved at the Industrial Council earlier this year, part compensation for the reduction in working hour from 44 to 43 hours, an additional wage increase over and above that agreed at the Industrial Council and the reinstatement of the 188 dismissed employees"

The union had rejected the offer and demanded that the company continue negotiations, Mrs MacFarlane said

She said the company believed its offer was fair and reasonable and viewed its outright rejection by Naawu (the National Automobile and Allied Workers' Union, a Numsa affiliate) as "confrontational"

Mr Kettleas said the company had refused to pay the workers for the period of the dispute and refused to compensate in full for the reduction in working time

MBSA had offered half of the wages lost for

the reduction of working time and had offered increases below the demand of R5 per hour

"The effect of the company's offer on wages is that six categories of workers, by far the majority of the company's employees, would be earning less than R5 per hour"

The offer had been rejected by the workers, Mr Kettleas said

"If the company is serious about bringing this dispute to a speedy resolution, it should review its position and continue with negotiations as it is not in its interests to stop attempts through negotiation to end this dispute"

Mr Kettleas said a joint meeting of shop stewards from all motor factories would be held on August 22 and 23 to report on the MBSA strike.

It would also be decided at the meeting what action would be taken in support of workers who were in dispute with other motor companies and parts manufacturers, Mr Kettleas said

Sewing machines for convicts

LONDON — Convicts at Dartmoor prison are breaking into the 20th century after sewing mail bags by hand for 100 years

Officials say inmates at the grey, granite prison in southwest England will use sewing machines instead of thimbles to give them work experience. Sapa-

Top Cape tennis star to be aced
BACK PAGE

Mother does not know where Farieda Khan is
PAGE 3



The pleas of Spekenam workers are falling on deaf ears
PAGE 5

A BITTER labour dispute is brewing between 600 Bellville workers and one of the country's biggest meat packaging firms, Vleissentraal.

Claims have been made that union volunteers were shot at by security guards while handing out pamphlets outside the Spekenam plant where the workers downed tools two weeks ago after management refused to negotiate with their union, the Food and Allied Workers' Union (FAWU).

They were subsequently dismissed

Labour and community organisations this week entered the fray with a call for support for the strikers. And the UDF's Western Cape region warned that they were watching the actions of Spekenam's management.

Two persons were briefly held for questioning at the plant and another was apparently detained after the shooting incident.

A spokesperson of the Unemployed Workers Movement, Mr Leon Ceasar, said he and 10 other members of the movement went to the plant last Friday to hand out pamphlets to "scab" labourers.

"We did not enter the premises and stood outside the plant.

"Two members on their way to the kombi I was driving, were chased by two security guards. As they got

Mystery meat strike

Shooting

into the kombi, a shot was fired and I moved away immediately," he said

Mr Phillip Smile, who stood on a nearby bridge with a poster, said he saw one of the security guards point his gun at the kombi. He then heard a shot being fired.

Mr Ceasar said Mr Shaheed Mohamed was detained as he and other members walked back to the NG Sendingkerk hall where all the workers

gathered. Mohamed's detention could not be confirmed with the police.

Smile said "Shaheed was walking alone We didn't see him being arrested. When we realised that he wasn't with us, we immediately contacted our lawyers. Police confirmed his detention to the lawyers."

At a strikers' meeting this week workers said they would not to accept man-

The general manager of the Vleissentraal, Mr P G L Joubert, said the union's proposal was rejected because it failed to address the fundamental problems.

"This was in the the light of frequent and continuous industrial action over the past year when nine strikes and work stoppages took place despite the management's willingness to negotiate."

12/2/87
20-26/87

Sam

140A

10

Milling strike

off after offers

By CLARE HARPER
Labour Reporter

A TWO-DAY national milling strike by about 5 000 workers was last night called off after workers' discussed new proposals put to the Food and Allied Workers' Union (Fawu) at the weekend

Fawu national organizer Mr Mandla Gxanyana said workers held regional gatherings yesterday to discuss the proposals and subsequently called off the strike. He said Tuesday's and yesterday's action "was just a warning"

Industry sources said meetings between Premier and Sasko and the union would continue this week and most likely at the weekend

Large-scale

In the industry's first large-scale strike, workers struck at mills and factories in the Premier and Sasko groups, two of the main producers of staple foods, oil products and animal feeds

All Premier plants, except Epol in Vryburg, were out on strike, including 10 Epol plants, four Epic factories and seven Premier mills

Premier group human resources director Mr Theo Heffer said yesterday that about 4 000 workers at about 20 Premier plants had struck across the country.

Sasko group manpower manager Mr Tom Duff said its Durban and Port Elizabeth mills were involved in the strike, but the Rondebsoch mill was unaffected. In Pretoria workers limited their industrial action to a one-hour stoppage

26 council workers freed

20/8/87 Sweta



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S 17421

POLICE yesterday released 26 of the 30 Soweto City Council employees who were arrested when workers were dispersed outside the council's Jabulani chamber on Tuesday.

Four of the 30 people arrested were youths who were believed to be in custody at the Jabulani Police Station yesterday.

The workers, who were to appear at the Protector Magistrates' Court yesterday, were released without being charged after spending a night in the Jabulani cells.

The 26 received an emotional welcome from their colleagues when they arrived at a rally in Soweto.

The workers who are members of the Municipal Workers Union of South Africa (Mwusa) said they would not return to work until their demands were met.

Council workers ceased work on Monday after wage talks with the council's executive committee ended when chairman Mr Letsatsi Radebe walked out after allegedly making derogatory remarks about the workers' problems.

Briefs

The Congress of South African Trade Unions has withdrawn an application for relief against the Minister of Law and Order in a sequel to April's Cosatu House siege.

The federation said the dispute was settled after the police indicated on August 15 that the SAP and Cosatu should each pay their own costs.

Colebrick resumed full production yesterday when 2 000 workers returned to work following a strike that began on Friday.

Colebrick managing director Mr Ray Andrews said the three-day strike had not caused any

shortage. "We had stocks on hand and we had advised customers to have more bricks at working sites than they need."

The strike, he said, involved 2 000 Indian and black workers ranging from unskilled to semi-skilled brick makers — Sapa.

Despite the current wage strike by about 180 workers at the Sasko milling factory in Durban, there is no shortage of vital flour supplies in Natal. Mr Tom Duff, group

manpower manager of Sasko's milling division, said yesterday that the mills had been aware of the impending strike for the past month and had made contingency plans.

He said that despite the fact that the strike was called on a national basis by the Food and Allied Workers' Union the only two Sasko mills affected had been Durban and Port Elizabeth.

However, FAWU yesterday claimed that more than 5 000 workers are still on strike at Sasko and Premier Mills in Natal, the Cape and Transvaal — Sapa.

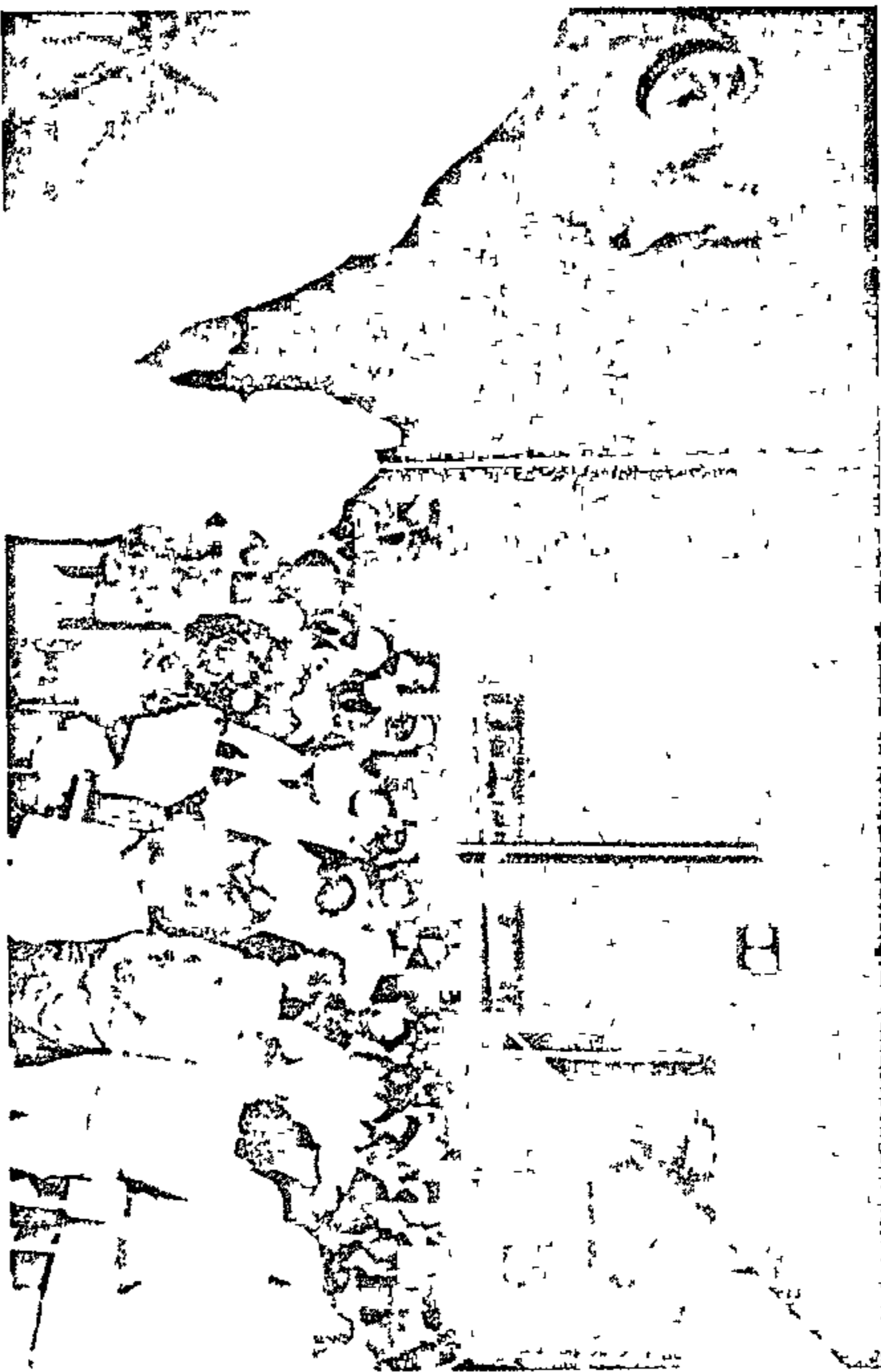
Pleas of sacked Spekenam workers

Meat company shocks Fawu

Falling on deaf ears

ears

By AYESHA ALLIE



Dismissed Spekenam workers pray in the NG Sendingkerk hall in Bellville

ONE of South Africa's biggest meat companies, Vleissentraal, is intent on crushing the Food and Allied Workers' Union (Fawu), says more than 600 Bellville workers who have been dismissed after downing tools.

The workers of Spekenam, a subsidiary of Vleissentraal, have now completed their third week on strike after the bosses refused to include officials of Fawu in wage negotiations. They have demanded a minimum wage of a R120 a week.

Workers interviewed at the NG Sendingkerk Hall in Bellville South, where they meet daily, told of their hardship, their determination to ensure that their demands were met and about

conditions at the Spekenam plant.

Some of the conditions are Apartheid in the toilets and cloakrooms, workers being forced to clock in and out when going to the toilet, an electrical fence surrounding the plant, and a poor canteen facilities.

A shop steward, Mr Willem April, said whenever workers wanted to go to the toilet, they had to clock in or out.

Sometimes a security guard was posted at the toilet "to time" workers.

April said separate toilet facilities still existed at the factory as well as separate cloakrooms.

The bosses increased their wages from R55 to R70 last year

and promised to consider another increase in June this year.

But in June the management decided not to negotiate with union officials. Most of the workers, however, insisted that union officials be present at negotiations.

Management refused to sign the Recognition of Agreement which included the participation of union officials.

"It was then that we decided to take action. They, the bosses, force us to take drastic action.

When we talk to them, they ignore us, but when we take action, we are heard," April said.

The workers were told two weeks ago that if they did not return to work, they would be

sacked. The workers decided to sleep in at the factory after they received notices of their dismissal.

"The police arrived and tear-gassed and baton-charged us," April said.

In a recent unrest report, police confirmed that workers were teargassed at the factory.

April said they would continue their action until management recognised the union and agreed to listen to their grievances.

The workers received their severance pay on August 7 and were told they would not receive leave or unemployment money as they were involved in an unlawful strike.

April said workers who worked late at night were taken home in

delivery vehicles. He said the trucks were usually filthy.

"Transport pigs' carcasses are sometimes used to take us home. We must then hold on to the hooks on which dead pigs hang during the day," April said.

Spekenam workers had had a number of disputes with management and had gone on strike on three previous occasions.

A spokesperson for Spekenam refused to comment on the current dispute.

He said as far as he was concerned "the factory no longer had workers who are on strike".

The head office of Vleissentraal has not responded to telephone and telex inquiries about the strike.

The union said it wished to express its shock and condemnation at this decision.

A spokesperson said Vleissentraal was responsible for the excessive prices of red meat, but workers still earned an "appalling wage of R70 a week, which is far lower than any other food company in Cape Town".

To justify its stand for refusing to negotiate, the company said the Recognition Agreement was not completed. This was the clause dealing with recognised union officials.

Workers held intensive negotiations over six months with the right of shopstewards to call in the assistance of union officials if a problem could not be resolved with management, the statement said.

The Spekenam workers were firm in their refusal to negotiate with management without union officials.

Cosatu set to enter NUM arena

140X

JOHANNESBURG. — The giant Congress of South African Trade Unions (Cosatu) is set to enter the national mineworkers dispute by implementing "solidarity action".

Cosatu's regional structures will meet in Johannesburg this weekend to discuss support for the more than 300 000 mineworkers who downed tools last week over a wage dispute.

Already two regions, Southern Transvaal and Natal, have indicated their support for solidarity action with the miners.

The union reported to be most prominent in support for the miners is the South African

Railways and Harbour Workers' Union (SARWHU), which only recently emerged from a crippling strike which cost the State millions of rand.

The National Union of Mineworkers (NUM) is Cosatu's largest affiliate.

The mining houses, which are losing between R17 million and R30m daily, have dramatically stepped up their "get tough" stance on the strike.

Mine security officials at Braken gold mine have apparently teargassed workers in their hostels to force them back to work, according to NUM officials.

Union organiser Tsidiso Mothupi said the miners went

down the shafts but staged a sit-in protest strike at the rock face and refused to work.

In reaction, mine managers cut off all communications with miners at Braken.

Mothupi denied that the majority of the miners at Braken returned to work.

The assistant general secretary of NUM, Mr Marcel Golding, said mine officials at Randfontein Estates gold mine cut off food and water supplies to workers in the mine hostels "in a bid to starve them back to work".

He accused mine owners of breaking earlier assurances that they would not cut off supplies

to the miners, most of whom lived in company hostels cut off

from union officials and by armed mine security guards

At Vaal Reefs, the biggest mine in the world, more than 2 000 miners reportedly began to leave the mine rather than meet an ultimatum to return to work by 2pm on Tuesday

At the start of the strike, NUM warned that attempts to break the strike, the biggest in South African history, would be met with "operation exodus" by which miners would simply pack up and disperse to their homes throughout Southern Africa

Such an action, he warned, would extend the strike at least two weeks beyond any settlement



Striking Randfontein mineworkers heed NUM's "operation exodus" call

This week's developments follow the breakdown of talks between the union and the major mining group, Anglo American, to limit violence during the strike

Meanwhile, saboteurs cut a major water supply line to the Ergo uranium and gold plant east of Johannesburg

In a separate development earlier in the week, chemical workers at the government-run Sasol plant at Secunda were attacked for a second time by pro-government black vigilantes and abandoned their planned solidarity strike with the miners

One worker was killed — *Own Correspondent and Agenda Press Services*

B/Day 20/8/87

Hiring of replacement staff begins

PO dismisses 14 000 strikers nation-wide

Business Day Reporter

THE dismissal of more than 14 000 striking postal workers and recruitment of replacement staff had begun, the Posts and Telecommunications Department (P&T) said last night.

The Post and Telecommunication Workers' Association (Potwa) said yesterday the number of striking workers now stood at 15 000 to 20 000 as more black post office workers in the eastern Transvaal, western Cape, southern Transvaal and the Reef had joined the strike this week.

The strike began in East London on June 23 after Potwa alleged three workers had been unfairly dismissed.

Deputy Postmaster General (personnel and postal services) Johann de Villiers said yesterday the post office rendered essential services and could not allow its services to deteriorate.

He said "The department does not wish to terminate the services of its workers, but unfortunately has no other option"

De Villiers said black areas were

hardest hit by the strike. Most post offices in those areas were closed and mail delivery had come to a standstill. Installation and maintenance of telephone services were also not up to date.

In other areas the post office was making every effort to render services by working overtime and employing other workers. Mail delivery was continuing with minimum delays and telecommunication services were satisfactory.

P&T said despite negotiations last week between Home Affairs and Communications Minister Stoffel Botha, post office management and Potwa — where certain conditions were formulated to end the country-wide strike on Monday — Potwa chose not to react.

De Villiers said the department was still prepared to discuss reasonable grievances and — in cooperation with Potwa — investigate the possibility of a special negotiating mechanism to address grievances and prevent deadlocks.

140K
Sasol rejects vigilante claim

By Adele Baleta

Sasol has rejected an allegation by the Chemical and Industrial Workers' Union that the identity of vigilantes who attacked workers at Sasol collieries in Secunda on Tuesday night was well known to management, who had not taken action to protect workers.

In a statement yesterday the union said that on Tuesday night "many workers dressed only in sleeping clothes fled in terror when vigilantes wearing 'witdoekies' entered their hostel rooms, allegedly assaulted them and forced them to join a group amassing behind the hostel."

A Sasol spokesman said the accusation that Sasol employed vigilante groups to intimidate union members was "utter nonsense".

NUM says workers tear-gassed

Miners defy back-to-work ultimatum

20/8/87 B/Day

140A

ABOUT 2 000 gold miners at Anglo American's Vaal Reefs No 6 shaft have defied the deadline to return to work or lose their jobs.

The shaft now faces permanent closure after Anglo said earlier this week the unprofitable low-grade mining operation would be shut down unless the strike at the shaft ended

NUM spokesman Marcel Golding said "The Vaal Reefs mineworkers decided to pack up and leave the mine in solidarity with the strike"

Anglo yesterday extended its dismissal deadline at Vaal Reefs by seven hours to 9pm to give NUM more time to discuss the situation with workers

About 700 coal workers at Amcoal's Landau colliery, faced with a similar ultimatum, returned to work in the afternoon

The colliery was also threatened with closure unless workers heeded the corporation's 2pm deadline to end the strike

Incidents of mine violence rose sharply after the NUM leadership walked out of Tuesday's talks with Anglo to draw up

HAMISH McINDOE

proposals to stop violence on strike-bound coal and gold mines

Despite the deadlock, Anglo said it was available to resume talks to stop mine violence "at any time and at any venue"

An Anglo spokesman said "The ball is in their court and we are convinced discussion would have a constructive outcome"

Referring to yesterday's mine violence, NUM general secretary Cyril Ramaphosa said it would be difficult to continue talks in the current climate

He said mine security at Gencor's Bracken gold mine near Evander tear-gassed workers in their hostels after trying to force them underground

Dismissing that as "unfounded", Gencor spokesman Harry Hill said mine security dispersed about 100 strikers after the morning shift went underground

Hill said "Repeated appeals to disperse were ignored and the group's be-

● To Page 2



140A B/Day 20/8/87

Miners defy ultimatum

behaviour became increasingly aggressive. It was necessary for mine security to use tear smoke to restore order"

About 10% of Bracken's 3 500 coal-workers have joined the NUM's 11-day-old wage strike — a 5% rise on Tuesday's count

Ramaphosa said mine security at Anglo's Goedehoop colliery tear-gassed workers and made six arrests. It was not clear what caused the clash and Anglo was still trying to verify the incident at the time of going to press

Details of eight workers arrested at Gencor's Transvaal Navigation colliery near Witbank are similarly vague

Yesterday marked the first time in the strike that mine property was reported damaged — a pipeline supplying water

● From Page 1



to Anglo's Ergo gold plant near Springs was sabotaged causing the loss of about 20 000 tons of water

The Chamber of Mines migrant labour recruiting arm — the Employment Bureau of Africa (Teba) — yesterday reached agreement with the NUM on wage increases for employees at its Johannesburg and Welkom depots

Teba increases were in line with the chamber's wage offer in talks with the union on increases for the gold and coal mineworkers

The two-day strike at Johannesburg Consolidated Investments' Matthey Rustenburg platinum refinery at Wadeville near Germiston also ended

Labour Update

Violence threatens strike talks

THE National Union of Mineworkers warned yesterday that it would find it increasingly difficult to continue negotiations to end violence on strike-torn mines while violence from management's side continues.

Num's general secretary, Mr Cyril Ramaphosa said this after his delegation walked out of a meeting with mine bosses on Tuesday after it learnt that there was violence at the President Steyn mine. It accused management of calling in the police and called on Num to resume talks to end violence.

A spokesman for Anglo yesterday said a pipeline supplying water to the East Rand Gold and Uranium plant near Springs was sabotaged and a number of Num members were allegedly injured in police action at President Steyn Gold Mine in the Free State.

Main road

The incident occurred on the main road between Welkom and Virginia in the Free State near the number 4 shaft of Anglo's President Steyn Gold Mine.

Police in Pretoria have confirmed an incident near the shaft and said that rubber bullets and tear smoke

By JOSHUA RABOROKO

had been used to disperse an "illegal gathering" of about 40 miners who did not disperse when asked to do so. Police said no injuries or arrests were reported.

The Num's general secretary, Mr Cyril Ramaphosa, said 15 people had been injured in the incident and some had been taken to hospital.

Anglo's head of industrial relations, Mr Bobby Godsell, said mine security personnel were not involved in the incident and appealed for the Num to return to negotiate an agreement that would

eliminate the violence on company mines that has been endemic since the start of the strike on August 9.

Anglo submitted four proposals which the company thought would help reduce violence, to the Num on Sunday and talks began at a Johannesburg hotel on Monday afternoon.

Restore peace

The negotiations were adjourned when the Num said it felt Anglo's proposals were not sufficient to restore peace on the mines and submitted eight proposals of its own.

The union's proposals included

that mine security forces be removed from hostels, that Anglo should not call the SAP onto mine property, and that charges against workers arrested during the strike be withdrawn and injured workers be compensated.

Anglo proposed that all hostels should function normally, that there be normal access to the hostels for workers, management and union officials, and that there be normal access to shafts and plants with areas designated for peaceful picketing.

The mine also suggested that no force, or threat of force, be used by management, the union, or its members.

Miners defy deadline for return to work

CALL TRIPS 20/8/87
160A

JOHANNESBURG. — About 20 000 black miners voted yesterday to defy back-to-work ultimatums and decided to head home rather than break ranks with another 310 000 colleagues in the 11th day of the country's biggest mine strike.

The decisions at two gold mines could lead to the first dismissals in the strike that has partly paralysed South Africa's mining industry.

National Union of Mineworkers (NUM) spokesman Mr Kuben Pillay said 17 000 men at the Western Holdings gold mine voted late yesterday to leave the fenced mine compound as soon as possible.

The Anglo American Corporation had set a deadline this morning for a return to work by about 3 000 men at the Number One shaft at Western Holdings.

"Our members considered the ultimatum at a meeting tonight and we have just heard that all the mineworkers voted to leave and totally shut down the mine rather than let their colleagues on the number one shaft carry the can," said Mr Pillay.

Earlier yesterday, about 2 500 workers at the Vaal Reefs number six shaft voted also to reject an Anglo American ultimatum to return to work or see their shaft permanently closed. — UPI

20-26/8/87

South

W Cape postal workers on strike

140K

THE nationwide strike by post and telecommunication workers this week spread to the Western Cape where more than 50 workers at four post offices in African townships downed tools.

The strike is in its ninth week.

The action followed after talks to end the strike between the Post and Telecommunications Workers Association (Potwa) and the Minister of Home Affairs, Mr Stoffel Botha, failed.

At a meeting on Sunday Potwa (Western Cape) rejected the government's proposed solutions and resolved to go on strike until their demands were met.

The workers demand: Salary parity and a minimum wage of R600 a month; promotion based on merit; an end to dis-

criminatory and racist practices; an end to victimisation and dismissals.

According to a local Potwa spokesperson, the workers at Mbekweni, in Paarl, and Zweletemba, in Worcester, have also heeded the strike call.

At Khayelitsha post office a pamphlet explaining reasons for the strike was pasted on the door. At the Langa post office the clerical workers were on duty but there were no letter deliveries in the township.

The public relations officer for the Department of Post and Telecommunications in the Western Cape refused to comment

The department's spokesman in Pretoria, Mr Ben Roodtman, had not responded to inquiries by the time of going to press.



Miners at Embalenhle chant slogans as the massive NUM strike involving more than 200 000 workers, gets underway
 Picture ERIC MILLER, Afrapix

14-20/8/87
 SOUTH Africa's largest-ever legal strike reaches the end of its first week today with no sign of an end to the deadlock — and indications of growing support for the wage stoppage. The National Union of Mineworkers announced yesterday 10 more mines had joined the national strike in spite of increased police and mine security harassment and a bomb scare. The Anglo American Corporation, however, claimed there had been "a drift back" to work on the mines. Commenting on this discrepancy, the independent Labour Monitoring Group said "As in the case of war, the first casualty of the conflict is

140K
 As strike heats up, Anglo warn: We may call SAP

By JO-ANN BEKKER and HILARY JOFFE

truth and significantly different claims are being made by the parties. The unwillingness of the mine owners to co-operate with the press and other groups has made independent accurate assessments of the extent of the strike nearly impossible. The LMG, which conducted sur-

veys in six mining regions, estimated 66 percent of the work force in those areas was on strike. And, in a move that is likely to raise the temperature of the dispute, Anglo American has announced it may call in the SA Police to enforce Supreme Court orders evicting strikers from the East Rand Gold and Uranium Company (Ergo) plant and restraining them from re-entering it.

At a press conference at Anglo headquarters in Johannesburg last night, Theo Pretorius, MD of Anglo's Transvaal mines, said his company would decide tonight whether to ask police to carry out the court orders granted yesterday. This would depend on whether sabotage stopped at the high-technology plant, he said. He claimed there had been 14 serious cases of sabotage since the beginning of the strike. Anglo representatives also detailed allegations of coercion and intimidation by strikers and shaft stewards at two mines.

●To PAGE 2

of this newspaper have been restricted in terms of the Emergency regulations

14-20/8/87
 140K
 ●From PAGE 1
 They said at President Steyn mine in the OFS, mine security had to fire rubber bullets to disperse a "mob" of workers who were controlling the entrance to the hostel and had surrounded and boarded a security vehicle. At Vaal Reef in the Transvaal, mine security allegedly rescued four non-strikers being held in an NUM office. The four claimed they had been held for two days without food. The NUM's 150 members on Rand Refineries — the only gold refinery in the country — were among the latest to join the action, swelling the number of strikers to more than 350 000 on 52 gold and coal mines, according to union figures. Ramaphosa confirmed reports that striking workers at the Lorraine gold mine in the Free State had returned to work yesterday. He said the NUM had encouraged them to return as only one shift had stopped work. "We encouraged them to go back and consolidate," he said, adding he had no doubt the entire mine would soon come out on strike. Ramaphosa said an official at the union's Klerksdorp branch — where 86 members were detained on Wednesday — had noticed two suspicious parcels in the office yesterday morning. One was attached to a battery device. The police were called in and removed the items but had yet to confirm whether they were bombs. Lieutenant H Lourens of the SA Police's public relations division said there was "no such incident. The police did not receive any calls from the NUM, nor did they visit the office and take any parcels away." Ramaphosa also claimed ●President Steyn mine security officials attacked strikers. Six who sought refuge in the NUM office there had gunshot wounds and signs of being assaulted. Security officials then burst into the office and removed the six men. ●Police had surrounded the NUM's Free State office and had warned unionists they intended searching the building. Lieut Lourens said this claim was absolute nonsense. ●In Ventersdorp 15 NUM members were illegally detained by mine security. A union official's documents were confiscated when he tried to protest. Ramaphosa said strikers were not intimidated by the harassment which "began on the first day of the strike." In Klerksdorp — the scene of the biggest police clampdown on strikers yet — an interim strike committee had been elected to replace the Western Transvaal NUM officials arrested. Of the 72 arrested on Wednesday and due to appear in court on charges of subversion and conspiracy to commit murder on Monday, 68 were granted bail of R1 000 each. The Labour Monitoring Group noted that both mine owners and the union seemed set for a "protracted struggle."

Scooter drivers 'still out'

MORE than 30 members of the South African Scooter and Transport and Allied Workers Union employed at AE Engine Parts in Johannesburg continued their go-slow strike yesterday in protest against management's refusal to recognise their union.

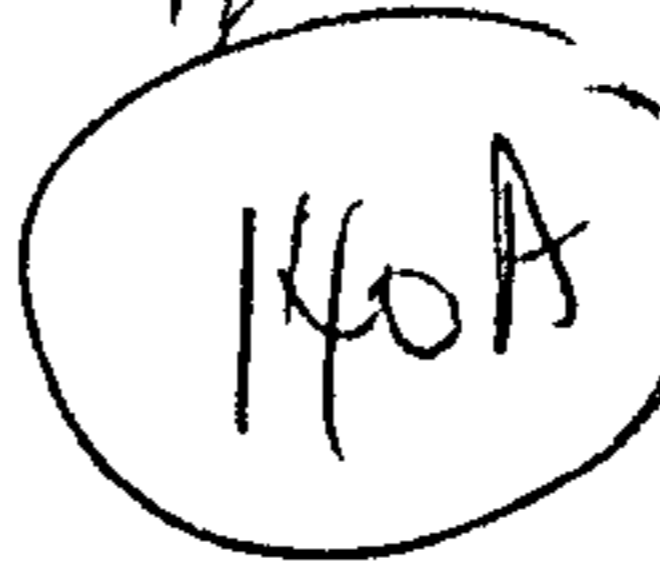
The union's national organiser, Mr Moses Mahlo, said it was the union's policy that shop-stewards should be elected in the presence of union members to avoid confusion.

The company's personnel officer, Mr Tom Botha, said that management's doors were always open for negotiation, but unfortunately no settlement had been reached."

He denied that the workers were on a go-slow strike and added: "Everything is normal at the plant and we wish to have another meeting with the union to finalise our recognition agreement."



Sawyer
2/18/87



Tough stand not inconsistent with support for unions — Relly

Miners' strike 'indicates progress'

THE gold and coal miners' strike was "an indication of progress by SA society towards normalisation", Anglo American chairman Gavin Relly said yesterday.

At Anglo's AGM, Relly made clear it was inevitable that industrial action takes place against a background of political aspirations

"This will continue to be the case until effective formal political institutions for black people are put in place. It is in this context that the current strike must be seen."

He said, however, that Anglo's willingness to take a tough stand in bargaining should not be seen as in-

Business Day Reporter

consistent with its support for the principles of independent free trade unions

"By the same token, our support for black political rights does not mean for one moment that this will always imply agreement with the political views expressed by black leadership

"Having said this, I do not welcome the strike which imposes an economic burden on workers, companies and on the economy as a whole. In the longer run, strikes such as this can only result in adjustments to the inputs of capital and labour to the detriment of job opportunities."

Relly expressed the hope that the National Union of Mineworkers would take up the mining industry's offer to negotiate additional improvements in conditions of employment for black miners

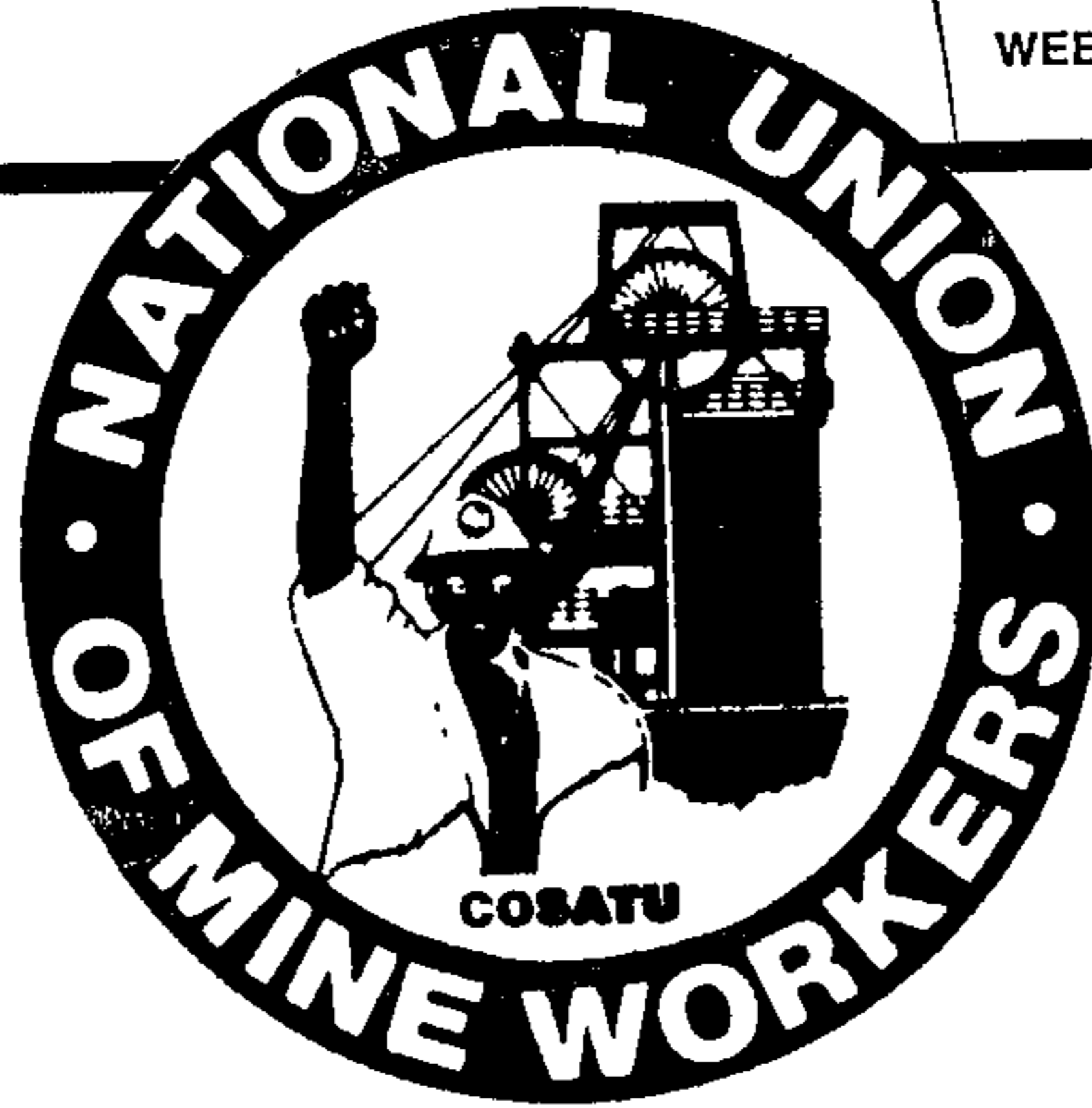
On the issue of mine wages, Relly said "There has been much focus on the minimum wage, a figure applicable, often for very short periods, to no more than 10% of employees on our gold mines

"But a more realistic measure of progress is to be found in the figures for average actual cash earnings of all black miners, which are of the order of R650 per month"

On violence and intimidation dur-

ing the strike, he said "It has been necessary for mine security to intervene when life and property have been threatened. In order to reduce the threat of further violence, we took the initiative by inviting the NUM to discuss proposals to cover the need for any security intervention in the strike process

"These talks were terminated by NUM, but we have indicated our strong desire to resume discussions. Our concern is that individual employees should have the freedom to strike peacefully or work normally, and that management's rights to protect company property should not be impaired."



NUMA

Workers of the world unite against the Chamber

The National Union of Mineworkers' struggle for a living wage has captured the attention of the world. It is one of the biggest national strikes in the world this decade, and is the biggest in Africa. Solidarity messages have come from trade unions, national centres, anti-apartheid organisations and the entire progressive movement of the world committed to democracy and freedom of South Africa's oppressed people. Workers of the world are on our side.
We are not alone in our struggle against the mine bosses.

Fraternal greetings have been sent to the National Union of Mineworkers by the following organisations:

- 1 Coalition of Black Trade Unionists (USA)
2. United Mineworkers Union of America
3. Trans Africa (USA)
4. Portuguese Workers Federation
5. Moroccan Workers Federation
6. OGT (Luxembourg)
7. Textile Workers (USA)
- 8 International Congress of Free Trade Unions
- 9 French Miners
- 10 IGBE (Germany)
11. Auto Workers (USA)
12. Trade Unions International Public and Allied Employees (Berlin)
13. Swedish LO
14. USA Miners
15. African Miners Federation (Algeria)
16. British Trade Union Congress
17. International Metalworkers' Federation

(Geneva)

- 18 Spanish Workers
- 19 African National Congress
- 20 South African Congress of Trade Unions
- 21 USA Congressman B Gray
22. American Federation of Labour - Congress of Industrial Organisations
23. Swedish TCO
- 24 FEIT (Switzerland)
25. International Miners Organisation
26. World Congress of Labour (Brussels)
- 27 Canadian Transport Workers
28. Australian Workers Federation
29. World Federation of Trade Unions (Prague)
- 30 Federation of National Miners (France)
31. East German Miners
- 32 East German Workers Federation
33. World Federation of Industry Workers (Brussels)
- 34 American Committee on

Africa

- 35 Brotherhood of Asian Trade Unionists
36. Netherlands Trade Union Federation
- 37 Spanish Confederation
- 38 CFDT (France)
39. Independent Union Youth of Luxembourg
- 40 Canadian Labour Congress
- 41 Central Committee of Soviet Workers
- 42 Movement Federation (Republic of Germany)
- 43 Australians Union of Metalworkers and Miners and Energy Supply Workers
44. Swedish Miners Union
45. American Public Employers Union
46. Confederation of Free German Trade Unions
47. Norwegian Federation of Trade Unions
- 48 New York Labour Committee
- 49 Unity Movement of South Africa
50. United Democratic Front
- 51 Wilgespruit Fellowship

Centre

- 52 Soweto Civic Association
53. Congress of South African Trade Unions
- 54 Call of Islam (Lenasia)
55. National Unemployed Workers Co-ordinating Committee
56. Health Workers Association
- 57 National Education Crisis Committee
- 58 Danish federation of Trade Unions
- 59 Mineworkers Union of Zambia
- 60 Confederation of Caribbean Public Services Association
- 61 United Steelworkers of America
62. Mineworkers of Cuba
- 63 Finnish Peace Committee
- 64 Soviet Miners
- 65 British Miners
- 66 Czechoslovakian Miners
- 67 Organisation of African Trade Union Unity
- 68 Austrian Metalworkers

And here is what some of them said...

The Austrian Union of Metalworkers Miners and Energy Supply Workers: Solidarity with the South African miners in their fight for higher wages and improvement of labour conditions. We wish your organisation a successful settlement.
British trade unionists send full support to the South African NUM and our best wishes for a successful outcome to the current

industrial dispute with mining employers for decent wages and working conditions.
World Federation of Trade Unions greets on behalf of its members your courageous struggle for better living and working conditions against inhuman solidarity and wish you and your countrymen all success your fight for freedom and end to apartheid.

OATUU on behalf of millions of African workers under its umbrella expresses its solidarity with the people and workers of South Africa, particularly the striking mineworkers in their relentless struggle for social justice, democracy and the elimination of apartheid.

OATUU appeals to all its affiliated national trade union centres as well as regional, national and

international trade union organisations to express their moral material support for, and solidarity to, the mineworkers in South Africa.

The United Democratic Front salutes the brave, militant action taken by the most exploited and abused workers of our land, under the leadership of the National Union of Mineworkers

Cosatu guards property

By MONO BADELA

THE Congress of South African Trade Unions is to take emergency measures in future to protect its property, General Secretary Jay Naidoo said yesterday.

Naidoo was reacting to reports by Cosatu security guards that on Tuesday night they had chased four white men who had been trying to gain entry to the building. When discovered by Cosatu security officials, they were cutting through the chain used to secure the basement gate at the federation's headquarters building, which was bombed and rendered unsafe earlier this year. The men escaped in a Toyota Cressida sedan which had no registration plates, he said.

"We are taking this very seriously. The matter will be debated by Cosatu units at local level. We firmly believe it was another attempt to sabotage the federation," he said.

"We warn that such actions will lead to further deterioration of industrial relations. Our members will not tolerate shadowy gangs like these."

140A

W/Mail
21-27/8/87

Off centre stage, disputes across every sector

WHILE the two-week miners' strike occupies centre stage in the upsurge of labour conflict to hit South Africa in recent weeks, thousands of other workers are involved in their own displays of collective strength.

Exact statistics are difficult to complete but it appears that about half a million workers in almost every arena of industry are involved

Some of the major events include

- A nationwide strike by more than 20 000 postal workers

- A legal strike by about 15 000 members of the Chemical Workers' Industrial Union at Sasol's collieries and processing plants in the Eastern Transvaal was aborted this week after two workers were killed. The union says the attackers were vigilantes accompanied by company security. The company said non-strikers were responsible for the killings and denied its security members were involved.

- About 200 CWIU members have downed tools at Mathey Rustenburg

Refiners in Wadeville, East Rand, in a legal strike to protest against company plans to move to Bophuthatswana, where foreign unions are outlawed. The workers are also expressing solidarity with the striking miners.

- A national strike in the milling industry by over 4 000 workers began this week after the Food and Allied Workers' Union deadlocked last month with Premier Milling, Fattis and Monis and other employers in the sector over annual wage talks.

Fawu is also involved in a protracted strike at the Sapekoe Tea Estate in Richmond, Natal, where about 100 workers have been dismissed after a strike over union recognition.

Some 600 members of Fawu were dismissed by Vleissentraal from its Speckanham plant in Cape Town after a wage strike last week.

- The metal industry remains volatile as the National Union of Metalworkers shifts its focus to wage bar-

While the miners are at the centre of attention, hundreds of thousands of workers across the country are involved in disputes. ERNEST SIDERIS reports

gaining at company and plant levels after abandoning the one-day national strike by more than 100 000 workers last month. The union reports it is already in dispute with major employers like Dorby, Highveld Steel, Middleburg Steel and the Union Steel plant in Eastern Transvaal in the next few days indicate the metalworkers' show is far from over.

- The three-week-old strike at Mercedes Benz, East London, is set to widen to other motor manufacturers as Numsa considers "solidarity action" at other plants. Shop stewards from all motor firms will meet in Durban this weekend to discuss the dispute, says Les Kettleidas, Numsa

regional organiser

Talks deadlocked this week as workers refused management's offer of the reinstatement of 188 dismissed workers, an increase in minimum wages and an adjustment to compensate for shorter hours which would have brought the total minimum wage from R3,50 to R4 an hour.

- Numsa and the Boiler Makers' Union may move towards a legal strike at Cadak, a Shell subsidiary, after mediation failed to resolve a wage dispute in which workers demanded R4 and the company offered R3,30.

- Workers at the Stellenbosch Farmers' Winery plant in New Germany, Natal, have been on strike since Monday. The strikers, who are members of Fawu, are demanding the company introduce a provident fund to replace the old pension fund.

- The furniture industry has been the scene of numerous wildcat stop-

pages and strikes over union recognition, retrenchment and dismissals. The Paper Wood and Allied Workers' Union reports over 20 stoppages over the last two weeks.

Apart from these major displays of industrial action, many more workers are waiting backstage to act out their own demands for improved working conditions. CWIU reported to Cosatu's executive committee last week that it alone is involved in 40 wage negotiations even though these do not take place in the sector at this time of the year. The Commercial Catering and Allied Workers' Union has deadlocked in annual wage talks with industrial council for the liquor and catering industry that affect 18 000 workers in hotels and liquor stores around the country.

Most actors in these events are unions affiliated to Cosatu. But signs are that a rival group of players, the National Council of Trade Unions, are involved in a number of less publicised disputes of their own. And the fact that a number of unreported wildcat stoppages are taking place every day was brought home last week. While the National Union of Mineworkers held a press conference to announce its strategy of "Operation Exodus" during the miners' strike, a small group of workers staged their own bit of street theatre by singing and marching to Pwawu's offices in downtown Johannesburg after a strike to demand union recognition.

The reasons for this outpouring of worker discontent are not hard to find. Management consultants Andrew Levy and Gavin Brown point out that since 1980 between 13 and 27 percent of strikes have taken place in the first half of the year. Most wage negotiations, recently the trigger for 40 percent of all strikes, reach an advance stage in the July to September period. At the same time real wages are failing to keep pace with inflation while an increase in corporate profits is heightening worker expectations, Brown notes.

This helps explain the timing of the current upsurge in industrial conflict but fails to account for the unprecedented scale of the action. An obvious factor is the militant political climate in which the performance is taking place.

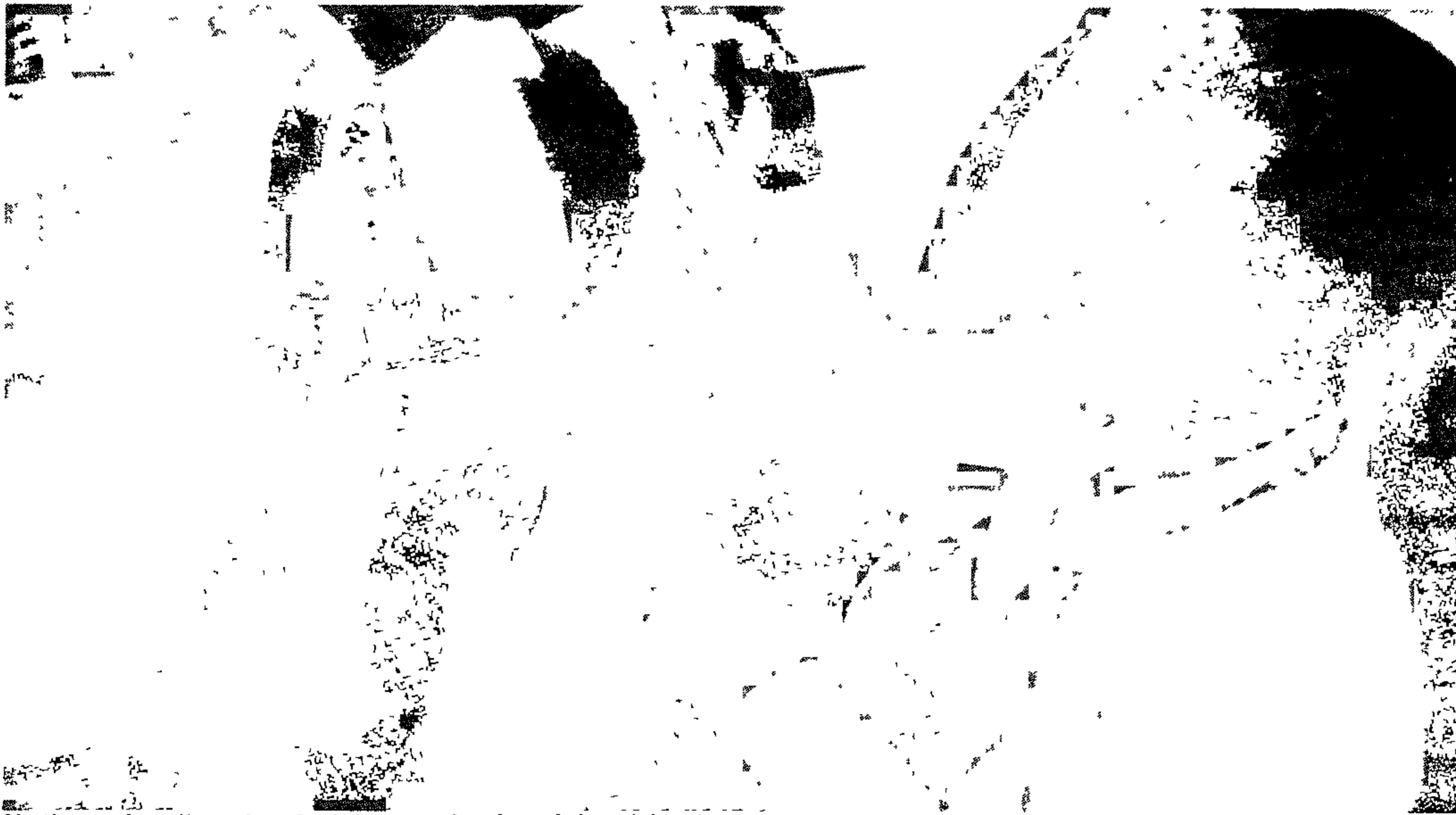
Labour observers point out that the State of Emergency has effectively choked township-based civic organisations and street committees. Trade unions and their network of shop stewards in factories and mines around the country have been able to survive, and indeed expand dramatically, despite numerous detentions of members in this period. This makes them the obvious bearers of township militancy and workplace grievances.

Workers confidence and sense of solidarity has been boosted by what they see as recent victories in the marathon OK Bazaars and railway strikes.

But organisational factors say little about two key features of the strike wave, the main actors in major conflicts like the railwaymen's and miners' strike have been migrant workers. Their levels of militancy have surpassed even the expectations of union leaders.

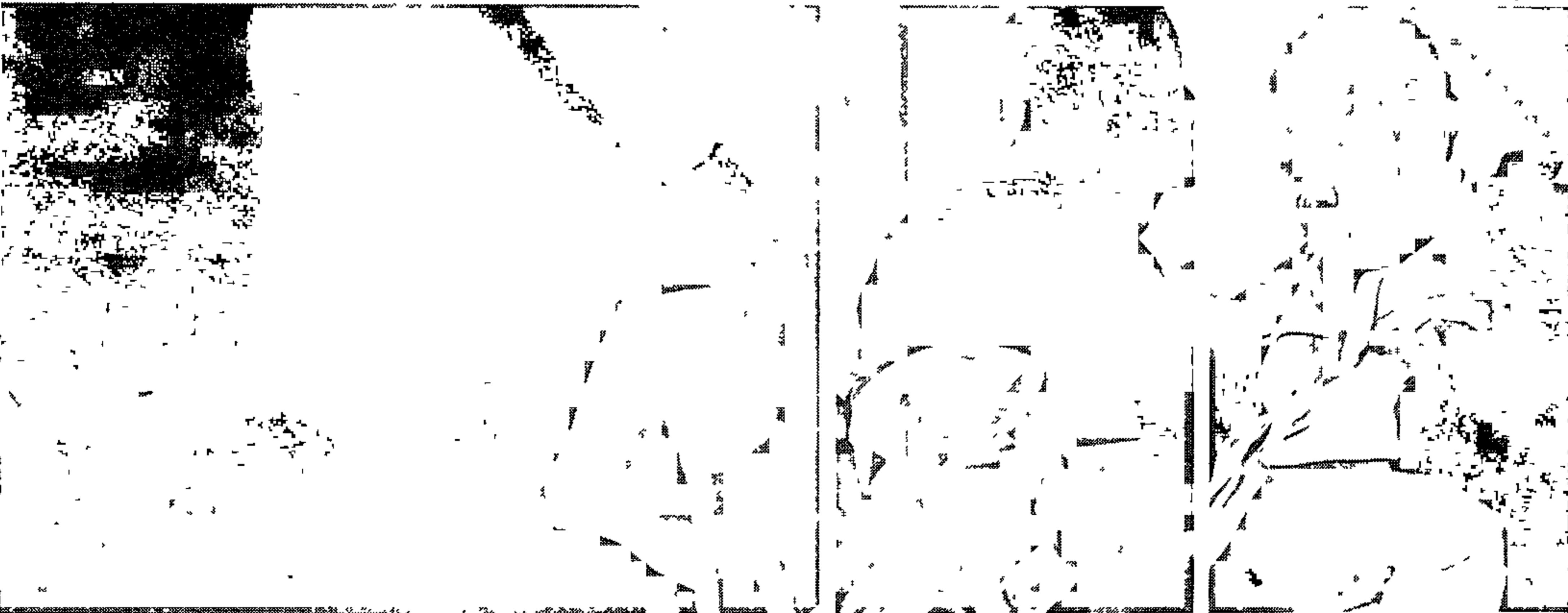
Wits University researchers investigating rural poverty point out that years of drought, unemployment and impoverishment in the homelands form the backdrop to the drama being acted out in the industrial stage. The number of dependents who rely on migrants' wages increase year by year and individual workers face unprecedented pressures in their struggle to keep family members alive. Sociology lecturer Dr Richard Levine points out that this year's production cycle, which was barren anyway, has just come to an end and meagre stocks of food have been depleted.

That migrant workers are dealing with these stresses in their daily lives by driving their unions into large and lengthy wage strikes is partly reflected in a song composed spontaneously during the miners' strike. Loosely translated, its chorus line goes "Leadership don't come back to us until you have a better offer from the bosses." — Agenda Press.



Victims of strike-related violence: A miner injured in clashes receives treatment at the Alexandra Clinic

Picture. WALTER DHLADHLA, AFP



Injured strikers at Anglo American's Western Deep Level mine show the effects of rubber bullets

Picture. GIDEON MENDEL

CALL Times 2/18/8 F

Fawu lodges urgent interdict

14011

Labour Reporter

THE Food and Allied Worker's Union will lodge an urgent interdict with the industrial court today to prevent the Saldanha Sea Harvest factory management from committing alleged unfair labour practices

Fawu general-secretary Mr Jan Theron said yesterday that workers were presently in dispute with Sea Harvest over demands for pay parity with the company's competitor, Irvin and Johnson (I & J)

Mr Theron said that while talks had deadlocked, Sea Harvest had offered to pay certain non-union members and individuals who were unionized "through the back door"

The general manager of Sea Harvest, Mr L Penzhorn, confirmed yes-

terday that an offer rejected by the union had been put to those non-union members and other unionized individuals

He said Sea Harvest had offered an across the board increase of 35c per hour, from July 1 and another cent from January 1

He said Sea Harvest and the union were presently engaged in "informal mediation"

Mr Theron said that the workers were demanding R2,27 an hour, which would give them a weekly wage of R104,42, which was the same as I & J

He said the workers felt Sea Harvest was not negotiating in good faith

Mr Penzhorn said there were about 2 000 employees, of which about half were Fawu members

Fawu/Premier wage talks

Labour Reporter

WAGE talks between the Food and Allied Workers' Union (Fawu) and the Premier group will continue in Port Elizabeth today, a spokesman said yesterday

Thousands of workers from the Premier, Sasko and Tiger Oats groups streamed back to work yesterday after calling off their national two-day strike

Sasko group human resources director Mr Tom Duff said yesterday the Sasko group would hold talks with the union on Saturday

Market employees end strike

Staff Reporter

A WEEK-LONG strike by about 400 employees at the Epping vegetable market ended on Wednesday afternoon after the Cape Town Market Agents' Association issued an ultimatum to the strikers

The association said in a press release yesterday that the costly strike had been "illegal"

Mr D M Neethling, chairman of the association, declined to elaborate

A spokesman for the Food and Allied Workers Union confirmed last night that the workers had "suspended their strike" while negotiations were in progress The ultimatum deadline was Wednesday morning, she added

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(ago18366)

More mines set back-to-work deadlines

JOHANNESBURG — Johannesburg Consolidated Investments (JCI) and Gencor have joined Anglo American in setting deadlines for strikers to return to work for the first time in the 12 day old strike

About 40 000 strikers from the two groups had to decide yesterday whether to break ranks with the National Union of Mineworkers' (NUM) strike

The black workforce of 22 000 gold miners at Anglo's Western Holdings voted to leave the mine in solidarity with the threatened dismissal of 4 000 strikers at the mine's marginal Number One shaft

Anglo's deadline for the Number One shaft strikers to return to work or lose their jobs ends at the start of this morning's shift.

The NUM's general secretary, Mr Cyril Ramaphosa, said last night the strikers had elected to be dismissed

Meanwhile, Gencor has rejected the NUM's claims that the workforce of 24 000 Evander gold miners had been given a deadline yesterday

In a statement Gencor said workers failing to return to work would face disciplinary hearings. About 4 000 Evander miners stopped striking, the statement said

At JCI's Randfontein Estates gold mine management locked strikers out of the Cooke Three section and issued a return to work deadline by today for an estimated 13 000 strikers

It is not clear if management intends to dismiss those workers who defy the ultimatum

Mr Ramaphosa said JCI had issued dismissal notices to the Randfontein strikers, saying they would be re-employed if they accepted the Chamber of Mines' wage offer

Workers were discussing the proposal last night

An NUM spokesman, Mr Marcel Golding, said mine security escorted the 2 000 strikers dismissed at Anglo's Vaal Reefs Number Six shaft to the mine's Ernest Oppenheimer Stadium to pay them off

He said 27 strikers agreed at the last moment to accept the chamber's wage offer and the others left the mine for home

He said miners at other Vaal Reefs shafts had discussed whether to leave the mine in solidarity with their colleagues

"But it's too premature to say what action they will take. In any event, the union will respect the decision of the Vaal Reefs workers"

The mines were apparently quiet yesterday after several violent incidents on Wednesday

The NUM also brought an application

against Randfontein Estate Gold Mine and JCI last night after allegations that mine security had erected barricades and was not allowing striking workers off or onto the premises

The application was postponed after management gave an undertaking not to stop people leaving the mine and to allow the union's branch chairman access to the strike committee on the premises

Management also undertook to allow buses on to the mine this morning to pick up workers

The mine has also extended until today the deadline on an ultimatum to workers that they will be dismissed and required to vacate the premises if they do not return to work

Prior to the undertaking being given, the NUM had gone to court asking for an order preventing Randfontein Estates from stopping workers leaving the mine

In Umtata, the Transkei Minister of Finance, Mr Kholisile Nota, said the nation's economy would be adversely affected if Transkeian miners working in South Africa returned home in large numbers

He said the government could not provide alternative employment for the miners and called on the Chamber of Mines to create a situation whereby miners would be ensured of their safety if they returned to their jobs

A former director of the Institute of Management and Development Studies at the University of Transkei, Mr Peter Wakelin, said statistics showed there were 500 000 migrant workers from Transkei in South African labour centres, including the mines

He said the 252 000 miners remitted R200 million to their families in the country every month — DDC-DDR



The rezoned site in Beacon Bays meeting this week. The NUM inspected before plans for housing

Looking for rules

The start of the second week of the National Union of Mineworkers' (NUM) strike saw it and Anglo American, at whose mines the NUM is strongest, meet to try and minimise violence

However, none of the issues that precipitated the strike, such as wages, were up for discussion. These are for the NUM and the Chamber of Mines to resolve, says Anglo



**Injured strikers . . .
can the violence be curbed?**

The chamber, meanwhile, reiterated its stance to NUM general secretary Cyril Ramaphosa. This followed press reports of NUM's willingness to re-open negotiations "provided no pre-conditions are set"

The chamber confirmed it was willing to negotiate the establishment of a provident

FINANCIAL MAIL AUGUST 21 1987

fund and improvements to the death benefit scheme, but not wages

It added "It is the chamber's view that when the opportunity was there to negotiate wage increases, the NUM did not negotiate in good faith and made a mockery of the negotiation process which preceded the establishment of the conciliation board, and also did not negotiate seriously at the two conciliation board meetings

"Throughout these negotiations the chamber's negotiating team had the strong impression that your union's negotiators were not really interested in arriving at a mutually acceptable settlement, but merely going through the motions to reach a formal deadlock to place your union in a position to threaten, and eventually stage, a lawful strike"

After three hours of talks at the Carlton Hotel on Monday, Anglo and the NUM agreed to meet again the next day — as the FM went to press

While the company described the talks as constructive, the union hesitated to call them positive "until agreement has been reached"

Anglo industrial relations spokesman Bobby Godsell said the union had presented eight proposals which the group needed time to consider. Anglo's conditions for a peaceful strike include normal access to hostels, and management control of them, prohibition on the use of force, normal access to shafts, with designated picket areas if required

However, Ramaphosa told a separate press conference immediately afterwards, the company's conditions were "not sufficient to return the mines to normal" It seemed the union would accept the company plan only if its proposals too were accepted.

The union proposed that:

- The company should demobilise its security forces, remove them from the hostels and stop their patrols,
- The SA Police should not be called in on mine property in any circumstances, as they cause a great deal of provocation,
- Charges should be dropped against all arrested workers (23 at Ergo, 100 at Western Deep) as a sign of good faith,
- A monitoring system with an independent arbiter should be set up to rule on breaches;
- The mines must be open to the media to see where violence emanates from;
- An end to strikers paying for food and accommodation,
- The immediate release of those allegedly held against their will in company security barracks; and
- Compensation for all injured.

"If the company meets these, the prospect of violence will be lessened," said Ramaphosa. The union said it was prepared to put the company's proposals to members

Before going into the second meeting, Godsell indicated that the company would not be able to meet all these conditions. Yet it would try to work out ground rules for peaceful conduct of the strike and find some constructive role for the union to play in de-escalating violence.

Godsell claims "a slow but significant return to work" at some Anglo mines, but won't say which

He also points out that reports claiming the mines, collectively, are losing some R93m a day as a result of the strike are crude — though Anglo is taking "significant losses" Estimating losses is complex and involves a number of factors, such as ore reserves on surface and underground, and the capacity to change ore grades ("high-grading") Nor does the figure reflect savings in the form of wages that would otherwise be paid out

The Gencor group said on Monday that attendance at a number of its mines has "improved significantly"

At Bracken near Evander, where almost the whole work force was on strike last week, more than 70% have returned to work, claims Gencor, adding that others are returning after going home at the weekend. At Leslie, attendance has risen from about 30% to over 60%, and more than 1 000 employees who were on strike have returned to work at St Helena, bringing attendance to over 60%

According to Gencor, the situation at Unisel, where absenteeism rose to 25% last Thursday, has returned to normal. Attendances at Kinross, Winkelhaak, Grootvlei, Marievale and Stilfontein remain "poor."

Beatrix, Buffelsfontein and West Rand Consolidated have not been significantly affected, the company says. On Tuesday, it reported a further drift back to work

According to the chamber, all Rand Mines' gold mines are functioning normally, although some of its collieries are affected. Gold Fields and Anglovaal claim all is normal at their mines

The chamber said on Tuesday its estimate of the number on strike remains 230 000, or 40% of the black work force

1490A

THE Chemical Workers' Industrial Union yesterday alleged that its members at Sasol in Secunda were assaulted by vigilante groups and that management, although aware of who was responsible for the attacks, had declined to take action.

Workers allege attacks by vigilantes

The union said

workers fled in terror from hostels as vigilantes entered rooms, assaulted workers, and forced them to join a group that was gathered behind the hostels.

A company spokesman said management and mine security had spoken to the leadership of the vigilante group. The union is demanding that:

- Action be instituted against the perpetrators of the violence;
- That Sasol enforces its code that no armed people be allowed on company premises;
- An urgent meeting be

held between the union and senior Sasol management; and

• An independent commission of inquiry be set up as previously requested by the union.

A Sasol spokesman said the accusation that the company employed vigilante groups to intimidate members of the union was utter "nonsense."

"Sasol does not condone violence in any way. After it became known that the CWIU planned a meeting a telex was sent to the union wherein Sasol expressed concern for the general safety of all their employees. Sasol even went so far as to provide alternative accommodation for union members."

Miners show tear gas canisters

Striking Bracken Mine workers claim that a tear gas canister was thrown at them during an underground sit-in on Wednesday.

Denying the claim, Gencor's liaison manager, Mr Harry Hill, also rejected allegations that force was used at any time to get people to go underground

Workers claim the canister was thrown at hundreds of striking miners who had been forced to go underground after tear gas containers had been thrown into their hostel rooms before dawn.

Mr Hill said a statement had been issued two days ago by Gencor confirming that tear smoke had been used at the mine's surface on Wednesday to disperse a group of strikers who were threatening violence against other employees.

Said Mr Hill: "After repeated appeals to disperse were ignored, the mine security was compelled to use tear smoke to disperse the men. No one was injured in the incident."

Mr Hill said it was true that a large number of miners — about 400 — had gone underground on Wednesday and refused to work.

One of the miners interviewed by The Star, Mr Meshack Karuleza (24) of Matabele, said he had not intended to go underground until the strike was over.

But on Monday and Wednesday, soon after the 4.00 am shift should have gone underground, the mine security guards came to the hostels and threw tear gas containers through the windows, which had been broken earlier by rubber bullets.

On Wednesday, many workers were sitting down on the fifth level, guarded by armed white and black security personnel. Mr Karuleza said some of the miners got up to tell the guards to return them to surface when a guard fired a tear gas canister.

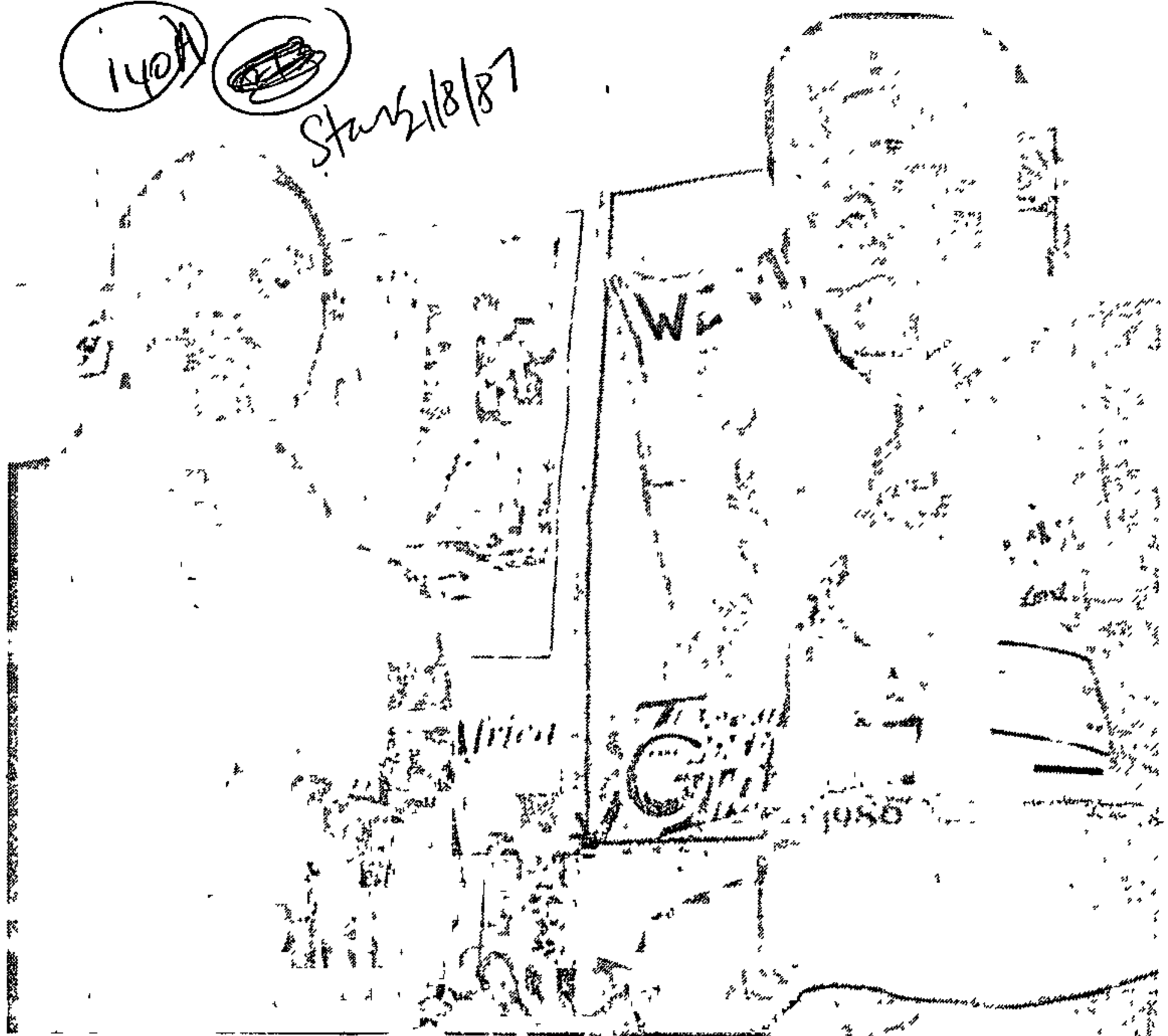
Mr Karuleza hid in a stope for about an hour

The strikers then returned to the surface where they were again fired on with tear gas.

Bracken Mines NUM branch chairman Mr Motsi Mohloani told The Star that on August 10 he was woken by a tear gas canister.

He lit a newspaper to burn the gas and he claims that as he walked out of the hostel he was arrested by mine security.

Mr Mohloani said the mine had charged him with attempted arson and dismissed him.



Mr Meshack Karuleza and Bracken's NUM branch chairman, Mr Motsi Mohloani, holding the tear gas canisters allegedly thrown into their hostel rooms.

45 000 strikers face dismissal

The number of National Union of Mine-workers (NUM) strikers facing ultimatums to return to work rose to 45 000 today at mines belonging to JCI, Anglo American and Gencor

NUM general secretary, Mr Cyril Ramaphosa, said last night thousands of members, locked out at a number of mines, had resolved to be dismissed "rather than break the strike"

Anglo American today said about 17 000 workers at the following shafts Vaal Reefs No 9, Saaiplets No 4, Western Holdings No 2 and 3 have been locked out. They have been given until Monday to return to work or lose their jobs

The spokesman has confirmed that about 4 000 strikers at Western Holdings No 1, given until 6 am today to return, failed to respond

The NUM said yesterday that the entire 22 000-strong workforce at Western Holdings had decided to leave the mine if the No 1 strikers were dismissed

More than 28 000 strikers at four Gencor mines and one JCI mine are also facing management action for failing to meet ultimatums

A Gencor spokesman said it was not known when disciplinary hearings would resume for 24 000 strikers at Evander mines, due back yesterday

Gencor has rejected allegations by the NUM that tear gas had been used to force workers to go to work at the Bracken mine, and that workers at TNC colliery had been forced to work at gunpoint

A Bracken spokesman, said two workers, not four, had been arrested

Also facing a deadline are about 3 000 workers at JCI's Randfontein Estates

Miners' union vows to continue strike

140A
EP 35
21/8/87

JOHANNESBURG — The National Union of Mineworkers (NUM) has vowed to continue the miners' wage strike, now in its 12th day

Today the number of workers facing ultimatums to return to work rose to 45 000 at mines belonging to JCI, Anglo American and Gencor

The NUM general secretary, Mr Cyril Ramaphosa, last night told a Press conference that thousands of members, locked out at a number of mines, had resolved to be dismissed rather than break the strike. Members remained willing to re-open negotiations on wages and working conditions

Anglo American today said about 17 000 workers at Vaal Reefs No No 9 shaft, Saaiplets No 4 shaft and Western Holdings No 2 and 3 shafts have been locked out. They have been given until Monday to return to work or lose their jobs

A spokesman has confirmed that about 4 000 strikers at Western Holdings No 1 shaft, given until 6am today to return to work, failed to respond. The shaft would be closed and the strikers' contracts terminated

The NUM said yesterday that the entire 22 000-strong workforce at Western Holdings had decided to leave the mine if the No 1 shaft strikers were dismissed

More than 28 000 strikers at four Gencor mines and one JCI mine are also facing management action for failing to meet ultimatums

Gencor has rejected allegations by the NUM that teargas had been used to force workers to go to work at the Bracken mine, and also denied allegations that workers at TNC colliery had been forced to work at gunpoint — Sapa

17 000 gold miners down tools in solidarity with strikers

140A

THE ENTIRE black workforce of 17 000 gold miners at Anglo American's Western Holdings had voted to leave the mine in solidarity with strikers threatened with the permanent closure of one of the mine's shafts, the National Union of Mineworkers (NUM) said yesterday.

And two other mining houses — Johannesburg Consolidated Investments (JCI) and Gencor — have joined Anglo in setting deadlines for the return of workers involved in the 12-day-old strike

About 40 000 strikers from the three mining houses had to choose yesterday and early today whether to break ranks with the NUM strike.

NUM spokesman Stanley Nkosi said the 17 000 Western Holdings mineworkers decided late Wednesday night to leave the mine.

Anglo yesterday issued deadlines to 4 000 miners at Western Holdings' marginal No 1 shaft to return to work or lose their jobs. The final deadline expires for workers on this morning's shift.

HAMISH McINDOE

Gencor strongly rejected claims that 24 000 strikers at its Evander gold mines had been given until last night to return to work or lose their jobs.

But spokesman Harry Hill said workers failing to return to work would face disciplinary hearings.

He said striking workers made up a small percentage of those employed at the Leshe, Bracken, Kinross and Winkelhaak gold mines.

At JCI's Randfontein Estates gold mine, management locked strikers out of the Cooke Three section and set a deadline to return to work by today for about 13 000 strikers. It is not clear, however, if management intends to dismiss those workers defying the deadline.

Nkosi accused Anglo of using the strike as an excuse to close marginal mines. Threat of closures were used earlier this week at Vaal Reefs No 6 shaft and at Amcoal's Landau Colliery to entice strikers back to work.

The mines were apparently quiet after several violent incidents on Wednesday, possibly resulting from the deadlock in talks between NUM and Anglo to draw up proposals to stop mine violence. Anglo confirmed reports on Wednesday of clashes at its Goedehoop colliery. Workers erected road blocks around the mine in an action that led to seven dismissals and three injuries when mine security and police used tear gas to disperse what Anglo called "unruly and armed crowds".

WEEK TWO OF THE STRIKE THE EXPERTS SAID WOULDN'T HAPPEN

What the bruising mine strike taught Anglo: NEVER say NEVER

A SENIOR Anglo American executive told the SABC this week that Anglo was "further down the learning curve" than other mining houses that were not hit by the current miners' strike

At the end of the second week of this costly and volatile event, one could ask whether Anglo American have now learnt an important principle of collective bargaining — never say never

Had Peter Gush, chief executive of Anglo's gold and uranium division, not refused to countenance a further increase in wages, the strike may well have been over by now

His statement bound Anglo to a rigid position. It was not based on whether or not the corporation could afford increases, but on the premise that workers were happy with the increases

Instead there is deadlock — and it is difficult to imagine any scenario which could break it

The strike has been a dramatic illustration of the level of worker militancy in the industry

Even so, for a settlement to be reached, the National Union of Mineworkers leadership would probably not have to bring home the full 30 percent. They have said all the while that they are open to negotiation

However, even a 0,1 percent offer on wages would spell defeat for Anglo as it would mean climbing down from the Gush position which the corporation now feels obliged to maintain

By PHILLIP VAN NIEKERK and JEAN LEGER

The chamber has moved on the overall package since the strike began. After saying that the final offer had been implemented in July, it has pussyfooted around wages and said it is willing to talk about fringe benefits — issues which are also in dispute

But there is no way the union leaders could sell this to the rank and file. For Anglo American, the hardest hit mining house, there are at least four options

● Wait, at enormous cost for the strike to crumble of its own accord

This might have been the strategy from the beginning although it is doubtful that its senior executives foresaw such a sustained stoppage

● Increase the wage offer and thus admit defeat. This would be less costly in monetary terms but more

What cost to the mines? Some brave analysts try..

By HILARY JOFFE

THE mine houses won't comment on how much the mines strike is costing them. The Chamber of Mines won't give any estimates either. And many industry observers say the calculation is too difficult to do — especially in the absence of detailed information from the mine houses

But some researchers have been brave enough to try

The Labour Monitoring Group estimated earlier this week that the strike was potentially costing the affected mining houses R17-million a day — or R90 million for the first six days — figures which were disputed by the chamber and by some industry analysts

One who doubts the figures is mining analyst Dave Giese, of stockbrokers Davis Borkum Hare. But he has his own calculations of the maximum amounts the mines could be losing

Assuming a total loss of production of one week, Giese argues, the working profit of Anglo American's gold mines could drop by R55-million — R20 million of which would have gone in tax. This would represent a cut in distributable income of 10,7 percent for this quarter. On the same assumptions, Gencor gold mines' distributable income could fall by 7,8 percent

But Giese points to "the unlikelihood of a total disruption of a week's production" and reassures shareholders that "the loss in distributable earnings on the gold mines is unlikely to exceed five percent"

Both Giese's figures and those of the LMG are speculative ones of potential losses the mines could incur

In the absence of accurate information any figures on the cost of the strikes can only be guesstimates — although analysts concede that educated guesses are quite possible. And the mine houses themselves are likely to be keeping tabs on the costs, whatever they might say publicly

Chamber industrial relations advisor Johan Liebenberg said earlier this week that the chamber had not assessed the loss yet. "The mines are only really incurring a loss if no ore is coming up and they have no stockpiles," he argued, adding that the size of the stockpiles was "a closely guarded secret"

Investors in gold shares certainly seem to believe the mines have made contingency plans and stockpiled ore. Although gold share prices dropped a little towards the end of last week, on the whole the stockmarket has hardly responded to the strike. Investors appear to be under the impression the strike will be a short term "hiccup" and most observers predict the strike would have to last for a month or so before shareholders got nervous

But what's not clear is whether the mining houses have laid in special stockpiles of ore for this strike. According to one mining analyst, the mines have routinely kept one month to six weeks' worth of gold ore in stock for the last two to three years, as insurance against labour militancy



Anglo and NUM open talks on preventing strike violence facing each other across the table are Anglo's Bobby Godsell and Kallie van der Kolf and the NUM's Cuban Pillay, James Motlatsi and Cyril Ramaphosa (right). The talks collapsed after two sessions

Another analyst adds that although it's common knowledge that the vast majority of Anglo's shafts are closed, the mines could in theory produce between 20 to 40 percent of their normal output during the strike by processing the stocks of ore kept underground or on the surface

The mines have probably also kept back stocks of bullion which they will declare during the strike, to keep the cash coming in

To calculate lost production one would have to know the grade of ore mined at each individual mine as well as the whether the shafts were open and the size of the stockpiles being processed above ground

And one would need to know the number of mines and miners on strike, a subject on which there is no consensus. The chamber figure provided by Liebenberg at the beginning of this week was one third of the mines on strike and 40 percent of the

labour force. The union's total count was 340 000 while the chamber's was 220 000 to 230 000. The LMG calculations are based on a total of 315 000. Liebenberg refuted the LMG's calculations as inaccurate because they had counted as strike-hit 11 mines which were producing

But it's not enough to know total numbers. Calculating the costs also requires knowledge of which workers and at what kind of mine

Thus, for example, analyst speculate that at very mechanised mines which operate with relatively skilled workers, it would be quite easy for white workers to do the jobs of the striking miners. Randfontein Estates, which has implemented trackless mining, is cited as an example

And if the mines are trying to keep their cash flows going by processing stockpiles of ore, the question is not just which shafts have closed down but whether the strikes have been ef-

fective at the processing plants

While Anglo admitted last week that all its mines had been affected, and Gencor has given breakdowns of its affected mines, the mining houses have kept details to themselves

Except, that is, regarding the costs of the strike in relation to the marginal gold mine shafts, where Anglo threatened closure of a shaft at Vaal Reefs and one at Western Holdings. However, says one analyst, the Vaal Reefs number six shaft was due for replacement anyway. And the strike may just have provided a useful excuse

The coal mines situation differs from the gold mines and no-one as yet has tried to calculate the strike's costs in coal. Given the world over supply of coal, the collieries could probably sit out a long strike

As a clearer picture emerges of the strike and the strikers, it will be back to the calculator for another round of estimates

painful in political terms. The strike has already probably cost more in lost profits than the wage increase of 30 percent paid out over a year

● Call in the troops to smash the strike — an unlikely scenario given Anglo's awareness of its liberal public image, but possible if the state takes matters into its own hands

● Attempt lock-outs — which would be legal in the same way that the strike is legal — and bring in replacement labour. Success is certainly not guaranteed given the vast number of skilled and semi-skilled workers which would have to be found

This strategy — most effective as a threat — appears to have already been used on the fringes of the strike — on those mines which Anglo claims are marginal. The lock-out/close-down strategy included Landau Colliery, Vaal Reefs number six shaft and a shaft at Western Holdings in the Free State

But while these options would indicate that Anglo has a difficult path to resolve the dispute, the NUM itself has few options to increase the pressure on the chamber

The union still holds the powerful "mass exodus" card — that workers could at any stage return home, deepening the logjam. There were indications that this strategy may be used towards the end of this week

The solidarity option has not really come into play yet and the prospect of extending the strike was set back this week when the NUM lost a crucial round, failing to bring out a substantial portion of Gold Fields' 75 000 workers

This has meant that the union has been unable to hit the country's richest mines and has weakened its ability to push the chamber into an industry-wide offer

The union thus sets itself up for what it sought to avoid — a split offer

Any settlement would further widen the gap between Anglo, the highest payer in the industry, and the mining houses closest to the chamber minima — Gold Fields and Anglovaal

Ironically, these two mining houses are the most hard-line and least liberal in the industry

NUM assistant general secretary Marcel Golding said the union's difficulties at Gold Fields were due to the problems the union has with access to Gold Fields' mines, the fact that while the union does have support at the corporations' mines, members are spread throughout the grades while the NUM is recognised for only a few, and the repressive approach both of Gold Fields security and management, who have arrested and dismissed key union leadership after work stoppages in the past

This seeming proof that repression contains conflict more effectively will provide ammunition to those Gold Fields executives who (as an Anglo official once described) laugh at what they regard as Anglo's "naive" pluralist approach

"Every dog has its day," said one unionist this week as the NUM vowed to redouble its efforts at taking on Gold Fields

THE DECENT WAGE: CHOOSE YOUR STATISTICIAN

By JEAN LEGER and PHILLIP VAN NIEKERK

THE mineworkers' strike has led to a war of words on statistics about black miners' wages

Johann Liebenberg, industrial relations advisor to the Chamber, accused the NUM of "misinformation" for focussing on the minimum wage and for saying it had not risen in a decade

"Employees do not tuck minimum wages into their back pockets, but actual wages," said Liebenberg, spurring an interest in what the difference between the two actually is

"There has been a significant increase in the actual basic pay of unskilled and semi-skilled mineworkers from 1975 to 1986," he said. "Actual basic pay increased in real terms for unskilled and semi-skilled mineworkers throughout the industry by 32 percent"

Anglo American's industrial relations advisor, Bobby Godsell, last week released figures which showed that the average wage for all gold and uranium miners is 12 percent above the minimum rates, with all overtime and pay bonuses included

He described this gap as

"significant" and said the minimum wage figures reflect "an artificial collective bargaining rate"

"Ninety percent of employees are in grades above the lowest job grade. The majority of Anglo workers are in pay grade four," he said

The Anglo group and the mining industry are committed to a real increase in the earnings of all their employees — we are keen to see the take-home pay of our employees increase over time

"But the increase over time has to be in a responsible and incremental way — the viability of the industry over time has to be protected"

While both sides in such a battle are likely to use figures selectively, the Anglo method of working out the "average pay" is questionable as it includes overtime and production bonuses

This assumes that a worker will have to work overtime to achieve his basic pay

It is also of no consequence in the

dispute which concerns minimum wages — the so-called artificial collective bargaining rates

The second question involves how one sets about establishing a base date for increases in real wages

The Chamber and Anglo often use 1972 as a base date because of the massive lift-off in wages shortly thereafter. However, wages were appallingly low at this time — less in real terms than before the Boer war

What is of interest is the trend, which is not at all helped by arbitrarily using an arbitrary base date

The important year was 1983, which was when the NUM first negotiated wages with the Chamber. According to the Labour Research Services, after climbing to a peak in 1984, the average wage in real terms in 1986 dropped below that in 1983

These figures were not disputed by the Chamber — and in fact were drawn from their annual reports. However, they contradict the claim by the Chamber that they are committed to real increases for black miners

The 30 percent increase which the Chamber has so fervently resisted

would in real terms bring the average wage only slightly above 1984 earnings

Thirdly, averages are misleading. While category four has more workers in than any other — more than half of all workers are spread through categories one to three — the lowest paying job grades

Only about 13 percent of workers are in grades five to eight — the highest paying jobs, which inflate the average

Because grade four workers are receiving wages around the most basic of poverty datum lines (the minimum living level), more than half of all black miners are earning well below this mark

The Labour Research Centre estimates a minimum living wage of R850 a month

This fundamental issue — of whether or not workers earn a living wage — have not been touched on either by Liebenberg or Godsell in their responses to the NUM

Nor at any stage of the debate have they denied that the mines could afford much bigger increases

Handwritten scribbles and signatures at the bottom of the page.

Postal strike: First a carrot, then a thwack

THE Post Office arranged further negotiations with the union representing 14 000 striking workers — only six hours before announcing strikers would be fired, the Postal and Telecommunications Workers' Association said yesterday.

Potwa general secretary Kgabisi Mosunkutu said the union had contacted management on Wednesday midday to arrange a meeting, and had received word of the intended dismissals that evening.

Mosunkutu said Potwa, which claims 17 000 paid-up members, had called the meeting after talks last week broke down when the union said it could not accept management's return-to-work conditions without consulting the workers. Following rallies held over the weekend, the un-

By JOHN PERLMAN

ion was ready to put across the workers' response, Mosunkutu said.

He said Power Park in Soweto, "the most militant depot", had been occupied by police yesterday. Management had read out orders that workers should return to work or be ejected.

Last week about 400 striking workers in Pietermaritzburg were surrounded by police with dogs and removed. Eighty have since been charged, under a municipal by-law with obstructing the pavement.

Potwa's dispute with the Department of Posts and Telecommunications, which recognised the union just over a year ago, began on June 23 in East London over the dismissal

of three workers there. It spread to Port Elizabeth soon afterwards and escalated to its present scale, with a two-day national solidarity strike at the end of July. The scope of strikers' demands has extended to include reinstatement of 60 workers dismissed in the Eastern Cape since January 1985, full pay parity for black workers and a "living wage".

Mosunkutu said management had agreed to take back the three workers, but agreement could not be reached on the other 60. He said parity and wages had become the main issues in the strike.

Johann de Villiers, the deputy postmaster general, Personnel and Postal Services, said systematic dismissal of striking workers had started and other workers were being employed.

De Villiers said Potwa's demand that workers on strike be paid full salary could not be met, but full parity in respect of commencing salaries had been introduced at the beginning of July. He said the post office was prepared to establish, in cooperation with the union, negotiating mechanism for dealing with grievances.

Mosunkutu said workers were calling for full salary parity because the adjustment to commencing salaries would not benefit "the worker who has been there for 10 or 20 years".

He said workers found the proposal for a negotiating mechanism to discuss parity "too vague".

As regards the need for a "living wage", Mosunkutu said some black workers were earning R310 a month, and as little as R260 after deductions.

AP/Perlm 21-27/8/87

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7 000 miners face sacking

w/Make 2/18-27/8/67

Thousands queue for (40A)

last pay at marginal mine that's been shut

By JO-ANN BEKKER

MORE than 7 000 black miners are facing dismissal rather than break South Africa's largest strike ever, which ends its second week today

About 3 000 gold miners from Anglo's Vaal Reef's No 6 shaft, who defied management's warnings to return to work or face closure of the marginal mine, queued all yesterday to receive their final payments

And according to the National Union of Mineworkers, about 4 000 workers from Anglo's Western Holdings No 1 shaft were preparing to follow suit. They were expected to prepare to go home, notwithstanding Anglo's threat to close the marginal shaft if they did not return to work by this morning

In a related development, the NUM claimed about 24 000 workers at four Gencor mines in Evander had been ordered to return to work by last night or lose their jobs. This was denied by Gencor

Earlier this week the NUM tried to persuade striking miners to return to work on marginal shafts — as these unproductive or low-grade mines would naturally be the first to be closed during a strike

PUTTING A PRICE ON THE STRIKE

PAGE 6

About 700 workers on Amcoal's Landau colliery — scheduled to be closed in March — chose to resume work on Tuesday to avert the mine's immediate closure. Cyril Ramaphosa, NUM general secretary, said he respected the decision as it had been taken democratically by workers

Nevertheless, a NUM representative said the decision by the 7 000 workers at the Vaal Reef and Western Holdings shafts to lose their jobs rather than break the strike signalled worker determination and support for the wage strike

A Gencor representative — responding to the NUM's claims that Evander workers had been given an ultimatum to return to work or be fired — denied the union's claims. He said that, as was the "accepted practice", workers had been informed they were "absent from work without permission" and failure to return to work by yesterday would result in disciplinary hearings

NUM queried the basis for Gencor's threat and reiterated that the strike was legal

This week began with signs of a thaw in the cold war between strikers and mine owners which has characterised the strike since it began on Sunday night, August 9. On Monday, the NUM accepted Anglo's offer to discuss mine violence, which has claimed one life and injured about 300 workers in the first 11 days of the strike

But the following day NUM walked out of the talks in protest before they had reached any resolution, after hearing 15 strikers at the entrance to the President Steyn Gold Mine had been injured by police firing rubber bullets and wielding sjamboks

● To PAGE 2

7 000 striking miners face the sack

Anglo denied the police action had taken place on mine property, or that mine management had called in the police. But although both parties declared their willingness to continue discussions, the talks were not resumed this week and the deadlock resumed. Before the union walked out, the NUM had signalled its willingness to accept Anglo's proposals to end violence — which included ensuring union officials and management had access to mines and hostels — but con-

From PAGE 1 21-27/8/67

sidered them insufficient to ensure a return to peace. Anglo, on the other hand, went some way towards meeting only one of the union's demands, agreeing to a conditional demobilisation of mine security.

Incidents of strike-related violence reported this week included

- Anglo's claims that a pipeline supplying water to the Ergo plant was sabotaged, resulting in a lost throughput of about 2 000 tons

The contents of this newspaper have been printed in terms of the Emergency Regulations.

Magistrate's Court here on Thursday on their charges.

CAP Times 22/9/82

(1401) (13)

Mercedes not running

EAST LONDON. — The Mercedes Benz of South Africa plant here remained closed yesterday as the dispute between the company and the National Union of Metalworkers of South Africa continued for its 16th day

Magistrate's Court here on Thursday on their charges

CAF Times 22/8/82 (1200) (52)

Mercedes not running

EAST LONDON — The Mercedes Benz of South Africa plant here remained closed yesterday as the dispute between the company and the National Union of Metalworkers of South Africa continued for its 16th day

NEWS

Bobby Godsell keeps his cool over heated words from NUM

Anglo American's Mr Bobby Godsell has been in the frontline of the dispute in the mining industry for the past 12 days, having had to endure accusations of "treachery, ruthlessness and cowardice" from the National Union of Mine-workers (NUM)

The charges are perhaps harder to bear because they were voiced by NUM's general secretary, Mr Cyril Ramaphosa, a man who Mr Godsell has known for a long time

But Mr Godsell, who is Anglo's industrial relations chief, has tried to keep cool under pressure and to accept that flaring tempers and intemperate language are integral to the collective bargaining process

Seated in his office at Anglo's Main Street headquarters, Mr Godsell spoke frankly to The Saturday Star about how he felt after the collapse of talks with NUM on how to contain violence for the

FOR ANGLIO: Bobby Godsell admires his adversary.

duration of the strike, and the flinging of barbed epithets at him — by Mr Ramaphosa

"Well, by absolute design, I am not going to react to them at all," he said of Mr Ramaphosa's remarks

Having noted that there is a strong "adversarial relationship" in collective bargaining, he said "I think it is important to see the dispute in the context of a very deep polarisation which exists in attitude and emotion in South Africa"

While feelings generated by the wider South African situation surfaced easily in the heat of the dispute, they were less important than the underlying reality the mining industry's need for workers who have acquired certain skills and their matching need for employment

"I think that functional interdependence governs the relation-

PATRICK LAURENCE

ship much more than Mr Ramaphosa's feelings about the integrity or courage of the Anglo American Corporation," he said

Mr Godsell (34), his shirt sleeves rolled up in an un-Anglo American-style, is coincidentally the same age as Mr Ramaphosa

Invited to comment on Mr Ramaphosa, he said: "Well I've known the guy for quite a long time I think our relationship now is overwhelming the relationship of the structures in which we find ourselves, which is one of adversaries But I have real respect for the man's intellect, his energy and his leadership ability."

Anglo American has been most severely affected by the strike — the longest and biggest, and, presumably, the most costly, by black miners in South African labour history — largely because it

agreed to allow NUM officials to recruit members in its hostels

After 12 days of strife, during which rival mining houses which did not allow NUM access to their hostels have been relatively immune, has Anglo had second thoughts about the wisdom of its decision?

"No, it has not," Mr Godsell said, noting that 86 percent of NUM'S members worked on Anglo Mines But he did add a rider

"People really have to understand what liberal democracy is about. The fact that we support the right of workers to join unions and their right to strike does not mean that we want to avoid strikes at all costs by capitulating to union demands

Collective bargaining contained a strong adversarial element between capital and labour but, ultimately, it was concerned with the constructive use of power, Mr

Godsell said

"We want an honourable settlement We don't want capitulation We don't want to entrench a pattern of bargaining by blackmail, where we can only reach agreement after we have had a long, hard and sometimes bloody strike"

He makes the point that societies, such as Britain, whose industrial relations had fallen into that pattern had paid a terrible price British factory employees, for example, were now paid about half of their counterparts in Japan and Germany, he said

Noting that South Africa's gold mining industry was an ageing industry — "the last significant discovery of gold in the 1940s was exploited in the 1950s" — he concluded sombrely about the present strike "So it is as much about the pattern of future bargaining as it is about the immediate issues in conflict"

FOR NUM: Cyril Ramaphosa knows Bobby well



Striking miner killed

22/8/87
140A

JOHANNESBURG — A miner was killed and 20 others seriously injured in a violent clash at Goldfields' Libanon gold mine during which mine security used rubber bullets to disperse a crowd attacking the hostel.

He was the first miner killed in clashes with mine security during the 12-day national gold and coal-miners strike called by the National Union of Mineworkers (NUM).

One miner has died in action related to the strike and about 300 miners have been injured since the strike began.

Meanwhile, one of the five Transvaal Navigation Collieries' employees who were admitted to the Rand Mutual Hospital on August 13 suffering from poisoning has died.

The dead man was one

of a number of production workers who continued working in spite of the strike by almost the total work force of Transvaal Navigation Collieries.

Anglo American fired 4 000 strikers from a shaft at Western Holdings mine yesterday and said 16 000 would be jobless at four other mines if they were not at work on Monday.

An NUM spokesman, Mr Kuben Pillay, said 18 000 Western Holdings miners had started to evacuate the mine in solidarity with their fired colleagues.

Some 3 000 miners defying a return-to-work order left an uneconomical shaft at Vaal Reefs on Thursday for their distant homes.

NUM leaders said another 20 000 could abandon the mines in solidarity with colleagues fired for defying back-

to-work deadlines.

The NUM's assistant general secretary, Mr Marcel Golding, condemned mine security for the incident at Libanon in which the miner was killed.

"Goldfields of South Africa will go to any length to break legal strike action," Mr Golding said.

The NUM said workers at Libanon had decided to join the strike and were ordered to go to work. When they refused, they were allegedly attacked by mine security using rubber bullets. Hippos and a helicopter were also used in the operation, the union said.

A Goldfields spokesman, Mr Michael de Kock, said the Goldfields group had so far experienced no strike action on the gold mines it administered. — DDC-Sapa

Workers challenge tea estate

C/11/10 23/8/87
THE court action by two Sapekoe Tea Estate workers, challenging their eviction from the estate, was this week adjourned for the hearing of oral evidence

The applicants, Aaron Sithole and Gilbert Mankinyana, claimed in the Maritzburg Supreme Court that they had been unlawfully evicted from their accommodation on the estate without a court order

The application, which is being opposed by Sapekoe, is being brought as a test case on behalf of other workers evicted after a work stoppage last month

Judge Page said he was unable to settle the dispute on the papers put before the court and ruled that the cases should be adjourned until September 2

In an affidavit, Sithole said the dispute had arisen over the workers' dissatisfaction with low wages and because of management's attitude towards the workers since they had become members of the Food and Allied Workers' Union

Sithole, a shop steward, said Sapekoe management had refused to negotiate with workers, saying they would only deal with an appointed liaison committee

However, he claimed the committee had become defunct as workers had joined Fawu

Sithole said that, on July 14, deadlock was reached and workers were told they would be dismissed and evicted if they did not return to work

He alleged that, the following day, police, acting on instructions of the estate manager, had fired teargas into various buildings on the estate and chased workers with sjamboks as they emerged from the buildings

He said workers were chased into an office, made to pay R14 or R16, then forced onto trucks which took them to the nearby railway station

He said many spent the

CP Correspondent

night at the station and were taken back to the estate the following day where they were asked to write down the names of people they believed were



Sapekoe workers Nomusa Mkhize and Maram Nkomane and their children await the result of the court action against the estate's management.

stopping them from working

As a result of this 35 people, including himself and Mankinyana, were told to leave immediately

Sapekoe's production manager, Abel Erasmus, said in an affidavit that workers had been told on July 13 that strike action was a breach of contract and strikers would be dismissed

He also claimed they had been told Sapekoe was a farming operation and was, therefore, not subject to the Labour Relations Act and was not obliged to recognise Fawu

He claimed workers had been intimidated during the strike and that three workers had to receive medical attention after being assaulted for working - Concord News Agency

140A (S) times 23/8/87

By CAS St LEGER

MINE managements are following a tougher line after the fortnight-long strike of up to 340 000 miners.

"Managements are willing to go all out to see that the strike does not spread," said National Union of Mineworkers (NUM) information officer Marcel Golding.

"Since the inception of the strike, managements have been trying to utilise a range of tactics to force workers back, now they are using the lockout as part of the strategy to break the strike.

"The NUM will not accept lockouts. The strike will continue. The miners are very disciplined and well organised," he said.

On the breakdown of the Anglo-NUM strike talks earlier this week, Mr Golding said the union was still committed to talking.

Anglo American's position was that the NUM was standing firm on its 30-percent wage increase claim, and it has advised the NUM to consider the benefits of the en-

tire employment package.

Anglo's Vaal Reefs No 6 shaft and Western Holdings No 1 have now been closed and about 6 000 men have lost their jobs.

On Friday morning Anglo locked out 16 000 strikers at Vaal Reefs No 9, Saalplaas No 4 and Western Holdings Nos 2 and 3 in the interests of promoting a return to normal production. Workers have been given an ultimatum to resume work by tomorrow.

In a new development, the NUM said complaints had been submitted by stewards that miners in Klerksdorp, Orkney and Welkom were encountering difficulty when trying to withdraw money from banks.

Deaths now total three and there have been 300 injuries and 300 arrests since the strike began on August 9, according to Mr Golding.

The first miner who died was a Trans-Natal Coal non-striker found dead in bed two days after the strike started.

On Thursday this week one man was killed and 20 injured after rubber bullets were fired at a mob of 250 attacking a hostel gate at Goldfields Libanon, and on Friday one of five Transvaal Navigation Colliers' employees admitted to hospital with poisoning died.

Other events this week — when strikers still numbered 340 000 (NUM) or up to 230 000 (Chamber of Mines):

NUM determined not to accept 'lockout tactics'

Chamber's wage offer or be paid off at Anglo's Vaal Reefs No 6 shaft. Only 27 agreed to accept the Chamber's offer; others went home.

Friday: ● 2 900 strikers at Amcoal's Springfield and New Denmark locked out and given until tomorrow to return to work.

● 3 000 at Randfontein Estates declined to meet management's deadline. Strike continued at Western Holdings.

● Strikers facing return-to-work ultimatums numbered 38 000 at Anglo American, Gencor and JCI mines. Anglo fired 4 000 from Western Holdings No 1 shaft; a deadline of tomorrow was extended to 16 000 at Vaal Reefs No 9, Western Holdings Nos 2 and 3 and Saalplaas No 4.

This weekend: ● 1 000 at JCI's Randfontein Cooke 3 had their contracts terminated after the lockout. About 1 040 workers went back at Cooke Nos 1, 2 and 3 shafts.

Wednesday:

● 2 000 strikers at Anglo's Vaal Reefs No 6 shaft defied deadline.

● 700 at Amcoal's Landau colliery returned to work.

Thursday: ● Entire workforce of 22 000 at Anglo American's Western Holdings No 1 shaft voted to leave the mine in solidarity with the dismissal of 4 000. NUM general secretary Cyril Ramaphosa said strikers had elected to be dismissed.

● JCI and Gencor set deadlines and the NUM said 24 000 at Gencor's Evander gold mine had been given dismissal ultimatums. About 4 000 returned at Evander. The NUM said 2 000 strikers were told to accept the

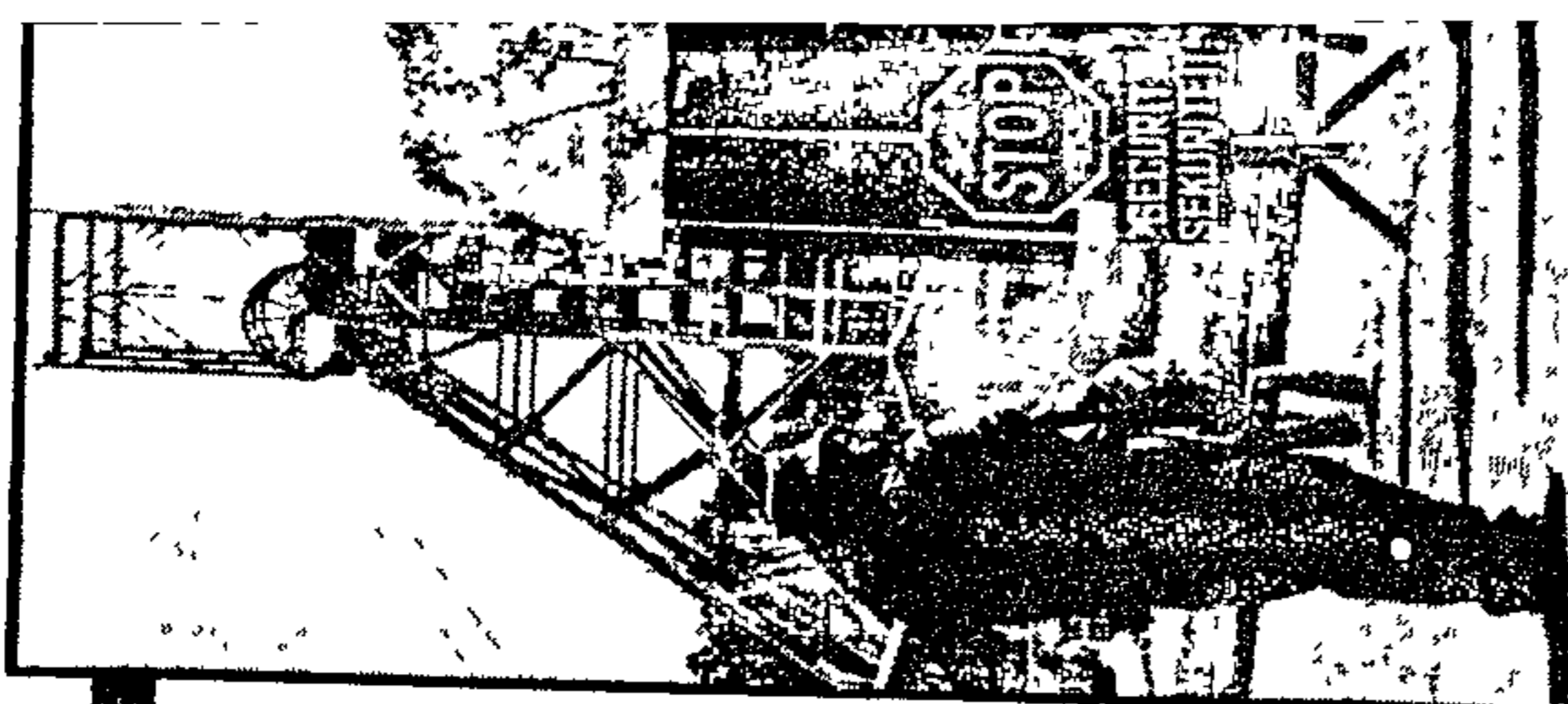
Monday: ● NUM and Anglo began discussing the ending of strike violence.

Tuesday: ● The NUM proposed that mine security forces be demobilised and that police should not be called in.

The NUM later withdrew from the talks after hearing of 15 miners being injured at Anglo's President Steyn gold mine after police action.

Amcoal extended its Landau colliery return-to-work deadline.

A pipeline supplying water to Anglo's Ergo plant at Springs was sabotaged. ● Six-hour sit-down strike at Gencor's Bracken near Evander. The NUM claimed teargas had been fired.



All quiet at the entrance to Anglo Western Holdings No 6 shaft

THE telephone rang shortly before 7 pm "This is Ramaphosa. We can talk now. Yes, immediately." Eventually, during the week in which the face of the general secretary of the National Union of Mineworkers was published on the front pages of most newspapers, matters were under such a measure of control that the man leading the strike could talk.

It is early evening in the office in the centre of Johannesburg where he has worked, lived, eaten, answered telephones and slept for the past two weeks. Ramaphosa appears.

Takes a cigarette from a packet, draws and starts to talk about who Cyril Ramaphosa, 35, leader of thousands of black mineworkers, really is.

While still at school, he was already interested in politics and became involved with student organisations.

His studies at the University of the North were interrupted for 11 months when he was detained for his political activities.

He was then banned from the university and he continued his studies for a B Proc degree through Unisa. His studies were once again interrupted when he was detained for six months, but he eventually obtained his degree in 1980.

Two years later his illusions about the legal profession were shattered and he felt he wanted to do more for his people.

"I wanted to play a role in alleviating their lot," he said.

He joined the Trade Union Council of South Africa as a legal adviser and before the formation of the NUM was asked to lead the steering committee. He has been leader of the NUM since 1982.

The periods during which he was detained did not give him a desire for revenge. It rather filled him with a cold determination to work harder for the sake of the 'struggle for liberation from oppression and economic exploitation'.

NUM is no political organisation. We represent workers who, in our opinion, are being oppressed and exploited. A self-respecting trade union cannot play its role if it does not address all matters affecting its members, like wages conditions of employment and matters relating to the political system.

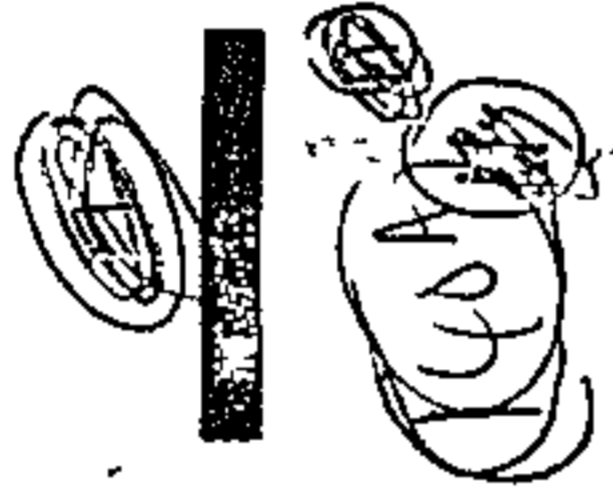
According to the NUM about 340 000 mineworkers have joined the strike, but there have

In numerous mines across the country, activities came to a halt this week. The miners' strike has turned into a wrangle between the mining authorities and the striking members of the National Union of Mineworkers.

Demands are being followed by the strikers - Cyril Ramaphosa, general secretary of the NUM, counter-demands, proposals lead to counter-proposals in the limelight, synonymous with the daily statements from the NUM, articulate negotiator with a very strong belief in what he is trying to achieve for the mineworkers.

RAMAPHOSA

NUM WINS



been incidents of violence. Can the NUM control emotions which have reached boiling point?

"We have the means to control violence. We provided our members with strike rules. Those who want to work may do so. No fighting. No liquor. These rules have been observed. Violence did occur and somebody died. We regret it. We have never been in favour of violence."

How does he handle the pressure, on the one hand due to his lack of sleep and on the other hand due to the tremendously high expectations of him by NUM members?

He reluctantly admits that adrenalin might be keeping him going. He only sleeps for an hour or two when possible. During the first five days he slept for only eight hours.

As far as expectations go he accepts that responsibility goes with leadership. It is a heavy responsibility but he believes he must carry it with hard work, the correct decisions, correct and just representation - by being upright and honest.

He is married, but has no children. When he re-



Striking mineworkers ... they have great faith in Ramaphosa's ability to negotiate with the Chamber of Mines on their behalf.

laxes he likes to read. He normally reads books about the economy and about the struggle of other people and of other places. Did he have to make a thorough study of all the aspects of the mining industry pertaining to the members of his trade union?

He confirmed that it needed hard work and study to become acquainted with aspects about which he initially did not know much, but he overcame this. The country is very rich and it has sufficient wealth to offer a decent living for all its inhabitants. Capitalism expects of them to continue to sell their labour cheaply while being promised a rosy future.

Yes, he would prefer all mines to be nationalised. He thinks it is immoral that nearly a million people

must toil relentlessly to enrich only a few.

But his ideal is a system which could be to the benefit of all black and white.

His main driving force is a free democratic, non-racial South Africa where whites must be able to play a meaningful role as well.

He describes himself as a pragmatist. "This is my problem. I am a pragmatist and not an idealist."

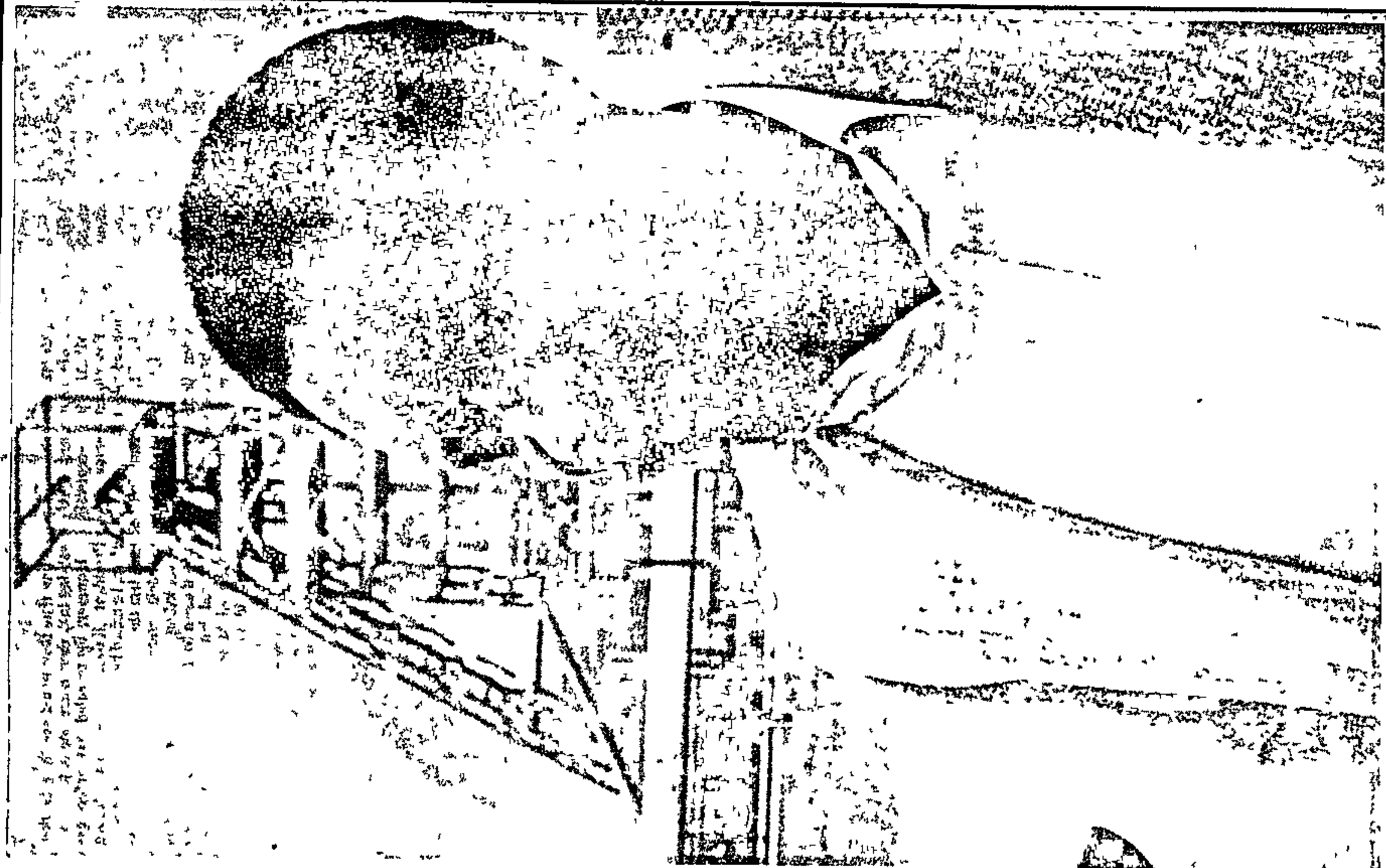
People who watch him while he calmly handles Press conferences, consider him to be cool, calm and collected. Is that so?

He appears to feel flattened. He would prefer to describe himself as a hard worker who enjoys reaching the goals he had set himself.

He derives his greatest pleasure from achieving something from negotiations, enjoying the fact that the circumstances of his trade union members has improved as a result of his efforts.

And is he especially in his element at the negotiation table?

He smiles. "Yes, I enjoy negotiations."



NUM general secretary Cyril Ramaphosa ... he derives his greatest pleasure from improving the conditions of his union members.

Scores injured in mine violence

By SANDILE MEMELA

THE past few days have seen tension explode into violence in the 12-day-old miners' strike involving hundreds of thousands of National Union of Mineworkers members - leaving more than 250 strikers injured

The number of injured strikers dramatically spiralled this week when 15 miners sitting or standing at a bus stop outside the President Steyn Gold Mine in the Free State were allegedly fired at by police "without any provocation", according to NUM secretary-general Cyril Ramaphosa

Allegations and counter-allegations of unprovoked violence have flowed thick and fast from both sides.

In a deteriorating situation, a pipeline supplying water to the East Rand gold and uranium plant near Springs was sabotaged

A spokesman for Anglo American said that "a pipeline supplying water to the Ergo plant was sabotaged resulting in a loss of 2 000 megalitres."

However, NUM has denied that any of its members were responsible for the incident

The strike - involving between the Chamber of Mines' figure of 220 000 and the NUM's estimate of 340 000 workers - at mines in the Free State and the Transvaal enters its second week tomorrow

The NUM and Anglo American met for two days this week in an attempt to find ways of curbing violence on the mines

However, the union has warned that it would find it increasingly difficult to continue negotiations to end violence while violence from management's side continued

This followed the injury of 15 NUM members at President Steyn.

The incident resulted in a breakdown in talks between the union and Anglo American

NUM walked out of the talks, claiming Anglo had called in the police at the President Steyn mine and that workers had been injured.

Anglo's head of industrial relations, Bobby Godsell, said mine security personnel were not involved in the incident and appealed to NUM to return to the negotiating table

The talks have since been suspended and NUM said it believed that Anglo's proposals were not sufficient to restore peace in the trouble-torn mines

NUM had proposed the following,

- Anglo should not call the SAP to the mines
- Mine security forces be demobilised and removed from hostels
- Mine security should not patrol the mines
- If agreement was reached, a monitoring group be set up
- Charges against workers be withdrawn

Meanwhile, Sapa reports that Anglo American confirmed that scores of mine workers from Vaal Reefs who went home this week were "resigning their jobs"

NUM spokesman Marcel Golding said earlier the miners had decided to give up their jobs and return home rather than "break" the miners' strike

AAC, the country's biggest gold producer, gave an estimated 2 500 strikers at Vaal Reefs until Wednesday to return to work at the No 6 shaft or the shaft would be closed down

Anglo extended the deadline to Wednesday to give NUM officials time to explain the proposed closure to Union members, said Golding

"But workers have decided to go home," Golding told reporters

He said the strikers saw AAC's moves as "subterfuge" Miners would leave over the next few days, he added

AAC spokesman James Duncan said the corporation "understood" that NUM had told its members at No 6 shaft to go home

"Employees who heed the union's call will be resigning their jobs by their action and the union will be responsible for the loss of these jobs"

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Union members hold a spontaneous demonstration of solidarity after a meeting.

It's a war of words

CP Reporters

A WAR of words has broken out this week between the Chemical Workers' Industrial Union and Sasol after the union made allegations that scores of its members were attacked on Tuesday night by "vigilantes wearing witdoeke".

"This is utter nonsense," retorted Sasol in reaction to *City Press* inquiries about the deteriorating and tense atmosphere at the company's giant Secunda plants in the Eastern Transvaal.

Matters came to a head on Wednesday, when the CWIU charged that its members, returning from a meeting at the nearby Mbalenhle township on Tuesday night, had to flee

Tough new terms

CP Correspondent

FOUR hundred workers - members of the Municipality Workers' Union of South Africa - who have been on strike for over three weeks at the Kwa-Dabeka Construction site and subsequently sacked by the Natal Provincial Administration, were re-employed this week.

They were re-employed under the following conditions:

- That trade unions would not be recognised.
- Strikes would be illegal and all persons participating would be liable for dismissal.
- Workers should voice their grievances through management formulated workers' councils.
- Salaries would be lower in most cases, because workers had to be re-employed.

Mwusa officials were not available for comment at the time of going to Press.

in terror from the vigilantes who allegedly assaulted them

A union statement said "Despite the fact that

management is aware of the identity of these people (the alleged vigilantes), it appears that no action has been taken against them

"CWIU members are disturbed by the apparent reluctance of Sasol management to take action against persons who have engaged in violent actions"

Sasol pointed out that after it had found out that the CWIU planned a meeting on Tuesday night, it sent a telex to the union expressing its concern for the safety of employees

To prove its seriousness on the question of employees' safety, added Sasol, it provided alternative accommodation for CWIU members "who were afraid to return to their sleeping quarters after the meeting"

"We repeat our earlier statement on the accusation that Sasol employed vigilante groups to intimidate union members as utter nonsense"

Sasol challenged the union to report incidents of violence against its members to the police immediately "with all supporting evidence"

An Eastern Transvaal police liaison officer, Major Adolf Mathee, yesterday told *City Press* that no incidents of violence in Secunda have been reported to the police

Wits UDF celebration

By SANDILE MEMELA

A CAPACITY audience yesterday filled the University of Witwatersrand's Great Hall during a lunch-hour meeting to celebrate four years of resistance by the United Democratic Front.

More than 1 000 students, trade unionists, academics and activists crammed the hall to listen to speakers who payed tribute to the largest anti-apartheid organisation to emerge in the past decade.

Messages of support were read from various UDF affiliates from all parts of the country - including its largest affili-

ate, The South African Youth Congress and the recently-launched Congress of South African Writers.

The climax of the meeting was marked by the redefinition of the cultural boycott by members of Cosaw

"The cultural boycott is aimed at the calculated isolation of the apartheid regime and not the people of South Africa and their groups," said Sefako Nyaka.

Scores of student activists chanted and sang pro-ANC songs which reverberated throughout the campus building.

There were no incidents.

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↓ June 23/87

Postal talks off

NEGOTIATIONS to end the strike of at least 15 000 postal workers broke down this week, with the Post Office employing new workers in place of those dismissed.

At a meeting on Thursday between Post Office management and the Post Office Staff Association (POTWA), the union renewed its demands for strikers to be paid and asked for the re-employment of 60 workers dismissed in the Eastern Cape since January 1985.

About 1 600 strikers have been dismissed and, in a statement, the Post Office said a similar number had now been employed.

Bakery strike: talks to resume

The Commercial, Catering and Allied Workers' Union of South Africa (Ccawusa) and management of Emporium Bakery in Nelspruit resume wage talks today in a bid to end a strike by 250 employees.

Workers went on strike on Friday morning.

Ccawusa has already reached an agreement with Emporium Bakery management on May Day as a paid holiday. Management and the union are also negotiating a recognition agreement.

14 MNR rebels

STRE

140A



24/8/87

PO employs replacements for strikers

The Post Office has employed more than 1 600 workers so far to replace striking postal workers.

A Post Office Department spokesman said 900 had been employed in the Eastern Cape and the rest on the Witwatersrand.

The Post Office announced last week it would begin dismissing 15 000 striking workers after they failed to heed a return-to-work ultimatum on August 17.

A meeting between the Post Office and the Post and Telecommunication Workers' Association (Potwa) reached deadlock last week after the department rejected Potwa's demands that workers be paid while on strike and that about 60 dismissed Eastern Cape workers be reinstated.

The main demands of the workers, who went on strike on August 3, are for wage parity and an end to alleged discriminatory practices.

Township post offices have been particularly hard hit, with many being closed.

The post office has employed temporary employees, including schoolboys, to help with the delivery backlog in white areas.

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24/8/87

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Miners' strike passes two-week psychological barrier

8/10/87 24/87 1401

THE MINERS' strike, now entering its third week, has reached a critical stage, with the industry expecting a clear picture to emerge today of what lies ahead as workers face return-to-work ultimatums.

Commodity brokers, accustomed to SA's usually short-lived strikes, regard the two-week mark as a psychological turning point for the markets and believe continuation of the stoppage will begin to push up the gold price.

The Chamber of Mines puts the latest

numbers of those involved in the strike — the longest and biggest in the industry — at between 220 000 and 230 000 at 29 mines. The National Union of Mineworkers (NUM) claims there are 345 000 miners striking at 45 mines.

And more than 16 000 workers at four Anglo American mines face dismissal if they fail to return to work today.

Anglo spokesman James Duncan said last week 6 000 Anglo miners opted to resign rather than return to work.

The response to an ultimatum for

KAY TURVEY

13 000 miners to return to work on Friday at JCI's Randfontein Estates was expected to be fully assessed today.

The NUM said 10 000 strikers faced possible dismissal at Randfontein Estates, but JCI said it had given an ultimatum to only 3 000 strikers. JCI spokesman Jeremy Nel said more than 1 000 workers returned to work on Saturday morning and 100 were dismissed for not heeding the call.

secticide-laced lunches. Those positioned were among a small number of miners who continued working in spite of the strike by almost the total workforce at the company's Transvaal Navigation Collieries.

In the meantime, the chamber has dismissed as inflated the Labour Monitoring Group (LMG) figures that the two-week strike had lost mining groups a

● To Page 2

Miners' strike enters third week

total of R190m in pre-tax working profits

Chamber industrial relations adviser Johann Liebenberg challenged the assumptions on which the figures were based. He said there were at least 11 errors in the last figures put out by the LMG, which put losses at R93m after eight days of the strike.

The LMG figures assumed underground operations had come to an end at all Anglo American mines, at JCI's Randfontein Estates and five Gencor mines (Grootvlei, Kinross, Marievale, Stilfontein and Winkelhaak).

Liebenberg said this assumption was erroneous as some Anglo mines and

some shafts at affected mines had operated normally throughout the strike. Many mills were also still milling from stockpiles.

Anglo American, Gencor and JCI have refused to comment on or counter the LMG figures.

The SA Congress of Trade Unions (Sactu) in Lusaka has made a stand in solidarity with the striking miners. It has called on British dockers and railway workers not to handle any SA goods, particularly minerals.

● From Page 1

● To Page 2

140A 24/8/87

★ Cape Times, Monday, Aug

Strikers hurt in clash with mine security

SECUNDA — An undisclosed number of striking miners at Kinross gold mine here were hurt last night in a clash with mine security

The assistant general secretary of the National Union of Mineworkers (NUM), Mr Marcel Golding, claimed the workers were attacked by mine security, who shot rubber bullets and teargas into hostel rooms to try to force them back to work.

But a Gencor spokesman said the company did not force people to work.

"Mine security personnel were compelled to use teargas to stave off attacks by strikers on employees who indicated that they wished to return to work," the spokesman said

"Management strongly rejects allegations that tearsmoke was used for any other purpose"

The miners' strike now entering its third week has reached a critical stage, with the industry expecting a clear picture to emerge today of what lies ahead as workers face return-to-work ultimatums

Commodity brokers regard the two-week mark as a psychological turning point for the markets and believe continuation of the stoppage will begin to push up the gold price

16 000 face dismissal

The Chamber of Mines puts the latest numbers of those involved in the strike — the longest and biggest in the industry — at between 220 000 and 230 000 at 29 mines. The NUM claims there are 345 000 miners striking at 45 mines

More than 16 000 workers at four Anglo American mines face dismissal if they fail to return to work today.

Last week 6 000 Anglo miners opted to resign rather than return to work, Anglo spokesman Mr James Duncan said

The response to an ultimatum for 13 000 miners to return to work on Friday at JCI's Randfontein Estates is expected to be fully assessed today.

The NUM reports that 10 000 strikers face possible dismissal at Randfontein Estates, but JCI says it has given an ultimatum to only 3 000 strikers. JCI spokesman Mr Jeremy Nel said more than 1 000 workers returned to work on Saturday and 100 were dismissed

Gencor associate Trans Natal Coal Corporation at the weekend announced that a non-striking miner had died. He was one of five black coal miners hospitalized 11 days ago after eating insecticide-laced lunches

Those poisoned were among a small number of miners who continued working in spite of the strike by almost the total work-force at the company's Transvaal Navigation Collieries

DD 24/8/87

Strikers injured in mine clash

SECUNDA — An undisclosed number of striking mineworkers were injured in a clash with mine security at Kinross gold mine in Secunda last night.

The National Union of Mineworkers' (NUM) assistant general-sec-

retary, Mr Marcel Golding, said the workers had been attacked by mine security, who shot rubber bullets and tear-gas into hostel rooms in an attempt to force them to return to work.

"Mine security burst into the hostel at

5.30 pm firing rubber bullets and teargas and assaulted workers with batons and rifle butts," said a spokesman for the NUM's Secunda office.

"Six injured workers arrived at our NUM office for help and treatment."

He said other injured workers had been transported to the Winkelhaak mine hospital by ambulances "which returned to the hostel repeatedly".

A Gencor spokesman denied the NUM's version of events, saying the company did not force people to work.

"Mine security personnel were compelled to use teargas at Kinross this afternoon to stave off attacks by strikers on employees who indicated that they wished to return to work," the spokesman said. —Sapa

See also page 17

Chamber meets after calls for new strike talks

By Mike Siluma

The Chamber of Mines was meeting today to consider calls for renewed talks to end the 15-day-old miners' strike.

This development follows statements yesterday by both the National Union of Mineworkers and Anglo American that they were willing to resume talks if no preconditions were set.

Now the key issue is whether the Chamber — the mine-owners negotiating body — will adopt Anglo's stance.

The Chamber had earlier said it was not prepared to re-open negotiations on wages.

Miners went on strike after deadlocked talks with the Chamber on wages and benefits.

The NUM last night sent a telex to the Chamber, expressing willingness to re-open negotiations without preconditions.

Chamber spokesmen said the matter was being discussed at the Chamber's executive committee today.

NUM assistant general secretary Mr Marcel Golding said:

"The fact an industry spokesman has expressed a preparedness to talk without preconditions has set the climate for negotiations to be set in motion."

The union said any settlement would have to include a satisfactory wage agreement.

MANAGEMENT

The NUM statement followed a call Anglo's industrial relations chief, Mr Bobby Godsell, for the NUM to return to the negotiating table.

Mr Godsell also called on the union to resume talks on strike-related violence "before more people die".

Asked if management would also be prepared to negotiate on wages, Mr Godsell said Anglo would not set preconditions.

He added that the industry still believed its cash wage award was fair.

Anglo's call came as the strike death toll rose to six in three days, with the death a worker at the President Steyn mine and two at JCI's Western Areas gold mine.

According to management, the man died after being attacked by strikers while trying to report for duty.

The NUM said mine security fired on strikers who defied an order to end the strike.

● Anglo American, reporting a return by large numbers of workers, said the deadline at the Vaal Reefs No 9 was extended to today, and that at Western Holding 2 and 3 to tomorrow.

Strikers at Amcoal's Springfield and New Denmark collieries have until tomorrow morning to return to work.

The NUM rejected reports that workers are going back voluntarily.

... warned ... terday said Britain will join the ...

Shop steward in court for assault

Court Reporter

A BREWERIES employee charged with assaulting colleagues and forcing them to stay away from work, yesterday told Wynberg Regional Court he was not at work at the time the alleged assaults took place.

Mr Wennington Nwezo, 43, of Khayelitsha, is charged with intimidating Mr Michael Tete, Ms Noheza Nembile and Mr Welcome Jubisa at Ohlsson's Breweries on June 30.

The state alleges that he assaulted and injured them by hitting them with an axe or sharp instruments, punching and kicking them. He is alternatively charged with assault with aggravating circumstances and threatening to kill, assault and injure them.

At a previous hearing, the three complainants told the court they were assaulted about 6am.

Yesterday, Mr Nwezo said he arrived at work about 6 30am and saw policemen on the premises. He was told by fellow workers that there was a "problem with casuals and they had

been chased away". Mr Nwezo, who was elected to be a shop steward, said his duty in this regard was to take workers' complaints to the management. He went in search of the vice-chairman of the shop stewards and while walking around the premises he came across the three complainants.

"Mr Tete, who is a casual, asked why we were quarrelling with them. I said the workers were not quarrelling with them, we were trying to solve a problem with the managers."

"Mr Jubisa pointed his finger in my face and said I had attacked him."

He said a policeman had arrived, told them to go to the main gate and arrested the three when Mr Tete had refused. He himself had been arrested soon afterwards as he was walking away.

"The policeman said I was one of those who wanted more money from the brewery," he said.

Mr Nwezo denied assaulting or threatening the men.

The hearing continues today. Mr A S McCarthy was the magistrate. Mr P Mosert prosecuted. Mr A Chiat appeared for Mr Nwezo.

Deformities caused by virus?

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Anglo offer: NUM calls on chamber

Capo Times 25/8/87 1404

Own Correspondent

JOHANNESBURG. — The National Union of Mineworkers leadership last night called on the Chamber of Mines to reopen wage talks after Anglo American offered to start unconditional negotiations with the union to end the 15-day-old gold and coal miners strikes.

NUM spokesman Mr Marcel Golding made it clear, however, that Anglo could not negotiate the wages issue alone but only through the Chamber of Mines as the recognized collective bargaining agent.

The NUM has sent the chamber a telex expressing its willingness to reopen talks in the light of Anglo's offer but chamber spokesman Mr J Liebenberg said the executive committee would only make a decision on the union's proposal at a meeting early today.

The move follows Anglo strongly urging the NUM to return to the negotiating table to settle the dispute after an Anglo miner was killed in a hostel fight yesterday morning.

Anglo's chief spokesman Mr Bobby Godsell said yesterday there were "decisive indications" of a return to work for the first time since the strike started.

Meanwhile dismissal deadline for 10 000 striking Anglo miners has been

extended from today till tomorrow. This applies to 7 000 strikers at the No 2 and No 3 shafts at Western Holdings gold mine and 3 000 coal workers at the New Denmark and Springfield collieries. A similar ultimatum to 6 000 striking gold miners at the Vaal Reefs No 9 shaft was put forward by 24 hours to today.

This brought to 40 000 the number of striking miners who faced dismissal ultimatums or disciplinary hearings. About 7 000 strikers have already been dismissed for defying return-to-work deadlines.

Meanwhile, the death toll in the strike rose to six after a worker at Anglo's President Steyn gold mine was killed early yesterday in a hostel fight between strikers and workers wanting to go underground.

As in past clashes, management and the union gave dramatically different versions of what happened.

Anglo still refuses to be drawn on production losses suffered by the strike. But, said Mr Godsell, "it's been very expensive for us all".

● Sapa reports that the Employment Bureau of Africa, the chamber's labour-recruiting arm, sent more than 1 000 Basotho men to strike-hit mines last Friday. Thousands more were queuing for jobs at Teba offices in Maseru yesterday.

Mercedes strike continues

EAST LONDON — The Mercedes Benz of South Africa plant here remained closed yesterday as a workers' strike entered its 21st day.

A company spokesman said yesterday that the position was unchanged.

The company was awaiting feedback from shop stewards of the National Union of Metalworkers of South Africa (Numsa), who met in Durban over the weekend to discuss the issue.

● There have also been no negotiations between post office officials and the Post and Telecommunications Association since talks reached a deadlock situation in Pretoria last week.

A post office spokesman said over 1 600 workers had been hired in the Eastern Cape and the Witwatersrand to replace 1 600-odd employees fired for refusing to return to work. — DDR.

Editorial opinion P8

DD 25/8/81

NUM wants more talks

DD 25/8/87 (140A)

Dispatch Correspondent
JOHANNESBURG —

The National Union of Mineworkers (NUM) leadership last night called on the Chamber of Mines to reopen wage talks after Anglo American offered to start unconditional talks with the union to end the 15-day-old gold and coal miners' strikes

However, the NUM's spokesman, Mr Marcel Golding, said Anglo could not negotiate the wages issue alone but only through the Chamber of Mines as the recognised collective bargaining agent

The NUM has sent the chamber a telex expressing its willingness to reopen talks in the light of Anglo's offer but the chamber's spokes-

man, Mr Johann Liebenberg, said a decision would only be made today

The chamber has said its wage offer is non-negotiable

The move comes after Anglo urged the NUM to return to the negotiating table to settle the dispute after an Anglo miner was killed in a hostel at President Steyn mine yesterday

The fatality occurred during a fight between strikers and workers wanting to go underground and brought the death toll during the strike to six

A spokesman for Anglo, Mr Bobby Godsell, said talks could include "ways of improving the package", but no move would be made away from the chamber's final offer

The dismissal deadline for the 10 000 striking Anglo miners has been extended from today until tomorrow

This applies to 7 000 strikers at the No 2 and No 3 shafts at Western Holdings gold mine and 3 000 coal workers at the New Denmark and Springfield collieries

A similar ultimatum to 6 000 striking miners at the Vaal Reefs No 9 shaft was brought forward to today

This brought to 40 000 the number of striking miners who faced dismissal ultimatums or disciplinary hearings. About 7 000 strikers have been dismissed

Mr Godsell said a "significant majority" of the 3 000 miners at the marginal Saaiplaas No 4 shaft had voted to return to work.

The Labour Monitoring Group estimates that between August 19 and 20 there were 322 730 miners on strike

This figure comes closest to the NUM's estimate of 342 000 and trails behind the chamber's 210 000

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25/8/87 (40A)

Hope for new Anglo/NUM talks to end strike

TALKS aimed at ending the 15-day-old strike at Anglo American's gold and coal mines could resume today, sources close to the negotiators said last night.

Anglo strongly urged the National Union of Mineworkers (NUM) leadership to return to the negotiating table to settle the dispute after an Anglo miner was killed in a hostel fight yesterday morning.

Anglo's chief spokesman Bobby Godsell said there were "decisive indica-

HAMISH McINDOE

tions" of a return to work for the first time since the strike started.

Godsell made clear no conditions would be set to activating talks. He would not, however, give a firm undertaking on whether Anglo would agree to table the NUM's wage demands at further meetings.

He said talks could include "ways of

improving the package", but he also echoed an earlier statement by Anglo director Peter Gush that no move would be made away from the Chamber of Mines' final wage offer.

A statement from the NUM said the union had stated its position was negotiable but that no preconditions be set to the negotiations. Yesterday's "revised position by industry spokesmen has created a climate to set negotiations in motion". At the time of going to press, the

NUM could not be reached for clarification.

Meanwhile, dismissal deadlines for 10 000 striking Anglo miners have been extended from today until tomorrow. This applies to 7 000 strikers at the No 2 and No 3 shafts at Western Holdings gold mine and 3 000 coal workers at the New Denmark and Springfield collieries. A similar ultimatum to 6 000 striking

● To Page 2

Hope for new mine-strike talks

gold miners at the Vaal Reefs No 9 shaft was put forward by 24 hours to today.

This brought to 40 000 the number of striking miners who faced dismissal ultimatums or disciplinary hearings. About 7 000 strikers have already been dismissed for defying return-to-work deadlines.

Godsell said there were "decisive indications" of a return to work for the first time since the strike started. He noted a "significant majority" of the 3 000 gold miners at the marginal Saaplaas's No 4 shaft, facing a Monday dismissal deadline, had voted to return to work.

Anglo's optimism was echoed by the chamber's industrial relations adviser Johann Liebenberg, who estimated about 20 000 strikers had returned to work since an August 12 strike peak of 230 000. Meanwhile, the death toll in the strike rose to six after a worker at Anglo's

President Steyn gold mine was killed early yesterday in a hostel fight between strikers and workers wanting to go underground.

Anglo said strikers at the shaft attacked workers responding to the 4am call-out to work. A worker died of head wounds and four others were injured in the fracas, which mine security broke up using rubber bullets.

The NUM said mine security tried to force workers underground for the morning shift and fired rubber bullets to keep dissenters at bay. SAPA reports that the Employment Bureau of Africa, the chamber's labour recruiting arm sent more than 1 000 Basotho men to strike-hit mines last Friday. Thousands more were queuing for jobs at Teba offices in Maseru yesterday.

● From Page 1

Miners to make decision on strike

Striking miners are to decide today whether to end the costliest and longest mine strike in South African history

Between 210 000 and 340 000 members of the National Union of Mineworkers (NUM) at scores of coal and gold mines in the Transvaal and the Free State are being asked by their union if they accept a revised offer from mining houses

At the same time, Anglo American said it had extended return-to-work deadlines to strikers at all affected group mines

Speaking after last night's negotiations with the Chamber of Mines, NUM general secretary Mr Cyril Ramaphosa said "If our members reject the offer, the strike continues. If they accept it, the strike will be over"

An Anglo spokesman said all deadlines for strikers to return had been extended pending the NUM's decision after its meeting with members

The spokesman said, however, that workers at two unspecified shafts had come out again after returning to work yesterday in

terms of an agreement between Anglo and the NUM

During talks at its headquarters yesterday, the Chamber of Mines offered an increase in the death benefit scheme from two years to four years' remuneration. The NUM originally demanded that it be increased to five years' remuneration

In addition, the Chamber offered to increase holiday leave allowance by 10 percent. These allowances were not part of the original dispute

Mr Johann Liebenberg, industrial relations adviser to the Chamber, said the union had agreed to tell the Chamber by 9 pm today of its members' acceptance or rejection of the offers

At a Press conference last night, Mr Ramaphosa said "The Chamber refused to make any offer on wages, on June 16, and on danger pay"

He said the union would only advise members how to respond to the offers if this was requested

FIRST TIME

It was the first time the parties had met since the strike began over two weeks ago

Mr Ramaphosa said the talks would continue but no date had yet been set for the next round

At least 500 chanting and singing miners bearing placards gathered outside the Chamber's building and held a peaceful demonstration in pouring rain while talks were in progress

Riot police armed with quirts and teargas, mine security personnel and Johannesburg municipal personnel were standing by as the miners filled the open square in front of the Chamber

Throughout the demonstration, police maintained a low profile, while NUM lawyers arranged for the miners to be bussed out after they were given 25 minutes to disperse shortly after 5 pm

1404
7/8/82
SAC

Numsa seeks NUM support

The National Union of Metalworkers (Numsa) is to call for support from the country's biggest union, the National Union of Mineworkers (NUM) after 115 of its members were arrested at Samancor's Meyerton compound on Monday.

The arrested workers formed part of a 1 000-strong workforce dismissed by Samancor after a stoppage over the dismissal of more than 20 colleagues in July.

According to Numsa, the 115 workers stayed in the compound despite the eviction order after negotiations between lawyers for the company and the union.

A spokesman for Samancor, Mr V Carr, said police had been called after workers failed to respond to the court order and repeated requests to leave the compound



NUMSA
26/8/87

MEGAS 26/8/87

140A

Miners to decide today whether to halt strike

The Argus Correspondent

JOHANNESBURG — Striking miners will today decide whether to end the costliest and longest mine strike in South African history

Between 210 000 and 340 000 members of the National Union of Mineworkers (NUM) at scores of coal and gold mines in the Transvaal and Free State are being asked by the union whether they accept a revised offer from mining houses

At the same time Anglo American said it had extended return-to-work deadlines to strikers at group mines affected pending the NUM members' decision

Speaking after last night's negotiations with the Chamber of Mines, NUM general secretary Mr Cyril Ramaphosa said "If our members reject the offer the strike continues. If they accept it, the strike will be over"

Out again

An Anglo spokesman said workers at two unspecified shafts had come out again after returning to work yesterday in terms of an agreement between Anglo and the NUM

The Chamber of Mines yesterday offered an increase in the death benefit scheme from two years remuneration to families to four years. The NUM originally demanded that it be increased to five years' remuneration

The chamber also offered to increase the holiday leave allowance by 10 percent. Holiday leave allowances were not in dispute

Mr Johann Liebenberg, industrial relations adviser to the chamber, said "The union was advised that if the offers were rejected they would be withdrawn"

Mr Ramaphosa said last night "The chamber refused to make any offer on wages, on June 16 and on danger pay"

Violence

He said violence was not discussed

He said he could sense the strike was beginning to bite into the pockets of the chamber's members

This was the first time the union has talked to the Chamber of Mines since the strike began more than two weeks ago

Mr Leibenberg said a cordial and professional attitude pre-

vailed during the talks, which began at 2pm and lasted nearly four hours

After the meeting, union leaders Mr Ramaphosa and Mr James Motlatsi were hoisted above a crowd of hundreds of miners as they left the Chamber of Mines building in central Johannesburg

Foreign and South African news teams gathered in Main Street as they were carried to their car

Riot police with quirts and teargas, mine security personnel and Johannesburg municipal police stood by earlier as the miners filled the open square in front of the building

Briefs

(140A) *Samancor 26/8/87*
THE National Union of Metalworkers of South Africa says 115 of its members employed by Samancor in Meyerton were scheduled to appear in court yesterday following their arrest for trespassing on Monday.

The arrests follow a dispute between Numsa and Samancor arising from the legal strike by the union members on July 14. The strike was aborted by special Government decree.

Management held that the strike by Samancor workers which resulted in 1100 workers being dismissed was illegal.

- The National Education, Health and Allied Workers' Union (Nehawu) says its dispute with Natalspruit Hospital entered its sixth day yesterday.

Nehawu official, Mr Monde Motshwa, said the union's lawyers met management to discuss the reinstatement of the 600 workers dismissed last week after a work-stoppage.

The dispute began after a member, Ms Maria Ntombela was dismissed for "disrupting hospital services".

- Two major trade unions organising at Coca-Cola (Amalgamated Beverage Industries) are divided over the company's offer to sell shares to workers and its customers.

The Cosatu-affiliated Food and Allied Workers' Union (Fawu), said the selling of shares was aimed to advance the selfish interests of profit-making, to kill the unity of workers and to subvert the international struggle against apartheid.

The Nactu-linked Food and Beverages Workers' Union said it was not for or against the idea of selling shares to workers.

A spokesman said the workers should decide themselves whether they wanted to be involved in the scheme or not.

- The Food and Beverages Workers' Union holds its annual general meeting on Saturday from 9am at the Mamelodi Centre.

A spokesman said shop stewards and "active" members would attend.

- The four-week long Medical University of South Africa food and lecture boycott was still continuing yesterday.

NUM interdict bid dismissed by court

BLOEMFONTEIN — The Free State Supreme Court dismissed with costs yesterday an application by the National Union of Mineworkers seeking an interdict against Free State Saaiplaas Gold Mine

In its application seeking an interdict against management officials at Free State Saaiplaas, the union alleged that its members had been assaulted and intimidated by the mine's officials — Sapa

140A SMC 26/8/87

CAPE TOWN 26/8/77
23/1404

Strikers vote today on settlement offer

Own Correspondent

JOHANNESBURG — Gold and coal miners vote today on whether to end the 17-day-old strike by accepting an offer of improved fringe benefits from the Chamber of Mines

The offer was made at yesterday's meeting with the National Union of Mineworkers

NUM's general secretary, Mr Cyril Ramaphosa, last night said the union leadership would not interfere with the vote to be taken by a show of hands at all strike-hit mines

Billed as a major breakthrough to settling the strike, the three-hour talks ended inconclusively. The issue of wages — seen as the biggest stumbling block to ending the strike — was not discussed

It was the first time both sides have negotiated since wage talks broke down at the end of July, with the chamber standing firm on its refusal to improve its wage offer of a 17% to 23% increase

Mr Ramaphosa said the NUM's demand for a 30% across-the-board wage rise had been "modified" to induce the chamber into a similar compromise. He would not disclose by how much the union had backed down on its wage demand

The chamber offered to increase the compensation of its death benefit scheme and raise holiday leave allowances

The chamber's industrial relations adviser, Mr Johann Liebenberg, predicted on SABC-TV news last night that the strike would be over by tomorrow. He added, however, that he was "not a betting man"

Anglo yesterday issued dismissal deadlines to 12 000 strikers at three gold mines and two Amcoal collieries. This brings to 22 000 the number of Anglo strikers that must decide whether to return to work or lose their jobs by today and tomorrow

Mr Ramaphosa said the executive of the Congress of SA Trade Unions would hold a meeting today that could result in "sympathy strikes" being staged in support of the NUM by congress affiliates

115 unionists arrested

ABOUT 115 National Union of Metalworkers of SA (Numsa) members were arrested on Monday at the compound of Samancor's Metalloys plant at Meyerton and would be charged with trespass and contempt of court, Numsa said yesterday.

The union said Samancor had refused to withdraw the charges.

The arrests follow a dispute between Numsa and Samancor arising from a strike by Numsa members between July 14-16.

Two weeks later there was a stoppage at Meyerton in protest against the dismissal of more than 20 workers and the suspension of their shop stewards. The

shop stewards were later dismissed for having incited workers to take part in a stay-away on June 16.

More than 1 100 workers at Meyerton were dismissed on July 30 for taking part in a stoppage on July 29.

On August 11, the company obtained a Supreme Court order evicting the workers from the Samancor compound.

However, Numsa said, talks continued in an attempt to settle the dispute and the eviction was not carried out.

Samancor's legal representative said the company would give reasonable notice to the

union before implementing the suspended eviction order.

Re-employment failed when workers refused to sign new conditions of employment and Samancor also reduced the number of jobs by 300.

Last Friday, workers were informed verbally they were required to leave the compound by 4pm that day. After Numsa lawyers intervened, Samancor agreed it would not continue with the deadline. It did not set another deadline for eviction.

□ In Bloemfontein, the Post Office dismissed 166 striking workers yesterday. — Sapa.

NUM will consider new offer

26/8/87 (140A) B/Day

THE National Union of Mineworkers (NUM) had agreed to refer to its members an improved fringe benefit offer made yesterday by the Chamber of Mines at talks aimed at ending the 16-day-old gold and coal miners' strike, the chamber said last night

Meanwhile, industrial relations adviser to the chamber Johann Liebenberg predicted on SABC-TV news last night that the strike would be over by tomorrow. But he added he was "not a betting man"

The chamber refused to improve on its original offer of wage increases of 17%-23,4%, but made offers to upgrade fringe benefits which the NUM said it would refer to its members for their serious consideration

Liebenberg said the union agreed to advise the chamber by 9pm tonight of its members' acceptance or rejection of the offers

"The union was advised that if the offers were rejected, they would be withdrawn," Liebenberg said

He added the chamber had agreed to improve the death benefit scheme and the holiday leave allowance

□ The employers' share of contributions to the death benefit scheme to be increased from 55c per R100 of earnings to R1,40 per R100 of earnings, with the employees' share of contributions rising from 45c per R100 of earnings to R1

"This increased contribution will make it possible for the death benefit to increase from 24 times monthly earnings to 48 times monthly earnings," he said

□ Regarding the holiday leave allowance, the chamber had offered to

● To Page 2 →

NUM to consider benefits offer

26/8/87 (140A) B/Day

increase by 10 percentage points the allowance payable to employees who went on leave, provided no employee received more than 100% of his monthly rate of pay

Liebenberg said a cordial and professional attitude prevailed during the talks, which began at 2pm and lasted nearly four hours

Several busloads of NUM supporters, who travelled in from the mines to lend support to the union, sang and chanted outside the chamber building during the negotiations

← ● From Page 1

There were no incidents and the last of the mineworkers had left by 6 30pm

Earlier yesterday, in Bloemfontein, the Supreme Court dismissed with costs an application by the NUM against Free State Saaiplaas Gold Mine

In its application seeking an interdict against management officials at Free State Saaiplaas, NUM alleged its members had been assaulted and intimidated by management officials — Sapa

Sarhwu warns of strike

BLACK transport workers are considering another strike, the South African Railways and Harbours Workers Union (Sarhwu) warned yesterday.

The union said Sats had failed to implement terms of an agreement reached to settle the three-month railway workers' strike that ended in June.

The union announced at a Press conference in Johannesburg that it had telexed Transport Minister Eli Louw, Law and Order Minister Adriaan Vlok and Sats management,

calling for renewed talks to avert the possibility of another strike.

Transport Ministry spokesman Leon Els said last night there would be no ministerial response to Sarhwu's telex at this stage.

Sarhwu's general secretary Ntai Sello and education secretary Mike Roussos told the conference Sarhwu wanted to put the conflict behind it and normalise working conditions, but Sats was not implementing the terms of the strike settlement agreement. — Sapa.

8/Dec 27/8/8

NUM turns
down offer:
Strike still on

CAIT Tork
7/18/72
120A

Own Correspondent

THE strike by members of the National Union of Mineworkers (NUM) is set to continue following the rejection by strikers yesterday of a revised Chamber of Mines offer.

The NUM informed the Chamber of Mines by telex about 9.40 last night that it "regrettably" could not accept the chamber's offer made on Tuesday because it did not address wages and other key issues.

Union general secretary Mr Cyril Ramaphosa said last night that the decision, taken in votes by shows of hands by strikers on the affected mines, was "virtually unanimous".

The offer comprised improved holiday pay and death benefits. But the chamber refused to make any advance on the 15% to 23.4% wage offer.

The chamber said it was "gravely disappointed at the NUM's evident failure or neglect to lead its members towards acceptance of the chamber's offer and termination of the strike".

It said the NUM decision was "in stark contrast to the spirit yesterday in which reopened negotiations with the union had been conducted".

NUM elects to continue strike

THE strike by the NUM is to continue

The NUM informed the Chamber of Mines about 9 40 last night that it "regrettably" could not accept the Chamber's offer, made on Tuesday, because it did not address wages and other key issues

The union said it was prepared to continue negotiations aimed at resolving the dispute

The offer comprised improved holiday pay and death benefits. An industry spokesman said taking into account higher employer subscriptions on the latter, the offer represented an additional 1.7% on the total wage bill

However, the chamber refused to make any advance on the 15% to 23.4% wage offer, and turned down NUM requests to add the additional amount on to wages instead

Anglo American yesterday extended its Wednesday dismissal deadline to 23 500 striking gold and coal miners

HAMISH McINDOE
and ALAN FINE

pending the outcome of last night's vote on the chamber's improved fringe benefits offer.

Between 210 000 and 330 000 mineworkers on more than 50 strike-hit mines voted by a show of hands whether to return to work.

Anglo spokesman Paul Clothier said workers at two shafts, who had returned to work Tuesday, had rejoined the strike "in contravention of an agreement with the NUM". Clothier would not name the strike-hit shafts

A NUM spokesman said workers at Western Holdings' No 2 and 3 shafts were affected. However, Anglo's dismissal deadline to 7 000 gold miners at those shafts had been extended until after the vote

It is not clear whether workers al-

● To Page 2 →

NUM strike looks likely to continue

ready fired for defying dismissal deadlines will be reinstated if the strikers accept the chamber's offer

Chamber spokesman Peter Bunkell said no provision had been made for a second round of talks with the NUM should the strikers vote to continue the dispute. He said "That's a bridge we will have to cross later"

Six miners have been killed and more

than 300 injured in mine violence since the strike started on August 9

In a separate development, Anglo has given strikers at its Ergo gold processing plant near Springs until tomorrow to return to work or face dismissal. The Ergo strike started on August 12

● From Page 1

Workers leave

MORE than 130 members of the Hotel and Restaurant Workers Union at the Kyalami Ranch Hotel, north of Johannesburg, yesterday left for the homelands because the place has been sold.

The 135 workers have also lost a three-month battle with management over illegal salary deductions for accommodation at the hotel's compound.

According to a Harwu spokesman, the new owners are to be the Leadership, Education and Advancement Foundation who will convert the hotel into a multiracial college.

Kyalami Ranch management dismissed the workers on June 29 after they stopped work demanding that they be refunded a total of R250 000 deducted over a period of 20 years.

By noon yesterday, following a court order obtained by management, the workers had vacated the complex and headed for the homelands where they live.

(ILOA) 20/06/87

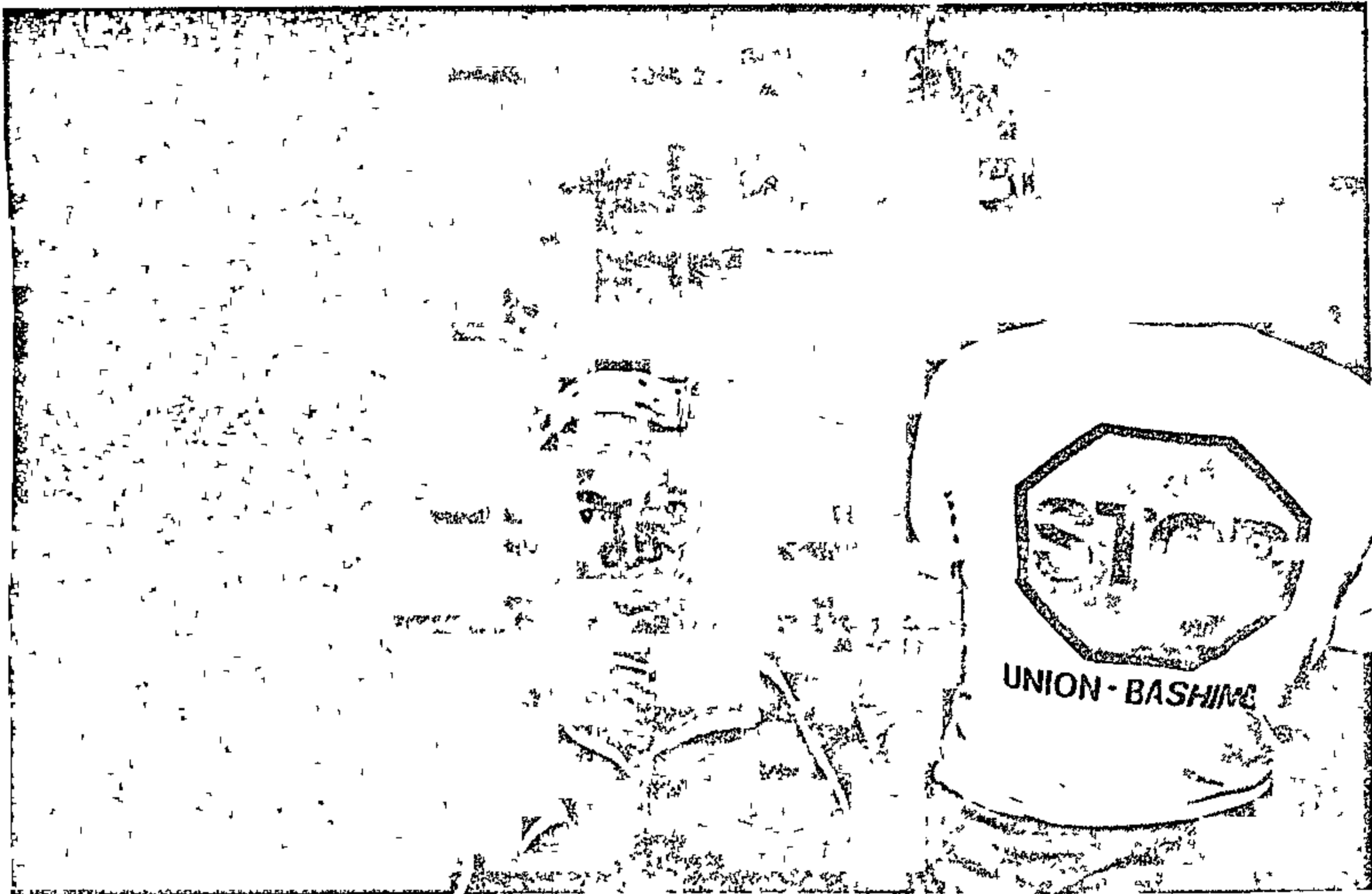
140A

Somebody
27/8/87

THE National Education, Health and Allied Workers' Union (Nehawu) says its senior official has been missing from his Bloemfontein home since August 21 and is believed to be detained under state of emergency regulations

National organiser Mr Monde Thabiso Setsomi was last seen in the company of a white official who worked with him at the Pelonomi Hospital in Bloemfontein.

Hospital officials were not available for comment yesterday.



Defiant mineworkers vote to continue their strike

Miners dig in

213 140A *Sanz*

TENS of thousands of black miners decisively rejected moves by South African mining companies to end their two-week strike for an average wage of around R500 a month

The National Union of Mineworkers (NUM) was due to respond to a revised Chamber of Mines offer - of improved death benefits and holiday pay - on Wednesday night.

However, the chamber did not shift from their original wage increase offer of 23,5 percent

It was clear from mass meetings on most of the 40 strike-hit mines yesterday that the 300 000 striking

miners are in no mood to call off the strike but compromised by lowering their demand to 27 percent.

It became increasingly clear that NUM general secretary, Cyril Ramaphosa, and his twenty-strong negotiating team had neatly turned the chamber's revised offer into an opportunity for their members to hold mass meetings - banned since the start of the strike 18 days ago - and to re-open links between strikers isolated on separate mines

On Wednesday mining company sources had confidently predicted that

NUM's strike meetings were "just a formality" before ending the longest black miners' strike in SA history

Ramaphosa said on Wednesday NUM was prepared to go to arbitration to settle the dispute

Anglo American Corporation, the biggest of the six affected mining companies, are reportedly losing R4,8m a day from the strike

This week it delivered back-to-work ultimatums to strikers at five more of its gold and coal mines - adding thousands to the 45 000 already facing

dismissal

Almost 6 000 has been sacked since the strike started - 2 000 of them to be replaced with recruits from Lesotho

Church groups and trade unions are working to cut off the flow of "scabs" from Lesotho

An announcement from the 750 000-strong Congress of SA Trade Unions (COSATU) was expected later this week on possible solidarity action

Meanwhile, JCI released figures showing a 31 percent leap in profits over the past year and a dividend to shareholders up 25 percent.

(KOA) (KOE) BD 27/8/87

Union ignored agreement Ergo wins industrial dispute with NUM

JOHANNESBURG — The East Rand Gold and Uranium Company Limited (Ergo) has won an industrial court action against the National Union of Mineworkers (NUM), which was found to have committed 13 unfair labour practices in June last year arising from breaches of the recognition agreement between the union and the company.

Ergo had declared a dispute between itself and the NUM after a work stoppage and illegal sit-in, which disrupted wage negotiations last June.

The industrial court found that the NUM had committed the unfair labour practices in that it had.

- Failed to bargain collectively in good faith with Ergo,

- Had breached the recognition agreement between itself and Ergo,

- Failed to take any

or reasonable steps to ensure sound relations between union members and Ergo were maintained,

- Failed to ensure that members maintained industrial peace,

- Failed to ensure that provisions of the recognition agreement were fully explained to members,

- Failed to ensure that agreed procedures regulating employer/employee relationships on Ergo's premises were properly observed by

shop stewards and members,

- Failed to ensure that the necessary steps to allow a cooling-off period to come into operation were taken, or to hold the required dispute-resolving meetings after deadlock was reached between it and Ergo,

- Ignored Ergo's request that members should vacate the premises and failed to ensure that members left and did not gather in an unruly manner, or carried weapons in a way intended to create fear in other employees,

- Failed to counsel union members adequately on their conduct relating to intimidation, assault and interfering with the rights of other employees and contractors,

- Allowed and condoned its members' participation in an illegal work stoppage and sit-in,

- Failed to ensure its members did not commit acts of sabotage and damage Ergo's property, and

- Negotiated with Ergo in bad faith with the clear intention of not settling the dispute

NUM decides unanimously to reject latest Chamber offer

Miners' strike will continue

By Mike Siluma, Labour Reporter

Members of the National Union of Mineworkers (NUM) have rejected a revised Chamber of Mines offer which excludes wage adjustments and have decided to continue with the strike, now in its 18th day.

Reacting to the NUM decision, the Chamber said it was "gravely disappointed at the NUM's evident failure or neglect to lead its members towards acceptance of the Chamber's offer and termination of the strike".

It accused the union of failing to ballot members on the issue and expressed doubt about the union's good faith "during and since this week's negotiations".

NUM general secretary, Mr Cyril Ramaphosa, told a late night Press conference that

members had taken the decision unanimously after the Chamber's offer had been "thoroughly examined and considered".

Mr Ramaphosa said members supported the reduction of the union's demand from 30 to 27 percent but emphasised "The crucial demand is wages".

The Chamber's new offer, made during talks with the NUM on Tuesday, provided for an increase in death benefits and a 10 percent rise in leave allowance. Demands rejected by the Chamber were the recognition of June 16 as a paid day, a further increase in the employer's pay rise offer of between 16 and 23,4 percent and danger pay.

Repeating the NUM call for mediation, Mr Ramaphosa said the Chamber had shown "arrogance" by refusing to consider a union proposal that improvements on holiday leave allowance and death benefits be converted into a wage increase.

Chamber spokesman Mr Peter Bunkell, rejecting the NUM call for mediation, said "all the ingredients were in place for a satisfactory and honourable settlement of the strike which, after two and a half weeks, has never had the support of more than 40 percent of the work force".

Anglo's position

An Anglo spokesman said today that a Press conference would be held to outline management's position. The corporation would also respond later to a NUM allegation that two workers, possibly more, had been shot at the Western Deep Levels gold mine last night when mine security tried to force workers underground "at gunpoint".

Gencor, which also held back disciplinary action against about 24 000 workers at its Evander gold mines, could not say what action it would take.

● In a related development, the East Rand Gold and Uranium Company (Ergo) warned striking workers to return to work tomorrow morning or be dismissed. The Ergo wage dispute, not part of the Chamber talks, is a result of disagreement over workers' demand for increases of between 27 and 30 percent, as against a management offer of a raise of between 16,1 and 19,5 percent.

Cosatu planning solidarity action with mine strikers

E Post 27/8/87
14DA

JOHANNESBURG — The Congress of South African Trade Unions (Cosatu) has discussed with its affiliates "urgent" solidarity action for the National Union of Mineworkers who have been on strike in coal and gold mines for 18 days.

Mr Jay Naidoo, Cosatu's general secretary, told a Press conference in Johannesburg today that the decision was taken at a meeting yesterday involving 350 of the "top leadership" of Cosatu's 13 unions.

The meeting unanimously resolved to "take decisive solidarity action to pressurise the Chamber of Mines to accede to the just demands of the mineworkers" who have been on strike for a pay increase and other benefits.

The meeting decided to contact the heads of the frontline States and trade union centres there as well as the Organisation of African Trade Union Unity, the Organisation of African Unity and the Southern African Development Co-operation Conference to get their support to prevent the latest intensive recruiting campaigns.

It was also decided to approach the United Nations and the International Labour Organisation to report on and publicise the strike.

The meeting resolved to discuss the sale of South African gold and

coal with "international solidarity groups".

Mr Naidoo said shop stewards in many factories were to attempt to get their respective employers to put pressure on the chamber to accede to the strikers' demands.

Last night the Num rejected a revised chamber offer and decided to continue the strike.

Reacting to the NUM decision, the chamber said it was "gravely disappointed at the NUM's evident failure or neglect to lead its members towards acceptance of the chamber's offer and termination of the strike."

It accused the union of failing to ballot members on the issue, and expressed doubt about the union's good faith.

NUM's general secretary, Mr Cyril Ramaphosa, told a late-night Press conference that members had "unanimously" taken the decision after the chamber offer had been "thoroughly examined and seriously considered".

Mr Ramaphosa said members supported the reduction of the union's wage demand from 30 to 27% but emphasised that "the crucial demand is wages".

The chamber's new offer, made during talks with the NUM on Tuesday, provided for an increase in death benefits from two to four years, and a 10% rise in leave allowance — Sapa

11/26/85 28/8/87

CITY

Council may use experts for labour relations

By JOHN YELD
Municipal Reporter

THE City Council Executive Committee will consider using labour consultants in all future negotiations with staff or their trade unions

This follows the adoption of a motion by councillor Mr Kenneth Penkin at the monthly meeting

Mr Penkin yesterday said labour relations were becoming "extremely important"

The Congress of South African Trade Unions (Cosatu) was developing into one of the most important organisations in the country and the council would have to deal with it, he said

Top priority

"How well are we equipped to deal with Cosatu's growing militancy?" he asked.

"Labour relations must be given top priority and be conducted in a thoroughly professional manner"

Executive Committee chairman Mr Dick Friedlander said consultants were called in whenever the council needed "expert advice", but there was "on-going contact between employer and employee"

Mr Norman Osburn said he was "quite frankly appalled" at the amount of time the Executive Committee spent on wage negotiations and contentious staff issues

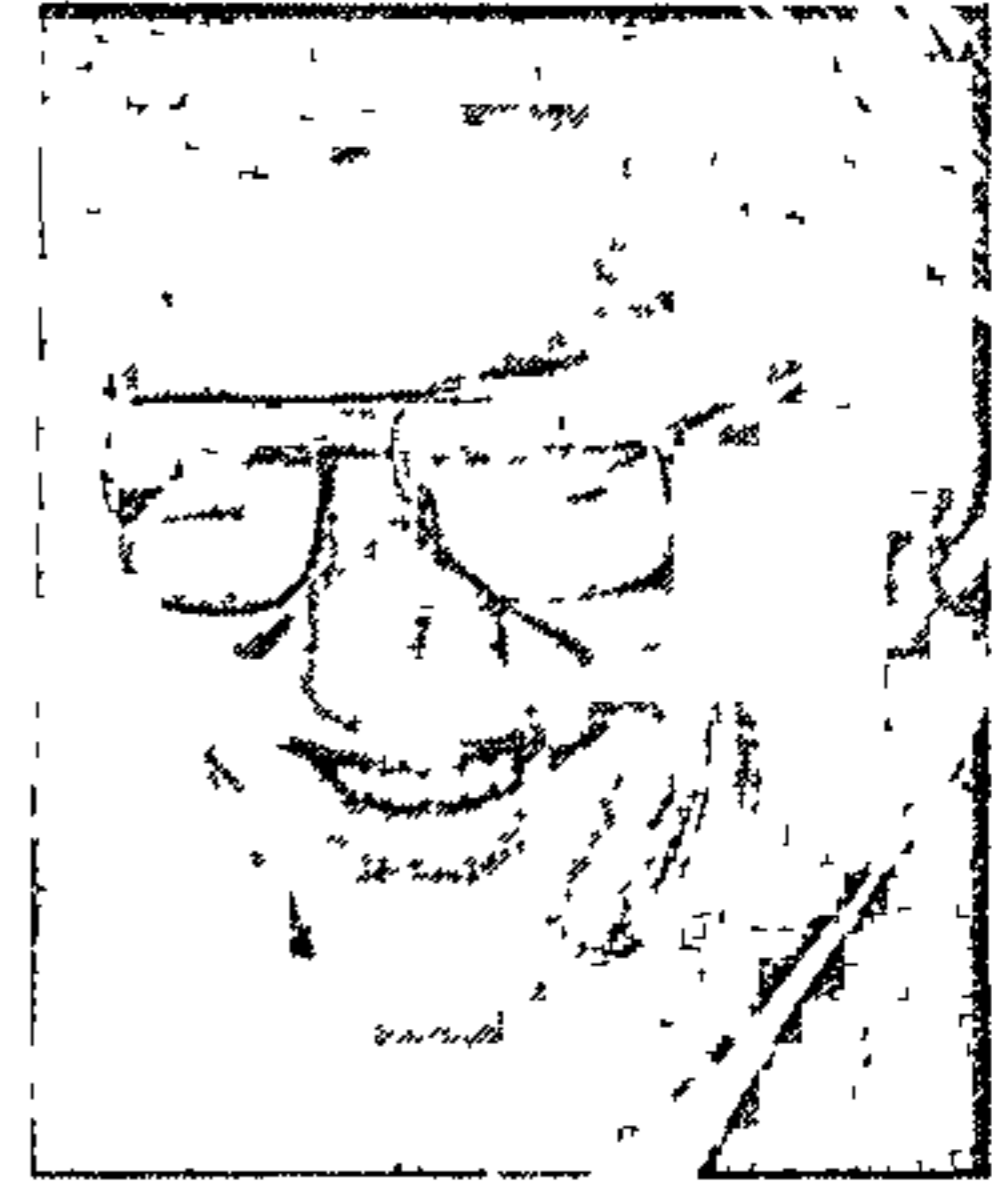
He believed experts could be employed "to actually implement negotiations" and not merely in an advisory capacity

Mr Frank van der Velde said the "top 64 employees" of the municipality were themselves trade union leaders and they should "seriously consider" resigning from these organisations

Mr Jan van Eck said there should be "no illusions of the incredible skills involved in negotiations" and warned that wage demands would become peripheral to demands for political rights

"There has to be a political solution," he said

Mr Penkin's motion was adopted 17-10



Mr Kenneth Penkin

Rowdy scenes, but braai area at Nek stays open

Municipal Reporter

A PROPOSAL to remove braai areas and prohibit fires at Constantia Nek has been referred back to the amenities and health committee for further recommendation

The picnic area had been taken over by an "unruly, hooligan element which persisted in playing loud music accompanied by raucous shouting and singing, lighting fires and carousing until the early hours of the morning," the council was told in a report yesterday

These elements were causing a "major nuisance" to residents and their anti-social behaviour could not be prevented because of a severe staff shortage in

the council's law-enforcement department

But Dr Jack Joffe said it would be a "shame" to close the braai area

Mr Jan van Eck conceded that there were "lots of problems" at braai areas

"We know that, but we shouldn't allow a small number of people to determine how we live. We should look at the whole policy of providing this sort of facility," he argued

Mr Emil Riese, acting-chairman of the amenities and health committee, said braai areas had to be away from residential areas

"Unfortunately we have not got the staff to control it (Constantia Nek)," he added

140A

FAWU REJECTS OFFER

THE Food and Allied Workers' Union has rejected an R11-million offer of company shares to workers by Amalgamated Beverage Industries.

ABI, incorporating Coca-Cola (Pty) Limited, is offering its slice of business to 7 000 independent dealers and rejected the offer because

3 000 employees sold at R1 each, the shares are being offered at blocks of R100

Fawu's Transvaal chairman, Mr George Nene, said the union rejected the offer because

ABI was trying to advance the selfish interests of profit-making

He said the Coca-Cola Shop Stewards Committee (Conasco), representing workers at Durban, Pretoria, Clayville, Devland and Benrose, decided to reject the offer at a meeting it held

The workers decided

not to participate in management's scheme and demanded more wages, better working conditions, housing and education schemes," Mr. Nene said

The offer is a big plot by Coca-Cola to blunt

the militancy of workers and to destroy the union," Mr Nene said

He said Fawu warned dealers not to accept the offer because it was made in the wake of State harassment of trade

unions and progressive organisations

Mr. Nene said Fawu is an affiliate of the Congress of South African Trade Unions, is engaged in the struggle against apartheid together with the federation and had resolved to fight the buying and selling of shares

By THEMBA MOLEFE

Ultimatums are being ignored

30 000 miners dismissed as strike goes on

28/8/87 B/Day 140K

ALAN FINE

THE total number of miners dismissed in the 18-day-old strike neared the 30 000 mark yesterday with Anglo American and JCI paying off about 19 000 National Union of Mineworkers (NUM) members who ignored ultimatums to return to work.

As well, more than 20 000 face dismissal if they fail to return to work today or, in the case of Anglo's Freddie's No 7 shaft, on Saturday.

About 10 500 had been dismissed before yesterday. So far, according to Anglo figures, about 9 300 workers have met the ultimatums.

An Anglo spokesman said the question of re-employing dismissed workers was still being discussed. Some mines were recruiting labour on short-term and others on longer-term contracts.

The NUM met yesterday with management of three of Gencor's Evander region mines to discuss threats of disciplinary warnings made last week. The company said management was still considering the matter.

Of the significantly hit groups, only Gencor has not given warnings of dismissal. Gold and Uranium CEO Bruce Evans declined to say whether any were envisaged.

COSATU yesterday warned the Chamber of Mines it may call a general strike if mass dismissals on strike-hit mines continued.

Cosatu general secretary Jay Naidoo announced several measures to pressure the chamber into accepting the NUM wage demands. He said a "black-ing action" by affiliate unions would be waged against firms supplying mining houses.

Cosatu also intended to marshal support from international organisations to launch a campaign to boycott foreign sales of SA gold and coal.

No action has been taken against 4 000 Rand Mines striking employees at the Douglas colliery complex.

A JCI spokesman said a number of miners at the Randfontein Estates mine had returned to work. However, more than 2 000 had been dismissed up until yesterday, while the deadline at the Cooke No 2 shaft expires today.

An Anglo spokesman said 7 000 workers at the Western Holdings No 2 and 3 shafts, the entire complement, were dismissed yesterday. About 6 000 of the 7 500 at the Western Deep Levels No 3 shaft were dismissed, while the remain-

● To Page 2 →

30 000 miners have been dismissed

der resumed work.

Anglo said about 3 000 strikers at Western Deep Levels No 3 shaft, who staged an underground sit-in apparently in protest against the dismissals, voluntarily returned to the surface late in the afternoon.

The spokesman said 2 350 miners at Vaal Reefs No 2 and 5 shafts were dismissed while about 3 800 returned to work.

And 2 900 at New Denmark and Springfield were also paid off.

Ultimatums for strikers at another Vaal Reefs shaft, Free State Geduld and

28/8/87 140A
● From Page 1 ←
Ergo have been given for today

An Anglo spokesman said the sequence of ultimatums was based on such factors as economy, safety and the prevalence of violence. Another statement issued after the NUM's rejection of the latest Chamber of Mines offer said "We will now concentrate all our efforts on returning our mines to full production."

NUM spokesmen could not be reached for comment. B/Day

NEWS FOCUS

WITH the National Union of Mineworkers' rejection of the latest Chamber of Mines offer on conditions of employment and the start of mass dismissals, the 18-day-old strike has reached both a critical and a curious stage.

The curiosity is that the strike is hardly over rands and cents any longer. Rather it is now a matter of raw power.

When the Chamber made its offer of improved holiday pay and death benefits, the union asked that the 1.7% of wage costs the offer represented be added instead to wages. The employers refused.

While the NUM did not actually say such a move would mean immediate settlement, it seems it would be, at most, a hair's breadth from it.

The union has reduced its demand to 27% and said this figure is still negotiable. The proposed (and rejected) deal would take the increase for most category 1 workers — the lowest paid — to 25.1%. And as things stand, it is difficult to see the NUM turning such an offer down.

The catch is that the Chamber has no intention of offering it — although there is talk that employer negotiators have expressed surprise at how little effort the NUM put into pressuring them on this score at Tuesday's talks.

Both the NUM and the Chamber

NUM running out of cards to play

Gold Fields would naturally have increased the union's muscle.

However, black unionism — in the mining industry more so than any other sector — faces the disadvantage of the presence of a small but skilled group — the white worker — which never joins its struggles and helps keep production rolling, if at lower levels.

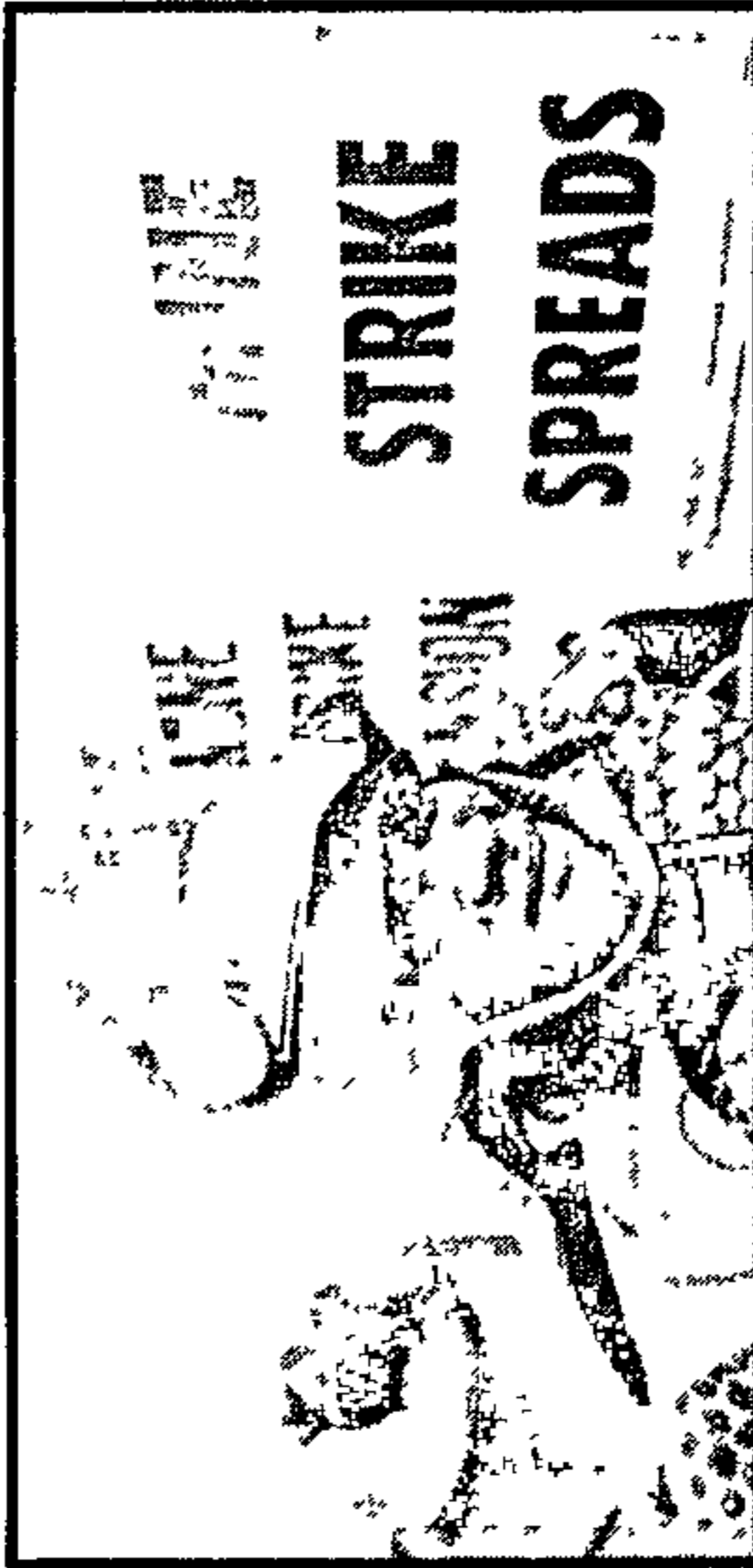
This is the biggest irony of the strike. Job reservation legislation was repealed in Parliament on its first day — the severest political defeat for white miners since 1922.

Yet they have apparently pitched in and kept production at tolerable levels for nearly three weeks for the employers who have lobbied for years for the end of their privileged and protected status. It will be years before black miners have moved into skilled jobs in sufficient numbers to make a difference.

It remains to be seen how much effective support strike-weary members of other Cosatu affiliates will be able to lend to the strike if mass dismissals go ahead.

There is also the possibility of Industrial Court action, the outcome of which is uncertain.

But apart from holding firm (and there is talk the union is not unanimous on the advisability of this) and hoping employers come round to seeing it the union's way, the NUM has few other cards to play.



□ **HOLDING OUT ... a miner on strike raises a fist of defiance**

would be astronomical

The employers, particularly Anglo American and Gencor, have to weigh up these costs against a settlement which could well not cost them a cent more than is on the table right now.

But weighing against settlement is the largely unquantifiable cost

— loss of face and psychological advantage in future negotiations.

These are obviously seen by employers as high — right now higher than the cost of standing firm.

There is not much more the NUM can do. Structurally, the balance of power has been against the strikers. Better organisation at

Some tan
2/8/87

43 apply for bail

FORTY-three members of the South African Black Municipal Workers' Union arrested in Vanderbijlpark on Tuesday are to apply for bail when they appear in court for the second time

today.

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The workers, employed by the Vanderbijlpark Town Council, made their first appearance yesterday in the Vanderbijlpark Magistrate's Court and were not asked to plead and no charges were read out to them.

Their court appearance is a sequel to their arrest after 600 workers were locked out and subsequently dismissed for taking part in an "illegal strike".

The workers were demanding the reinstatement of three workers who, according to management, were dismissed after their contracts were terminated.

COSATU TO



'DEFEND' MINERS

THE Congress of South African Trade Unions and its affiliates yesterday resolved to support the National Union of Mineworkers against the Chamber of Mines, in their strike for a "living wage."

This decision was taken at a special Cosatu "Living Wage" conference involving the executive committees of all affiliates who met to assess the progress of the National Union of Mineworkers' (NUM) strike

At a Press conference in Johannesburg yesterday, Cosatu's general secretary, Mr Jay Naidoo, said the affiliates strongly felt that such solidarity was needed, not only to defend the mineworkers, but to defend all workers fighting for a living wage

Rejected

The resolution by Cosatu and its affiliates comes after the NUM rejected a revised Chamber of Mines offer and elected to continue the national strike

The mineworkers' strike marks the high point of Cosatu's Living Wage Campaign, launched in March this year

Mr Naidoo said their affiliates had resolved to make direct contact with heads of states as well as national trade union centres in neighbouring countries to enlist their active support in preventing the recruitment of scab labour

He said they will approach the International Labour Organisation and the United Nations to report on the mineworkers' strike and the general attack on the labour movement

They will also discuss the sale of South African gold and coal with international solidarity groups, and set up

By JOSHUA RABOROKO

regional solidarity committees to co-ordinate actions

"We view the Chamber's attack on the NUM as an attack on the entire progressive labour movement led by Cosatu," Mr Naidoo said

A spokesman for the Chamber of Mines, Mr Peter Bunkell, said he was "gravely disappointed" at the NUM's evident failure or neglect to lead its members towards acceptance of the revised offer and the termination of the strike

Mr Bunkell said the decision conveyed to the chamber was in stark contrast to the spirit in which negotiations with the union had been conducted

"All the ingredients were in place for a satisfactory and honourable settlement of the strike which, after two-and-a-half weeks, has never had the support of the more than 40 percent of the workforce

He said it was abundantly clear, before and during this week's negotiations, that improvements offered would not include further wage increases

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BOBBY GODSELL

Bargaining the future

Bobby Godsell looks a little young and boyish to be chief labour relations troubleshooter for the country's biggest mining and industrial conglomerate, Anglo American Corporation. But he turns 35 in September, which makes him two months older than his chief adversary in the field, Cyril Ramaphosa, whose National Union of Mineworkers' (NUM) strike is hitting Anglo hardest.

Ironically, because Godsell helped pioneer Anglo's liberal approach to the advent of black trade unionism in SA. It's not surprising, therefore, that he sees the strike, the

buton of wealth, which is a valid quest, says Godsell. But he reckons the dispute with the NUM is about *how* and *how fast* to achieve it.

Godsell, who is married to an industrial psychologist, Gillian, and has two daughters, grew up in Durban. He studied sociology and philosophy at the universities of Natal, Leiden and Cape Town, intending to become an academic sociologist (which, since the strike, he jokingly says, he wishes he'd done).

His main philosophical influence came from the existentialists — specifically Albert Camus, whose Algerian writings he finds "hauntingly reminiscent" of this country — although he doesn't believe events here will take quite the same course.

He got into IR "by accident," joining Anglo in 1974 to do a specific project (under Alex Boraine) on union rights for blacks.

A number of his contemporaries at Natal University, notably SA's foremost labour lawyer Halton Cheadle, went on via the seminal Nusas Wage Commission to do invaluable work in fostering the growth of black unions. In a sense, he remarks, he is the black sheep, having joined "management."

But Godsell has no regrets about his decision to join Anglo. He now heads the IR department, with an interest in labour relations in Anglo associate companies in southern Africa and abroad. He is active in the Southern African Employers' Consultative Committee on Labour Affairs, and is chairman of

He believes SA is basically a poor country, with a per capita gross income of around US\$1 900, compared to the \$10 000-band of a highly developed country like Japan.

The pursuit of this goal explains his "fascination" with the IR process which entails procedures of distributing the wealth created: how to reward the investors and the workers, and what proportion of profits needs to be retained to ensure industrial viability.

He has known Ramaphosa (*People* August 14), whose "intellect and drive" he respects, since before Ramaphosa entered the union movement. But although Godsell believes they probably do not differ in wanting a "nonracial democratic" SA, they have some fundamental ideological differences. Godsell doesn't believe in "democratic centralism," for instance, he is committed to a market economy in a liberal democracy. And, despite his positive attitude to unions, he has been disappointed by the NUM's brinkmanship bargaining in recent years.

Godsell is convinced that trade unions can only exist in a liberal democracy, and therefore welcomes the debate that's begun in Cosatu (which envisages a future guided by the Freedom Charter) on the role of unions.

To Godsell, it is naive to believe that "the people" or "the party" can resolve conflicts or guarantee certain rights without a free press, independent courts and institutionalised labour bargaining.

He doesn't share the view that sees political change coming about only as a result of the State President simply signing over power to the majority.

Rather, his instinct is to look to mobilising those with whom it's possible to share power. He sees change coming through an incremental process, with the disappearance of race divisions.

For Godsell, the real debate centres on the best strategies for industrial development. ■



Godsell ... liberal realist

biggest in South African history, as a demonstration of "the vitality of our industrial relations system." And if Anglo is taking the brunt, it's because "we're further down the learning curve."

He goes further. "We can see the industrial relations (IR) system as a beachhead for the emergence of non-racial democratic institutions as a whole in SA." So he doesn't share the view of those who believe the miners' strike is "political" in the crude sense. On the contrary, Godsell maintains, the strike "is about wages and working conditions."

Sure, it entails a union drive for a redistribi-

tion of the FCI's manpower committee.

Godsell, a member of the PFP, is driven by a strong commitment to the process of wealth creation, pointing out that "liberation" and economic progress for all cannot simply involve replacing this government. Being part of the Anglo empire provides the opportunity for involvement in two important and exciting processes — wealth creation, and building "a microcosm of a future multiracial society."

One of the major difficulties in labour bargaining, he finds, is being caught in the trap of South African history — a good example being the mine hostel system.

No profit, no bonus

Some companies are discovering the advantages of wooing worker's loyalty through share participations. Last week another, soft drink giant Amalgamated Beverage Industries, offered employees and independent dealers shares to the value of R11m.

Share participation schemes offer a stake in company prosperity. The company thereby hopes to win workers' hearts and minds, increase productivity and push up profits. This system seems especially popular among companies newly listed on the Johannesburg Stock Exchange.

But Albert Koopman, former MD of Cashbuild and recently voted one of four outstanding young South Africans of the year, voices scepticism. He supports the idea, as long as it doesn't amount to "window-dressing" and denies workers their rights.

At Cashbuild he implemented a system of management participation through which workers were given a democratic vote on issues, to a point where they could even fire management. To avoid prejudice, decisions were made strictly in line with a value system called the "Cashbuild creed of trust".

Although some 31% of the staff at Cashbuild held shares, Koopman says shareholding came second to "justice at the workplace". He adds that few workers truly understand shares: the number of shares held by individuals is often too small to mean much.

Another danger often overlooked is, of course, that workers who hold shares will also be affected by company losses. Koopman therefore believes a better way to spur workers' performance is profit sharing: every worker receives a weekly bonus which is a percentage of the week's profits. It's simple. No profits, no bonus, he says.

Share participation also — not surprisingly — receives flak from trade unions. Congress of SA Trade Unions (Cosatu) spokesman Frank Meintjies says Cosatu is "completely opposed" to the practice as it draws workers into "an economic system which creates poverty".

What probably bothers Cosatu most is that share participation could weaken unions' power. Meintjies says shares are often not issued equally to all the workers, this

could divide workers at shopfloor level

Cosatu also regards share offers as a cop-out by companies who have for years "denied workers a living wage" and now try to avoid workers' real demands. "We don't want workers to be loyal to companies over which they have no control."

Showdown nears as miners fired

By Mike Siluma, Labour Reporter

A confrontation between the mining industry and the 700 000-member Congress of SA Trade Unions (Cosatu) moved closer today as the dismissal of thousands of striking miners continued and more ultimatums were issued by Anglo American to strikers.

Cosatu yesterday announced it would embark on a range of actions, locally and abroad, to pressurise the Chamber of Mines "to accede to the just demands of the mineworkers".

Chamber industrial relations adviser Mr Johann Liebenberg today rejected claims by Cosatu that the Chamber's refusal to accede to the NUM demands was part of a generalised employer stance to resist workers' campaigns for a living wage.

The number of strikers fired by Anglo mines yesterday stood at about 19 000, with ultimatums being issued to thousands more.

An Anglo spokesman said today about 19 000 workers at four shafts had deadlines for today, tomorrow and Monday. The shafts are Freddie's No 7, President Steyn No 2, President Brand No 3 and Western Deep Levels No 2.

NUM assistant general secretary Mr Marcel Golding said the dismissals "raised questions about the Chamber's commitment to reach a settlement with the union on wages and working conditions." Management was bent on "breaking the strike and smashing the NUM", he said.

At a Press conference yesterday, Cosatu general secretary Mr Jay Naidoo said the nature of the national solidarity campaign by Cosatu's 700 000 members would be decided at shop-floor level

STRIKE CRACKING

"One sharp meeting" between the Chamber of Mines and National Union of Mineworkers (NUM), on day 15 of the strike, should determine its fate "one way or the other," said the chamber's chief negotiator, Johann Liebenberg, before going into the talks on Tuesday.

Chances of the strike being called off seemed fair to good, as the FM went to press, though both sides were, of course, sticking by their public stances on the main issue — wages, which the union wants raised by 30%.

The NUM's Marcel Golding explained the union was responding to Anglo spokesman Bobby Godsell's appeal the day before, which "at least creates a climate for negotiations." Godsell had urged the union to resume negotiations "without preconditions, to prevent further economic loss and violence"

His call for an "honourable" settlement followed the first violent death on an Anglo mine (President Steyn), bring-

ing the death toll to six during the strike on 31 gold mines and collieries.

While a settlement would involve concessions from both sides, said Godsell, he prevaricated when asked if the mines would be prepared to up the wage awards implemented on July 1. The "package" was negotiable, he stressed, alluding to an earlier statement by Anglo Gold and Uranium Division's Peter Gush, who said the mines did "not intend" to move on the wage issue.

"Our stance is that the basic cash wage awarded is fair," reiterated Godsell, echoing the chamber's attitude.

Golding maintains the union has always been open to renewed talks, while it is looking for improvements to the wage offer, it wasn't rigid about it being 30%.

A big factor in the union's agreement to meet the chamber would seem to be the "significant return to work" reported by Godsell at Anglo mines — the main strike sites. Distinct cracks have appeared

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Liebenberg said that from a peak of 230 000 out on August 12, there had been a gradual drift back to work, which became "considerable" on days 14 and 15 — and not only at shafts where ultimatums to return-or-be-locked-out had been issued. Rietspruit colliery, for example, was back to "normal" on Tuesday, he claimed. Anglo has ensured it was on legal ground in deciding to exercise the lock-out option; the union says 14 000 miners have been laid off.

The union claimed the only significant returns to work were at three mines (Lorraine, Harmony, Saaiplaas), but that the "core" of the action — Western Deep, Vaal Reefs, President Steyn, President Brand and all the Witbank collieries — was unchanged. It claimed "probably well over 300 000" were still out.

The companies have refused to disclose how much production has been lost, or how many temporary workers (in Anglo's case) have been taken on.

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FM
MINING SHARES AND THE STRIKE

Staying relaxed

(140A)

As the mining industry's largest strike moves well into its third week, gold share prices on the JSE and in London remained calm, with investors apparently confident the strike will be settled with little real damage to earnings of the affected mines

As the *FM* went to press, the National Union of Mineworkers (NUM) and the Chamber of Mines had resumed negotiations on a settlement. Reports from the various mining houses indicated the strike was weakening on several mines with a steady drift of miners back to work (See *Leaders*). In a further sign of increasing confidence, the mining houses had issued ultimatums to striking workers, calling on them to return to work at a number of mines or face dismissal or unspecified disciplinary action.

While legally striking workers can be dismissed, mine managements have been wary of taking such steps until now. One reason is assumed to be caution about creating a flood of adverse publicity in overseas media about mine management bashing unions, this could cause problems for coal exporters in particular.

Another is scepticism on the attitude taken by the Industrial Court to dismissals following the Marievale decision against Gencor through which the NUM forced Gencor to reinstate dismissed workers. The key point is that the Industrial Court, in any appeal on unfair dismissal, looks at grounds of fairness as well as the purely legal facts of the case. Presumably, after three weeks, the mining houses feel they have shown enough patience to be fair.

Share price levels, as I noted last week, have remained remarkably unaffected given the magnitude of the strike. The JSE actuary's All Gold index stood at 2 385 on August 7, the last trading day before the strike started, dipped to 2 262 on August 17 and recovered to 2 300 on August 23. One JSE gold analyst says investors taking longer-term views on gold shares have been ready and waiting to buy on any price weakness created by more nervous holders bailing out.

The situation in London has been weaker, but not markedly so. John Bergtheil, mining share salesman at stockbroker James Capel, says the FT gold mine index stood at 733 on July 31 when the gold price was \$457. It rose to 783 on August 6 when the gold price was \$475, but dropped to 680 by August 24 when the gold price was \$458. The difference between 680 and 733 could be interpreted as the effect of the strike on the share price levels.

He says that investors have generally taken the view that the industry could take a two to three week strike and that earnings would

not be badly affected. However, he said a certain caution was apparent early this week when there were no indications at that stage of further negotiations between the NUM and the chamber.

A realistic assessment of the cost of the strike to mines in foregone revenue seems virtually impossible without statistics from those affected. The chamber has rejected the figure put out by the Labour Monitoring Group (LMG) of R190m, but refuses to provide a correct figure. Some analysts I have spoken to also view the accuracy of the LMG's calculations as highly suspect, they say the variables which could affect mine production (*FM* August 21) make such estimates dangerous.

Yet, despite chamber assurances that the strike is not materially affecting production, some producers such as Randfontein, Vaal Reefs, Elandsrand, Western Deep Levels and Freegold must be suffering heavily through lost production and earnings. In the worst case scenario, they could be losing at a rate of about 2% of annual gold production for every week the strike lasts.

On the coal side, the strike at various export collieries seems to have had little effect on coal export levels because of stockpiles at the mines and at Richards Bay. The depressed state of the coal markets meant some collieries were battling to sell anyway. Also, white miners, officials and non-striking workers on open cast coal mines were able to keep a considerable level of production going because of the highly mechanised nature of these operations.

TCOA GM Gerald Robinson says there has been no effect on TCOA coal export shipments because of the strike, nor does he expect any in the foreseeable future. Neither Anglo, Rand Mines nor Gencor would comment on the effect of the strikes on their coal export levels. One analyst reckons coal exports have actually been speeded up because a few nervous customers in the Far East wanted faster delivery of higher tonnages, which the producers have been willing and able to meet.

Brendan Ryan

Lawyer in bid to settle PO strike

A RENEWED effort to settle the postal strike has been launched by the lawyer representing the 12 000 Potwa members facing dismissal

The lawyer said a telex had been sent to Home Affairs and Communications Minister Stoffel Botha calling for talks to settle the issue of parity between the wages and conditions of black and white workers

He said "The minister has claimed black workers were given job parity on July 1, but they don't really have this.

"Black workers were effectively

HAMISH McINDOE

put on a scale at lower rates than their white counterparts"

The lawyer said a relatively small number of strikers had been dismissed "so the whole dispute is ripe for settlement"

The Post and Telecommunications Department has acknowledged that dismissing the strikers will be a lengthy process

The strike began in East London on June 23 after Potwa alleged three workers had been unfairly dismissed

Deputy Postmaster-General personnel and postal services Johann de Villiers said last night the strike of 11 978 workers countrywide was being maintained only by large-scale intimidation

He said "Few workers are voluntarily taking part in the strike Reports of the intimidation of workers wishing to work are received daily"

It was a pity loyal workers would, besides losing their salaries, also forfeit service benefits such as pensions, medical aid and housing benefits

140A

28/8/87

We were forced down, claim miners on strike below ground

By SEFAKO NYAKA

THE president of the National Union of Mineworkers, James Motlatsi, yesterday alleged mineworkers who were staging an underground sit-in at the Western Deep Level's No 3 shaft were forced down the shaft at gunpoint by mine security on Wednesday night.

"Several people were injured when mine security fired rubber bullets and teargas to force the workers down the shaft," Motlatsi said.

Anglo representative John Kingsley-Jones confirmed the workers were continuing their sit-in but denied they had been forced down the shaft at gunpoint.

He said Anglo's policy has always been to allow workers who want to go on shift to do so. Those who refused to work were expected to do so peacefully.

In a statement, Anglo said only 3 000 workers were involved in the sit-in.

Motlatsi said last night several workers who were injured in the alleged mine security action were on the way to NUM head office for medical treatment.

He said he had been informed by mine management that the workers have vowed to continue their sit-in until he is allowed down the shaft to address them.

He said he could not confirm that information, and had also received information that his life "might be at stake if I venture anywhere near the mine."

He had not been party to the alleged decision to force the workers to go underground and getting the workers out of the shaft would only be in management's interest, he said.

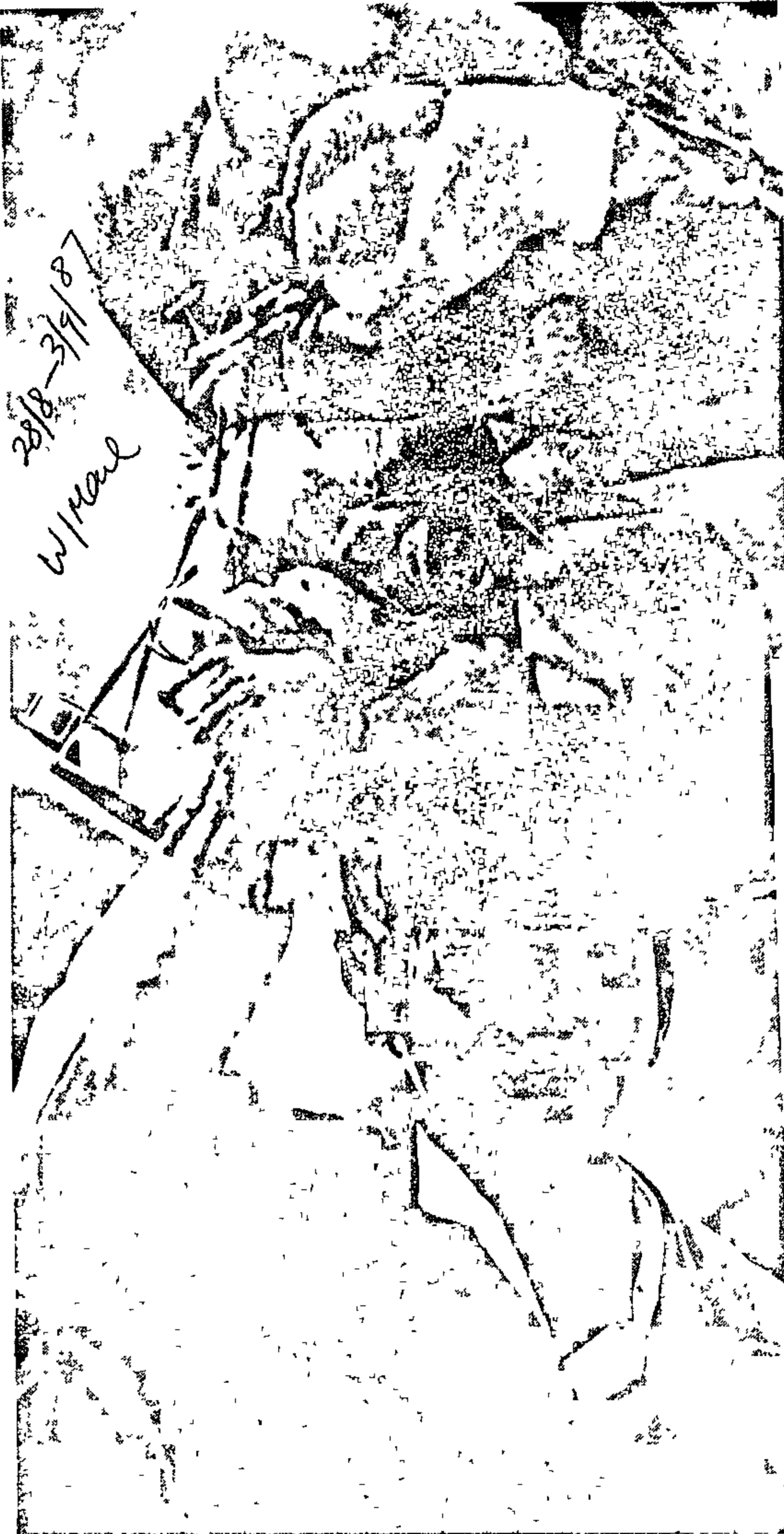
"There is no guarantee that the workers will not be further assaulted if they come on surface."

According to the NUM the workers were locked out last Friday and given until Monday this week to return to work or face dismissal.

This week Anglo started paying out some of the workers but did not involve the union in negotiations on the payout.

The NUM yesterday expressed concern that the workers involved in the sit-in have no food.

Meanwhile, the Congress of



Dismissed from his job, a striker leaves Western Holdings gold mine, his belongings fitting neatly onto his head

Picture. TREVOR SAMSON, AFP

South African Trade Unions is expected to mount a campaign to force the Chamber of Mines back to the negotiating table with NUM, Cosatu's biggest affiliate.

Cosatu's actions in supporting the strike are likely to include a national solidarity strike, a national stayaway and "blacking action", which amounts to a ref-

usal by Cosatu-affiliated unions to handle any products destined for the mines.

The South African Railways and Harbours Workers Union and the Transport and General Workers Union handle the bulk of the raw and finished product

●To PAGE 2

As the mine dispute enters its third week, we focus on life among the strikers

The unionists call it 'strike-busting'.

MINE security personnel have been accused of playing a role during the protracted miners' strike which parallels that of the South African security forces during civil unrest.

The surface similarities are plentiful. Dressed in olive green fatigues which resemble army gear, mine security men are armed with standard police crowd control measures such as rubber batons, teargas and rubber bullets.

They travel in Casspirs, the armoured personnel carriers used by the police, and have barred journalists — accustomed to being turned away from trouble spots by police — from entering the mines.

The National Union of Mineworkers has accused mine security men of operating as strike busters and provoking violence. "We say their demobilisation is a necessary condition for the restoration of normality," said the union's assistant general secretary, Marcel Golding, this week.

The NUM's health and safety officer, Hazy Sibanyoni, said under normal conditions, mine security personnel did not have a bad relationship with workers. In Witbank, he added, several security men were members of the NUM.

However, during the strike the relationship had deteriorated as security personnel were brought in from other areas. "Their role was to break the strike," Sibanyoni said. "Their mentality was to put us in line."

He added that the brutal action of certain security personnel at some mines would be taken up when the strike was over.

Security personnel are defended as peacekeepers by mine managements, which maintain a tight control on information about their composition

They wear army-style uniforms, travel in Casspirs and carry batons and rifles
JO-ANN BEKKER on the controversial mine security staffs

and activities. *Weekly Mail* this week was refused a request to interview the head of the Anglo American Corporation's mine security, Major General Tony Roux — formerly of the South African Air Force. Major General Roux is not a spokesman who deals with the media. At the moment that's my job," said Bobby Godsell, Anglo's chief spokesman.

Anglo, however, was the only mining house which agreed to disclose

the size of its security less than one percent of the total workforce, according to Godsell. "In the gold division which employs 200 000 people, it's less than 2 000, distinctly smaller than the medical corps and smaller than the personnel management employees," he said.

Anglo American has its own mine security personnel, trained internally. So does Johannesburg Consolidated Investments — which refused to reveal the size of its security forces or detail the arms and ammunition used.

Godsell said Anglo's security employees included people with experience in security and law and order, such as men who had previously worked in the police or air force. Most of the management personnel in mine security had previously worked

in private security firms.

The other major mines, Goldfields, Anglo-Vaal Rand Mines and Gencor, employ Goldfields Security to provide their mine security personnel, who are also trained internally.

Goldfields Security JCI and Anglo all said mine security's primary function was to guard mining property, and investigate in house crime. Secondly — during strikes or other crises — their role was to protect employees and company property.

Anglo's Godsell was the only company representative willing to expand on mine security personnel's "crowd control" activities. He said Anglo had stated categorically mine security would not intervene during the strike or force miners back to work.

Godsell stressed the view that the

A striker goes home to poverty. His neighbours will queue to replace him

PHILLIP VAN NIEKERK travels to an impoverished Lesotho village where strikers come home to poverty while others climb eagerly on buses, bound for the very same mines



Striking miners who defied mine owners' ultimatum to return to work begin the long bus ride back home

Picture REUTER

MORAMOANYANI TSHABEDI'S five year wait for employment on South Africa's gold mines ended 18 months ago when word went out that Western Holdings was looking for football players. His skills as a back-line player got him the job.

Last week he was one of thousands of miners sacked by Anglo American for refusing to go back to work and to end their participation in the almost three-week-old National Union of Mineworkers' wage strike.

Tshabedi, 24, returned home to his wife and one-year-old child in Ha Moripa, a drought-stricken village where 90 percent of able-bodied men are forced to seek jobs as migrant workers on South African mines. At least a third of them are unemployed. "I have no money to support my family here," he said this weekend, gazing out at the barren, eroded foothills of the Maluti mountains, a herd of goats chewing on the few tufts of grass in the distance. "There is no food here."

Tshabedi's experience summarises the agony of poverty stricken Leso-

tho, economically in the thrall of South Africa's mining industry.

Aaron Mokele, 27, an unemployed worker from Ha Moripa, said the general feeling of the villagers was that the strike was justified because "the miners are underpaid."

He said "But they are also horrified because they know there is no food in the villages and they are returning home to starve. The men are afraid they will not get work again."

Some 60 percent of the country's work force is employed in South Africa, the vast majority on the mines. Their earnings constitute 52 percent of the country's gross domestic product.

Despite this dependency, the peasants from the mountain villages of Lesotho have helped form the backbone of the NUM. There are more than 100 000 of them on South Africa's mines and their support for the union, formed in 1982, has contin-

ued in this strike.

However, the ability of the Chamber of Mines to dismiss thousands of striking workers and replace them at short notice in places like Lesotho is a key weapon of mine management in their bid to break the strike.

The heavily-laden buses transporting the miners home with their possessions, which crossed Maseru bridge back into Lesotho last week, passed a few hundred metres from a fenced off complex on the outskirts of Maseru where thousands more workers were queuing to replace them.

Those returning to Lesotho came from two 'marginal' mines — Vaal Reef's number six shaft and Western Holdings number one shaft — which Anglo American claimed would have to be closed.

But officials of the Lesotho offices of the Chamber of Mines' recruiting arm, The Employment Bureau of Af-

rica, said they worked overtime between Thursday and Saturday to sign up 2 000 workers chiefly for these two mines.

An Anglo American spokesman said the workers were merely being transported to the hostels at these mines, from where they would be deployed to other mines.

However, officials at the Teba offices said their employment contracts had specified they were going to Western Holdings number one and Vaal Reef's number six.

"I am very hurt," said Tshabedi. Management said they were closing the mine. Now they are recruiting my brothers and my friends to go back to the same mine to take our jobs."

When word spread that Teba was recruiting workers late last week there was a flood of men queuing outside the organisation's offices.

On Monday morning again, blanket men poured down the streets of Maseru to the offices of Teba until some 6 000 were waiting at the gates. The mood of anger and desperation was palpable, particularly when they were told there would be no recruitment that day.

Mokele went to the Teba office at Teyateyaneng on Thursday to apply for a job at one of the two mines. "There was a very long queue," he said. Like the vast majority of applicants, he was unsuccessful.

Mokele has been waiting for re-employment since being fired by one of the mines two years ago.

"The queue is always very long at Teba," said Puseletso Selae, an extension officer for the Christian Council of Lesotho's Migrant Labour Project.

"Men walk 76 km over the mountains, where there are no proper roads, taking just one blanket with them, to get to the recruiting offices."

"Sometimes they wait for months in Maseru, sleeping on the streets and getting odd jobs to tide them over. You see them eating orange peels for food. They are afraid to go home because their kids are crying for food."

Tshabedi was a ventilation officer's assistant on the mines. After the Chamber of Mines' July increases he earned about R360 a month, working

underground.

In 18 months he saw his wife three times — twice on weekend trips and once for a 72 day holiday.

He joined the union immediately when he arrived at the mine. "Management exploits us as workers," he said. "They used to fire us without giving reasons. With the union there, we felt we could sit down with management and solve the problem."

"The purpose of the strike was to win improved wages. When we stopped work, management tried to intimidate us to go back. Mine security police patrolled the hostels with guns."

"After the ultimatum, I wanted to go back to work. But I did not feel secure."

Sootho Mashetla, 28, who was also fired from Western Holdings, said he was the sole breadwinner for the seven children of his two deceased brothers.

He said he supported the union from 'my heart' and that management had adopted a "very negative attitude" by firing him and his colleagues and employing "our brothers in their places."

For Tshabedi and others, while the work on the mines is hard, it is far more attractive than sitting at home starving.

The strike has created a dilemma among groups such as trade unions in Lesotho which support it but are at a loss as to what exactly to do.

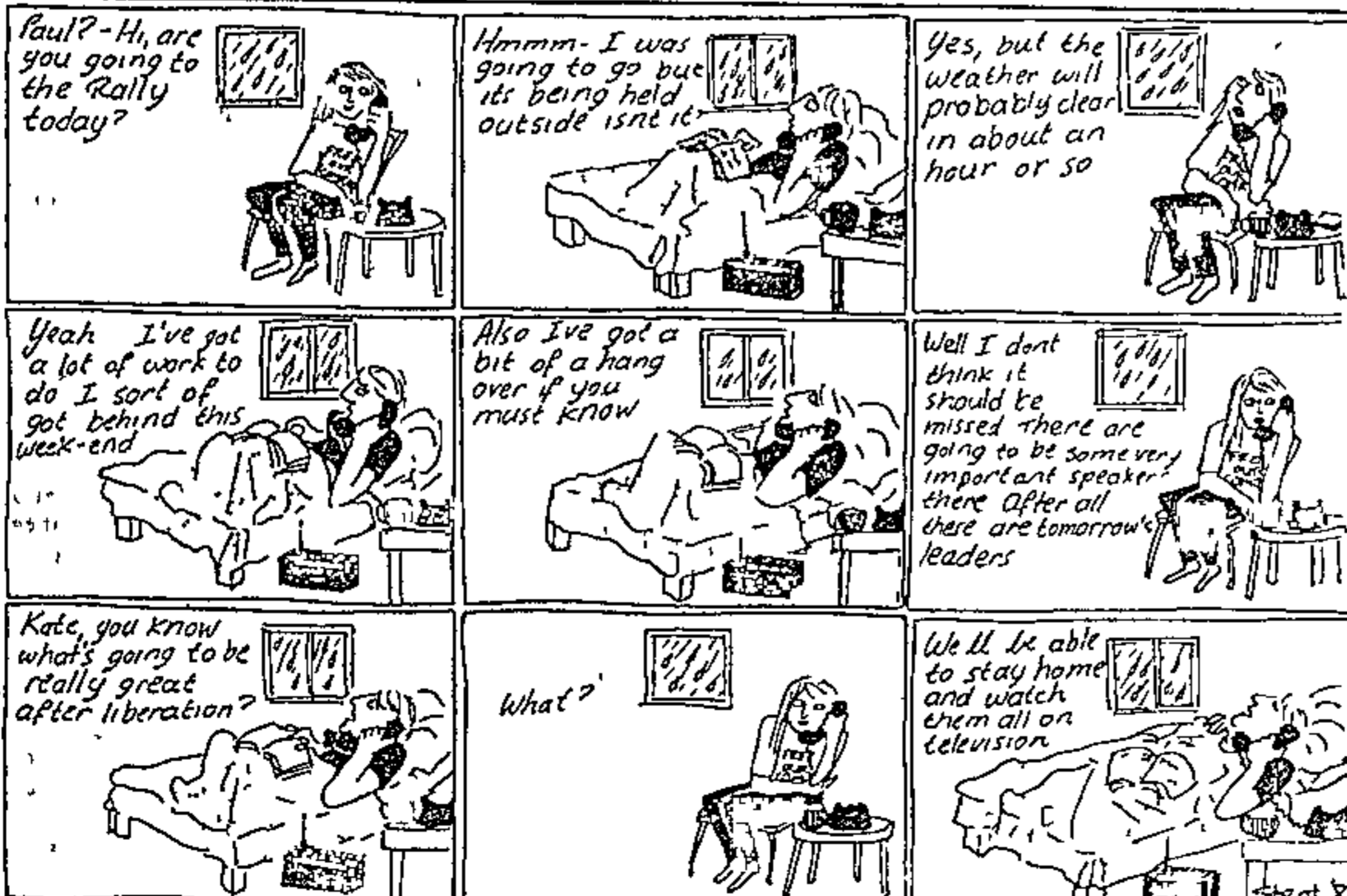
David Ramalagula, the president of the Lesotho Union of Employees for Recruiting and Allied Agents and a Teba employee, said he and his colleagues were in a weak position because "our people are poor."

Ramalagula, a middle aged man with a shattered lens in his glasses glued together with chewing gum, said "We know there will be conflict between those coming back who are not satisfied with their wages and those who are hungry. It could lead to bloodshed."

The chamber is misusing us," he said. "We know we are only shepherding our people to a butcher."

WHO'S LEFT?

by Stent



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Management call it 'crowd control'

migrant labour system and single-sex hostels were the root cause of the inter-worker clashes which erupted during strikes and normal conditions, necessitating mine security intervention

"The security personnel are called in where there is a clear and present danger to life," Godsell said. "In the strike there have been clashes between groups who want to work and those who want to strike. We had one at President Steyn (gold mine) this week, where the mine security went in too late to prevent the death of one miner, three others were seriously injured."

He said Anglo security used the principle of minimum force to contain the threat at hand — "enshrined in our security training as in that of most

other countries around the world". Referring to the killing of three miners, allegedly by colleagues using charging sticks, last year at Western Holdings, he said it was against this background of loss of life in grim circumstances that the question of minimum force must be raised.

The corporation's security personnel used "a variety of non-lethal crowd control methods" which included truncheons, rubber bullets and tearsmoke and were obtained on the open market, Godsell said.

"The point is," he added, "pre-empting questions about the death of the President Steyn miner hit by a rubber bullet, 'all forms of non-lethal crowd control are capable of doing damage'."

Regarding live ammunition Godsell

said "I imagine they have access to it but in the 14 years I've been with Anglo I can't recollect them using it."

He said security personnel used Casspirs to provide safe entry close to the scene of violence. They were trained to intervene to save lives or de-escalate conflict.

Godsell said the security men would call in the South African Police "when there is a clear — as in visibly discernible which can be justified to high management — and present — urgent — danger to life which mine security will not be able to contain. Frankly they do that in exactly the same way as a householder would if someone was breaking in on the premises."

A representative for Goldfields said security personnel had no special

powers and could not arrest people. "Consequently if a riotous situation cannot be controlled by standard crowd control procedures, the assistance of the police will be requested."

A back up aspect to mine security is provided by homeguard or civil defence-type units — JCI's mine security reserves, Anglo's emergency protection units. But the companies stress these have not been used against strikers.

JCI said its reserves were voluntary, multi-racial units. "A lot of our mining companies are located in very isolated regions," said Barry Lowe, general manager for the human resources division. "As you well know there have been incidents of terrorist attacks, so it's almost like a civil defence. The reserves would not nor-

mally be armed, only under extraordinary circumstances."

Godsell said the emergency protection units were voluntary organisations drawn from the mine villages which housed mainly white staff and their families. The units were therefore predominantly white, although they did not exclude blacks.

"We do not make use of the units during strikes or during any event involving other employees. Involving white employees in a confrontation with black employees would not be very smart. They are never used in hostels."

However, in the NUM and Anglo's joint study on mine violence released last year, the union complained that during unrest white miners in the units executed their duties with a 'vindictive ruthlessness' — especially against "problem tribes or areas". The report recommended the composition and function of the units be rigorously examined.

A 3am siren. Then a day spent huddling in rooms



Watched closely by a security guard, miners wait for transport home from Vaal Reefs gold mine

Picture WENDY SCHWEGMANN, Reuter

FOR the past three weeks the 7 000 mineworkers at the Gencor-owned Grootvlei Mines near Springs on the East Rand have been on strike. But their routines have not been dramatically altered by this development.

Every morning at three o'clock they are woken by the car-spitting shrill sound of the siren.

"After the siren has gone it is really difficult to fall asleep again. Anyway I have grown accustomed to waking up at that hour," a frail and sickly Thutho Molefe said this week.

The siren is not the only discomfort for the workers. The concrete-slab bunk they call their beds — and the thin coil-filled 'mattress' — do not offer much comfort either.

So rather than stay in bed the workers in Room 261 amble down from the bunks and gather around the big coal stove in the centre of the room.

A few of the workers step on to the steel stepladder to reach their tiny lockers perched near the rafters.

Molefe is too old to climb up the ladder, so he asks one of the younger men to pass him his wash cloth and bar of soap.

The young man has to negotiate the 10 steps of the ladder very carefully because a bicycle and other odd items are dangling from the rafters.

Molefe is lucky he has a locker at all. Some of his roommates have to pack away their personal belongings in every available nook. In fact the room is so overcrowded there is hardly room to stuff away anything bigger than a matchbox.

A quick trip to the shower and the workers are ready to go to the kitchen to get their daily rations of coarse bread and tea served in iron mugs.

Back in the room the men huddle around the only available radio set to listen to the latest news on the strike.

The bulletin deals with the Anglo American Corporation's press con-

The view from the other side of the roadblocks SEFAKO NYAKA slips into a mine compound to spend a day among the strikers

ference the previous day. There is no mention of Grootvlei.

The workers are not allowed to hold public meetings unless these are sanctioned by management, so the shaft steward committee members and the organiser move from room to room, filling in the workers on the latest on the strike.

Why was there no mention about Grootvlei over the radio? Is it that our strike is illegal? Are the mine security going to force us down the shafts at gun point? — are some of the questions raised.

The organiser, "Comrade Lebogang", assures the workers the strike is legal.

But the workers are still worried at rumours that at some mines, security personnel have forced workers to go down the shaft at gun point.

"I think we will be safer if we pack our belongings and go home," one of the workers suggests.

The organiser tells them mine management has indicated it is not prepared to organise and pay for transport to take the mineworkers to their respective homes.

"We do not need their buses. The union will organise the buses for us."

One of the workers points out that if the workers go home it will make it easier for management to hire replacements, or 'scabs'.

The organiser tells the workers that already there are rumours replacements are being recruited from neighbouring states.

"If a man has a quarrel with his wife, before the divorce is finalised it is really wrong for the wife to start flirting with another man," one of the

workers points out to thunderous applause.

This is a reference to the Chamber of Mines "flirting" with new recruits before the striking workers' contracts have been officially terminated.

The workers suggest that the union officials approach the governments of the countries concerned to ask them to halt the recruitment of temporary replacements "because this will lead to brother killing brother".

The organiser points out this has already been done and there has been a positive response from the Mozambican government.

An announcement by the Chamber of Mines — that it was confident the strike would end "because workers are fed up with the strike" — is greeted with much anger.

"We have stayed out for too long to go back now. The only time we will resume work is when the chamber has addressed the wage issue," one of the workers points out. He is loudly cheered.

It is lunchtime and the workers file out to the kitchen to get their ration of maize meal porridge and a thick mixture of vegetable soup.

Back in the rooms the workers engage in board games.

There is an announcement over the loudhailer about a shaft steward committee meeting at the NUM branch offices on the mine premises.

A small group of workers gathers in the passage next to the mine security offices. The crowd soon swells to over 2 000. A black mine security member heads for the union offices.

He comes back accompanied by a union official who announces to the workers that the meeting is a shaft steward committee meeting and that they should stay in their rooms and wait for a report-back.

There is hardly a murmur of discontent as the workers disperse to their rooms to resume their board games.

A few workers quickly assemble in front of the open square in front of the rooms. Two upturned drums on each side serve as goalposts as the workers engage in an impromptu soccer game.

The shaft stewards emerge from the meeting just after supper. Something is whispered in the cars of the men sitting with me.

All the workers in the room volunteer to join a public demonstration outside the Hollar Street headquarters of the Chamber of Mines.

"We want to go and see this man called Chamber who refuses to give us our money," one announces.

There is excitement all round. The demonstration in Johannesburg must be peaceful.

Drinking and unruly behaviour is strictly prohibited, but this does not stop the odd tippler from literally drinking under the blankets on the concrete bed.

But even then he must make sure that at the next round of report-back he has chewed on a raw onion to "kill the smell of alcohol".

NEXT WEEK BEN LESOANE WILL SEND A LETTER HOME EXPLAINING WHY THERE IS NO MONEY

BEN LESOANE, 58, looks misplaced amongst his thousands of younger colleagues.

He has been through a lot of hardship since he first came to work at Grootvlei in 1949. But the recent strike has been the greatest test for the Lesotho-born grandfather.

His contract is set to expire in October and then he hopes to go back to Qaka's Nek in the tiny mountain kingdom — to retire. In poverty.

As a team leader, he is among the best-paid workers at the Gencor-owned mine, pocketing R26 a day.

This is a far cry from the days when he joined the mine and earned 23 pence a day as a timber stacker underground. Even his promotion to 'winchboy' 15 years later didn't bring him much money to support his nine children.

It was for this reason that, until a few years ago, he would work for four years at a go without going home to his family.

In 1967, when he had a tuberculo-

sis attack, he thought his world had come to an end. He was sent back to Lesotho with an R80 pay-out — all the money he had to survive on for the 21 months he spent at home herding his goats.

When he returned to the mine at the end of 1968 he had to start again, at the lowest pay rate. But it was better than sitting at home without an income.

I have been unable to save anything, but rather than die on the mine I have made up my mind to go home for good at the end of October," he said this week.

Lesoane is confident the strike will end with the chamber increasing its present wage offer.

He is also aware he might not be paid for the days he has been on strike.

"I am in this thing (the strike) to ensure that my children get a better deal when they take on jobs on the mines in future," he said. "I don't want them to be robbed like I have been

robbed."

Next week, he said, his wife will travel to the post office of the small one street town of Qaka's Nek expecting to get money for the children.

Instead she will get a letter he asked one of the young men to write, explaining why he can't send home money this month.

"It is going to be hard but they will have to understand that the darkest hour comes just before dawn."

Fortunately five of his nine children are employed, one of them in the Lesotho government — "so it is not likely they will go to bed hungry."

Lesoane, in the meantime, will get his daily rations at the mine kitchen. He is lucky in that he does not have to pay out of his pocket for meals — like his kinsman Pule Mokheseng, who works at Grootvlei's sister mine Marievale in Nigel on the East Rand.

At Marievale the workers resolved that all workers on the mine, including the kitchen staff, should go out

on strike.

"If we had allowed the kitchen staff to go to work, then several other sections would have argued that they are also engaged in essential services and this would have divided us," Mokheseng said.

It was for this reason workers at Marievale stocked up before the strike. They take turns preparing communal meals on the wrought-iron stoves in their hostel rooms.

They have had a steady supply of essential foodstuffs like maize-meal and bread from progressive and other relief organisations. There are no second helpings but the workers are not complaining.

"We will survive because we know that the world is with us in our struggle against the bosses," Mokheseng said this week.

Like the workers at Grootvlei, Mokheseng and his colleagues have resolved that they will only return to work after the wage issue has been addressed.

Cape Times 29/8/82
Fabrics
strike:
Union
steps in *1200*

Labour Reporter

THE Western Cape executive of the 32 000-strong National Union of Textile Workers (NUTW) has urged management to settle with workers striking at two Peninsula fabrics factories.

Between 100 and 200 workers at Narrow Fabrics factory in Steenberg and Wilmill Narrow Fabrics in Salt River struck on Tuesday over a wage dispute.

Branch secretary of the Cosatu-affiliated NUTW, Mr Ebrahim Patel, said last night failure to settle the dispute would compel the entire Cape trade union movement to push for an improvement of the workers' present wage of R54 a week (R1,18 an hour).

Mr Michael Raphaely, managing director of the factories, said this week that the original demand of R20 across-the-board was met by management on August 21.

Brewery employee

acquitted of assault

CAPE TOWN 29/8/82
Court Reporter

1444
A BREWERY employee was yesterday acquitted in the Wynberg Regional Court of intimidating and assaulting colleagues and forcing them to stay away from work.

The state had alleged that Mr Wennington Nwezo, 43, of Khayelitsha, intimidated Mr Michael Tite, Ms Noheza Nembile and Mr Welcome Jubisa at Ohlsons Breweries on June 30 by forcing them to stay away from work.

Mr Nwezo said he was a shop steward at the brewery whose duties included liaising with workers and management.

At a previous hearing Mr Nwezo said he arrived at work at about 6.30am and saw policemen on the premises. He was told by fellow workers that there was a "problem with casuals" and they had been chased away.

The magistrate, Mr A S McCarthy, said the complainants had clearly been assaulted by a group of workers. He said the state had failed to prove Mr Nwezo was a part of the group.

Mr P Mostert prosecuted Mr A Chiat appeared for Mr Nwezo

Anglo American, miners' union locked in late-night negotiations

Strike: 'end is near'

STAFF REPORTERS and SAPA

The National Union of Mine-workers and an Anglo American Corporation delegation were meeting in a Johannesburg hotel last night for discussions on the 19-day gold and coal mine strike — and it was being confidently predicted that the end of the strike was imminent.

While the meeting was in progress the latest figures showed the number of strikers who have either already lost their jobs or are in danger of doing so had risen to 45 000

The meeting at the luxury Carlton Hotel was being closely monitored by a contingent of local and foreign reporters, but, at the time of going to press, no information was forthcoming. Originally scheduled to last no more than an hour, the meeting had dragged on until late as both parties were thought to be hammering out the terms of the compromise.

Anglo is the country's biggest gold producer and most of the NUM's membership is on Anglo mines

LATE FLASH

Early this morning in a joint statement by Anglo American and NUM it was stated the meeting had explored avenues to settle the strike. The statement added: "The contents of the discussions will be referred to the members of NUM and the principals of AAC." A further meeting, said the statement, would be held tomorrow.

Union and Anglo spokesmen not attending the meeting would not comment on the talks, but the dismissal of thousands of strikers by Anglo during the legal strike's course was certain to be on the agenda, an industry observer noted

Earlier, Anglo said in a statement that more than 12 000 striking miners at three mines administered by the group were being dismissed as the deadlines for their return to work passed

The deadline for 6 200 strikers at President Steyn's No 2 shaft expired at 8 am yesterday and the strikers were paid off

At the Free State Geduld No 2 shaft, 4 000 strikers were to be paid off yesterday

At Freddie's No 7 shaft 2 000 strikers were paid off, Anglo said

At Western Deep Levels No 2 shaft the deadline for 7 500 strikers expired at 9 pm last night

This brings the total of miners dismissed since the start of the strike 20 days ago to almost 45 000

Anglo added that a further 4 200 miners might lose their jobs by Monday

The Trans-Natal Coal Corporation has reported the death of an employee of the Matla Colliery, near Kriel, yesterday morning

"The employee was on his way to work when he was murdered by being repeatedly stabbed, before being set alight," the corporation said in a statement

"He was one of a small number of employees who, despite severe intimidation, did not participate in the strike by the majority of the mine's workforce"

The incident was being investigated by the police. The name of the dead man could not be released until his next of kin had been in-

● TO PAGE 2

Not
Steyn 2/18/81

Brewery employee acquitted of assault

1604
Court Reports 29/8/82

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Sats Strike Warning

THE situation of black transport workers was deteriorating rapidly, and workers were considering another strike following the failure by SA Transport Services to implement an agreement reached at the end of the three-month long railway workers' strike which ended in mid-June, a spokesman for the South African Railway and Harbour Workers' Union said this week.

Sarhvu announced at a news conference in Johannesburg that the union had teleaxed the Ministers of Transport, the Ministers of Law and Order and Sats management asking for

talks to avert the possibility of another strike.

Sarhvu general secretary Ntai Sello and education secretary Mike Rousous told the conference the union wanted to put the conflict behind it and normalise working conditions.

However, they said, Sats was not implementing the terms of the strike settlement and this was causing frustration among workers. The telex to the Minister of Law and Order was an attempt to resolve the con-

tinued detention of Sats workers and their ongoing harassment at their workplaces.

In the telex, Sarhvu detailed instances of the agreement not being implemented as being:

- Various forms of victimisation of strikers, including Sats not re-employing strikers.
- The seemingly unnecessary relocation of workers from original jobs and depots.
- Instances of verbal and

physical abuse.

Failure to implement aspects of the agreement concerning freedom of association for Sats workers, pay increases and parity with whites in service conditions and benefits.

Sarhvu has also received reports of discussions among workers about the possibility of calling another strike to draw attention to their grievances.

"We are very concerned about this and believe that, unless something is done to

alleviate the situation, workers will take the matter into their own hands," said the telex.

Sarhvu requested an initial response by 10am on Wednesday "because of the urgency of the situation", but only received an acknowledgment of receipt of the telex, the spokesman said.

They said that seven of the 22 Sats workers in police detention had been released on Wednesday - possibly as a response to

their telex, by the Minister of Law and Order.

But Sarhvu lawyers were still preparing to apply for the release of the remaining detainees.

In the telex the union called on the Minister to:

- Remove all our people from detention, charging those you feel you have a case against, thereby giving them the opportunity to defend themselves in an open court, and letting the others go.
- Stop the security police from using security legislation to investigate the various criminal offences they claim have been committed.

- Sapa.

More workers go on strike

By SINNAH KUNENE

ABOUT 600 non-classified hospital workers downed tools at Pelonomi Hospital in Bloemfontein this week.

According to a spokesman for the National, Education Health and Allied Workers' Union, the workers decided to go on strike after the detention of Moses Setsumi, a shop steward committee member, on Friday.

Setsumi, who was one of those delegated by the workers to spell out their grievances over the past 12 months, was serving a month's notice after he was dismissed by hospital authorities.

He was detained in Bloemfontein last Friday while in the company of a hospital supervisor, said a Nehawu

spokesman. Reasons for Setsumi's dismissal were not stated in the letter from the hospital's management.

The spokesman said they had made numerous attempts through their shop steward committee to bring their grievances to the attention of the hospital superintendent, but to no avail.

Workers demand the following:

- The unconditional reinstatement of the dismissed worker.
- Recognition of the shop steward committee.
- Improvement of working conditions.
- Scrapping of the temporary status for all non-classified health workers.
- Harassment of workers in the hospital premises by police and hospital security officers should stop.
- A living wage for all health workers.

(Cooks are asked to call Diphoko Tshitlho at (051) 308-872 and the hospital super at (051) 32-4801.)

CP Correspondent

THE East London Mercedes Benz plant entered its fourth week of closure due to strike action this week.

The work stoppage, which has brought production to a standstill, began over a demand for higher wages.

Talks aimed at resolving the dispute reached a deadlock last week when the union rejected management's final offer.

**Merc
strike
still on**

Shop stewards from all motor manufactures met in Durban last weekend to discuss the issue.

According to the National Union of Metalworkers of South Africa, shop stewards resolved to

put pressure on their respective managements to intervene in the Mercedes Benz workers' strike.

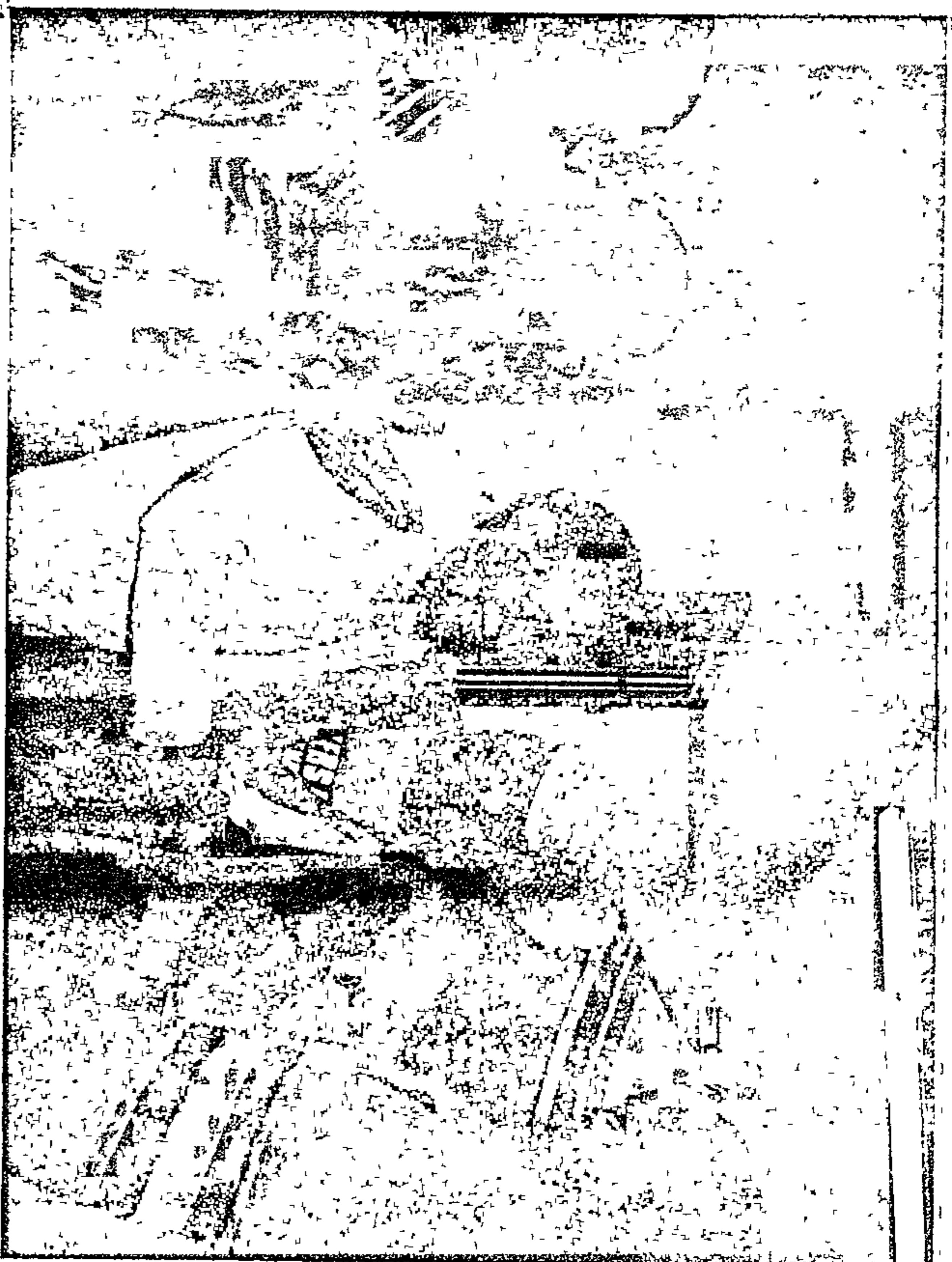
It had also been decided that workers at other plants would take action in the absence of a solution.

The company's spokesperson, Delene MacFarlane, said production was still at a standstill.

Asked whether there was any possibility of negotiations being resumed, she said she could "not speculate on that at this stage at all". - Elnews. 30/8/87

Handwritten scribble
CIPAS

Handwritten circles containing 'UJDA' and 'US'



Coastal's president, Elijah Baray (center), meets striking NUM members in a show of solidarity.



NUMBERS RIP AND TO

THE CHAMBER ORDER

WEDNESDAY night's flat "no" by NUM strikers to bottomline offers by the Chamber of Mines after Tuesday's three-hour meeting between the two muscle-flexing forces, has dashed hopes of an early settlement of the miners' strike and set the dispute almost back to square one.



REV NTIOLA

"Our representative of Mines offer,"
tives did not even
find it necessary to
consider the Cham-
maphosa

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The Chamber's offer, after its refusal to budge on wage increases - the core of the 18-day labour strike - was to increase the compensation of its death benefit scheme and raise holiday leave allowances.

MOVING MIDNIGHTS



The Chamber's offer, after its refusal to budge on wage increases — the core of the 18-day labour strike — was to increase the compensation of its death benefit scheme and raise holiday leave allowances.

The Chamber's refusal to discuss wages this week was in line with its announcement that it would stand firm on its offer of a 17-23 percent increase, which NUM has rejected.

Announcing the unanimous decision not to return to work, Ramaphosa said his union had noted with regret that, while it had done all in its power to resolve the deadlock, there had been no apparent willingness on the part of the mines to reach a settlement.

Instead, he said, there was clear evidence that the mines, with the South African police, were resorting to violent methods to crush the strike.

Referring to steps taken by NUM to break the deadlock, Ramaphosa said the union had reduced its 30 percent pay increase demand to 27 percent.

Ramaphosa said violence on the mines had increased rapidly since the strike began about three weeks ago.

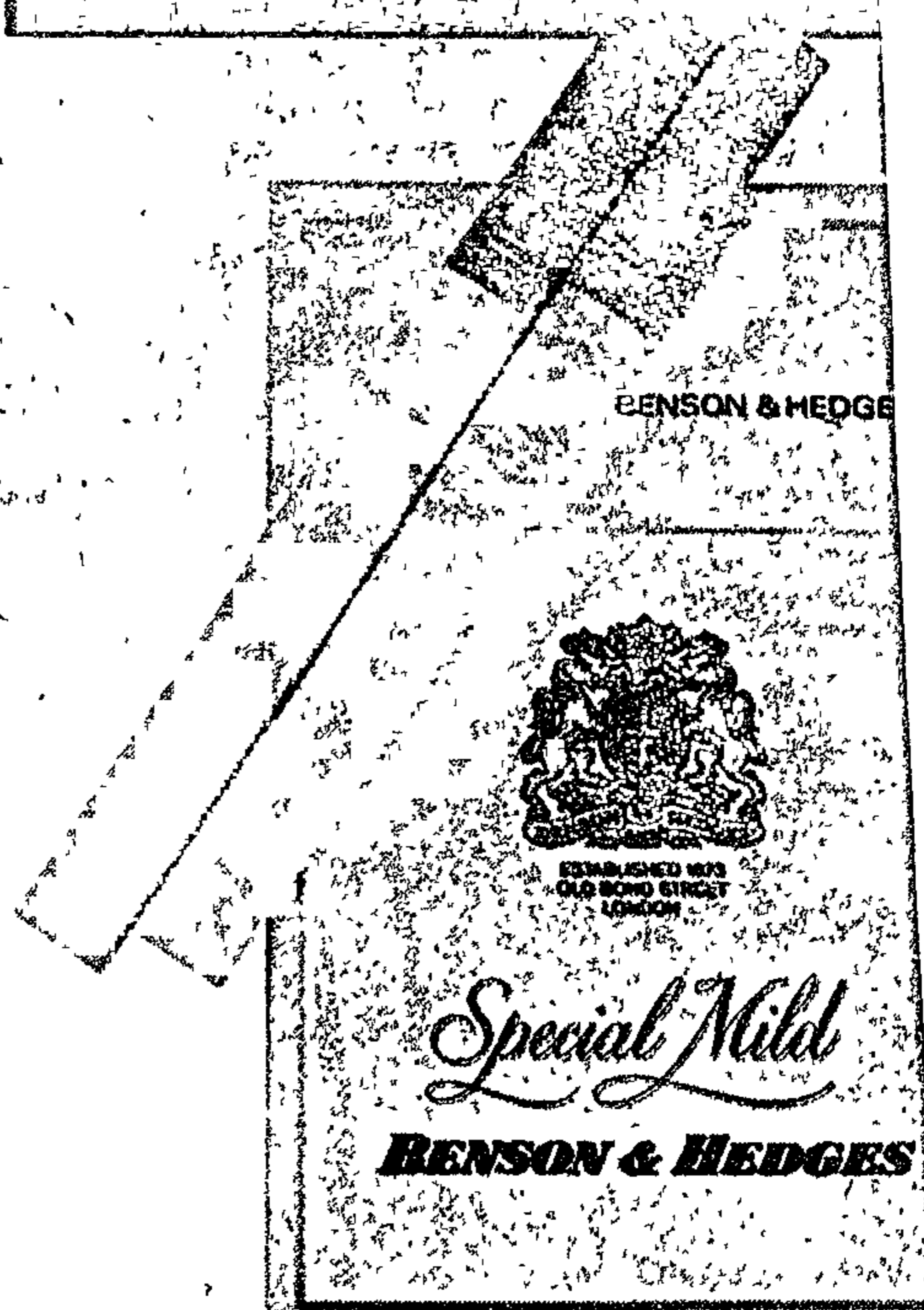
And while he was addressing the Press conference, Ramaphosa announced that NUM had just received a message that mine security police had attacked striking miners at Western Deep Levels and that one miner had been killed.

So far, he said, six striking miners had died while several others had been injured in the escalating wave of violence.

Ramaphosa said, despite this week's failure by NUM and the Chamber of Mines to reach a compromise, his union's door would remain open for talks should the mines wish for further negotiations or agree to refer the matter for mediation.

Meanwhile, Ramaphosa said, Cosatu, NUM's mother body, had met to consider current developments in the deadlock.

MOVEMENT MILDNER



STAY AWAY PASTIE

Mine deaths may sink strike talks



140A

S/Times

28/87

TALKS aimed at settling the three-week-old mine-workers' strike could be in the balance after the death of two miners in a clash between strikers and Gencor security guards at the Kinross mine hostel near Evander.

Yesterday the National Union of Mineworkers (NUM) executive was in session on whether to meet a Chamber of Mines delegation.

Breakthrough

The meeting was planned to take place today for what mine management sources hoped would be breakthrough talks.

Mr Johann Liebenberg, the Chamber of Mines industrial relations adviser, said yesterday the incident was a Gencor affair, and he did not believe it would affect the talks with the chamber.

A short statement by Gencor yesterday confirmed that two miners had been killed and 12 injured by mine security when about 200 "mutilated" strikers trapped hostel employees in an office

By CAS St LEGER

and attacked them with pangas. Four mine employees were injured.

On Friday night industry sources were confident that the chamber would come up with an offer on benefits that would see an end to the longest legal strike in South African history.

The strike has so far claimed six lives and seen scores injured, 24 000 miners dismissed and millions of rand in production lost.

Discussions between Anglo American — the major employer affected — and the NUM ended after midnight on Friday with both parties having apparently thrashed out their differences and having agreed to talks today between the chamber and the NUM.

THE contents of this issue of the Sunday Times have been restricted in terms of the emergency regulations.

Strike ^{Shines} costs Mercedes ^{140A} 2 000 vehicles

30/8/87
By Don Robertson

THE month-long strike at the Mercedes-Benz plant in East London has resulted in a loss of production of more than 2 000 vehicles.

Negotiations between the company and the National Automobile and Allied Workers Union (Naawu) are at a standstill, and it is likely that vehicle deliveries will be affected for some months.

The strike by 2 600 workers began on August 3 after Naawu's rejection of a wage increase negotiated by the Industrial Council consisting of Mercedes, Samcor, Delta and Volkswagen earlier this year. In these negotiations it was agreed that on August 1, wages would be raised from a minimum of R3,50 an hour to R3,70.

In spite of the earlier agreement, Naawu demanded an increase in minimum wages to R5 an hour. At a meeting on August 18, Mercedes-Benz agreed to lift the minimum wage to R4 an hour, to reinstate 188 workers and to partly compensate workers for a reduction in working hours from 44 hours

a week to 43

At the time, Mercedes-Benz viewed Naawu's rejection of the offer as confrontational and indicated that negotiations had come to standstill.

Since the strike began, 1 100 Honda Ballade and 800 Mercedes-Benz cars have been lost and between 200 and 300 commercial vehicles.

Marketing director Peter Cleary says that after the strike is resolved it will take

between five to six days to "clean" the plant before cars can be despatched and another 10 days for pre-delivery service.

He believes it will be at least three weeks before sales can be resumed. Even if the strike ends soon, sales in September will be severely restricted.

The strike has resulted in the indefinite postponement of the launch of the Mercedes 230te station wagon.

Thousands of miners end strike and return to work

31/8/87 Star 140A

Re-employing miners

By Mike Siluma, Labour Reporter

At a press conference following shortly after agreement was reached between the National Union of Mineworkers (NUM) and the Chamber of Mines yesterday afternoon to end the strike, Anglo American spokesman, Mr Bobby Godsell, spelt out the understanding reached on Friday evening between the Union and the Anglo American Corporation relating to the re-employment of dismissed workers after settlement of the strike.

In order to establish clarity on the issue, the Anglo American Corporation reiterates the following points.

1. AAC will re-employ, together with new recruits, subject to the availability

- of jobs and acceptable individual work records, dismissed employees
- 2. Again subject to the availability of jobs, those dismissed employees who report within seven days and are re-employed will enjoy their previous conditions of employment AAC has undertaken to discuss with NUM the mechanics relating to the 7-day period
- 3 Where jobs previously filled by dismissed employees are no longer available, but jobs on a lower grade are, these jobs will be offered to them.
- 4. AAC has undertaken to discuss further with NUM the special circumstances of workers dismissed at two shafts which have closed, Vaal Reefs No 6 and Western Holdings No 1

Thousands of mineworkers today returned to work at gold and coal mines in the Transvaal and the Free State, ending South Africa's longest and most costly strike

The return-to-work was in response to a call by the National Union of Mineworkers (NUM) to end the three-week strike, following a weekend settlement between the union and the Chamber of Mines

The strike, which the NUM claims cost mine owners R250 million, is believed to have cost strikers no less than R5 million a day in lost pay

Nine miners were killed during the strike, including two killed in a weekend clash between strikers and mine security personnel at the Kinross mine near Evander

An estimated 500 miners were injured during the three-week strike while about 400 others were detained

Workers went back to work today in response to NUM's call to end the strike

The settlement was the culmination of more than 48 hours of almost non-stop bargaining between, first NUM and Anglo American, followed by talks between the union and the chamber

WORST AFFECTED

A spokesman for Anglo American, the mining house worst affected by the strike, said the return to work on gold and coal mines, which began last night, was continuing. He said figures would become available later

Gencor's chief of gold and uranium, Mr Bruce Evans, said indications last night were that "workers are already responding to the strike settlement"

A spokesman for Rand Mines reported "a trickle back" at the only group mine affected by strike action, the Douglas colliery

A JCI spokesman said all miners due back, about 4 000, had returned to work at the Randfontein Estates Gold Mine

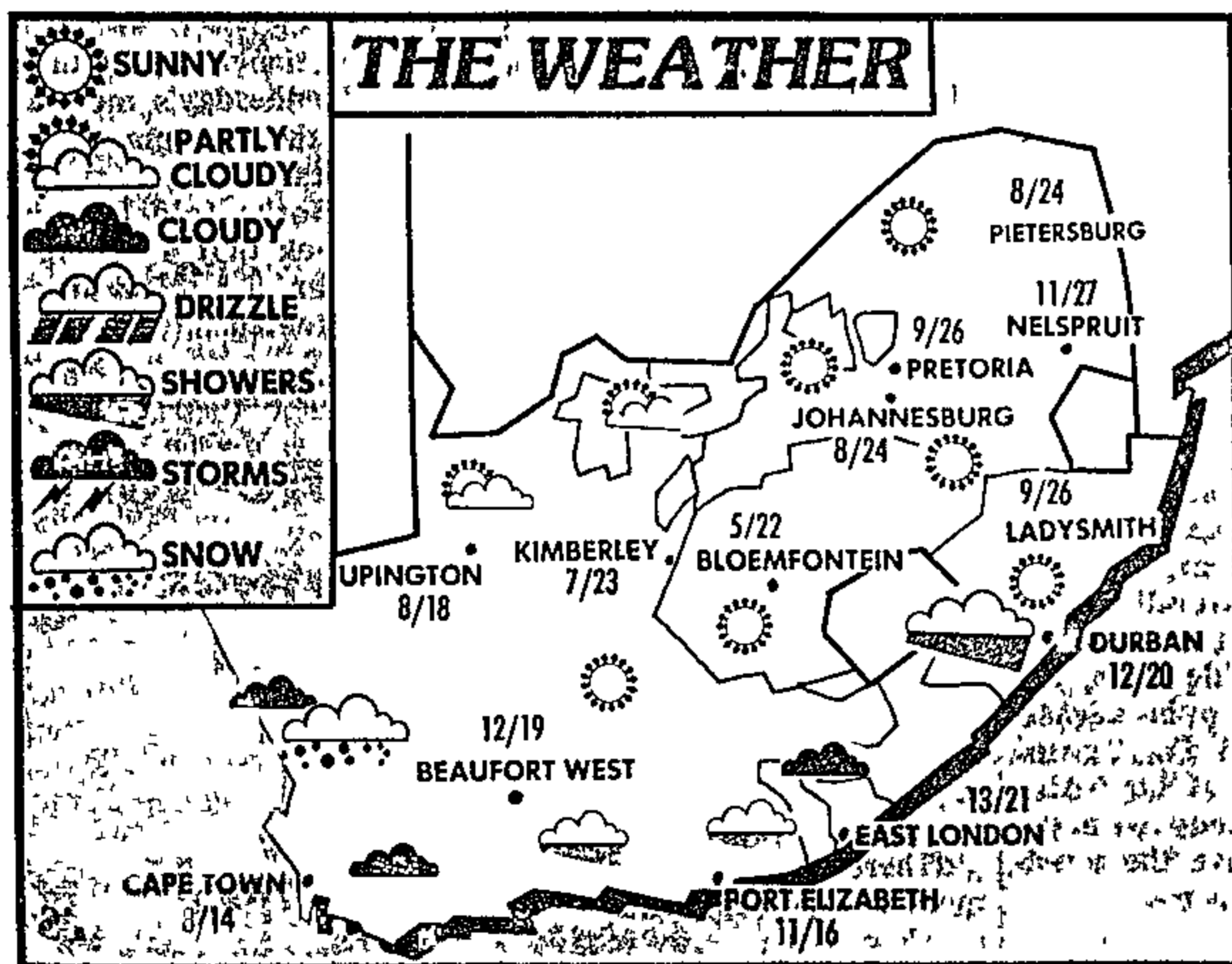
Settlement in the strike centred on the improvements to leave and death benefits, with the chamber wage increase offer remaining at between 17 and 23,4 percent

Reacting to a chamber statement that it had not agreed to the re-employment of the estimated 36 000 fired strikers, Mr Ramaphosa said agreement had, in fact, been reached with the mining houses where workers had been dismissed — Anglo and JCI

The position of the at least 7 000 who lost their jobs when Anglo American Corporation (AAM) shut down two gold mine shafts which it said were uneconomical will be discussed with the NUM

At a press conference last night, NUM general secretary Mr Cyril Ramaphosa, saying the strike was neither a defeat for the union nor a victory to the chamber, described the three-week action as "a dress rehearsal" for 1988

Both sides had learnt lessons during the strike



TRANSVAAL — Till 6 pm tomorrow. Fine and, warm but hot over Western Transvaal; Northern Transvaal and the lowveld.

JOHANNESBURG CENTRAL — Today: 8 am 16 deg C; yesterday, max 20 deg C; min 12 deg C; rainfall — mm; so far this month 13,7 mm, so far this year 555,2 mm; average rainfall for August over 92 years 10 mm (average annual rainfall 769 mm).

Temperatures and rainfall for the 24-hour period ended 8 am today							
	Max	Min	Rain mm		Max	Min	Rain mm
Johannesburg Central	20	12	—	Pietersburg	24	11	—
S Suburbs (Hill Ext)	21	10	—	Nelspruit	27	12	—
Bryanston	20	10	—	Bloemfontein	22	3	—
Springs	22	8	—	Durban	25	12	—
Krugersdorp	21	7	—	East London	22	11	—
Vereeniging	24	6	—	Port Elizabeth	20	13	—

The postal strike is now in its third month with no sign of a resolution. Staff Reporters MIKE SILUMA and ADELE BALETA spoke to Post and Telecommunication Workers' Association (Potwa) president Mr Vusi Khumalo and the deputy Postmaster General, Personnel and Postal Services, Mr Johann de Villiers. Dateline JOHANNESBURG

PO strike: No end in sight

argues 31/8/87
140A

THE Post Office introduced standardised salary scales for all races on July 1

Previously, whites, coloured and Indians were on the same salary scale, while blacks were on a different scale which effectively prevented them from filling top jobs

The new standardised scale provides for several salary notches. Although blacks are now on the same scale as whites, they have been placed on lower notches and so earn less

UNION Potwa is demanding notch parity so that a black and white worker of the same rank and with the same experience, qualifications and number of years service, will be paid equally

Although blacks now have scale parity this does not mean an end to discrimination in the Post Office. Black workers with the same experience are being paid between R88 and R300 less than their white colleagues

Although black workers will now be able to advance to the same positions held by whites this could take up to ten years

MANAGEMENT If we granted notch parity to blacks we would be compelled to apply the same principle to Indians and coloured

This would mean increasing salaries by a substantial amount for some people and would be in addition to the 12 percent increase granted in July

This would have to be budgeted for after considering the many implications attached to such a dispensation

Discriminatory practices and rank parity

UNION We are opposed to the attitudes of some people in authority who because of a political background, are accustomed to issuing orders

Unfair dismissals occur and strike action follows when this authority is challenged. Blacks with the same training as whites are not given the same authority

MANAGEMENT We have initiated supervisor courses to guide people on how to handle staff and on how to deal with dismissals

At present white technicians supervise both black and white employees while black technicians supervise other blacks

Potwa insists that blacks must also supervise whites. The situation may change in the future but it is difficult to say when this will happen. It is a question of evolution

Minimum wage increases

UNION We want the minimum wage to be pushed up from R310 to R600 for the general assistant grades. We regard this as a living wage and the demand is in line with demands by most workers throughout the country

MANAGEMENT This is negotiable and will be looked

into. The Post Office does try to pay market related salaries and salary adjustments are considered periodically depending on the availability of funds

Payment of salaries during the strike

MANAGEMENT We have told the union time and again that payment of salaries to striking workers is not acceptable and a non negotiable issue. No employer in the country would pay people who are on strike

UNION During negotiations workers have always insisted that the Post Office is responsible for dragging out the dispute by not addressing grievances

The workers feel they are therefore entitled to payment

During negotiations we were prepared to concede to no work no pay provided that we were given notch and rank parity and workers were reinstated

This has not happened and the strike continues

Employment of dismissed workers

Potwa is insisting on the unconditional re-employment of about 60 workers dismissed in the Eastern Cape since 1985

MANAGEMENT This is negotiable. We have told the union to submit cases where workers have allegedly been wrongfully dismissed so redresses can be made

Of the 15 000 workers who are on strike, about 12 000 are not skilled and can be replaced

However, we will be losing a lot of expertise and experienced staff. It will be difficult to replace skilled workers with three years training and we won't have enough technical staff until we can train more

A total of 1 700 new unskilled workers have been hired so far

UNION The workers feel their demand for re-employment of dismissed workers is the only way to stop the Post Office from continuing to sack employees for no apparent reason

Postal services

MANAGEMENT We will not hire new workers to man postal services in the townships. Postal services in these areas will remain closed until the workers return to work

UNION The Post Office is an essential service and should not be disrupted but as worker grievances have not been redressed we have no alternative but to continue with the strike

It has always been Potwa policy not to catch the community in the crossfire between the union and the Post Office

The community supports us as they recognise that this is a struggle for human rights and therefore affects all blacks

The Post Office service can only improve when manned by satisfied and contented workers

Cosatu blasts: 'Bombers appear to elude police'

31/8/87
 140A

Staff Reporters

THE apparent lack of progress in police investigations of violent attacks on Congress of South African Trade Unions (Cosatu) premises was a matter of grave concern, the federation said today.

The blast at Community House in Salt River on Friday night was "about the fourth" attack on Cosatu buildings this year, including the huge explosion which wrecked Cosatu House in Johannesburg in May

A police spokesman today said the bomb, which devastated part of the building, was caused by between 6kg and 7kg of high explosives

Explosives experts have not yet established what the bomb comprised, but investigations are continuing, he said

"No progress"

The building, destined to house union offices, was officially opened by Dr Allan Boesak a week ago

Cosatu premises in Kimberley, East London and Nelspruit have also been attacked

"In all these cases there has apparently been no progress in police investigations whatsoever," the statement said

"Cosatu has warned in the past that the vicious State propaganda aimed at criminalising Cosatu was an invitation to rightwing elements to continue with the campaign of violent attack

"But the State and employers continue to hide their willingness to meet the legitimate demands of our members by whipping up irrational antagonism against Cosatu," he said.

"The lack of progress in police investigations is a matter of grave concern to us because such attacks increase the levels of tension and conflict."

Possibility

Cosatu regional secretary Mr Nick Henwood said the bomb angered workers and many shop stewards telephoned to express the anger

"The building had just started to become a real centre and unions such as the Chemical Workers' Industrial Union and the Paper, Wood and Allied Workers' Union were due to move in soon," he said

Police declined to comment on whether they were investigating the possibility that a rightwing group might have been behind the explosion

The bomb went off about 3 03am on Saturday. An elderly woman in a nearby house was slightly injured by glass splinters

A police spokesman said that anyone with information could give this anonymously to the security branch by contacting 24-3780

"Curiously silent"

Meanwhile, Archbishop Desmond Tutu has condemned the blast

He said "I call on the Government to say where it stands on the use of violence by the right as explicitly as it does on the use of violence by those opposing apartheid

"It is curiously silent when it comes to attacks on property used by churches, trade unions and community organisations."

Mine strike is over after talks

Cape Times 31/8/87 (140A)

JOHANNESBURG. — The 21-day strike by black miners ended yesterday after talks between the union and mining houses at the weekend.

Neither the National Union of Mineworkers nor the Chamber of Mines has claimed clear victory or conceded defeat.

The settlement came after more violence on Friday night when two strikers were shot dead and 16 people were injured in a clash between strikers and mine security at the Kinross gold mine near Evander.

The leader of the National Union of Mineworkers, Mr Cyril Ramaphosa, said "We have not lost. We have emerged a lot stronger than we were."

● Strikes cost 5,5 million working days — Page 3

Mr Bobby Godsell, chief negotiator for Anglo American and Mr Ramaphosa's main adversary in wage talks, acknowledged a new respect for the black labour force on the mines.

"To take very large numbers of people out on strike and keep them out on strike for three weeks is a real achievement of a kind," he said. "Both the union and the employers have demonstrated their ability to administer and withstand pain."

Mr Ramaphosa led 330 000 miners in a work stoppage that cost the industry an estimated R270 million.

Earlier attempts since the union was formed in 1982 with 6 000 members mobilized fewer than 50 000 miners and, after mass dismissals and dozens of deaths, lasted no more than two days.

This year's strike was a show of force far beyond anything the miners had been able to mount before, though it cost nine lives, some 500 injuries and the prospect of seeing 100 000 men fired.

About 46 000 men were fired — 36 000 in the last 72 hours of the stoppage — in terms of laws that allow the miners to strike, but offer them no protection against dismissal.

More than 50 000 others faced dismissal within a week and the six major mining houses indicated they would continue to accelerate the pace of action against strikers.

Yesterday, soon after 3 pm, Mr Ramaphosa was forced to bow to the might of the mining companies.

He abandoned his union's demand for a 30% wage hike that would have taken average monthly earnings of 550 000 black miners to about R555 and to settle for nominal fringe benefit improvements he had turned down five days earlier.

The final settlement differed only slightly from the offer made by the chamber and rejected by the union last Tuesday and Wednesday. Instead of the death benefit being increased from the equivalent of two to four years' wages, it will be increased to 36 months.

"I think both sides have learned to respect each other," said Mr Johann Liebenberg, chief negotiator for the Chamber of Mines, conceded. "It was much longer than we expected."

Mr Godsell rejected the suggestion that the outcome was a defeat for the union. "The word victory is wholly out of place," he said. "We had to follow a certain path and we did so very reluctantly."

Mr Naas Steenkamp, president of the chamber that represents the owners of 99 gold and coal mines in wage negotiations, admitted that both sides had learned from the strike and said the union was not knocked out by the outcome. — UPI



MINE MEN The general secretary of the National Union of Mineworkers, Mr Cyril Ramaphosa (left) and the president of the Chamber of Mines, Mr Naas Steenkamp (right)

Workers back, say OFS Anglo mines

JOHANNESBURG — Initial reports from mines in the Free State goldfields to the Anglo American Corporation are that miners are heeding the return to work call.

An Anglo spokesman said last night "all shafts in Free State mines report a very good response to the night shift and indications are that the strike is over."

Anglo said shifts on a Sunday night represented a small proportion of the workforce and today's dayshift would give a better indication of whether the strikers were returning to work.

A spokesman for Gencor said it was not known what the turn-out was for the night shift on its mines, but would try to establish attendance rates later.

Mr Bruce Evans, chief executive officer of Gencor's gold and uranium division, said last night the increase in the number of workers who reported for the night shift on the company's strike-affected mines was "encouraging and indicates that the workers are already responding to the strike settlement this afternoon." — Sapa

Strangler eludes stake-out

By CHRIS STEYN

SEVERAL men suspected of being the "Station Strangler" have been questioned by detectives over the past two days as the hunt intensifies for the child killer who has raped and murdered six Cape Flats boys since October last year.

A team of detectives led by the investigating officer, Detective Warrant-Officer Reggie Schilder, spent hours at the weekend secretly staking out dense bush in an undisclosed area. But the killer never came.

The police are determined to catch the child killer before he

strikes again. But, according to a top forensic psychiatrist, the "Station Strangler's" attacks are carefully planned. He has managed to elude the police dragnet for 10 months.

In an interview with the Cape Times yesterday, W/O Schilder said police were still being inundated with calls from members of the public who thought they had seen the child-killer.

"We were very busy this weekend investigating new leads and doing follow up work. Nothing has panned out so far, but we are still digging," he said.

Police now believe they are looking for a handsome, articulate and well-dressed man in his early 20s. He is probably driving an olive-green Valiant.

Detectives are also following up information obtained by the Cape Times in an exclusive interview last week with the only person alive who could positively identify the child killer.

The 12-year-old schoolgirl, who cannot be identified for her own safety, witnessed the "Station Strangler" abduct his latest victim, 15-year-old Samuel Nqada.

She came close enough to the suspect's car to give the Cape Times an exact description of the man. He was dressed in a flowery shirt and a red jersey at the time.

Anybody who knows where the suspect is or has information about the crimes should phone W/O Schilder at 934-1035 (office) or 31-3505 (home).

crack of dawn



Good heavens, Bertha, I heard a terrific explosion. For a moment I thought PW Botha was having another difference of opinion with Riaan Eksteen.

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The powerful bomb blast at Cape Town's Community House, which accommodates the regional offices of the Congress of South African Trade Unions (Cosatu) and other labour and community organisations, is prompting anti-apartheid organisations to take stock of their security measures

There have been at least five attacks on Cosatu premises this year — in Johannesburg, Kimberley, East London and Nelspruit

"In all these cases there has apparently been no progress in police investigations whatsoever," Cosatu said

Community House was opened only a week before it was rocked by a blast about 3 am on Saturday, causing extensive structural damage

"The Security Police were on the scene almost immediately and remained at the offices until 5 30 pm. The caretaker, who narrowly escaped injury, said he emerged from the building and was immediately

Cosatu to take stock of security after explosion

met by 'a full team' of Security Police," Cosatu said

SACC general secretary the Rev Frank Chikane condemned the attack and said "Victims of the apartheid regime and all peace-loving South Africans are faced with this untenable situation, that the very forces of the apartheid regime who have been set against those working for a non-racial, just and democratic South Africa, are the people expected to investigate acts against the groups which they are harassing and imprisoning"

140A
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~~140A~~

Chamber, NUM in agreement

Longest SA mine strike reaches end

3/18/87 B/Day 140A

THE costly three-week strike by between 210 000 and 340 000 workers on SA's coal and gold mines ended after the National Union of Mineworkers and the Chamber of Mines reached agreement yesterday.

Workers were scheduled to return to work at the start of last night's shifts, but the chamber said some communication difficulties could be experienced.

The end of the strike was announced by the chamber, which represents the mining employers hit by the strike, after almost four hours of negotiations yesterday at its head office in Johannesburg with the NUM

The settlement was almost the same as the offer made by the chamber last Tuesday including improvements to holiday pay and the death benefit scheme. No improvement on the chamber's initial wage increase offer of 15% to 23,4% was agreed on.

It was agreed that the death benefit pay-out would be the equivalent of only three years' wages, rather than the four offered on Tuesday

The NUM did not wish to support an increase in members' contributions. As a result, the employer contribution to the death benefit scheme will be 55c per R100 wages instead of the 45c proposed on Tuesday.

Business Day Reporters

The question of reinstatement of the almost 50 000 workers dismissed during the strike is to be resolved between the NUM and the individual mining houses.

Immediate comment on this matter was not available

Addressing a media conference after the settlement, chamber president Naas Steenkamp said the cost of the strike had been high

He said "Most tragically, there has been loss of life, and we share in the sorrow of the bereaved families"

He added "The cost must also be measured in terms of the strains on the worker-management relationship; the strife and tension between strikers and non-strikers, the disturbing incidence of violence, intimidation and murder; the loss of jobs, and the wages sacrificed."

He said the employers had learned during the strike that the union had muscle, organisational capacity, determination and skill. The union, he said, had learned "that the employer can be flexible but can also set the limits and stick to them"

He concluded that the union and em-

● To Page 2 →

Mine strike took a high toll

B/Day 3/18/87 140A

ployers must now work constructively together for conciliation and a return to normality.

The legal strike — the largest in SA's labour history — was estimated to have cost the industry millions of rands

Nine miners — including strikers and opponents of the stoppage — have been killed during the strike, and the NUM has put the number of injured at 350 and those arrested at 300, Sapa-AP reports

The strike was triggered by the breakdown of wage talks between the NUM and the chamber at the end of June

At its congress earlier this year the NUM gave notice it would demand a 50% increase for its members

NUM rejected the chamber's offer of wage increases between 15% and 23,4%,

demanding instead 30% which it said the industry could afford in view of increased earnings in the past decade

Strike ballots were conducted in the first week of August when members voted overwhelmingly in favour of industrial action. Strike issues were to be increased pay, better death benefits, danger pay, and the recognition of June 16 as a paid public holiday

On August 4 the NUM announced national strike action would occur at 28 gold mines and 18 collieries throughout the country from the night shift of August 9/10

← ● From Page 1

140A
Society 31/8/87

Blast rocks Cosatu building

COSATU's Western Cape regional offices Community House, near Cape Town, were rocked by a bomb blast about 3am on Saturday morning.

The bomb, which could be heard 10 km away, caused extensive damage, especially to the back and staircase of the building where huge cracks point to severe structural damage.

The security police were on the scene almost immediately and remained at the offices until 5 30pm.

Other organisations in the building are Western Province Council of Churches, South African Domestic Workers Union, South African Railways and Harbour Workers Union, and the Union Library and Labour Research Services.

There were no serious casualties, but a few residents in the area suffered minor cuts from broken windows.

Community House, a multi-million three storey building, was officially opened by Dr Allan Boesak last Sunday.

Police at the scene said their initial investigations showed that the blast was caused by high explosives. Most residents described the blast as "massive".

The explosives were apparently placed in a courtyard next to the main hall of the building.

The security guard at the building, Mr Headman Mnonose, said he noticed two cars, a light blue car and a red car, drive slowly past the building minutes before the blast occurred.

Workers are obviously still busy erecting a security fence around the building, but a

number of gaps could be seen, which would have provided easy access to the building.

It is possible that access to the building was gained from the back and police are investigating the possibility that the barbed wire at the back of the building had been tampered with.

Cosatu's regional secretary, Mr Nick Henwood, said in a statement that the bomb has caused anger among workers. "Many shop stewards have already phoned in — and they are extremely angry."

"The building had just started to become a real centre, and other unions such as the Chemical Workers Industrial Union and the Paper Wood and Allied Workers Union were due to move in next week," he said.

Mr Henwood said organisations affected by the blast were on the scene after the blast.

This was about the fourth bomb attack on various Cosatu buildings this year, including the massive bomb which wrecked Cosatu House in May this year. Others have taken place in Kimberley, East London and Nelspruit.

Mr Henwood said "Cosatu will not be intimidated by these cowardly attacks. We will continue to use our democratic organisations to push the interests of our members, both on the factory floor and wider political issues."

"The continued attacks will no doubt encourage further debate within our ranks on the need of self-defence to protect our leadership and property from violent attacks."

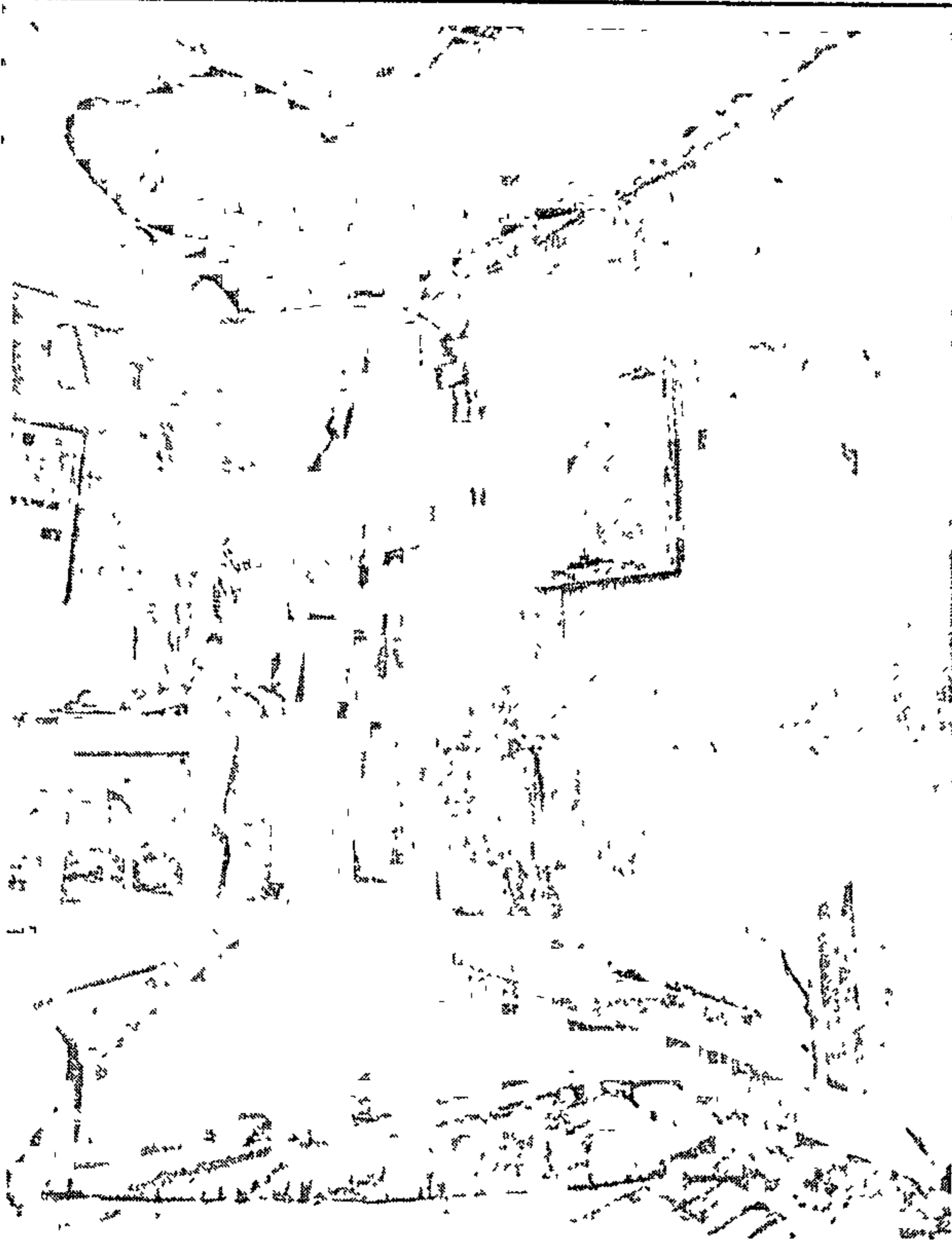
● Parts of this report have been excised to comply with emergency regulations.

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1987 (140A)

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The treasurer of the South African Allied Workers Union's East London branch, Mr Sebenzile Mdyogolo, observes the extent of the damages caused by a fire he believes was no accident

Saawu's office deliberately fired — official

1987
19/87

Daily Dispatch Reporter

EAST LONDON — Damage valued at R10 000 was caused when a fire broke out in the St John's Street offices of the South African Allied Workers' Union (SAAWU) yesterday morning

The acting Border police liaison officer, Captain Christo Louw, said the fire was discovered at the offices at 1 am and investigations had disclosed that the offices had been broken into

"One of the offices and its contents was totally destroyed in the fire," Captain Louw said

The treasurer of the Border region of SAAWU, Mr Sebenzile Mdyogolo, said the fire was the second to have broken out in the

union's St John's Street offices

"This is the second fire we have had in this building since we moved in in 1982," Mr Mdyogolo said

"We have no knowledge of the cause of the fire, but a number of posters which were on the walls were removed and we believe they were used to start it

"The back door was forced open and this is further reason for us to believe the fire was not an accident

"Our offices in Caxton Street have been destroyed by fire twice before," Mr Mdyogolo said

The office in St John's Road was extensively damaged. Apart from damage to the ceiling, walls were damaged by smoke, and furniture was destroyed

Former Wool Board general manager dies at age 81

Daily Dispatch Reporter

EAST LONDON — A former general manager of the Wool Board here and a leading authority on wool marketing, Mr Archibald Raymond Heppell, has died at the age of 81

Mr Heppell died of a heart attack at his daughter's Johannesburg home

Mr Heppell was born in Bloemfontein and educated at Grey's and St Andrew's Colleges, where he excelled both as a scholar and a sportsman. He was headboy of Grey in his matric year

After completing his schooling he went to England for a year to



MR HEPPELL cultural show here
Mr Heppell retired 17 years ago and since then

Plant remains closed

National Union of Metalworkers of South Africa (Numsa) confirmed that the situation at the plant was unchanged

A company spokesman, Mrs Delene MacFarlane, said she was unaware of any scheduled negotiations yesterday

The situation would be reviewed tomorrow if the offer was not accepted, she said

A union spokesman, Mr Viwe Gxarise, de-

clined to comment further

The union is demanding a minimum hourly wage of R5 an hour, while the company has offered R4 an hour

● Meanwhile Post Office officials and representatives of the Post Office and Telecommunications Workers' Association (Potwa) were locked in crucial discussions yesterday aimed at ending the ongoing strike by about 10 000 postal workers

Sources close to the union said the key point still to be resolved was the re-employment of more than 1 000 workers dismissed in the last two weeks

The dispute originated in the Eastern Cape in late June with a strike over 60 alleged unfair dismissals. Since then Potwa demanded a Post Office commitment to racial parity in employment conditions as a condition for a return to work

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Car firm makes pay plea following 23 days of strike

ARGUS 1/9/87

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The Argus Correspondent
JOHANNESBURG. — Mercedes Benz has made personal appeal to its 2 600 workers to end a strike which has crippled its East London plant for 23 days.

Among offers made to workers in letters sent to their homes is a wage increase on a sliding scale over and above the 20c an hour increase offer ratified by the industrial council and the reinstatement of 188 workers dismissed on August 10.

The letter gave workers until 10am today to respond to the offer which would take minimum wages to R4 an hour.

The National Automobile and Allied Workers Union has demanded a minimum wage of R5 an hour.

The strike has meant lost production on 2 000 Mercedes Benz and Honda cars and 250 lorries, but a spokesman for the company declined to say what the strike had cost in financial terms.

The plant loses production of 110 to 120 cars and 11 to 15 lorries every day.

Mrs Delene MacFarlane, public relations manager, said today there had been no response yet to the offer to workers

The strike has aggravated Mercedes Benz's already long waiting period for buyers.

Mrs MacFarlane said a price increase had been planned before the strike began. It would have to be introduced when the dispute was resolved

Govt denies delay on miners' money

Cape Times 1/7/87
Political Staff

1404
dependent reports that miners began returning to work on Sunday night and yesterday

PAYOUTS of foreign funds sent to the National Union of Mineworkers (NUM) during the strike were delayed in some cases because the government had ordered the Reserve Bank to monitor such funds

This was said yesterday by the Minister of Finance, Mr Barend du Plessis, who denied reports that the government had withheld foreign funds to the NUM during the three-week strike, which ended at the weekend

● Our Johannesburg corre-

Anglo American reported that at shafts where no workers had been dismissed absenteeism was normal

A spokesman for Gencor said there had been about an average 80% turn-out on most affected mines. Two exceptions were the Blinkpan and Matla collieries, where report back meetings were still being held and attendance was low

A Rand Mines spokesman said the return to work by the 4 000

strikers at Douglas Colliery had been gradual

The potential for conflict between Anglo and the NUM over the status of miners dismissed during the strike escalated when the company reiterated that their re-employment was subject to the availability of jobs and acceptable individual work records

The NUM has threatened court action if all are not re-employed

JCI said the position of the 6 000 dismissed from Randfontein Estates would be made known today

NUM branches out to Western Cape

Sample 140A 27/8-2/9/87

By RYLAND FISHER

THE country's biggest trade union, the 370 000-strong National Union of Mineworkers, has started to organise in the Western Cape.

The union will concentrate on workers at the Escom electricity power station where they have already signed up 500 members in the last month, according to NUM organiser Howard Gabriels

"We have recognition agreements at Escom power stations in other parts of the country so it

was only natural for us to branch out to the Western Cape

"We have already initiated recognition discussions with local Escom management.

"In terms of Cosatu's policy of one union an industry, it was decided to organise mines and energy together because energy is closely linked to the coal mines

Potential

"There are no mines in the Western Cape so our potential is very limited but we aim to reach every potential member,"

Gabriels said

A former Escom worker, Jimmy van Wyk, has been appointed regional organiser and the union has opened an office in Elsie's River.

Rapid growth

"Discussions with a small group of workers started at the end of last year but we only started to set up the union in the Western Cape last month. Some of the Escom workers went with the NUM delegation to the Cosatu congress last month

"At the moment, we have an interim committee

running the Western Cape branch but we hope to have a congress soon to formally launch the union here," Gabriels said.

The NUM has grown rapidly since it started in Klerksdorp in 1982 with 14 000 members. It had 30 000 signed-up members in 1983, 60 000 in 1984, 100 000 in 1985 and 261 000 in 1986. By last month, it had more than 369 000 members

"Our rapid growth is because workers in the industry do not depend on organisers, but recruit other workers themselves," said Gabriels.

Chemical union secures pay deals

3/day 2/1/87 ALAN FINE

THE Chemical Workers Industrial Union (CWIU) yesterday announced a series of wage agreements reached recently with a number of Transvaal-based companies.

At Vulco Latex in Johannesburg, 250 workers are to receive increases of R125 per month. This represents a 29% increase for women on the bottom grades, the union said.

Women are to receive six months maternity leave, of which two months will be paid.

Reef Chemicals in Boksburg has agreed to a new minimum wage of R800 a month.

After a two-day strike, 300 Twins-Propan workers in Durban and Wadeville are to receive monthly increases of R145 to R150, bringing the minimum to R740. Maternity leave was increased to four months, with two months on full pay, said the CWIU.

All three companies have granted May Day and June 16 as paid holidays. Vulco and Twins have agreed that Sharpeville Day be granted in exchange for another leave day.

Giving transport a lift

Business Day Reporter

TRANSPORT deregulation alone is not the answer to the private freight sector's problems.

How the industry can help itself — and not just rely on reduced State intervention — will be debated at the annual Outlook for Trucks conference next month.

The theme, "Coping With Change", will look at modern problems faced by transport operators. Among these are inflation and rising vehicle prices; unions that want higher wages, shorter hours and more benefits; better maintenance demands due to increased quality standards.

The conference takes place on October 15-16 at Sandton's Indaha Hotel.

140A
SOS
2/9/87

US tries to win friends in SA unions

WASHINGTON — The US Congress has taken steps designed to win more friends for the country among black South African trade unionists

US efforts to aid South Africa's largest labour federation, the Congress of South African Trade Unions (Cosatu), however,

had been harmed by suspicion of American motives among the opponents of apartheid, according to congressional and union officials

In an effort to shift US policy, the House of Representatives Budget Committee in early August froze payment of \$1,5 million (R3 million) in Government money that was being channelled through an affiliate of AFL-CIO, the largest labour federation in the United States, to black South African trade unionists

It was believed that the AFL-CIO did not have much credibility in Cosatu circles.

Payments of \$800 000 (R1,6 million) resumed on August 17 after the AFL-CIO's American-African Labour Centre agreed to step up efforts to improve relations with Cosatu

The overture takes on new importance with the peaceful outcome of the South African miners' strike, which is viewed by many experts as a boost for black trade unionists

Under the new guidelines, individual unions within the AFL-CIO will be encouraged to bypass

the American-African Labour Centre in some cases and disperse money from the US Agency for International Development directly to South African unions, according to congressional sources

The executive director of the centre, Mr Patrick O'Farrell, said that as part of shift, AFL-CIO president Lane Kirkland sent a letter to Cosatu leaders, inviting them to the AFL-CIO convention in Miami in October. The US federation has also set up a strike fund to help striking miners

Mr O'Farrell said that in the past, Cosatu had declined AFL-CIO money, and that the American federation in turn gave money to 39 smaller unions, with a total membership rivaling that of Cosatu.

The attempt to improve ties with Cosatu, said Mr O'Farrell, was consistent with longtime AFL-CIO support for black trade unionists in South Africa

The South African miners' strike, he added, "is one of the major milestones in the struggle for freedom on South Africa" — Sapa-AP

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AR643 2/9/87 (K40N) (B114)

Police deny prior knowledge of blast

PRETORIA — The police took "strong exception" to insinuations that they either condoned or had prior knowledge of the explosion at Community House in Salt River, a spokesman said today.

He said a Congress of South African Trade Unions allegation that security police were "on the scene almost immediately" was a distortion of the facts.

He said "The explosion was at 3am and the Metro emergency unit was almost immediately on the scene."

Uniformed police arrived at 3.13am after being notified by the Metro unit, he said.

"The uniform branch in turn summoned members of the security branch, who arrived at Community House at 3.40am."

LITTLE SYMPATHY

"The South African Police takes the strongest exception to the thinly-veiled insinuation that the police either condoned or might have had prior knowledge of the explosion."

The police also had little sympathy for Cosatu's claim it was a victim of State propaganda.

"We refute Cosatu's attempt to portray themselves as innocent victims of 'vicious state propaganda,'" said the spokesman.

"Cosatu has close relations with the South African Council of Trade Unions, which openly supports terrorism."

"So there is a strong possibility that terrorists are also active in the ranks of Cosatu, with all the implied dangers" — Sapa

140A

Cosatu offices burgled

JOHANNESBURG — The Congress of South African Trade Unions (Cosatu) offices in Vereeniging, housing about 7 unions, were burgled this week, Cosatu said yesterday

Union officials arrived at the block of union offices rented by Cosatu to find that there had been a break-in

Office doors inside the building had been broken open

Drawers and a safe had also been forcibly opened and hundreds of

rands stolen

The unions housed in the building — the Transport and General Workers Union, Construction and Allied Workers Union, the Commercial, Catering and Allied Workers Union, the National Union of Metalworkers of South Africa, the South African Railway and Harbour Workers Union and the Food and Allied Workers Union — met yesterday to assess their losses

“Cosatu views this incident as another in a line of systematic attacks on the federation. It appears that no Cosatu building is secure — all the attacks are carried out with precision and sophistication”

“The continued attacks on the federation are raising the level of worker anger. Workers are convinced that, much as they engage in a disciplined struggle for basic rights, there are forces waging a ruthless war to protect the cheap labour system” — Sapa

NR665 3/9/87 (B) (NOA) (12)

Car workers say no to pay offer

PRETORIA. — Mercedes Benz employees have rejected a company offer on wages and hours of work.

Company spokesman Mrs Delene MacFarlane said the company was, however, prepared to continue to seek settlement of the dispute.

A further meeting with National Automobile and Allied Workers Union officials and employee representatives had been proposed and was scheduled for Friday morning.

The rejected offer included a wage increase over and above the one agreed at an industrial council sitting earlier this year, immediate implementation of an across-the-board increase, reduction in weekly working hours from 44 to 43, and the reinstatement of 188 employees dismissed for allegedly instigating the strike.

Mercedes Benz has lost production of 2 735 cars and heavy vehicles as a result of the strike by 2 800 employees. — Sapa.

Cosatu-police row over blast

Cape Times 3/9/87 1401 3/9/87

By CHRIS ERASMUS

A ROW has broken out between the police and the Congress of SA Trade Unions (Cosatu) over allegations and insinuations made by both sides in the wake of last Saturday's bomb blast at Community House in Salt River.

Meanwhile, another Cosatu office was attacked this week. The union's Vereeniging offices housing seven affiliate unions were burgled on Tuesday night with "hundreds of thousands of rands" allegedly stolen, drawers and a safe forced open and offices ransacked.

The attack is at least the sixth on Cosatu offices since the bomb blast in Cosatu House in Johannesburg which severely damaged the union headquarters.

Cosatu said the break-in was "another in a line of systematic attacks on the federation", all of which had been carried out "with precision and sophistication".

Yesterday police said they took "the strongest exception possible to the thinly veiled insinuation that the South African Police either condoned or might have had prior knowledge of the recent explosion at Community House".

"The allegation (made by Cosatu after the blast) that 'the security police were on the scene almost immediately' is a distortion of the facts," said a police statement.

"The explosion occurred at 3am and the Metro unit, an emergency service, was almost immediately on the scene.

"Members of the South African Police's uniform branch arrived on the scene at 3 13am after being notified by the Metro unit.

"The security branch was in turn summoned by the uniform branch and they arrived at Community House at 3.40am," the statement said.

"We refute Cosatu's statement in which they attempt to portray themselves as innocent victims of 'vicious state propaganda'.

"Cosatu has close relations with

Sactu (South African Council of Trade Unions) and the latter openly supports terrorism.

"There is therefore a strong possibility that terrorists are also active in the ranks of Cosatu with all the implied dangers thereto," the SAP statement said.

Cosatu responded by saying the "government-sponsored propaganda campaign aimed at discrediting Cosatu continues".

The body had constantly warned that this "smear campaign" created an atmosphere conducive to violent attacks against it.

"But the propagandists refuse to quieten down — even at times when we are victims of criminal attack. At the time of the Cosatu House blast, the SA police stated that they believed the blast could have been caused by Cosatu's own members."

"They have made similar statements in response to Saturday's blast at Community House in the Western Cape. They claim that Cosatu has links with the SA Congress of Trade Unions (Sactu) 'which openly supports terrorism'."

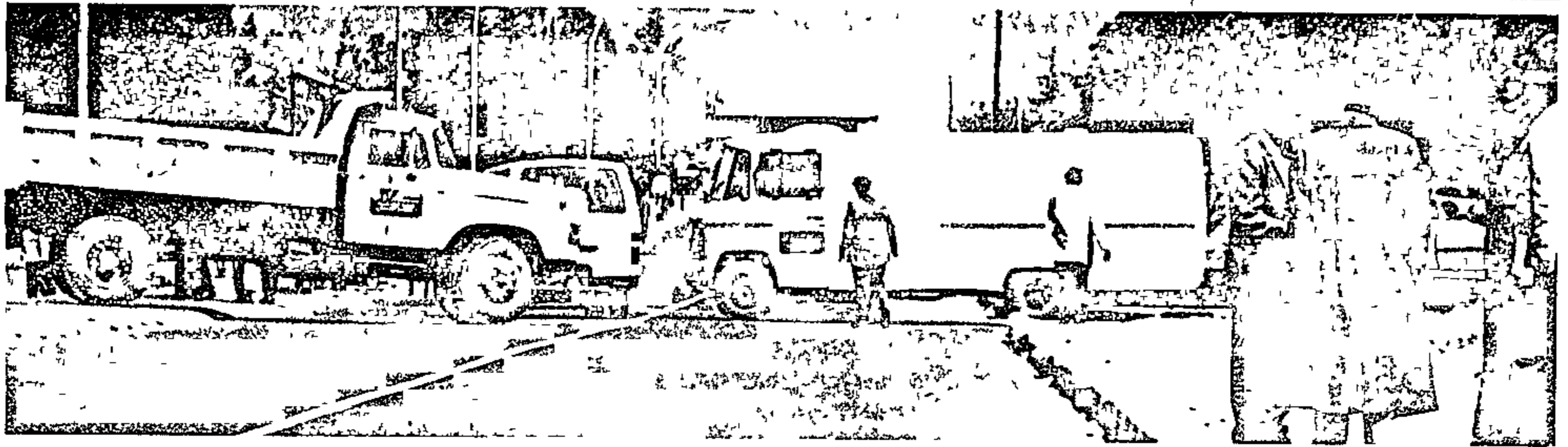
'Ridiculous'

The police's "insinuation" that "Cosatu is bombing itself" was "an opinion that is so ridiculous that no one but the SAP would believe it".

"Statements like these — which allege that Cosatu is involved in armed struggle — are typically part of the disinformation campaign against Cosatu. It is precisely these statements which fan the anti-Cosatu hysteria among right-wingers."

The continued attacks on the federation were "raising the level of worker anger".

Workers were convinced that, while they were "engaged in disciplined, peaceful struggle for basic rights, there are forces who are waging a ruthless war to protect the cheap labour system", Cosatu said.



Mine security guards blocked the entrances to several mines

"If Harry Oppenheimer is the king of diamonds," an exhausted union official remarked dryly as the miners' strike entered its third week last week, "then Cyril Ramaphosa is the king of spades."

Ramaphosa, the general secretary of the National Union of Mineworkers (Num), has led 300 000 black miners on 40 South African gold and coal mines into a strike that has cost the country's mining industry R190-million so far, according to an estimate.

No explanation of the strike, nor of the union itself, is complete without Ramaphosa.

The 34-year-old organiser is the son of a policeman whom Ramaphosa and his exiled brother persuaded to re-entrance shortly before the 1976 student uprising.

His grandfather was a miner who spent six months of each year walking to and from home in Venda, South Africa's northern-most "homeland" to work for the other six months on Kimberley's diamond fields.

Ramaphosa gave up his articles with a Johannesburg law firm to become legal adviser to the Council of Unions of South Africa (Cusa) five years ago.

When Cusa launched Num — one of probably half-a-dozen attempts by South Africa's emerging black trade union movement to organise the miners — Ramaphosa was appointed to head a team of six organisers. By the end of the first year, they had 6 000 members.

In an industry in which an increasingly centralised ownership could draw on almost a century of experience in controlling its big workforce — and believed their own myths that the workforce was not organisable — Num had nothing to gamble with.

Dominant union

Even the year, when Num had established itself as the dominant black union in the industry, the union's "victory" consisted of agreeing to a wage offer the Chamber had decided to implement anyway.

Using a wide range of tactics to demonstrate the value of union membership when it was not yet powerful enough to force agreement from employers, Num had gained sufficient strength by 1984 to force from a mining house something its executives had not intended. With the majority of the Chamber refusing to budge, Num gambled on the few cards in its hands — and won. After Num had won wide support among its members in a strike ballot, Anglo American, the Chamber's biggest member, backed down at the eleventh hour, offering Num a slight improvement.

Ramaphosa, playing with painfully few cards, was proving a mean poker player at a table dominated by professionals.

Classic error

The next year proved that he, and Num, had some learning to do. Anglo again broke from the rest of the Chamber to make a separate offer neatly leading Num into the classic error of playing its weakest card. With the union's power-base on Anglo mines neutralised, Num called out its members on Gencor and Gold Fields of South Africa mines where union

The king of spades

South Africa's mining houses expected the miner's strike, called off last Sunday, to last only three days. It lasted a bruising three weeks resulting in at least six deaths and production losses of between R300 and R400 million. Central in the strike, the largest in South African labour history, was Cyril Ramaphosa, the son of a policeman and general secretary of the National Union of Mineworkers.

membership was patchiest. Num predicted a 70 000 strong response. Just 12 000 answered the strike call, and Num hastily retreated. Its representation on Gold Fields' mines has still not fully recovered the injuries of 1985 compounded a year later by Gold Fields workers' decision to come out before the official strike date, thus losing the protection of a legal strike and limiting Num's ability to prevent dismissals.

Num was learning fast, but had not considered playing the hand that would break the bank — a national black miner's strike that would clearly demonstrate that the balance of power had finally shifted from the mining houses to the miners.

Gambling

However, by refusing the 30 percent average wage increase, worth an average R140 a month to black miners, the men at the other end of the table forced Ramaphosa to put his cards on the table, gambling on their belief that the miners would settle for the 23,5 percent they were offering.

Anglo American's gold and uranium division boss Peter Gush was sufficiently confident of the gamble that he announced before the strike that Anglo would never budge on its offer.

Num predicted a not immodest 200 000 turnout, a figure exceeded even by the Chamber's grudging admission that 230 000 workers were out. Num itself put the count at 340 000.

And at the union's last pre-strike press conference, Ramaphosa demonstrated just how badly the Chamber had underestimated his poker skills and the strength of his cards — he pulled two more aces out of his sleeve. The first was the threat — carried out only partially so far — but strongly enough to make clear its potential to expand the strike from the gold mines and collieries covered by the negotiations to cover both Chamber and non-Chamber gold and coal mines and into the Northern Cape diamond fields, the Eastern Transvaal chrome mines, the Western Transvaal platinum mines and into processing plants throughout the country.



Cyril Ramaphosa

The second was operation exodus, by which workers on mines where the strike was weakened by attempts to break it, would simply pack up and go back to the rural areas. Such an action, carried out in strength, will inevitably extend the strike for up to two weeks beyond any final settlement. Most of the miners are migrant workers from the Frontline States and independent black homelands, and travelling to the mines is a journey lasting up to a week.

About 20 000 miners have already taken that option, and a further 25 000 could do so by the weekend.

The workers, caught up in a wave of worker militancy that has left no section of South African industry untouched, and realising for the first time the actual economic power they wield as a united group, are the actual strength of Ramaphosa's hand. Ramaphosa remains the central figure in the man dealing the cards.

Central figure

For the media he is the central figure because — unlike the 300 000 strikers and their local level leadership cut off in their hostels by para-military mine security units — he is accessible.

But for the union itself he is a central figure, partly because of the undoubted power of his personality but largely because of the nature of the mining in-

dustry and its labour relations.

When the unions, which have since consolidated into Cosatu began coalescing in the wake of the wave of wildcat strikes which hit South Africa in 1973 they had to break through a layer of white or white-dominated established trade unions whose domination of labour relations was cemented into place by a national, government-approved set of industrial councils in which national minimum wages and working conditions were set once a year for each industry.

To do so they had to establish their strength on the factory floor and to fight for the legitimacy of local level bargaining above that of national agreements.

Once they had done that unions such as the Metal and Allied Workers Union (Mawu) — now consolidated into the National Union of Metalworkers of South Africa as Cosatu's second largest affiliate — entered the industrial council as the dominant force.

Organising

Num, by comparison, began organising almost a decade later in a highly-centralised industry. The six Chamber of Mines groups produced, for example, 636 of the 669 tons of gold coming out of South African mines in 1985.

With a vast workforce recruited mainly through The Employment Bureau of Africa (Teba) — and thus less accessible to union organisers than workers in other sectors — mine managements have always dealt with their workers as a single unit — the Chamber of Mines, which also handles much of the logistics of moving the gold for member groups once it is out of the ground.

Although black workers were granted the legal right to join trade unions in 1979, the recognition of this right for mine workers came only three years later, and the unions contending for membership moved into an area of recruitment untouched for almost 30 years, since the State and the mining houses combined to smash the African Mineworkers' Union in 1946.

A further factor, encouraging cen-

tralised bargaining was the failure to pressure individual mine management through strike action — each mining house owned too many mines for a single strike to have any effect. The mining houses simply sacked the strikers and accepted the resultant losses on that mine until a new workforce was in place.

The only way to put pressure on employers in South African mining was, Num learned quickly, to put pressure on the entire sector.

So, in a union federation which still places great emphasis on local level union strength and the resultant collective leadership Num emphasises its national strength, with the resultant prominence of its national leadership.

To overcome its unique difficulties, Num has developed to a level of almost military precision that has enabled them through their network of shaft-steward structures, to know at any hour of the strike, what is happening on any of the 50 odd mines. And to know it almost as fast as the Chamber's own highly-centralised network.

Negotiations

In addition with 261 000 paid-up members, about 180 000 of them in mines covered by the negotiations, Num brought out somewhere between the Chamber's claim of 230 000 and its own estimate of 340 000 — and, more importantly in an industry where three day strikes are remarkable kept them there longer than black miners have ever stayed out.

None of which guarantees Num's immortality should the State and the mining houses decide they can weather the cost (the Government reportedly lost R20 million in tax in the first week) of even more extensive worker action and physically destroy the union. But it would be at awesome cost. When Anglo American sacked 14 000 workers at a single mine two years ago they had to recruit new miners from among that same 14 000 — there are not enough unemployed black workers in Southern Africa with the necessary skills.

Sacked

Ramaphosa estimates that the mines would lose at least two full months production if they sacked all the strikers.

And while Num has only the paid up allegiance of a third of the total mining workforce, it has taken five years to get there. The union has also showed, in this strike, that it has informal support far beyond its formal membership.

It already has probably its highest possible membership on Anglo American mines. Its strength in the second biggest group Gencor, is solid. To entrench itself permanently, it needs to re-establish itself at the Chamber's major union basher Gold Fields. That, however, would seem to be next year's task.

Now that Num has won — and Anglo American chairman Gavin Reilly gave a clear sign of nervousness at the company's annual general meeting this week — that task will be a great deal easier.

And the poker players who sit across the table from Ramaphosa have waited too long to break the pushy young upstart — Agenda Press Services.

Cosatu and SAP at odds over blasts, burglaries

ALAN FINE

A WAR of words between Cosatu and the SAP over the recent string of bombings and burglaries at Cosatu offices intensified yesterday.

Cosatu said that its Vereeniging offices, which also house seven of its affiliates, were broken into on Tuesday night. Hundreds of rand in cash was stolen.

Office doors inside the building had been broken open and documents lay strewn around. A safe and drawers in the various offices had been forcibly opened, said a Cosatu spokesman.

The SAP yesterday said it took strong exception to insinuations they "either condoned or might have had prior knowledge of the recent explosion at Community House in Salt River, Cape Town".

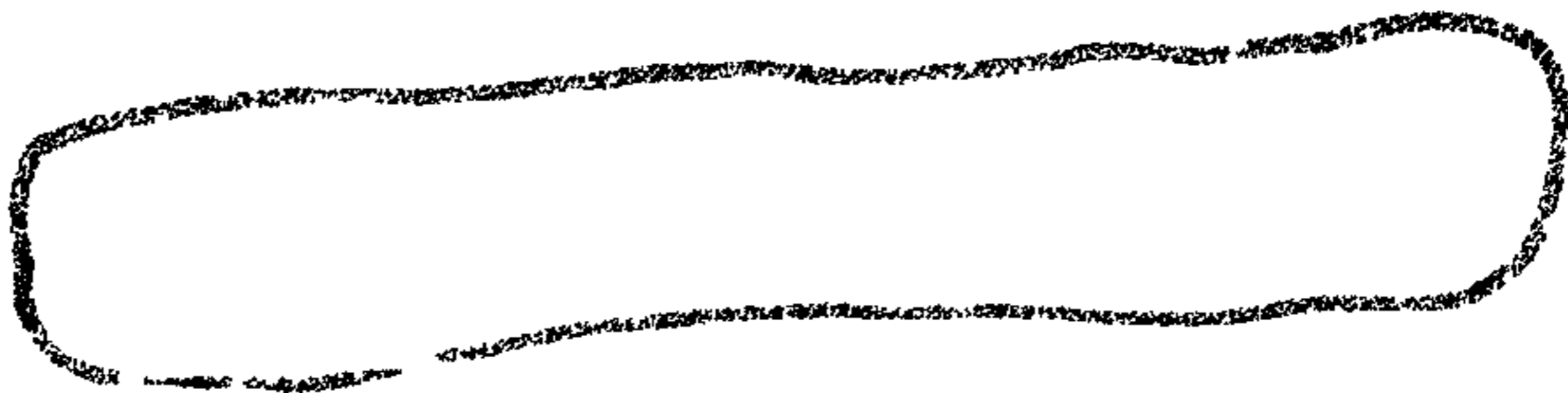
"We refute Cosatu's statement in which they attempt to portray themselves as innocent victims of 'vicious state propaganda'.

"Cosatu has close relations with Sactu (South African Council of Trade Unions) and the latter openly supports terrorism.

"There is therefore a strong possibility that terrorists are also active in the ranks of Cosatu with all the implied dangers thereto," the SAP statement said.

Cosatu responded that such statements which alleged Cosatu was involved in armed struggle, are part of a government-sponsored propaganda campaign aimed at discrediting it.

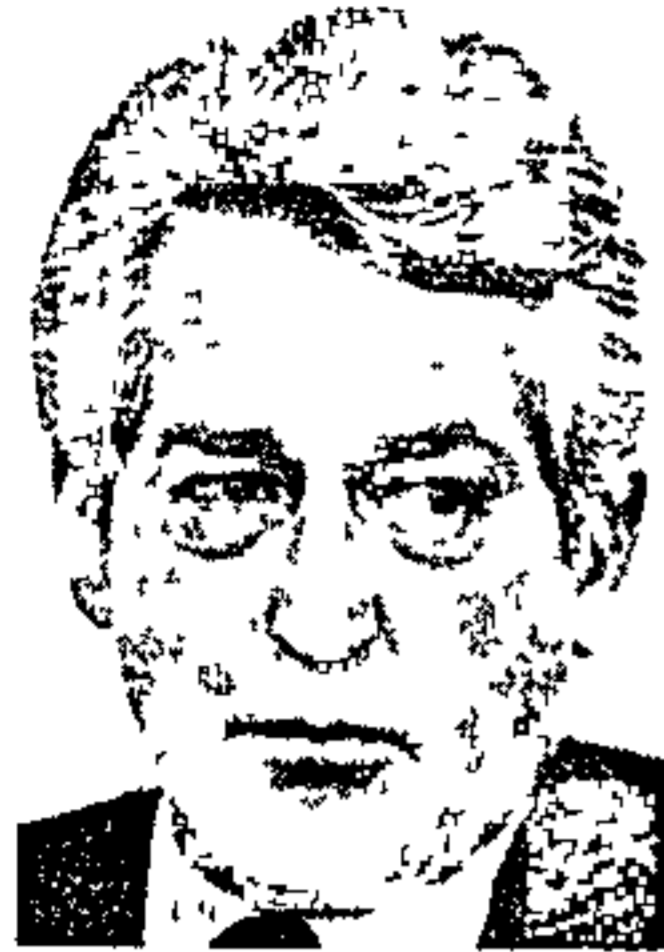
"These statements fan the anti-Cosatu hysteria among right-wingers," it said.



140A

WAS THE STRIKE A VICTORY... OR A MISCALCULATION? A CHAMBER VIEW OF THE BITTER CONFLICT

At the 11th hour, we did not blink



The strike is over. The post-mortems have only begun. Can either side claim victory? Did the Chamber underestimate the union's clout?

By JOHANN LIEBENBERG

Industrial relations advisor to the Chamber

THIS article is being written a mere 48 hours after Cyril Ramaphosa reluctantly advised the chamber negotiating team that his union accepted the chamber's proposals to end the dispute and the strike.

Clearly it is too soon for somebody who was so deeply and personally involved in the drama of the past three weeks to give an objective assessment of the strike and its implications.

At this early stage, however two main streams of thought constantly rush through my mind. The first is that this was a straightforward industrial dispute on classic economic lines that was eventually settled on economic considerations.

The second, which appears to be a fairly wide perception among outsiders, is that there was a deeper political significance that had weaved its way into the dispute and the resulting strike from the beginning — and if not from the beginning, that as the strike progressed into its second week and then eventually, contrary to expectations, into the third week, political considerations featured more prominently.



Striking Ergo workers meet in a church in KwaThema to decide how to respond to a management threat to fire them unless they return to work. They decided to return.

Only in the fullness of time will we perhaps know what the true forces were that came into play within the National Union of Mineworkers in this strike and what its real implications were.

Throughout the strike the employers, for their part, had nothing remotely resembling a political agenda and considered the strike on an economic level alone. As far as they were concerned, the reason for the

strike was the inability of the parties to reach agreement on one main issue — the level of wage increases to be granted. The other union demands which had not been met were not unimportant, but they were not the central issue.

The NUM had demanded an increase of 30 percent across the board and the employers were convinced that increases ranging from 23 percent for employees in job category 1

to 17 percent for employees in job category 8 were more than reasonable, bearing in mind an inflation rate of 17 percent and average increases in South Africa of 12 percent during the past year.

In contrast to a past trend of sometimes making a final concession at the eleventh hour, the employers on this occasion did not blink and accepted the strike stoically.

Were there miscalculations on this occasion? Was this strike the result of brinkmanship that went wrong?

Only the executive committee of the NUM can answer whether they expected an eleventh hour concession and found it too late to turn back when the concession did not materialise.

Certainly the employers were prepared for a lengthy strike but they did not expect it to last as long as it did. Most probably the NUM also did not expect that the employers would remain silent for as long as they did. It would also serve no purpose to speculate now on how long the strike would have lasted had the NUM not

made the initial overtures to end it on the fifteenth day of the strike.

The story may never be told why the compromise offers made by the chamber on the sixteenth day of the strike were rejected and were then accepted in a slightly modified form five days later. There were many rumours at the time about a split in the union executive committee between those who had by then already reached the firm conclusion that the strike was dividing the union and threatening to destroy it from within, and those who wanted to continue the strike for reasons not confined to improvements in the conditions of employment of mineworkers.

Whether or not there was a strong divergence of opinion when the chamber's compromise offers were rejected, realism appears to have triumphed only two days later and negotiations with Anglo American Corporation, discussions with Gencor and finally, negotiations with the chamber on the twenty-first day of the strike brought it to an end.

The cost of the strike was high. Tragically human lives were lost and many employees injured in clashes between strikers and non-strikers and in clashes between mine security personnel who were attempting to protect employees against injuring one another.

Employees lost over R115-million in wages alone and mine managements saw reserves built up at great cost denied.

But the cost was also high in the damage done to a carefully nurtured relationship between the employers and the National Union of Mineworkers.

Naas Steenkamp, president of the chamber, said immediately after the strike ended: "I think we understand each other better now." Certainly the employers' surmise that the NUM has the organisational ability, skill and determination to call and sustain a lengthy strike has been confirmed.

The union, on the other hand, has also hopefully learned the value of negotiating in good faith throughout the collective bargaining process and not relying on the employer to make significant concessions only after a strike ballot has been taken and the threat of a strike is looming or once a strike has commenced.

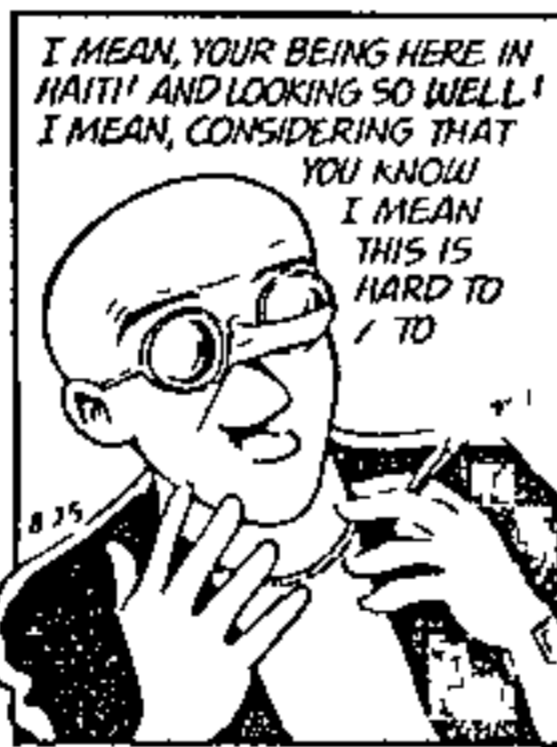
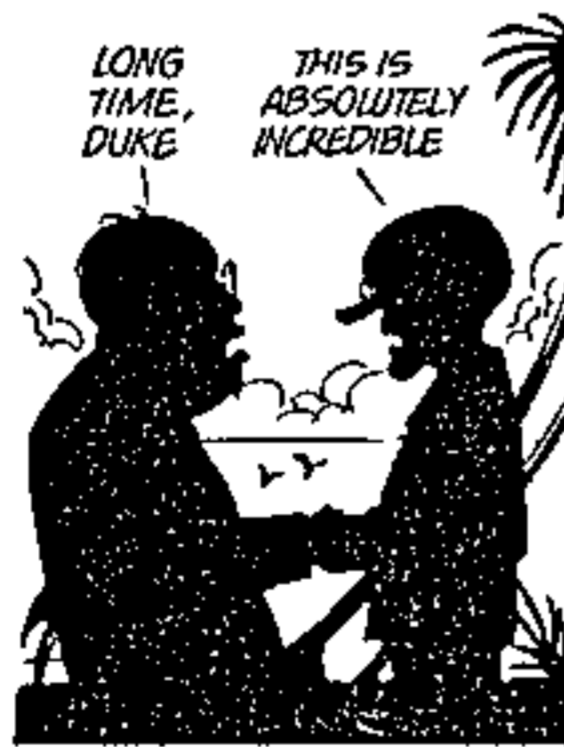
A major relationship reconstruction effort now awaits both parties. They need each other. Capital, labour, natural resources and entrepreneurship interacting in harmony yield the highest returns for all the participants.

This time there were no real winners and the collective bargaining process emerged as the outright loser. Possibly the lessons learned by both parties this year will restore good faith bargaining to its rightful place as the process that achieves the best results.

The NUM had agreed to write an assessment of the strike for the *Weekly Mail*. Unfortunately this had not been received by the time of going to press.

Doonesbury

BY GARRY TRUDEAU



Were 3 000 workers really forced down the shaft?

DID mine security staff force strikers down a Western Deep Levels shaft at gunpoint last Wednesday?

If not, why did the workers choose to stage a sit-in underground?

Anglo American officials have dismissed union claims of coercion as fabrications and say the miners went down voluntarily.

The management argument is that it is physically impossible to force 3 000 workers to go to work at gunpoint, for it would have meant a gun behind every worker's back — "and that would have meant 3 000 guns", says Anglo's John Kingsley Jones.

The strikers themselves tell a different story.

According to Zebulon Lenka, construction team leader and shaft committee member of the National Union of Mineworkers, when security armoured vehicles started assembling at the No 3 shaft compound he became worried.

He was concerned because although there had been a heavy mine security presence on the mine since the strike began three weeks ago, the vehicles had never before entered the compound where the workers were housed.

He feared for the safety of the chanting mineworkers who were assembled on the soccer field.

It was this concern that made him

How did 3 000 workers end up staging a sit-in at the bottom of a mine-shaft? By SEFAKO NYAKA

approach the chief hostel manager, a Mr Clude.

"Claude told me that the hippos (armoured vehicles) were there to protect the kitchen and change-rooms," Lentsa said.

But when he heard an announcement being made over the loudspeaker that mine security personnel was there to take control of the hostels, he sensed trouble.

At about 6pm he saw a group of

workers walking from the direction of the union offices towards the compound, carrying a union flag and singing freedom songs.

He said when he saw one of the vehicles move towards the workers he dashed past the vehicles and tried to stop the singing. The workers turned back but found their path blocked by more vehicles that had been approaching from the back.

"The men on the vehicle I had just passed opened fire and I saw one of the workers fall down after being hit in the face by a rubber bullet," he said.

Teargas and further shots were fired, he said, as workers fled to-

wards the rooms.

He dragged the injured worker into Room 14 and waited until the shooting had died down.

When he tried to leave the room, he said he was met by gun-wielding security personnel who took the injured worker away.

Soon thereafter he saw mine security officers moving into the rooms, instructing workers to go to work or stand aside.

"We didn't know what would happen to us if we indicated that we were unwilling to go to work, because the atmosphere was charged and we were being prodded with gun butts all the time," Lentsa said.

At about 9pm thousands of workers had assembled in front of the clocking office, he said, guarded by the armed men.

They commanded all of us to go to work regardless of whether we were day or afternoon shift workers or whether we were surface workers," he said.

As he tried to board the cage taking the workers down the shaft, he said, he was stopped by a Mr Meyer who instructed him to go to the time office where he met Ben McIntom, a single drum winch driver and vice shift committee chairman.

They were kept at the time office until 7am on Thursday before being taken to the local police station.

On Saturday he said the two were taken to the compound to collect their clothes and pay, but found the pay office closed and their clothes missing, so they were returned to the police station and held until Tuesday morning this week.

According to McIntom he too was herded at gunpoint to the shaft but when he arrived at the shaft entrance he told security personnel he had forgotten his clocking badge. He was escorted to fetch it at the No 5 changeroom.

When he came back he said he was stopped from boarding the cage by the shift boss who told him to go to the office, where he was met by Lentsa.

On his way to the office he met a man called "Discharge" who had sjaambok weals and bruises on his back. He said he did not know what happened to the man.

A senior personnel assistant at the mine said that at any given time not more than 1 500 workers go down the mine on a single shift.

That there were 3 000 workers underground is most irregular, he said.

Anglo's Kingsley Jones said that it is likely that the numbers were swelled by workers from the morning or afternoon shift who refused to come to the surface.

The thin line that separates 'illegal' and 'legal' strikes

By DUNCAN INNES

THE ending of the mine workers' strike has been hailed as a victory for South Africa's industrial relations system.

Manpower Minister Pietie du Plessis argued that the labour legislation had proved its worth so that "economic forces brought the conclusion of the strike."

Peter Gastrow, the Progressive Federal Party spokesman on manpower, said that despite high costs, the strike showed South Africa's labour relations had reached new levels of sophistication.

Even Anglo American Chairman Gavin Relly felt that the strike was "an indication of progress by South African society towards normalisation."

Clearly, legal recognition of trade union rights for black workers, as well as recognition of the right to strike, is a vast improvement over the previous situation, in which black workers were simply expected to do as they were told. But how "normal" and "sophisticated" is South Africa's industrial relations system, especially when compared with those of other Western countries?

A key issue here relates to management's right to dismiss workers engaged in a legal strike.

According to NUM General Secretary Cyril Ramaphosa, management's dismissal of 36 000 strikers and the threat of further mass dismissals was a major factor in the union's decision to end the strike. And now, with Anglo American laying down conditions for the re-employment of dismissed workers, the dismissal issue seems set to bedevil relations further between management and the union.

Although Western countries differ in their legal responses to this issue, in general workers engaged in a legal strike have a protected status which far surpasses that which applies to South African workers.

In Britain, for example, workers engaged in a legal strike may not be permanently dismissed, though they can be temporarily replaced. After the strike is over, however, they return to their jobs.

The issue of temporary replacement does raise the controversial issue of picketing, since striking workers have the legal right to picket their work place in order to try and convince others not to replace them. This situation has often led to outbreaks of violence outside the work place.

West German legislation gets around this problem by preventing management from employing even temporary labour for the duration of the strike. Thus not only are West German workers protected against permanent dismissal, they are also protected against temporary replacement and, hence, have no need to picket the work place.

The United States offers American workers less legal protection than their European counterparts. In the USA, striking workers can be permanently replaced, but after the strike is over and when vacancies occur,



Striking gold miners start their long journey home to Lesotho after being fired.

Picture WENDY SCHWEGMANN, Reuters

those workers who lost their jobs during the strike have preferential rights to reinstatement.

By comparison with these examples striking workers in South Africa receive a very limited degree of protection. According to a local labour lawyer, who cannot be named for professional reasons, South African workers who embark upon a legal strike are only "slightly better protected" than workers who embark upon an illegal strike.

South African workers engaged in a legal strike can be permanently dismissed by management in the same way as those involved in an illegal strike. The only difference is that it is easier for workers dismissed during a legal strike to apply for reinstatement to the Industrial Court on the grounds that the dismissals were unfair.

However, there is no guarantee that they would get their jobs back. They would have to prove they had bargained in good faith and that management had acted unfairly in dismissing them. The most successful union ap-

plication in this regard was the application brought by NUM for the reinstatement of workers dismissed at the Manevale Mine during 1985.

According to the labour lawyer "Dismissal is a drastic measure and all other alternatives should be fully explored before dismissals occur." He argues that South Africa's industrial relations legislation should be reformed so that if permanent dismissals do take place the onus is on the company to show it had no alternative.

And even then, he argues, as a basic minimum strikers should be given the legal right of preferential re-employment when vacancies occur.

Certainly, South African legislation on dismissals is out of line with Western legislation, since it offers striking workers no real job protection. Unless the legislation is reformed, workers can hardly be

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at a lower rate, rather than using a high tax rate of 35% on a narrower base of say R500 000.

The ball is now clearly in government's court. With Steyn's clear support for mineral beneficiation already on record, it would be unwise to delay the scrapping of the *ad valorem* tax much longer.

tion of 2 000-odd passenger cars and some 250 heavy commercial vehicles has been lost. With MB monthly passenger car production split fairly evenly between Mercedes-Benz and Honda cars, an average price of R65 000 a vehicle is assumed for purposes of calculation — though, of course, commercial vehicles come in closer to R200 000.

According to *FM* sources, MB's final offer to the National Automobile and Allied Workers' Union (Naawu) in the middle of last month was rejected. Naawu demands full financial compensation for the fact that MB has cut working hours from 44 to 43 per week in line with market demand. Naawu is also calling for a minimum wage for all employees of not less than R5 an hour.

MB says it agreed to reinstate 188 employees who were dismissed for failing to return to work following an earlier ultima-

MERCEDES STRIKE

R150m down drain

Calculations show that the four-week strike at Mercedes-Benz's (MB) East London manufacturing plant has already cost the company close on R150m in lost vehicle production.

An MB spokesman says to date produc-

tum, to partly compensate workers for the hour lopped off the weekly roster, and also to a minimum wage of R4 an hour. This offer was rejected by Naawu.

The company has now sent out letters to all workers restating its final offer to each employee. The new deadline for workers to indicate acceptance of the offer and return to work was due to expire as the *FM* went to press.

Naawu is an affiliate of the National Union of Metalworkers of SA (Numsa) and is the representative union at Samcor, Delta and Volkswagen as well.

As with the recent mine strike, there could well be political undertones to the union action aimed at hitting at the producer of the country's most prestigious motor cars. The company, understandably, offers no opinions.

MB has recently experienced quality control problems with its new W124 car series, but this is apparently unrelated to the strike which completely halted production at the plant. The quality control problems apparently relate to the company having to adapt to new manufacturing techniques demanded by the W124 range.

Mercedes workers stay away

MERCEDES BENZ workers this week ignored a second management ultimatum to return to work.

By CHRIS MABUYA,
East London

The company set 10am on Wednesday as a deadline for strikers to return to work or it would withdraw the final offer it had made in earlier negotiations. The deadline was postponed to 3pm the same day after a union request but that too passed with workers still on strike.

Mercedes Benz is believed to be unwilling to act strongly against its 2 800 workforce, partly because the majority are skilled workers and expensive to replace.

In addition, the German parent company Daimler Benz, which has been criticised for its involvement in South Africa, wants to avoid harsh action against strikers.

Local management dismissed the 188 workers who initiated the strike and Daimler Benz came under fire as a result.

Meanwhile, a deadline set by the

National Union of Metalworkers of South Africa is approaching. At a national meeting of Numsa shop stewards it was decided to put pressure on other motor managements to intervene in the Mercedes Benz dispute.

The situation will be reassessed this weekend regarding industry-wide solidarity action.

The strike began on August 4 over a demand for an increase in the minimum wages from R3,50 to R5. Workers also demanded that a planned cut in the working week should not lead to a loss in earnings.

Talks deadlocked two weeks ago after Mercedes Benz presented its final offer — to reinstate the 188 dismissed workers and to raise the minimum wage to R4 an hour, including an adjustment for the cut in hours. However, Numsa rejected this. — Elnews.

W/ward

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At the end of the day

So then, who won? There is a *prima facie* case that it was the mine owners there was no concession on the 16%-23,5% range of wage increases (already implemented), which was, superficially, the root of the stoppage (*Leaders* August 28) The details remain to be filled in, but union gains seem totally inappropriate to the cost in lives (nine dead).

And while forgone wages by the miners can be reasonably accurately estimated — they are put at R5,5m a day — the cost of lost production is subject to leads and lags and variables like the exchange rate and the price of gold It is unlikely to amount to the R250m claimed by NUM

However, the mine owners certainly do not wish to appear to be the winners, rightly, in the *FM's* opinion, they have been conciliatory and supportive of comments that the "real winner" has been the industrial relations process, assisted for once by government's hands-off policy on the strike.

It was the NUM's Cyril Ramaphosa who, in a caustic aside, pronounced that this year's strike was merely a "dress rehearsal" for next year's. If true, bitterness rather than reconciliation lies ahead

Perhaps Ramaphosa needed some face-saving rhetoric — but even so, the comment reinforces the position of those who argue that the strike was mainly political, based on the socialist principles of the Freedom Charter and Cosatu's Living Wage Campaign.

Both sides surprised each other with their determination and unity — the Chamber of Mines has often in the past come under pressure because its components, generally led

by Anglo, chose to break ranks in wage negotiations. The NUM demonstrated that it could co-ordinate a lengthy stoppage The symbolic effect of all this will carry forward into future labour relations not just in mining, but throughout other sectors where Cosatu is dominant.

The strike was a watershed. In a sense it had to happen sooner or later, and that it happened this year might indicate that the convergence of worker forces against the (perceived) coalition of government and capital is now almost entirely destined to be played out on the shopfloor.

Certainly, the unions have demonstrated an ability to move forward, to advance the agenda of black liberation, to a greater extent than a body like the United Democratic Front, crippled as it is by bannings and detentions, but also by a certain ideological bankruptcy that has it hawking on the issue of whether to participate in the tricameral parliament — and so to sabotage it — or not

That in the end a deal *had* to be struck, meaning compromise and a realistic perception of relative strengths, is a positive development The beginning of mass dismissals appears to have been the catalyst for agreement, but that does not mean that all the power lies with the "bosses."

The underlying perception must be that the worker-management symbiosis is essential to the generation of both wealth and jobs. On that basis, the road ahead leads — and for the foreseeable future will continue to lead — to negotiation, not revolution.

□ See *Current Affairs*

PROFITS

Not a four-letter word

It's understandable why socialists or Marxists don't like profits: to them, they are just proof of exploitation. But we should expect clearer thinking from avowed free-marketers.

Profits are the key incentive to economic efficiency and the sole objective of wealth-creating fixed investment. There is no correlation between high profits and rates of inflation. Relative price changes, not profits, determine inflation.

True, JSE-listed companies are producing a whole string of massive profit increases But this is only to be expected in the early stages of a business cycle, as companies recover from recent dire times.

Many companies, too, are benefiting from improved balance sheet structures Not only are they enjoying lower interest rates, borrowing volumes have also been cut back. This not only helps explain why net profits have outstripped turnover gains, it paves the way for renewed capital spending, as the *FM's* economic panel points out (See P29).

This in turn will stimulate employment, and higher real wages and salaries for those already employed.

Our recent inflation reflects partly the one-off depreciation of the rand and partly excessive increases in administered prices — which are determined by the State and are the least related to efficiency and profitability Certainly operating margins have improved, but the indications are that this is mainly because companies have become leaner and tougher, not because of exploitation of the consumer.

And just looking at short-term profit growth rates can be simplistic If a company's profits have fallen by 75%, a 300% increase only puts it back where it started

There is no evidence that company profits have swollen abnormally as a percentage of national income, nor that they are excessive in absolute terms — especially if adjusted for inflation

Capitalism — and all those who live in and by it — thrives on profits We should in fact welcome the restored health of the corporate sector. Indeed, at a time when — as our panellists also stress — the economic portents remain cloudy, it is one of the most important positive signs

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NUM

4/9/87 FM

Back to work

Most of the 37 mines affected by the National Union of Mineworkers' (NUM) 21-day strike, which ended on Sunday, were close to their normal worker complement by Tuesday, said the Chamber of Mines. And "things were progressing well."

As the FM went to press, the NUM and Anglo American negotiators were meeting over the re-hiring of 30 000 strikers dismissed by the group, which bore the brunt of the action.

Anglo's four-point framework said

- It will re-employ dismissed workers together with new recruits subject to availability of jobs and acceptable individual work records,
- Those who report within seven days and are re-employed will enjoy previous conditions of service, and Anglo undertook to discuss with NUM the mechanics relating to the seven-day period;
- Where previous jobs are no longer available, but jobs on a lower grade are, these will be offered to them, and
- An undertaking to discuss with the union the special circumstances of those dismissed at the two shafts (Vaal Reefs 6 and Western Holdings 1), which have been closed.

While Anglo mines were "returning to normal," figures were not available as the situation was confused by strikers returning, new recruits arriving, and the re-hiring of sacked workers.

The settlement, which followed a series of

lengthy meetings last weekend, entailed no employer concession on the nub of the dispute — wages. The union backed down from its 30% demand to 27%.

The chamber agreed only to an increase in the holiday leave allowance and an improvement in the death benefit scheme.

Neither side claimed victory (See *Leaders*), and in a sense it's pointless quarrelling over relative losses — in production and wages, deaths, injuries and violence. The optimistic conclusion is that it is a victory for



Ramaphosa ... trial run for next year

collective bargaining and institutionalised conflict.

The strike, the first linked to the union federation Cosatu's "living wage campaign," occurred in a highly politicised environment. The emergency has driven most black political opposition underground, which nudges black unions into the political fray. Yet government (wisely) stayed out — as (despite threats to join in sympathy) did Cosatu.

However, government announced (misguidedly) last week that it will tighten the labour laws, particularly regarding sympathy strike action, and unions' foreign funding. The former could, given the pattern of company cross-ownership in SA, turn into a "legal nightmare" if implemented, reckons one industrial relations consultant.

The NUM probably learned just how difficult, logistically, it is to organise this scale of action against such a wide spectrum of companies, with differing profit/production levels and attitudes. It no doubt also tested the level of members' endurance. The NUM

probably did not expect that Anglo, of all the houses, would exercise the dismissal option, which finally swung the union back to the negotiating table.

Mining houses learnt the value of maintaining a consistent approach (some broke ranks in the past), drove home the lesson against brinkmanship bargaining, and also the union's potential for disruption.

Both sides have undoubtedly learnt that they will in future have to weigh the costs

NUM secretary general Cyril Ramaphosa said, announcing the return to work, that the strike was a trial run for next year. The living wage campaign remains a goal, and the NUM appears to want to consolidate before taking it up again. No doubt the companies, forewarned, will be forearmed — if it comes to a strike in 1988.

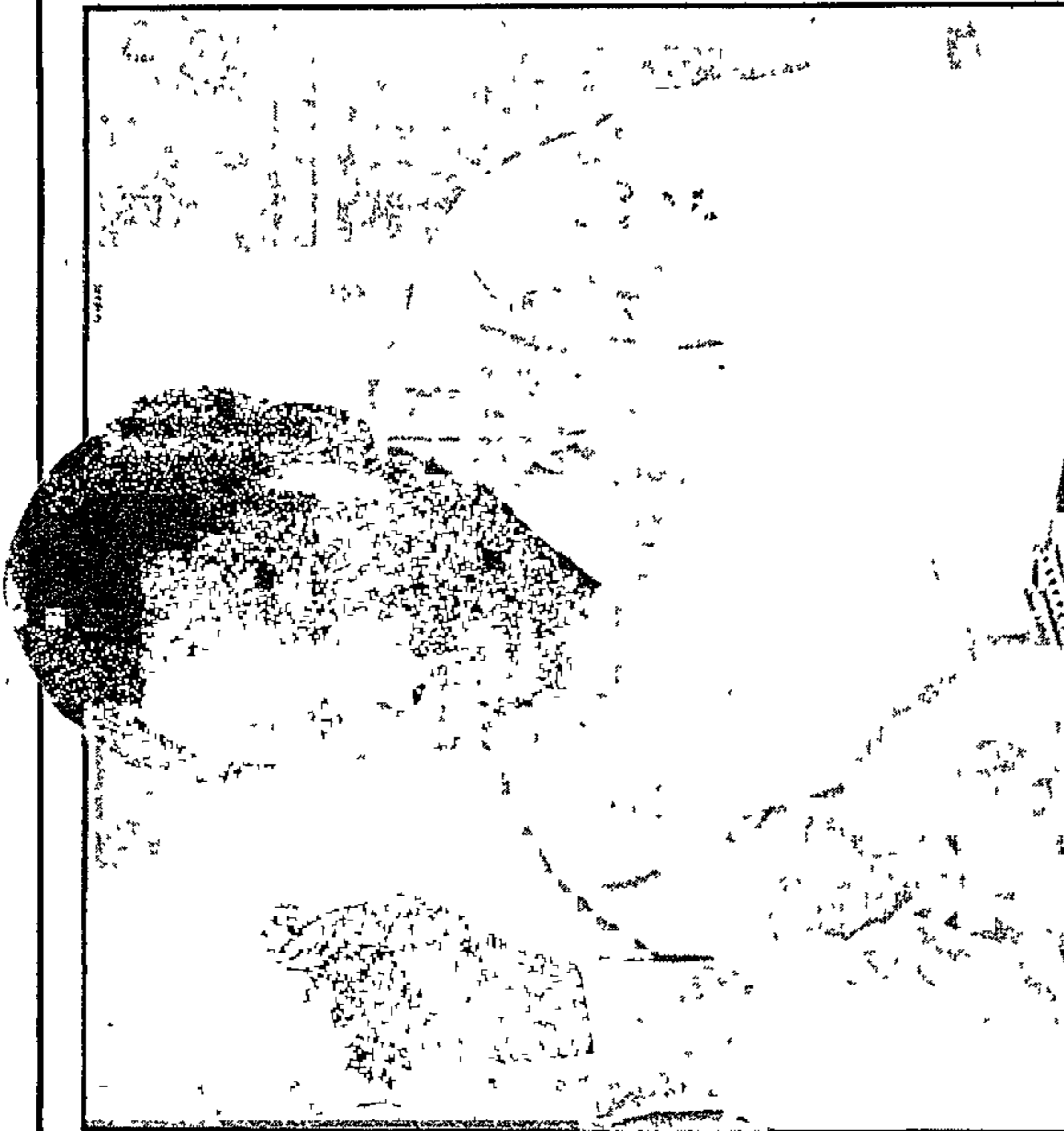
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PE workers return

PORT ELIZABETH — About 350 workers at Pilkington Shatterprufe's Struandale plant in Port Elizabeth returned to work this week, after management had issued an ultimatum that they would face dismissal if they refused. The Chemical Workers' Industrial Union said that workers had returned, but the industrial action had not been resolved, merely suspended. Pilkington's managing director, Mr Chris Murray, said in a statement that "following advice from the CWIU, operations had "returned to normal." — Sapa

THE NUM STRIKE WAS A LESSON FOR BOTH PARTIES

Press 6/9/8
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THE three-week National Union of Mineworkers strike is now history an event that will certainly stand out as a milestone in the history of the South African black labour movement.

The strike the longest, costliest and biggest of its kind in South Africa, began on a turbulent note with each side - the NUM and the Chamber of Mines - vowing not to budge an inch from their stated positions.

Among other things, the NUM demanded an across-the-board pay increase of 30 percent for its 360 000 members and a paid holiday To these demands the chamber registered an unqualified "No".

And that set the stage for the labour showdown of the century between the two giants.

Acting from a position of enormous financial strength, the chamber - which is South Africa's biggest foreign money earner - seemed to have relied heavily on the hope or belief that the sheer force of ad and butter

politics would wear the strikers out and compel them to return, cap-in-hand, asking for re-employment.

Another factor which could have influenced the mining magnates to stand firm on their rejection of the workers' demands appears to have been the current high rate of unemployment - particularly in the homelands and neighbouring black states from which the bulk of the mine labour force is recruited.

It would also have been tempting for the mine officials to grossly underestimate the ability of the workers' leadership's assessment of the strike's repercussions and their negotiation skills.

It would not be too far fetched to speculate that, once more, the chamber bosses would have been tempted to resort to thinking that "these



REV NTOULA

blacks do not know what they want".

It is easy to be obsessed with the idle thought that after all, the workers were better paid than their predecessors, and that the miners were in the same pay bracket as the average unskilled black workers.

The workers, however, seemed determined to hold out, regardless of the duration and consequences of the strike. The driving force appeared to have been a deep feeling of being exploited, especially as they were largely responsible for the extraction of the country's single most important precious exports - gold and coal.

The workers seemed to have banked heavily on the knowledge that external forces concerned with the economy of the country's mining industry could not afford to have

the strike drag on for too long.

As NUM secretary Cyril Ramaphosa pointed out at the onset of the strike, that it would take up to three months for the mines to replace the strikers from the point of recruitment to the point of engaging recruits in production.

It was doubtful, though that the mines would prefer sticking to their guns by totally rejecting the demands and preferring instead to fire the workers. That would have been too expensive. It would simply have run into hundreds of millions of rands in lost production.

A feature of the initial stage of the strike was the vast distance which divided the two sides as they flexed their muscles, each vowing to last the distance. There appeared to be no middle course "War" was declared.

With time, however, NUM appeared to be piling up points locally as it repeatedly stated that all its members wanted was a living wage.

Another factor which earned the union admiration was its diplomatic approach to the deadlock. It always declared itself open to further negotiations. The NUM's modification of its original for a 30 percent across-the-board increase to 27 percent further earned it respect and sympathy from observers and other interested parties.

An apparent high-handed "no-nonsense" approach on the part of the mining houses seemed to have had the effect of turning the chamber into the guilty party. Allegations of mine security brutality and the involvement of

the South African police in the strike also reflected negatively on the chamber.

The NUM received no fewer than 100 messages of support while, as far as could be established, none were received by the chamber. This support for NUM had a moralising effect on the strikers.

The dividing distance between the NUM and the chamber, which seemed to have widened in the first two weeks, appeared to narrow down as the strike entered its third week. This was shortly after the strikers had unconditionally rejected a chamber's offer

which did not adequately address their demands.

Hopes were high as the Anglo-American Corporation - thought to be the most enlightened of the mining houses as well as the most affected by the strike - took the lead in negotiating with the NUM.

Reports from the shop-floor and the mines are that the situation is almost back to normal.

Although it was not yet known on what terms the NUM strikers had returned to work at the time of going to Press, indications are that, whether to a bigger or smaller extent, the workers' lot has improved as a

direct result of the strike.

Neither party has claimed victory over the other so far.

The NUM strike came and it is gone. But its impact and magnitude, economically and politically, will not be easily forgotten. The strike must have taught both the bosses and the workers a lesson - that they need each other as co-partners in the production process and in other spheres of the economy.

Gone are the days when employers virtually owned all the factors of production, including labour. Bargaining seems now to be the underlying determinant.

NUM general secretary Cyril Ramaphosa ... now is the time for reflection.

Sarmcol's 'long march' nears end

City Press 6/9/87 140A

SOUTH Africa's longest industrial dispute over the sacking two years ago of nearly 1 000 workers by BTR Sarmcol from its rubber plant near Howick in Natal, draws to a close with judgment expected this month.

The president of the Industrial Court has undertaken to deliver his judgment in front of the 965 striking workers and their families.

The hearing, originally set down for two weeks in November last year, carried on into 1987 and ended on July 10.

The workers were dismissed in May 1985 while striking in protest against the British owned multinational's refusal to recognise their union, the Metal and Allied Workers Union, which has since been incorporated into the National Union of Metal Workers of South Africa.

Numsa's lawyers have called for the reinstatement of the workers as they say the mass dismissal was

an unfair labour practice and the company acted in bad faith.

They have also called for an order requiring the company to conclude a recognition agreement with the union.

The company's bench insists that the dismissed employees - almost the entire workforce of the Howick rubber plant - resorted to "unnecessary, unjustifiable, unlawful and disorderly strike action" on May 2, 1985, while the company was negotiating in good faith.

In papers before the court Numsa's lawyers said the Mawu had sought recognition since 1974, but had met with increased resistance from management.

The papers cited several examples of the company involving the aid of the South African police in preventing the union from organising the workers.

In 1983 the Industrial Court ruled that the company recognise the union as the workers' bargaining re-

presentative and ordered BTR Sarmcol to conclude a recognition agreement with the union.

Although negotiations continued for another two years, by May 1985 no agreement acceptable to both the union and the company had been reached.

While Numsa maintained negotiations had reached a deadlock, BTR Sarmcol said negotiations were still proceeding and that a draft recognition agreement had been unwittingly rejected by the union.

The outcome of the hearing in South Africa will affect not only the workers themselves - 49 of whom have already died, mainly from stress, lack of food, or violence - but also their entire community of Mpophomeni.

A recent survey shows that since their dismissal, about 40 percent of the strikers' children have begun to suffer from malnutrition.

Before the dismissals the Sarmcol workers - the majority of whom were older married men who had spent most of their working lives with the company - represented the backbone of Mpophomeni township.

In a statement before the court hearing began, Mawu said "Mpophomeni has been effectively destroyed by the company. There is no income being brought into the township and the population of 17 000 are condemned to gradual starvation and death."

While the hearing continued for months on end, the workers formed a co-operative, printing T-shirts, posters and pamphlets.

They also produced a play *The Long March* which tells the story of their struggle.

An international hearing in Brussels last year found that BTR Sarmcol had infringed basic the European Economic Community code of conduct by not recognising Mawu.

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Farm union in historic agreement

By SELLO SERIPE

THE SA Allied Workers' Union recently made a breakthrough when it signed a recognition agreement with a Bergvlei poultry farm

The 90 labourers, on whose behalf the agreement was signed, are employed by the Bergvlei Chicks and Poultry farm near Kyalami, and at its two other farms, Bronkor and Hillcrest in Bronkorspruit and Natal respectively

They are members of the Farm Workers' Union - a Saawu affiliate

A surprising clause in the agreement is management's recognition of May Day and June 16 as paid holidays

The SA Labour Relations Act does not provide any protection to farm labourers

Last month Saawu signed another agreement with a Durban-based firm, Dek, which also offered the union shop-stewards an office on the company premises

According to Saawu coordinator Shadrack Mkhwanazi, Bergvlei Chicks and Poultry management also agreed to increase the labourers' monthly income by R87 in two phases, with R60 retrospective to July 1

"Saawu is the first trade union in SA's labour affairs to sign an agreement with management on be-

half of farm labourers

"This is a historic event and there is no other union which can claim to have won recognition for farm-workers before," said Mkhwanazi

The labourers will also be entitled to an annual 12-day sick-leave

Meanwhile the union also reached an agreement on Monday with the Alberton City Council regarding a wage dispute which resulted into a week-long strike in July

The matter was heard before the Industrial Council

Saawu represented 700 members of the Municipality Workers' Union

Initially the union demanded a 47 percent across-the-board increase for the workers but, following negotiations with shopstewards, lowered it to 15 percent

Mkhwanazi said the union had demanded a 47 percent increase because the union believed that unclassified workers earned as little as R120 monthly

"We lowered it after management showed us the wage scale which was confirmed by the workers," he said

The council chairman, Johan van der Merwe, confirmed that they reached agreement

The council had also promised to work with the union on matters affecting the workers

Barlows puts 150 workers on ice over tea dispute

CP Correspondent

A TOTAL of 150 workers have been dismissed from the Barlows refrigeration plant in East London following a dispute over proposed changes to working conditions.

The workers, who are all members of the South African Allied Workers, were dismissed on August 28 after they failed to heed an ultimatum by management demanding that their return to work.

Chairman of the workers' committee, L Mngqolo, said the dispute began on Monday last week when the company introduced changes to their tea and lunch break times.

The total time allocated for breaks was to remain the same, but redistributed to drop the afternoon tea break.

The workers had refused to accept the conditions as they had not been referred to the workers' committee.

Management had later threatened to withdraw housing and burial loans unless the changed times were accepted.

The workers in turn demanded that pensions should be paid out.

Mngqolo also said that the company was refusing to recognise the worker's committee.

A deadlock was reached and some 150 workers were fired after management issued three ultimatums for them to return to work.

"The dismissal of workers showed that management completely disregards good industrial relations and is undermining the feelings of the workers and the recognition agreement," Mngqolo said.

A company spokesman, Neil Davies, said this week that the plant was operating and new workers were being recruited.

He denied that threats to withdraw housing and burial loans had been made.

"Workers did not have these benefits so it is not a point of contention," he said.

Davies said management had, on numerous occasions, urged workers to follow the procedures set out in an agreement between the company and Saawu.

"Despite management's willingness to discuss and resolve their grievances, Saawu failed to follow the procedures and continued with the illegal strike.

"On August 27, and again early on the morning of August 28, the company made final appeals to the striking workers to return to work on Friday, August 28.

"The workers failed to heed the final ultimatum. The company had no other alternative, but to dismiss the workers participating in the illegal strike," he said.

Davies said dismissed workers could re-apply for employment - Elnews

WE'RE DOWN BUT NOT OUT

'BTR blood tears and repression'. This is the title of a campaign launched this week by about 900 BTR Sarmcol workers whose dismissal from the British-owned rubber plant in Howick Natal was last week stamped and sealed by the Industrial Court.

The workers union of the Natal Workers of South Africa have also commissioned the writing of a book with the same title.

The campaign aimed at keeping debate over the dismissal alive was launched in a meeting in Alphenomni - where most of the fired workers live - on Monday.

The intention of the company and the court is that we should all wither away and die. But we are not going to die. Our cause is not a short term one but a long-term struggle for freedom, one worker said.

The workers vowed to continue their fight

against injustice in the face of the Industrial Court judgment, which questioned whether the collective democracy practised by the union was tolerable in present day South Africa.

The workers said they had been treated by the judge in the same way as the company had treated them.

"Some of us are confused - but we are at war as we walk along this path for justice. For being at war,

we encounter a lot of problems - we are confronted with starvation and death but we must always know what we are doing. If we don't we die," one worker said.

We should not just become weak because we have lost one battle. We must remember we are paving our way to freedom our children's freedom," he said.

See page 13



BTR-Sarmcol workers at Edendale at the start of the Industrial Court hearing of their case.

Facing a homeless, workless future

CP Correspondent

STILL smarting from their defeat in the Industrial Court, hundreds of former Sarmcol workers will be homeless from today when they have to get out of the factory's hostel.

The workers were fired over two years ago but have stayed on in Sarmcol accommodation while the dispute dragged on in the Industrial Court.

Unemployed and with no income,

they have not been paying anything for their accommodation for which they were normally billed R8 a month when they were still working for the company.

Soon after the Industrial Court judgement which threw out their application for reinstatement, BTR told the group to get out at once.

However a few days' grace was agreed to and they will all be pulling

out today.

They do not yet know where they will go nor do they know what they will do if management presents them with a bill for their accommodation during the last two years.

They have no income and say that even when they are paid out their severance pay the hostel deductions will be more than they can afford.

8/9/87

~~12/11~~

140A

~~12/11~~

Unions to stitch together

Labour Reporter

PLANS for the formation of a new union with about 70 000 members in the textile and clothing industries are well advanced.

The new union will be formed by an amalgamation of three leading unions: the National Union of Textile Workers, the Textile Workers' Industrial Union and the National Union of Clothing Workers.

A final decision on the amalgamation was taken late last week in Durban at a meeting of the South African Federation of Textile, Garment and Leather Workers, of which the three are members.

Three other unions in the federation, the Garment Workers' Union of the Western Province, the Garment Workers' Industrial Union and the Transvaal Leather and Allied Workers' Industrial Union, have refused to take part "at this stage".

Talks about unification have gone on for several months. The NUCW had agreed to merge with the NUTW.

Strike at car firm: Talks resume today

Argus 8/9/87 (1401)

The Argus Correspondent

JOHANNESBURG — Talks between Mercedes Benz management and the National Union of Metalworkers are due to resume today in a bid to end the four-week strike at the firm's East London plant

According to a union spokesman, the union made proposals for resolving the dispute yesterday. Management was expected to respond to the undisclosed proposals today.

At yesterday's negotiations, management again tabled its offer, withdrawn last week, to reinstate 188 workers dismissed last month and to increase the hourly minimum wage to R4.

The union has demanded a minimum of R5 and a reduction of working hours without loss of pay.

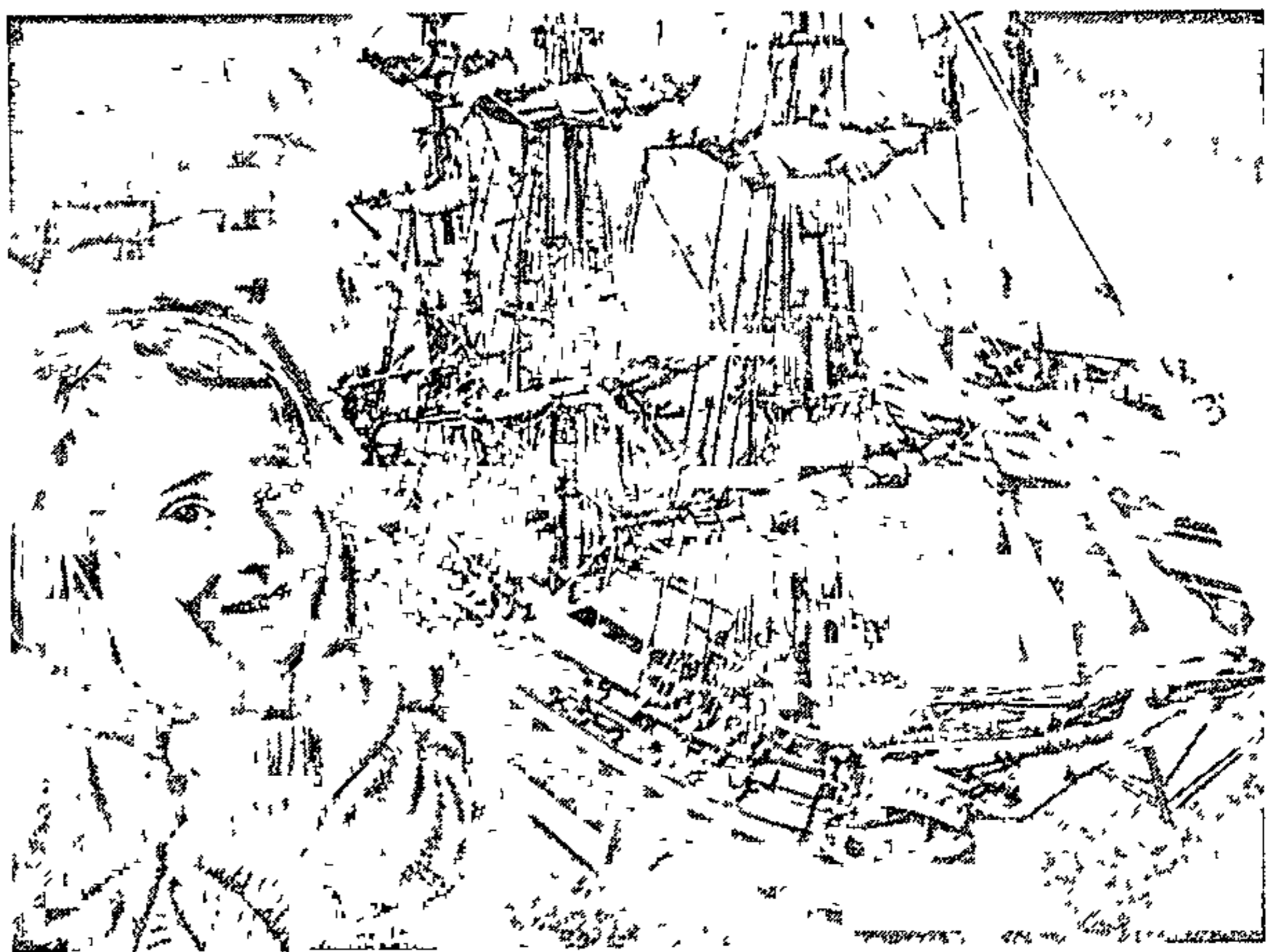
Post offices

The strike by about 2 800 workers is believed to be costing Mercedes between 110 and 120 cars and 11 lorries a day in lost production.

● More than 4 000 postal workers have returned to work after settlement was reached in the dispute with the Post and Telecommunications Workers Association last week, a Post Office spokesman said.

The spokesman said post offices in the townships of Daveyton and Tembisa were expected to reopen today. He said Soweto post offices will also open today.

● About 600 members of the National Union of Mineworkers stopped work at the Optimum colliery yesterday, the union said. A mine spokesman confirmed the stoppage but said workers had returned to work after talks with management. He could not say what the cause of the stoppage was.



Picture HANNES THIART, The Argus

MARITIME MINIATURE: Ahoy there . . . Little Sarah Gilbert, 5, of Rondebosch, encounters a model masterpiece at the maritime exhibition being held at a Claremont shopping centre until September 19.

Matie SRC president

Education Reporter
STELLENBOSCH University's new students' representative council president is Mr Francois Beukman, 21, a political science honours student.

Mr Beukman was one of three candidates nominated for the presidency of the 12-strong SRC following last week's student elections.

His vice-president is Mr Hein Brand, 22.

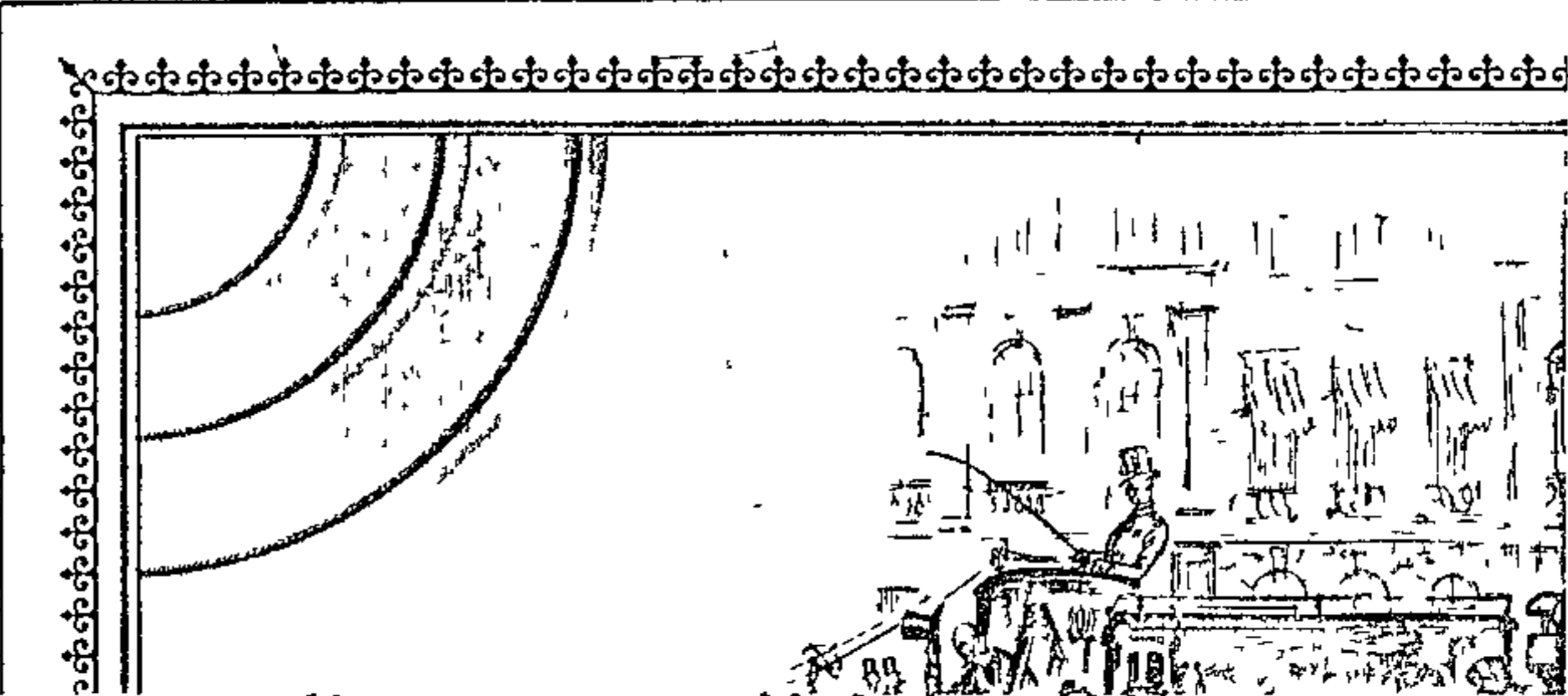
MacDonald killings: Dissident is shot dead

Argus Africa News Service

HARARE — Zimbabwean security forces have killed a member of the dissident gang which murdered former Springbok rugby player Andy MacDonald and his wife Netta.

The dissident, shot dead in a contact, had in his possession Mrs MacDonald's handbag and her husband's knife.

The MacDonalds were ambushed at the entrance to their Figtree smallholding west of Bulawayo in Matabeleland on August 18.



lessness in the face of the suffering experienced by detainees and their families". — DDC

NUM members detained

BUTTERWORTH
Four members of the National Union of Mineworkers (NUM) were detained by Transkei security police on Thursday as they were waiting to transport mineworkers back to the gold mines.

The magistrate of Idutywa, Mr M. Nonko-

nyana, said Mr Elliot Bhala, Mr Mzawakhiwa Vumba, Mr Tandazile Keyizana and Mr R. J. Medupe had been detained at 11 pm.

The head of the security police, General Leonard Kawe, could not be contacted for comment.
— DDC

answer given to me was Councillor Petela.

NUM

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9/9/87

ARGUS 7/7/87

250 fired at Sea Harvest after stoppage

Labour Reporter

ABOUT 250 workers have been dismissed from Sea Harvest at Saldanha following a work stoppage, according to a union spokesman

The spokesman said that since last month members of the Food and Allied Workers' Union had been in dispute with the company over wage increases due to have been introduced in July.

They were demanding pay parity with employees of the company's major competitor

"Last week we told management we wanted to hold a report-back meeting with members last-

ing and to two hours," he said
"They won't allow us facilities at the factory, so it was due to be off the premises. But they threatened to take action against the union if the meeting went ahead"

He said that while negotiations were taking place on Monday the workers heard about the company's attitude towards the meeting and refused to return to work after lunch.

"Management, without going through the shop stewards, gave the workers an ultimatum to return at work in 10 minutes. When they refused to accept this about 250 were fired," he said

Then the night-shift refused to work and the bulk of the factory has been on strike since

According to Mr L Penzhorn, a director of Sea Harvest, the workers were dismissed when they refused to return to work after their lunch break on Monday

"The workers were clearly in breach of their contract and we dismissed them"

Mr Penzhorn said the 250 posts would not be filled immediately

"At the moment it is not necessary because the factory is running well without them," he said

"We might have to fill some of the vacancies at a later stage"

140A
192

Mercedes set to sack 2 800 today

Labour Reporter

MERCEDES-Benz is set to dismiss about 2 800 employees today after talks failed to resolve the month-long strike at the company's East London plant

A company offer on wages and hours of work was yesterday rejected by the National Union of Metalworkers of South Africa (Numsa).

The strikers were given an ultimatum on Friday to return to work today or face dismissal.

Mercedes-Benz said last night

in a statement that the ultimatum would be implemented.

The threat came after two days of talks between company and union representatives at which Mercedes-Benz reinstated a previously withdrawn offer on wages and compensation for reduced working hours.

The offer was for a R4 hourly minimum wage and the reinstatement of 188 workers dismissed earlier in the strike.

According to its statement, the company offered to compensate

fully for the reduction of working hours from 44 to 43 a week and proposed to reduce working hours to 40 over the next two years

Full compensation would be paid for the reduced hours.

Mercedes-Benz said the wage package offered represented a minimum monthly income for the lowest grade of employee of R752 a month

The union delegation said it would report back to its members but found the package to be inadequate.

Sea Harvest fires 280 workers

Cape Times 9/9/87 Labour Reporter *(Handwritten initials)*

THE Saldanha Sea Harvest factory management confirmed yesterday that 280 workers were dismissed this week after they refused to leave the factory's canteen and return to work.

"Workers are in dispute with management over demands for pay parity with the company's competitor, Irvin and Johnson (I&J).

The general-secretary of the Food and Allied Workers' Union (FAWU), Mr Jan Theron, said that during negotiations with management on Monday, workers became "agitated" and refused to leave the canteen and go back to work until they had had an answer from management.

The general manager of Sea Harvest, Mr Louis Penzhorn, said most of the workers were working as normal.

9/9/87
S. M. M.

Giant unions 'not scared'

THE country's two trade union federations yesterday said no amount of intimidation and harassment by the authorities and managements would deter them from carrying out their activities.

The Congress of South African Trade Unions and the National Confederation of Trade Unions said their members had been frustrated, intimidated and harassed by both management and officialdom in an attempt to stifle their activities.

The federations were reacting to the confiscation of the passport of Cosatu's general secretary, Mr Jay Naidoo and that of the president of the Transport and Allied Workers Union, Mr A Malatjie, and about events at Nactu's offices in Durban.

Passport

Mr Malatjie was due to travel to Zurich in Switzerland to attend a meeting where he was to talk on matters relating to the transport industry.

Cosatu said that the seizure of the passport of their general secretary would only serve to "increase awareness of Pretoria's repression of trade unions among their allies."

Nactu said their Durban offices were frequently visited by security forces. The action had left the federation with no option but to demand that these visits be stopped.

Referring to Mr



JAY Naidoo . . . passport siezed.

Malatjie's passport, the federation said it saw the action as being geared at frustrating Tawu's efforts to strengthen its links with other worker organisations in the world.

Colgate workers to strike

(140A)

Sometra
10/9/87

MORE than 300 members of the Chemical Workers Industrial Union employed at a multinational Colgate-Palmolive Company in Boksburg have voted in favour of a strike action following their dispute over wages and improvement of working conditions.

In a statement the union yesterday said the workers were now discussing plans for action after a strike ballot was conducted when the Minister of Manpower, Mr Piet du Plessis failed to appoint a conciliation board within 30 days of application.

1401A

Meat traders take a stand

THE Chamber of Muslim Meat Traders Association (COMMTRA) has intervened in the Spekenam strike, now in its fifth week

Last week the Food and Allied Workers Union (FAWU) and representatives of the Congress of SA Trade Unions (Cosatu) met COMMTRA to discuss support for the striking meat workers

About 600 workers are presently on strike in response to management's refusal to include union

officials in wage negotiations. All have been dismissed by Spekenam

According to a spokesperson, COMMTRA has held discussions with Sams Foods, a meat wholesale company. No Muslim butcher has any dealings with Spekenam itself, but several butchers buy their meat from Sams

Foods

Sams Foods and Spekenam are subsidiaries of the holding company, Vleissentraal, which controls more than 70 percent of South Africa's meat industry

A COMMTRA delegation this week met representatives of Sams Foods to discuss the situation

On Tuesday morning, Mr A Jaffer, of COMMTRA, said "We have been informed by Sams Foods that the union has taken legal action and that therefore Sams Foods would not be negotiating further

"We wish to express our disappointment that our intervention has been of no avail"

A spokesperson for FAWU said "We have instituted legal proceedings against Spekenam on the grounds that the workers were unfairly dismissed"

Deal for Robertson's workers

1401A THE Durban branch of FAWU clinched a deal for workers of the Rembrand-owned Robertson Spices (Pty) Ltd late last week when the company agreed to grant a 19 percent minimum wage increase and to recognise June 16 as a paid holiday.

Settlement between FAWU and Robertson Spices was reached on September 3

Besides leave for workers in the event of a wife giving birth or a relative dying or falling seriously ill, the company agreed to increase the minimum wage from R139 to R165 a week

FAWU will also participate in job evaluation and be entitled to propose new grading systems — Concord

Santé 10-16/9/87

Bakery go-slow in third week

140A
10-76/187

Scap



THE go-slow by workers at some Cape Town bakeries is entering its third week as management refuses to give the wage increase workers demand

The workers, all members of the Food and Allied Workers Union (FAWU), rejected an offer of R19,15 and demanded a R42 increase across the board

The FAWU workers have since refused to work overtime until their demands have been met

The bakeries involved in the dispute are Cadora, Silverleaf, Goodhope, and Enterprise

At Nice and Easy in Bellville South, management and workers have come to an agreement on wages

A FAWU official said the union could not comment at this stage as they were still in a process of negotiating



SEA HARVEST workers toyi-toying outside the Diasville Civic Centre soon after being barred from the factory in Saldanha Bay

280 fired after meeting row

By CHRIS GUTUZA

ABOUT 280 Sea Harvest workers in Saldanha Bay were this week dismissed after protesting against management's refusal to allow them time off to meet.

A further 200 went on strike in solidarity with the dismissed workers.

Unhappiness over wages and treatment of union officials caused several work stoppages this year.

The workers also claim they had notified the bosses last week that they would meet at the nearby Diasville Civic Centre on Tuesday to report back on wage negotiations.

"We are not allowed to meet on the factory premises," said a dismissed worker, Ms Theresa Jansen.

On Monday shopstewards were told union members could not take time off to meet because "there was too much work".

Workers refused to resume work after lunch. "They also infuriated us by announcing we would

be fired if we did not resume work within ten minutes," said Ms Anna Goldman.

Workers claimed they had been barred from entering the factory premises on Tuesday morning. On Wednesday they were stopped from boarding buses to Sea Harvest.

The Food and Allied Workers Union's general secretary Mr Jan Theron said: "Management checked all cars at the entrance to the factory to prevent shopstewards and union officials from entering."

Officials were reaching a settlement with management on Monday when an ultimatum was issued that workers would be fired unless they started working.

A spokesperson for Sea Harvest denied that any workers had been barred from the premises.

He confirmed that more than 200 workers were absent from work. Workers were told it would not be possible to re-organise the work structure for the meeting to take place on Tuesday. Management suggested a later date for the meeting.

Beer drought?

Beer drinkers face a dry time if a pay dispute between the Food and Allied Workers' Union (Fawu) and South African Breweries is not settled. A Fawu spokesman said wage negotiations had reached deadlock and the union would apply for a conciliation board.

1404

SM
11/9/87

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Court dismisses Numsa application

JOHANNESBURG — In a long-awaited judgment delivered late yesterday, the Industrial Court dismissed an application by the Metal and Allied Workers' Union (now Numsa) for the reinstatement of nearly 1 000 employees dismissed by BTR Sarmcol during a strike more than two years ago.

Details of the 62-page judgment were not immediately available, but

the court ruled that neither the dismissals nor the company's behaviour thereafter constituted an unfair labour practice as alleged by the union.

The company has since merged with Dunlop.

The workers were dismissed in May 1985 during a strike over negotiations with management for a recognition agreement — DDC

John de Villiers, Ken Mann, 12 24 Peter

SHOOZ F C
First Team vs West Bank, R. Davis, G

Cape Times 11/9/87

Fired workers to meet at plant daily

140A
~~192~~ ~~182~~ Own Correspondent

EAST LONDON. — Fired Mercedes Benz of South Africa (MBSA) workers decided yesterday morning to return to the plant daily till the company resumes negotiations with the union.

Some 2 800 employees were dismissed on Wednesday after lengthy negotiations to resolve a five-week wage dispute failed to reach an agreed settlement.

In other developments yesterday, a West German metalworkers' union, Ig Metall, sent a telegram of support to workers, and a West German parliamentarian addressed the former employees at the plant.

The workers met at the administration block after being refused entry to the trimline, where they have met since the strike began. They decided to meet every day at 7.30am till the company agrees to re-enter negotiations with the National Union of Metalworkers of SA (Numsa).

The president of Ig Metall, Mr Franz Steinkuehler, yesterday sent a telegram to Numsa's office here condemning the company for the dismissals.

"We regret and condemn again the company's habit to use the ultimate threat of dismissals during a bargaining process," he said.

Yesterday's meeting was addressed by a left-wing member of the West German parliament. Mr Willie Hoss, of the Greens Party, told the workers that their dismissal for striking "fits neatly into ruling apartheid politics".

"This monstrosity reminds me of the behaviour of early capitalist employers," he said. The mass dismissals had "colonialist characteristics which fit neatly into apartheid politics", Mr Hoss, a former shop steward at the Daimler-Benz plant in Stuttgart, West Germany, said.

DD 12/9/87

Warning for beer drinkers

140A

JOHANNESBURG — South African beer drinkers face a national shortage of their favourite drink unless a pay settlement is reached soon between the Food and Allied Workers' Union (Fawu) and South African Breweries.

Fawu's assistant general secretary, Mr Mike Madlala, said wage ne-

gotiations, had deadlocked and the union had decided to apply for a conciliation board, a last step before industrial action can be taken.

Mr Madlala said the union had suggested the dispute be referred to mediation, but management rejected this.

SAB's manager of in-

dustrial relations, Mr Rob Childs, said the company would go to the conciliation board with the hope of resolving the problem.

Mr Madlala said about 5 000 workers at 15 plants in the Transvaal, the Free State and the Eastern and Western Cape were affected by the dispute. — Sapa

Beer dispute: Possible shortage

Labour Reporter

SOUTH AFRICAN beer drinkers might soon be faced with a shortage if the South African Breweries and the Food and Allied Workers' Union fail to settle their wage dispute, which began in June.

SAB's manager of public affairs, Mr Gary May, said yesterday that it and the union had applied for a conciliation board after national pay talks broke down this week.

A strike in June this year, beginning at Rosslyn brewery, Pretoria, resulted in sympathy strikes by 500 Western Cape workers and thousands more across the country, causing severe beer shortages.

Mr May said he hoped a conciliation board meeting would take place in the next month.

Fawu's assistant general secretary, Mr Mike Madlala, said the conciliation board was the last step before industrial action could be taken.

He said the union had suggested that the dispute be referred to mediation, but this had been rejected by management.

AFFAIRS

DICK
USHER



Textile
union
rumpus

W/E Argus
12/9/87

A MAJOR row has broken out over the formation of a large new national union in the clothing and textile sectors

The 60 000-strong Garment Workers' Union (GWU), the largest in the Western Cape, deeply resents the manner of its exclusion from the union

And the chairman of the South African Federation of Textile, Garment and Leather Workers' Unions, to which all the unions involved are affiliated, called it "a selfish manoeuvre".

Mr Cedric Peterson, assistant general secretary of the GWU condemned the groups which had agreed to form the union and said "It's obvious that they never wanted us"

ON TRACK

The decision to form the new union was taken in Durban last week by the National Union of Textile Workers (NUTW), the Garment Workers' Industrial Union (GWIU) and the National Union of Garment Workers (NUGW)

Mr Peterson said his union had gone to a federation meeting in Durban last week convinced that unity moves were on track and it would be up to the GWU to decide if they wanted to be part of the new union

"We wanted the launch date to be May 1 next year, for obvious symbolic reasons, but the other unions were pushing for it all to happen by the end of the year," he said

"But after ourselves and the GWIU, who are also involved in unity talks, agreed to compromise the NUTW was forced to admit they did not want us for a whole string of ideological reasons

COMPLETE WASTE

"It has all been a complete waste because it's now obvious that right from the start they never wanted us"

Mr Desmond Sampson, chairman of the federation, said it was extremely disappointing that one big union could not have been effected

"A great opportunity has been lost to unite all these workers in a one struggle against the monolithic stranglehold the bosses have on this industry

"The reasons advanced for not wanting the GWU were not really acceptable when one bears in mind that great prize

NEW DIRECTION

"The federation worked tremendously hard to facilitate a merger which would have created the third largest union in South Africa

"The new union would have brought new directions and policies to the industries, but it seems those who went ahead were not brave enough to take the plunge of accepting GWU in a merger," he said

The new union, which will have about 70 000 members, will be launched in Durban on November 7

NUM office is bombed

TWO members of the National Union of Mineworkers were injured on Tuesday when a petrol bomb was hurled into the union's Welkom office, NUM assistant-general secretary Marcel Golding said.

The offices were also damaged by the bomb.

Golding said there were many workers in the office at the time.

Although Golding said he was unable to give further details, he condemned the bombing as "another cowardly act". - Sapa.

afress

13/9/87

~~140A~~ 140A

Cosatu fears attack

By KERRY CULLINAN

COSATU has expressed fears that the government is stepping up attacks on the union federation after this week's confiscation of a Cosatu official's passport, and a raid on the home of the Cosatu accountant.

Cosatu general secretary Jay Naidoo had his passport seized by officials at Jan Smuts Airport on Saturday night, minutes before he was due to catch a flight to Australia.

Naidoo was to have been a keynote speaker at the Australian Congress of Trade Unions' congress.

Airport officials said they had been instructed to

confiscate Naidoo's passport by the Department of Home Affairs.

In another incident, the home of Cosatu accountant Diggle Kock was raided by security police at 3.45am on Monday morning.

Police confirmed the raid but declined to comment on what they considered "routine police duties".

Cosatu information officer, Frank Meintjies, said that, as Cosatu believed the government was escalating its attack on the federation: "Cosatu will continue to strengthen the 'Hands off Cosatu' campaign, both at home and abroad".

13/9/67
C/Press
140A

Argus 14/9/87

Shotguns, tearsmoke used after stoning at Saldanha

Staff Reporter

TEARSMOKE and shotgun fire were used to disperse a group of people at Diazville, Saldanha, after a woman and three security force members were struck by stones and slightly injured, according to the police unrest report

Security force members, their vehicles and a private home were stoned "by a group of coloured" yesterday, the report said.

"A black woman and three security force members were struck by stones and slightly injured. The group was dispersed with tearsmoke and shotgun fire.

ARRESTED

"A coloured male was slightly wounded. A coloured woman and two coloured men were slightly injured.

"Three coloured men and a woman were arrested in connection with these incidents," said the report.

The Argus has been given information about injuries and a possible fatality at Diazville at the weekend

The Argus also has information about disturbances involving supporters of two rugby teams and after a dance on Saturday night

STATEMENT

Details cannot be reported in terms of the emergency regulations and the police have been asked to comment.

Boland police liaison officer Captain Gys Boonzaier said a full statement about the events of the weekend was being drawn up and would be sent to the Police Directorate of Public Relations in Pretoria for release to the Press later.

THE Industrial Court's ruling in favour of BTR Sarmcol in its protracted dispute with the National Union of Metalworkers of SA (Numsa) has drawn bitter reaction from the union and a pledge to wage an international campaign against BTR.

Numsa to challenge BTR abroad

1409
B/Day
14/9/87

The court ruled last week that BTR's actions in dismissing 970 striking workers involved in a recognition agreement dispute did not constitute an unfair labour practice.

In a statement on the judgment, Numsa drew attention to its submission at the beginning of the hearing that the court should be reconstituted on the grounds of suspicion that it was "biased and anti-union".

Numsa lawyers had also asked one of the court members to recuse himself during the hearing on the basis that he had accepted an invitation to speak at a seminar arranged by BTR's industrial relations adviser.

"The judgment states that the collective democracy practised by the union cannot be tolerated by present day society in this country and this confirms our view that democratic unionism is anathema to this court," the statement said.

"This judgment does not change any of the facts and we intend to continue our campaign against this company internationally to obtain justice for the workers."

In BTR's statement on the court ruling, the company described the outcome as a landmark decision.

● See Page 4

Congress slated

THE National Unemployed Workers Coordinating Committee said in a statement yesterday that it was "surprised" to have read in the latest issue of the *Sunday Times* that Toyota is to convene a gathering to focus "urgent" attention on South Africa's unemployment.

The NUWCC said the Congress of South African Trade Unions (Cosatu), of which it is a member, had since its inception demanded a 40-hour week and a ban on overtime. — Sapa

(140A) Smetun
14/9/87

Cosatu is to probe 'spying' allegations

140A
15/9/87
bome turn

THE Congress of South African Trade Unions and management of a major hotel are to conduct an inquiry after Security Police allegedly gained access to a meeting of the federation in Pretoria at the weekend.

By late yesterday the police directorate in Pretoria had not responded to a telex sent to them about the allegations.

Cosatu's northern Transvaal executive, Mr Donsie Khumalo, yesterday claimed the Security Police were given facilities to "spy" on the meeting at the Boulevard Hotel.

The meeting, which was held on Saturday and was attended by

By JOSHUA RABOROKO

representatives from all unions in the region, focused on education and other trade union matters

Hotel

The hotel manager, Mr Stephen Dagg, has denied that the hotel had anything to do with the presence of the Security Police during Cosatu's meeting

He said one of his staff informed him about seeing two men sitting at the back of the function room while the Cosatu meeting was in progress

"I personally challenged the men and asked

them why they were there. When they produced police identification, I suggested they leave the premises, which they did right away," he said

Mr Dagg informed Mr Khumalo of the presence of the men during a tea break, adding that Mr Khumalo had been "totally unaware of the whole situation." He was angry with the whole thing, he added.

Mr Khumalo said it appeared the men were monitoring the meeting

Cosatu said it viewed the alleged "spying" as an "extremely serious infringement of our democratic right to free association and freedom of speech."

300 ^{CAPC 7/15/78}
^{140A}
Kuil's River
workers
on strike

Staff Reporter

ALMOST 300 Cosatu-affiliated workers at the Boland Wood Industries factory in Kuil's River have not worked since Wednesday afternoon, in support of wage demands, a union organizer said yesterday.

Ms Geraldine Kennedy, a branch organizer of the Paper, Wood and Allied Workers' Union, said the union had sent management a letter requesting a meeting on Wednesday afternoon, but management had responded that wage demands would not be discussed before an interim recognition agreement had been made final.

Mr J F Hattingh, administrative manager of the firm, said the employees had been striking illegally since 2pm on Wednesday. It was presumed this was "in connection with wage increases".

Ms Kennedy said: "The basic minimum wage at that factory is R78 a fortnight.

"The union said the workers are demanding a 50% wage adjustment from August 1 this year."

There were about 300 workers at the factory, 280 of them union members, she said.

In July this year the workers had received a wage increase of R3 each a fortnight, but they regarded this merely as recompense for a R3 wage reduction two years previously, Ms Kennedy said.

Boy, 14, shot dead after firings

CNE Tim 15
15/1/87
275
140A

By CHRIS BATEMAN

A TEENAGE boy was shot dead, at least seven people were wounded and at least four people were arrested in Saldanha on Sunday as labour-related conflict escalated after 280 Sea Harvest factory workers were sacked in the town on Monday.

The toll of wounded could be as high as 10, Diazville township sources have named seven residents they said were wounded, while police said four residents and three security force members were wounded.

Since Monday at least 20 people have been arrested, 11 of them women who appeared briefly before a Vredenburg magistrate on Friday on charges of failing to obey police orders. The 11 were granted bail of R100 each.

Township sources gave the names of nine men they said were arrested outside a township cafe early on Sunday. Relatives said they were told by police that the men had been taken to Victor Verster Prison outside Paarl where they were being held in terms of the emergency regulations.

A senior police spokesman in Pretoria, Colonel Steve van Rooyen, yesterday said that a "coloured male" — identified by township sources as Abraham Julies, 14, a Std 4 pupil of Diazville Primary School — had been shot dead on Sunday.

Spokesmen for the Food and Allied Workers' Union (Fawu) and the Saldanha Advice Office said two women and a man, aged 18, 19 and 21, with pellet wounds in their legs, were under police guard in Vredenburg Hospital while a 15-year-old girl with pellet wounds in her head had been transferred to Tygerberg Hospital.

They said they had traced another wounded man to the Saldanha police station but were still looking for two more people reportedly wounded and in police custody. Colonel Van Rooyen said that any additional information received by police headquarters and "worth mentioning" would be released today.

The trouble began after Sea Harvest management fired 280 workers for refusing to meet a 10-minute deadline to return to work on Monday. The workers had demanded an answer about a pending meeting before returning to work. Mr Louis Peñhorn, general manager of Sea Harvest, said yesterday.

~~140A~~
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199/87

Cosatu says it was 'spied' on

By Adele Baleta

The Congress of South African Trade Unions (Cosatu) has demanded a full explanation from a Pretoria hotel after security policemen allegedly spied on a meeting held by the union's Northern Transvaal regional education committee last Saturday.

Cosatu is demanding that Boulevard Hotel management make a statement setting out its stand on the incident.

The Star sent the police a telex yesterday asking for comment on the allegations, but there was no reply at the time of going to press.

A police directorate spokesman said that several telexes had been received on the matter but it "was a matter of course to make inquiries" and these had not yet been completed.

The regional secretary of Cosatu, Mr Donsie Khumalo, said when they arrived "We discovered that security police were given access to a room near the hall."

He said the men were monitoring the meeting.

Hotel manager Mr Stephen Dagg denied granting the security police access to facilities to "spy" on the meeting.

He said that after his staff pointed out two white men near the conference he challenged them. They told him they were from the security police and produced IDs.

"They left after I approached them," he said.

Mawu leader appears in Supreme Court

19/9/87
More than 150 people yesterday attended the brief Rand Supreme Court appearance of Metal and Allied Workers' Union (Mawu) leader, Mr Moses Mayekiso, and four other Alexandra community leaders.

Mr Mayekiso (38), Mr Obed Bapela (28), Mr Mzwanele Mayekiso (22), Mr Paul Tshabalala (33) and Mr Richard Mdakane (29) are facing charges of treason. They are all in custody.

The case was postponed to Thursday

Can Times 16/9/87

Villagers rally after weekend of violence

By CHRIS BATEMAN

THE small West Coast township of Diazville, near Saldanha, rallied yesterday to support the families of those wounded — and one killed — in clashes after 280 Sea Harvest workers were dismissed early last week.

The violence in the town was described by one local church leader as having "politicized and conscientized local people more in a week than it could have in six months"

Last Monday 280 workers were sacked for refusing to meet a management deadline to return to the factory floor. They were later joined by 140 colleagues

On Sunday, burning tyre barricades were set up and several homes stoned. Five residents were shot and wounded and a 14-year-old boy, Abraham Julies, a Std 4 pupil at Diazville Primary School, was killed.

Relatives of the boy yesterday said he had been shot while climbing over a fence after a road barricade had been set alight on Sunday evening

Sea Harvest managing director Mr Eckart Kramer denied claims by union officials that he had told them he had called on police to protect those still working

Mr Kramer said negotiations with the union deadlocked on July 31. This was followed by "sporadic disruptions". Management issued a warning notice to workers on August 17 that "we could no longer tolerate any form of disturbance or go-slows".

The township violence had "nothing to do with the dismissals", he said

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

Textile unions to merge membership of 108 000

Daily Dispatch Reporter
EAST LONDON — Local branch executives of three national textile and garment workers unions are set to merge, forming the third largest trade union in South Africa

The National Union of Textile Workers (NUTW), the National Union of Garment Workers of South Africa (NUGW) and the Textile Worker Industrial Union of South Africa (TWIU) have decided to prepare themselves for a merger in order to promote more effective collective bargaining with greater efficiency and strength

The executives have agreed there must be co-operation between the unions' officials, shop stewards and members on the factory floor to eliminate disputes between members belonging to different unions



Members of the unions' executive committees responsible for bringing about the local proposed merger. They are, from left, Mr G. M Stoto (TWIU) Mrs C Kara-vala (NUGW) Mr M H Gozongo (NUGW), Mr J. Gwala (NUTW) and Mr A Taleni (TWIU).

It was also agreed that where there is more than one of the three unions operating in a factory, joint meetings should be held

The new union, which is still to be named, will be the biggest union in the clothing and textile industry with more than 108 000 members

All the members present at the meeting welcomed the moves. The unions will be holding their inaugural congress in November

... for water and electricity, the dir- of all the problems affecting tenants.

Court to rule on storm at tea farm

THE workforce of the state-owned Sapekoe tea estate near Richmond, Natal, left the farm voluntarily on July 15, Sapekoe management said in the Pietermaritzburg Supreme Court last week.

But dismissed employee Gilbert Makinyana said he had fled the property after watching police, using tear-gas and *sjamboks*, evict workers and their children from the farm hostels.

Makinyana has launched his application for a spoliation order on the grounds that the company took the law into its own hands in ordering police to evict more than 900 workers.

He has applied for his accommodation to be restored to him. If Makinyana is successful all the evicted workers will be able to follow suit.

The workers, who are members of the Food and Allied Workers' Union, went on strike in protest against poor living conditions and wages of R55 a month. They were demanding an increase of R250, the recognition of Fawu, the reduction of the 11-hour working day to nine hours including

tea and lunch breaks, and two meals.

In an affidavit before the court, tea estate manager William Titlestad said the company was a farming operation and therefore not controlled by the Labour Relations Act.

Fawu has condemned Sapeko for "hiding behind the flaws in the country's Labour Relations Act".

Appearing before Judge Friedman, Titlestad said workers had been given an ultimatum to return to work or face dismissal. Most of the workers defied the deadline to leave but "changed their minds soon afterwards and came to collect their wages in large numbers".

He said he had had no dealings with the police.

However, Warrant Officer TR O'Connell, who was in charge of a seven-man reaction unit, and Warrant Officer JL du Plessis, the Richmond station commander, said they had talked to Titlestad and the production manager, Abel Erasmus.

The policemen and Erasmus denied that force was used on July 15.

11-17/9/87 W/Have

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ARCUS 17/9/87 (140A)

METROPOLITAN

Firm favoured one union, court told by another

By DICK USHER, Labour Reporter

A DISPUTE between two trade unions in which a company is accused of favouring one has come before the Industrial Court

The National Union of Textile Workers (NUTW) applied to the court for a status quo order directing the company, Rotex of Atlantis, to restore labour practices at the factory under which it was recognised as the sole representative of employees

In papers before the court yesterday Mr Ebrahim Patel, branch secretary of the NUTW, submitted that the company deliberately set out to subvert the position and role of the NUTW there and had improperly brought pressure to bear on the NUTW members to shift their allegiance to a "sweetheart union", the Garment Workers' Union of Western Province (GWU)

The NUTW was recognised at the factory after it won a ballot during 1986 involving the GWU. Rotex agreed that the NUTW would be the collective bargaining representative and would negotiate wages and conditions of employment with it

Threatened

Mr Patel said that from about March the NUTW started receiving complaints from members

Rotex management, either independently or in collusion with the GWU, attempted to persuade NUTW members to resign, gave the GWU access to the factory to recruit members and threatened some employees with victimisation if they did not resign from the NUTW

Mr Patel also claimed that Rotex suddenly stopped deducting union dues from wages of certain members

Following these events he received a copy of a letter from the GWU to the NUTW's national secretary stating that most workers at the company had elected to join the GWU and they had officially applied to Rotex for recognition

He was also told by the management that from July 14 the GWU would be recognised as the collective bargaining agent

He submitted that the NUTW's agreement with Rotex remained in force and it was incumbent on the company not to dispense unfair advantages to unions favoured by it.

For the GWU, assistant general secretary Mr Cedric Peterson denied the claims made by the NUTW

Majority

He said that had his union been aware of any such actions by the company they would not have taken advantage of them because this would have been a form of "union-bashing". Both he and the GWU were absolutely opposed to any such actions

But by July it was clear that the GWU had a majority of 101 members at the company while the NUTW's membership had declined from 92 in June 1986 to 40

He denied collusion between the GWU and Rotex and said he and the union were absolutely opposed to interference by the management in union affairs

Cops won't comment on Cosatu's 'spy' claim

140A

Sometime

17/9/87

THE South African Police said they had no comment on allegations by the Congress of South African Trade Unions that security police had "spied" on one of their meetings at the weekend.

Cosatu said it had demanded a full inquiry from the management of a Pretoria hotel where the meeting had taken place.

The management of the Boulevard Hotel denied any complicity.

Surprise

The meeting of Cosatu's Northern Transvaal regional education committee was held on Saturday, September 12, and included representatives from all unions in the region, a Cosatu statement said.

Its regional secretary, Mr Donsie Khumalo, said when participants to the meeting arrived, "we discovered, to our surprise, that security police were given access to a room near the conference hall".

They were monitoring

the meeting, he claimed.

Cosatu said it viewed the alleged spying as an "extremely serious infringement of our democratic right to free association and freedom of speech."

"Clearly, the security police have a hidden agenda on Cosatu. They also operate under laws which attempt to distort legitimate democratic activity into something undesirable.

"We demand a full inquiry as well as a clear statement by the (hotel) management setting out where it stands with regard to this incident."

Hotel manager Mr Stephen Dagg said there was "no complicity from the hotel at all" concerning the incident.

Police said: "We have no comment with regard to the allegations contained in your (Sapa's) telex." — Sapa.

Cosatu slates court finding

(LOW) SAL 17/9/87
The Congress of South African Trade Unions has criticised the Pretoria Industrial Court judgment on the two-year dispute between the Metal and Allied Workers' Union and BTR Sarmcol in Natal.

The court last week dismissed an application for the reinstatement of 970 workers sacked in April 1985 or the granting of alternative relief to them.

The workers were dismissed after they had downed tools demanding recognition of the union.

The National Union of Metalworkers of South Africa has warned it will continue campaigning against the company "known to be union bashers".

'241 union men held'

A TOTAL of 241 trade union leaders and members were arrested or detained between January and June, the Institute for Industrial Relations said in its Information Sheet of June 1987.

It also says there were 24 strikes, disputes, work stoppages and lockouts during the month of June alone.

The disputes and stoppages were as a result of various issues including wage demands and recognition agreements.

High on the list of detentions and arrests is Mr Moses Mayekiso, former general secretary of the Metal and Allied Workers Union who was elected general secretary of the recently-formed National Union of Metalworkers of South Africa while awaiting trial.

Mr Mayekiso appears in the Rand Supreme Court today to face charges of terrorism.



Smetan

7/9/87

Bakery workers demand a raise

South 17-23/9/81

140A

By AYESHA ALLIE

MANY workers at four major Peninsula bakeries continued their go-slow this week in support of their demand for a R50 wage increase.

The workers, all members of the Food and Allied Workers Union (FAWU) are from Goodhope Enterprise, Duens and Cadora bakeries, all subsidiaries of Tiger Oats.

Some workers interviewed this week said they could not make ends meet on their present wages. Management's offer of a R19,50 increase would add far too little to their pockets.

Besides wages there were other problems. But the biggest problem is money. We need more money first then we can negotiate with management on other grievances. Mr Paul Mannikivana of the workers committee at Goodhope said.

They took the "mild action" of a go-slow because they were still prepared to negotiate.

On Sundays they work only six hours instead of eight. This affects production for the rest of the week. It means the bread would always be late every day. Workers are also refusing to work overtime now, he said.

Grievances

"But if management refuses to come to an agreement we will take action," he said.

Other grievances which management refused to address included:

— Paid holidays on June 16 and Freedom Charter day. The workers were

prepared to swap Freedom Charter day for a public holiday.

— A 40-hour week instead of 46 hours.

— Time off to go to the "homelands" for traditional purposes, and a job back guarantee when they returned.

— Study leave for some of the workers. At the moment they only get off a day before their exams and the days when they write.

Mannikivana, a mechanical assistant, earns R135 a week. He has two young children, his mother, a sister and four young brothers to support.

He said the money was not enough to cover his weekly expenses.

Mr Franklin John Abrahams, working for almost six years at Goodhope, earns R105 a week. He also has a family of four to support.

Sometimes when they began work at 6 am the trucks were not loaded and, although not their job, they loaded the trucks to prevent working overtime.

Baskets

When we load the trucks, we start later and finish later as well. But shopkeepers always scold and complain when deliveries are late, and then management questions us about it," he said.

He said they had asked that up country trucks be loaded first because of the distances to be travelled.

Abrahams said on Monday he had to work until 4:30pm but, like other workers, did not get paid for these extra hours.

About a year ago he broke his arm on the job while pulling a bread basket. "I was not compensated although I filled in all the necessary forms," he said.

The bread baskets, they said, were in a bad condition and management had ignored requests to repair them. The bread kept falling out and consumers objected.

Mr David Arendse, who has four years service at the bakery, says he earns R115 a week to support his family of five.

"As soon as I enter the house, my money is finished. We are supposed to work 46 hours a week but often work longer."

Mr Conrad Simon earns R110 a week after four years with the bakery. He was already facing difficulties making ends meet.

"This money's only enough for a few days food. What about other expenses?" A FAWU official said the workers would meet management soon.

Domingo

London League worker at the time of the AGM.

League members, who refused to be named, complained of Domingo "being buddies" with members of the House of Representatives. They partly blamed him for the League's tainted image in the eyes of the community and community organisations.

Domingo was criticised for supporting President PW Botha, over the resignation of the Reverend Allan Hendrickse, in a statement to an Afrikaans newspaper.

It was alleged that the league's name, for some obscure reason, was being "traded" for the eventual success of a multi-million rand holiday resort which, ironically, is beyond the means of most of its members.

South

Pwawu demands (140A) 50 percent increase

ABOUT 280 Paper, Wood and Allied Workers Union (Pwawu) members at Boland Hout in Kuils River downed tools last Thursday in support of a 50 percent wage increase

The workers want the increase backdated to August 1

The average wage is R78 a fortnight while the average working week is 40 hours. They receive no fringe benefits

A Pwawu spokesperson said talks with the management were continuing

South
17-23/18

Benz fires strikers, but talks go on



Dismissed Mercedes Benz workers

THE dismissal of 2 800 workers at the East London plant of Mercedes Benz last week has not ended the five-week-old dispute for a minimum wage of R5 an hour

The company announced last week it was firing its entire black workforce for failing to heed an ultimatum to return to work.

The National Union of Metalworkers of South Africa (Numsa) has refused to recognise the dismissals and still hopes for a negotiated settlement. The company, on the other hand, has announced it wants to rehire the workers, but so far nobody has taken up the offer

The dispute began on August 3, when workers of the body and chassis section walked out because management cut working hours without compensation

Management had refused to discuss the matter with Numsa, who had asked that the cuts not be implemented until talks were held with the workers. The demand for R5 an hour was also discussed

The company had argued that it was party to an Industrial Council agreement, and was not obliged to

carry out plant-level bargaining. As a result of the walkout, the plant was closed, and Mercedes obtained an interdict against the union from the Industrial Court. It also dismissed the 188 workers held to be responsible for the strike

However, the interdict was not made final because the union was able to prove the Industrial Council agreement was not valid, and the company began negotiating

Talks continued for some days, and Mercedes then made what it called its final offer. It would reinstate the 188 dismissed workers, and raise the minimum wage by 50 cents to R4 an hour

This R4 included partial compensation for the cut in hours. The union rejected the offer, and talks ground to a halt. For almost two weeks, there was no contact between union and management, until the company issued an ultimatum that workers should accept the final offer

Numsa refused to back down, and Mercedes withdrew the offer of increased wages, although it did not drop the offer to reinstate the 188 dismissed workers

Later the company issued the ultimatum which led to last week's dismissals. Urgent attempts were made to resolve the matter, and management made an offer which brought the minimum wage to R4,04

Numsa rejected this, and made its own proposals to "bring the two parties closer", but these were rejected by the union. The talks deadlocked, and dismissals followed

Both sides have accused the other of failing to negotiate properly. The company has criticised Numsa's refusal to budge from its R5 demand, and the union has said Mercedes has continually thrown stumbling blocks in the way of the negotiating process

The strike has cost the company millions. Mercedes has been unwilling to give exact figures, but industry sources say they've lost more than R150 million

The figure is calculated from the daily production loss of about 130 units. Mercedes Benz luxury cars, trucks and Honda cars. In addition, the firm has had to delay the launch in South Africa of a new model, a Mercedes Benz station wagon.

Clover Dairy workers demand a living wage

17-23/9/87

DURBAN — Workers at three Clover Dairy plants here this week went on strike for a living wage.

The workers, demanding a minimum wage of R605 a month, have been in dispute with the company since July this year.

A spokesperson for the Food and Allied Workers Union (Fawu), Rene Roux, said dairy workers were still among the lowest paid workers in the food industry.

"We are trying to narrow the gap within the food industry, where many companies are paying a minimum of above R605 a month," she said.

At the time of going to press, Clover management and Fawu had entered talks to settle the dispute. A spokesman for the company was not available for comment.



KOP



Suth

17-23/9/87

South

South LABOUR

140A

SOUTH

Spekenam workers call on MJC for support

STRIKING Spekenam workers called on the Muslim Judicial Council (MJC) to re-consider their halaal certificate to Sams Food.

Sams Food is a sister plant of Spekenam and a subsidiary of Vleissentraal.

MJC officials and members of the Spekenam Support Committee met to discuss support for the 600 workers, members of the Food and Allied Workers Union, (FAWU), who are on strike for the fifth week.

A MJC spokesperson, Imam Yasin Harris, said the Halaal Committee would meet soon to discuss the matter.

He doubted whether the MJC could take any action because of a contract they had with Sams Food.

"The MJC will most likely render financial and moral support to the

striking workers," he said

A Support Committee member, Ms Fazlin Anderson, said workers wanted more pressure on Vleissentraal. Spekenam management was always willing to meet the workers, but never produced solutions.

The union was considering taking the matter to court and had already applied to the Industrial Court.

But workers were still feeling strong and determined to get their jobs back, even though they were going through a tough time without income.

Scab labour

"The mere fact that management employs scab labour, but not on a permanent basis, is giving us hope," she said.

A group of Spekenam workers went to Johannesburg to explain to other

unions why they were striking.

Most of them were the only breadwinners with families to support.

Mr Maria Nathan, of Scottsdene, said she and her family were surviving on bread only. "We have to buy what we can afford."

Mrs Nathan had been working for Spekenam for 13 years and earned R86 a week. She borrowed R40 from her brother and would get R20 from the union which she would use to pay her rent.

"There'll be no money for food then I must see that the rent and electricity are paid," she said

-Mr Ollie Kannemeyer's married daughter was supporting him now.

"I don't have any dependants and can survive on my wage," he said.

"But other people are in a different position and they need the extra money. I'm on strike with the rest of the workers because I support their demands."

It was ridiculous to think that almost a year ago they still earned as little as R46 and R56 a week until they became ununionsed

"Now they don't want to recognise the unions so they can start exploiting us again," he said

Mrs Johanna September said her unpaid telephone service was disconnected Rent and electricity were paid first

She always bought a weekly food hamper but could no longer afford it. She had no other income except from her daughter who helped whenever she could.

49 strikers die of malnutrition

DURBAN — Forty-nine of the 900 black workers, involved in the 28-month long strike for union recognition and higher wages at BTR Sarmcol in Natal, have died of malnutrition, stress and other related illnesses.

The workers were living in Mpophehenu, near Howick since the strike started on April 30, 1985. Mpophehenu is the main reservoir of labour in the area.

The strikers are all members of the National Union of Metalworkers of SA (Numsa), an affiliate of the Congress of South African Trade Unions (Cosatu).

Mr Ian Weir, Numsa's regional secretary, said the deaths in the township were directly related to the "starvation" wages paid to workers.

Following the high mortality rate among the striking workers, the union decided to investigate health conditions at Mpophehenu.

"Appalling conditions"

"We found appalling conditions, directly attributable to low wages. BTR, a British-owned company has for many years been paying around 24 percent below the supplemented living level — a minimum requirement set down by the European Economic Community," he said.

Following the investigation the union established a clinic to monitor the health of residents.

"Only 59 percent of the 700 children we placed on a feeding scheme showed signs of improvement or growth."

"In addition to the health clinic and the feeding scheme the union has initiated a number of projects in the township."

"These include the establishment of a gardening project, a T shirt and button making co-operative and the production of a play 'The Long March'." All these projects are controlled by an umbrella organisation, the Sarmcol Workers' Co-operative.

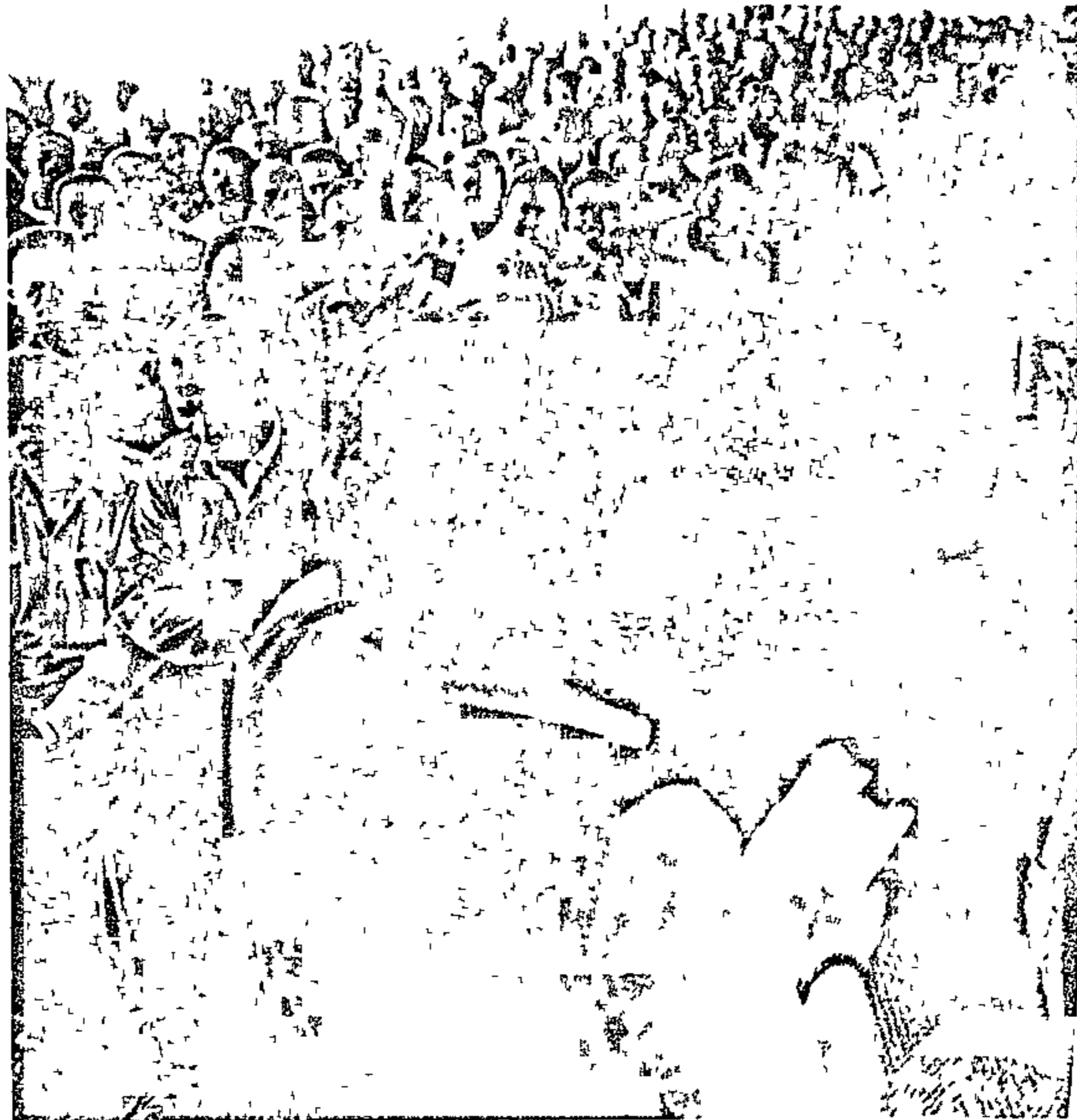
Long struggle

Weir said the play was written and produced by the strikers and it reflected the long struggle waged by workers against BTR.

Members of the cast recently left for London where they will be the guests of the Trade Union Council of Britain.

The dispute with BTR has been a bitter and a costly one. BTR have not only refused to negotiate with the union, but had instead entered into a recognition agreement with the United Workers' Union of SA (UWUSA), the Inkatha-orientated union.

A number of the union's shop stewards were also killed and many others were injured by vigilantes. The union has now instituted civil claims running into hundreds of thousands of



Numsa branch secretary Ian Weir informs Sarmcol workers of the court judgment

rands against the Kwazulu police and Inkatha for the alleged murder of Simon Ngubane, Phineas Sibaya, Flomenah Mnikatha and Alpheus Nkabinde.

"In spite of these brutal actions against us, and the attitude of BTR, the strikers are still determined to continue the strike because they believe their cause is a just one," said Weir.

Mr John Sampson, BTR's Sarmcol's administrative director, said he could not comment on the health conditions of the striking workers and the deaths that occurred since the strike began.

He referred all queries to Mr Beebe of the Dunlop Industrial Product division in Benoni who was not available. — PRESS TRUST

Sarmcol workers vow to fight on

DURBAN — More than 900 BTR Sarmcol workers, whose dismissal two years ago was sealed by the Industrial Court last week, have vowed to continue their fight.

The Industrial Court questioned whether the collective democracy practised by unions was tolerable in present day South Africa.

In dismissing the workers' application for reinstatement and compensation, the court finally

quashed the workers' twenty-year-long struggle for recognition of their union, the Metal and Allied Workers Union (Mawu) now amalgamated under the National Union of Metalworkers of South Africa.

Ironically four years ago the same court ordered BTR Sarmcol to conclude a recognition agreement with Mawu.

The latest ruling justifies the sacking of the 970 workers after they

had downed tools on April 30, 1985 in protest against the company's failure to conclude the recognition agreement.

Workers said: "We shouldn't become weak because we have lost one battle. Remember we are paving the way for our children's freedom."

Other workers stressed that with the unity they had learnt and the co-operative they had formed they could find another way of making a living. — Concorde

α (140A) South 17-23/9/87

**LABOUR
EDITS**

**Hotel workers
demand R200
wage increase**

140A



ABOUT 100 Liquor and Catering Trade Union workers are demanding a minimum salary of R450 — an increase of more than R200 a month.

The workers, employed as labourers at the Cape Sun in the City Centre and the Woodstock Holiday Inn, are also demanding four-week's annual leave, free meals while on duty and an end to segregated canteens.

Other demands include maternity leave for workers with more than two years service, and paid public holiday.

Mr Chris de Kock, a regional manager of Southern Sun, was not available for comment.

South
17-23/9/87

Management stands firm on wages

Meeting fails to break Highveld lockout impasse

DEADLOCK in the lockout of more than 2 000 workers at Highveld Steel yesterday remained unbroken after a meeting between management and National Union of Metalworkers of SA (Numsa) representatives.

Another meeting is scheduled for today.

A union source said management "refused to budge" from its previous wage offer of 41c to 76c an hour increases. Numsa is demanding 75c across-the-board.

Numsa hints at return to work

ALAN FINE

IN THE first indication of a possible return to work by 2 800 Mercedes-Benz employees, a National Union of Metalworkers of SA (Numsa) spokesman warned of increased conflict if they returned involuntarily.

Fred Sauls said members "would have to return, voluntarily or otherwise". But he added the union did not wish to be responsible for the consequences of non-agreement.

Mercedes has said it plans to begin recruiting a new workforce on Monday if the workers did not respond to an offer of re-employment.

b/day

ALAN FINE

The source said at a report-back meeting later workers resolved to "go forward" and ignore the dismissal deadline set for 3pm today unless there was an acceptable change in the company's stance at today's meeting.

Earlier Numsa head office sent a telex to Highveld noting a company statement that it was open to discussion and saying the union was open to consideration of "any reasonable proposal for the ending of the dispute and lockout".

Responding to reported Highveld allegations of intimidation, Numsa said it was unable to comment on unsubstantiated allegations.

"If you send details of specific incidents, we will investigate and take appropriate action. We are, however, informed by our members that no intimidation has in fact taken place and so we specifically deny your allegations," it said.

A Highveld spokesman said as far as the company was concerned there had been no new developments yesterday. Management could not be contacted later to comment on the allegations of intimidation.

FRIDAY, 18 SEPTEMBER 1987

country to furnish the names of the persons
(3) Until 8 August 1987

†Indicates translated version
For written reply

General Affairs

Detainees

62 Mr S S VAN DER MERWE asked the Minister of Law and Order

- (1) What is the total number of detainees presently being held in (a) South Africa and (b) the Western Cape in terms of the (i) Internal Security Act, No 74 of 1982, and (ii) emergency regulations.
- (2) whether he will furnish the names of the detainees presently being held in the Western Cape in terms of the (a) Internal Security Act and (b) emergency regulations, if not, why not, if so, what are their names in each case.
- (3) in respect of what date is this information furnished?

Handwritten signature: Howard

The MINISTER OF LAW AND ORDER

- (1) (a) 232 persons
- (ii) Complete lists of names of persons are tabled regularly in terms of section 3 (4) of the Public Safety Act, 1953
- (b) (i) 11 persons in the Police Division of the Western Province
- (ii) Complete lists of names of persons are tabled regularly in terms of section 3 (4) of the Public Safety Act, 1953
- (2) No
- (a) and (b) I do not consider it in the public interest or the interest of the

105 Mr S S VAN DER MERWE asked the Minister of Law and Order

- (1) Whether a certain person, whose name has been furnished to the South African Police for the purpose of the Minister's reply, was detained by the Police outside Cosatu House in Johannesburg on or about 7 May 1987, if so, (a) why, (b) in terms of what statutory provision, (c) where is he being held and (d) what is his name,
- (2) whether his family has been informed of his detention, if not, why not, if so, on what date?

The MINISTER OF LAW AND ORDER

- (1) Yes
- (a) Because the detainee was allegedly inter alia, involved in the so called "co-ordinating committee" of the South African Railways and Harbours Workers Union and gave instructions that persons who did not want to participate in the SATS strike, be abducted from their place of employment and taken to Cosatu House where they were assaulted on his instructions and forced to become members of SARHWU, the distribution of pamphlets which instigated the transport strike that started in March 1987, the active recruiting of members of the "co-ordinating committee" of

SARHWU who were responsible for abducting employees of the SATS, the incitement of crowds of strikers at Cosatu House during April and May 1987 and illegal "people's courts" which were held in Cosatu House to try and sentence persons who did not participate in the strike

In addition to this, a fine-ticket in respect of a specific vehicle was found in the detainee's possession. The owner of this vehicle was also arrested and admitted that his vehicle had been used to transport four SATS employees from Cosatu House to Kaserne where they were murdered

- (b) Regulation 3 (3) of the Emergency Regulations promulgated by virtue of the Public Safety Act, 1953 (Act 3 of 1953)
- (c) Jon Vorster Square
- (d) MICHAEL ROUSSOS
- (2) Yes, on 8 May 1987

"Zebra"

195 Mr R R HULLEY asked the Minister of Economic Affairs and Technology

- (1) Whether the Council for Scientific and Industrial Research has developed and patented an electric battery code-named "Zebra", if so, what special features of the battery were patented,
- (2) whether this battery is being developed for commercial use, if not, (a) why not and (b) who took the decision in this regard, if so, (1) who is taking charge of this development (ii) what progress has been made in the development of the battery and

(iii) when is it anticipated that the battery will be available on the commercial market,

The MINISTER OF ECONOMIC AFFAIRS AND TECHNOLOGY

- (1) Yes An extensive portfolio of patents exists, covering the salient features of the electro-chemical battery system. Patent rights on more than 40 inventions have been secured in ten industrialised countries to protect basic inventions, as well as less important but key functional features. The battery is classed under the group of high energy density, high temperature, ceramic batteries
- (2) Yes
- (a) and (b) Fall away
- (1) The Council for Scientific and Industrial Research (CSIR) through the South African Inventions Development Corporation (SAIDCOR), which is a statutory body to commercialise CSIR inventions and to support technology development in industry. A commercial partner, namely Dynamic Power Systems (Pty) Ltd was also involved in the further development of the Zebra battery system in view of the high cost of developing such a system and the apparent potential it offered for extending the application of storage batteries in various areas, for example electric traction vehicles of all kinds and load-leveling systems in power stations. The above-mentioned company is a joint venture by SAIDCOR and the Anglo American Group between whom the shareholding in the company is equally divided

Handwritten signature: H. van der Merwe

HOA

HOA

... who is returning to South Africa

Union offices gutted

CM Times 19/8/7
1408

JOHANNESBURG — The offices of a Cosatu affiliate were gutted on Thursday night in an arson attack here "in a continuation of violent attacks against the federation", Cosatu claimed in a statement yesterday. Damage to the offices of the National Education and Allied Workers' Union was estimated at R35 000.

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WORKERS at three Clover Dairies plants in Durban launched a strike over wages this week

Dairy workers strike

140A

The workers, demanding a minimum wage of R605 a month, have been in dispute with the company over wages since July this year.

A spokesperson for the workers union, the Food and Allied Workers Union, Rene Roux, said dairy workers were still among the lowest paid workers in the food industry.

We are trying to narrow the gap within the food industry where many companies are paying minimum wages for all food workers.

The figure of R605 a month was also recognised by the University of Port Elizabeth in March as

the level necessary for a family of six to survive with the basic commodities," Roux added.

Clover Dairies management and Fawu have entered into mediation with the hope of settling the dispute.

Meanwhile workers at Sunrise Dairies at Hillcrest, Durban, have also downed tools in support of the wage demands - Concord News

2019/8

CLIP

~~CLIP~~

29/9/87 C/P/rev



(140A)



Staying out ... Mercedes-Benz workers outside the plant.

Mercedes strikers supported

CP Correspondent

TRADE unions in the Eastern Cape are rallying to the cause of striking Mercedes-Benz workers

Workers at Port Elizabeth motor firms are to take unspecified solidarity action at their plants and the Commercial, Catering and Allied Workers' Union is putting pressure on furniture companies to be lenient with Mercedes workers who fall behind in their payments.

In addition, the East London local of Cosatu has issued a statement warning it would not to "stand idly by and see the company prolonging a negotiated settlement of this dispute"

"Cosatu will not accept or tolerate the action by companies to revert to mass dismissals as a means of resolving industrial disputes," the statement said

And internationally, there is growing support from West German unions

A statement by the National Union of Metalworkers of South Africa said a meeting of shopstewards from Daimler Benz Mercedes' German parent company, had been held over the weekend

The meeting had resolved to support Numsa, and demanded that the company reopened negotiations to settle the dispute

The Numsa statement said after a meeting of Eastern Cape shopstewards in Port Elizabeth, it was decided shopstewards from Delta, Samcor and Volkswagen would visit East London this week to discuss "the plans of action to be implemented in their support"

Numsa spokesmen would not give details of the actions contemplated

Earlier in the strike, Numsa had written to local furniture shops informing them of the dispute and asking that people falling behind in HP instalments should not have their furniture repossessed

A Numsa spokesman said the response had been lukewarm but when Cawusa, which organises in these shops, took up the matter with them, there had been more sympathy for the strikers

These developments follow the dismissal of the entire workforce of 2 800 striking workers at Mercedes last Wednesday

The company decided to fire all the workers after they had ignored its third ultimatum to return to work

Meanwhile, the company has invited applications for re-employment from all dismissed employees, except in cases where "person's behaviour constituted gross misconduct" during the strike

The company said the offer would be open until 3pm on Friday, September 25, but a union spokesman said nobody had applied for re-employment as the dismissal was not recognised by the workers

The Mercedes workers have been on strike since August 3, demanding an hourly wage of R5 and compensation for the shortening of the working week

Workers are also demanding that they be paid during the strike - Enews

BTR



By S'BU MNGADI

20/9/87



THE future of the tiny KwaZulu township of Mpophomeni outside Howick is at stake.

This follows last week's Industrial Court judgment in which presiding officer Pierre Roux dismissed the case for the reinstatement of 890 former BTR Sarmcol workers in their two-and-half year old battle with the British multinational company.

In a 61-page judgment handed down in Johannesburg Roux - the deputy president of the Industrial Court - said the workers might have been misled by a union official into continuing the strike which cost them their jobs.

The workers received Roux's judgment with shock and disbelief.

At two meetings held since the judgment they have decided to proceed with an international publicity campaign based on the initials BTR which they said stood for 'blood, tears and repression'. Part of the campaign will include the publication of a book about their strike.

BTR Sarmcol has since merged with Dunlop - another British rubber company and is now called BTR Dunlop.

The strike on April 30 1985 over the recognition of what was then the Metal and Allied Workers Union was the culmination of 13 years of bitter struggle by the workers against the company.

Since the sacking of the striking workers Mpophomeni had been plunged into a deep crisis because of lack of income for local residents - most of whom were employed by BTR.

Natal University industrial psychologist EJ Radford found in research conducted last year that the sackings had caused great psychological stress among workers.

He told the court his research showed that the profile of ex-Sarmcol workers was that of an older group of married men who had spent a large part of their lives with the company. Until May 1985 they had formed the nucleus of the Mpophomeni community. 'Mpophomeni has no developed welfare system that can cope with job losses and the reported increase in criminal behaviour and violence are symptoms of a community in crisis,' said Radford.

According to other researchers, the 350 ex-Sarmcol workers in Mpophomeni had forfeited more than R2.5 million in earnings in the two-and-half years.

KwaZulu authorities have occasionally refused the community essential services because, when the workers were dismissed they joined scores of the others residents in rent boycott, which had been in force since 1984.

To keep the wolf from the door, the workers assisted by Mawu (now the National Union of Metalworkers of SA) started a large co-operative and service project - the Sarmcol workers' co-operative.

Among other things, workers at the co-operative grow food on a farm loaned by the Catholic Church, sew T-shirts, and have workshopped a stage play on their struggle, which they have performed at various functions throughout the country.

The play *The Long March* left for Britain last week where the dismissed workers will lobby for support nearer BTR Dunlop's headquarters.

The nine-member cast will tour Britain for two months.

Back at home Dr Mark Colvin of the Natal University based Industrial Health Group found in his recent survey that there was a great increase in malnutrition among kids - while a number of deaths since



Martin Brassey (centre top), the lawyer who represented the dismissed workers.

Verdict does not stop struggle against 'Blood, Tears and Repression'



BTR Sarmcol secretary and director John Sampson (front) flanked by part of the 890 dismissed workers

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Back at home, Dr Mark Colvin of the Natal University based Industrial Health Group found in his recent survey that there was a great increase in malnutrition among kids - while a number of deaths since the start of the dispute were attributed to Mpopomeni families' inability to pay health bills.

Of 663 children screened about 30 percent suffered from malnutrition and 14 percent were severely malnourished according to Colvin.

In his judgment Roux said that the evidence of Geoff Schreiner, Natal Mawu secretary at the time of the strike and dismissals, had been 'influenced to a certain extent by his youthful idealism'.

Although Schreiner was a candid witness his evidence on the 'illegality' of the dismissals, which were a result of an illegal strike, was unconvincing and evasive, said Roux.

It left the court with the impression that he perhaps realised belatedly that he might have made the mistake of not having properly advised the union members in this regard and that the strike might have taken a different course had he done so, according to Roux.

The strike began on April 30, 1985, after 19 months of what Roux described as a 'protracted power play' between the company and the union involving negotiations, industrial action and applications under the Industrial Relations Act over the signing of a recognition agreement.

After an exchange of telexes between Sarmcol and Schreiner, in which conflicting claims regarding the legality of

Verdict does not stop struggle against 'Blood, Tears and Repression'

Martin Brassey (centre top), the lawyer who represented the dismissed workers.



BTR Sarmcol secretary and director John Sampson (front) flanked by part of the 890 dismissed workers.

the strike were made the workers were paid off, although they were offered re-employment on an individual basis.

Because the hearing was primarily concerned with unfair labour practices as defined in the Industrial Relations Act Roux did not consider it necessary in his judgment to make a finding on whether the strike was legal or not.

He did, however, say that it should be held that the strike was indeed illegal.

The unfair labour practices alleged by the union were:

- Failure by the company to negotiate in good faith
- The dismissal of the workforce
- Failure to reinstate strikers en masse

All these claims were rejected by Roux who said the court was bound to take into account 'all relevant facts which would necessarily include such aspects as irresponsible and unfair acts and omissions prior as well as during and after the strike'.

These facts were:

- "The complete insensitivity of the union to the economic losses" which were being sustained by Sarmcol due to the "sustained industrial action" prior to the main strike
- The nonchalant manner in which the union treated the request by Sarmcol to discipline its members
- The union's lack of leadership during the early days of the strike
- Intimidation of work-

ers employed to replace the striking workers

● The lack of a union approach to temporarily call off the strike on the reciprocal undertaking by Sarmcol to continue negotiations

● The manner in which the strike was called

● The responsible manner in which BTR Sarmcol under intense provocation was prepared to keep the union members jobs open to them for a period of three months stood in stark contrast to the union's 'sanctions and omissions'

The dismissals in the circumstances were not unfair, nor can the attitude or steps taken by management subsequent to the dismissals be categorised as being unfair, said Roux.

He added that there was no case for the reinstatement of the workers or for granting them alternative relief.

The strikers have suffered enormous repression since their dismissals. Thirteen people associated with the strike, including children, have been killed by vigilantes and a number of their homes have been destroyed.

One of the victims of the vigilantes was Simon Ntombela - a shop steward and prime motivating force behind the establishment of the workers co-operative.

Despite the outcome of the judgment the strikers are carrying on with their weekly planning and coordinating meetings to sustain the strike and to get BTR Dunlop to the negotiating table.

AXEL FOLEY
IS BACK.
BACK WHERE
HE DOESN'T
BELONG

EDDIE MURPHY
BEVERLY HILLS
Cop II

THE HEAT'S BACK ON!

EDDIE MURPHY BEVERLY HILLS COP II JUDGE REINHOLD BRISITTE NIELSEN
PRODUCED BY JOHN SAMPSON AND JERRY BRUCKHEIMER DIRECTED BY TONY SCOTT

**NOW AT A CINEMA AND
DRIVE-IN NEAR YOU**

Metal union rejects 37% Mercedes pay offer

Argus 22/9/87
1401

Labour Reporter

THE latest wage offer by Mercedes-Benz in the eight-week labour dispute at its East London factory has been rejected by the National Union of Metalworkers.

According to a company statement, the offer would have improved pay in the lowest grade by 37 percent.

The union's demand ranges between 50 percent and 67 percent.

The company's offer

included improved wages, compensation for reduced working hours and a higher attendance bonus.

Proposals for further wage rises in January and July next year were also tabled.

At negotiations yesterday the union said it was not changing its demands.

● From Johannesburg The Argus Correspondent reports that more than 2 000 members of the National Union of Metalworkers (Numsa) were locked out at four plants of the Highveld Steel and Vanadium company yesterday after striking workers rejected a management wage offer.

The dispute between Numsa and the Anglo-linked Highveld Steel stems from in-house wage negotiations which started in June.

Meanwhile the Post Office is still battling to deliver mail that piled up during the 10-week countrywide strike by postal workers demanding pay parity with whites.

The public relations officer for the Post and Telecommunications Services, Mr Ben Rootman, said:

"It will take a while to overcome the backlog, but in some areas things seem to be shaping up and all is going well."

He said black townships were the hardest hit. All township post offices had been closed during the strike because all staff had been on strike.

The strike ended on September 7 with an agreement signed by postal authorities and the Post and Telecommunications Workers' Association (Potwa). Both parties agreed that dismissed employees would re-apply for their jobs and wages would be increased by 20 percent for unskilled workers from October 1.

Strikers would not be paid for the duration of the strike.

During the strike postal services came to a standstill and there were no mail deliveries in most parts of the country.

Manager fired after hotel 'spying'

(140A) STAR 22/9/87
The catering manager at Pretoria's Boulevard Hotel, Mr Joe Jagger, was dismissed yesterday following an investigation into a "spying" incident at the hotel earlier this month, the hotel confirmed today.

Hotel manager, Mr Stephen Dagg, said that after a 10-day investigation into the incident Mr Jagger was asked to appear before a disciplinary hearing yesterday morning but refused to do so.

"He said the hotel could take whatever action it saw fit and added that he would take the matter further," said Mr Dagg.

"The directors took the decision to dismiss Mr Jagger, who has been at the hotel for 15 years."

The Boulevard Hotel was South Africa's first international hotel and had 35 years' goodwill with people of all races — a reputation marred by the spying incident, said Mr Dagg.

He added that the issue had become an emotive

one because of the involvement of Cosatu but stressed that the hotel would have acted in exactly the same way had any other party been involved. He considered infringement of people's basic rights as "unbelievably bad".

In a statement yesterday, the Congress of South African Trade Unions said it was pleased the hotel's management had treated the matter with all the seriousness it deserved.

It said the spying incident took place on September 12 during a Cosatu union education meeting held at the hotel. "It was discovered that the security police had been given access to a room adjoining the conference hall where they had set up bugging devices."

"We believe the incident was a serious infringement of our democratic right to free assembly and speech."

Cosatu was a legitimate organisation with lawful objectives supported by millions of people.

ROGER SMITH

HIGHVELD Steel has given more than 2 000 dismissed National Union of Metalworkers (Numsa) members until tomorrow afternoon to apply for re-employment, a company spokesman confirmed yesterday.

Dismissal notices handed out on Monday, when workers at four plants were locked out, were accompanied by application forms for re-employment. A

Highveld Steel ultimatum to 2 000 workers

Numsa spokesman said the forms required acceptance of management's wage offer and withdrawal from the dispute.

Management was offering an increase of 41c/hour bottom rate, going up to 76c top rate, while Numsa was demanding 75c across-the-board. The Numsa spokes-

man said other unions had accepted management's offer, but it had been rejected by Numsa's membership. He said Numsa was open to negotiations but had had no formal approach from management since the lockout.

The Highveld Steel spokesman said

that there was contact with the union. Cosatu yesterday condemned the company's action as "yet another unreasonable and high-handed management response to workers' fair demand for a living wage" and said the lockout was an attempt to browbeat workers into accepting its wage offer.

NUMSA
B/CLAW 23/9/87

CAPE TIMES 23/9/87
Wage agreement *211* *140A*

JOHANNESBURG. — De Beers Consolidated Mines and the National Union of Mineworkers have reached agreement on wages. A statement from Anglo American yesterday said improvements in service increments, shift allowances and sick leave benefits had also been agreed on. The agreement applies to some 9 000 employees.

...of the fish for example...
...to ensure the...
...with local auth...
...ls. Old tend further
if the people make it dirty again" — DDH

Fired workers discuss deadlock with Numsa

1428
23/1/87

Daily Dispatch
Reporter

EAST LONDON — Fired Mercedes-Benz of South Africa (MBSA) workers met with representatives of the National Union of Metalworkers of South Africa (Numsa) yesterday to discuss the deadlock in negotiations of the eight week old dispute.

A Numsa spokesman, Mr Viwe Gxarisa, said the dismissed employees were "firm in their position" and that they considered their demand of R5 per hour to be "fair under the circumstances."

"At present it is a case of 'wait and see' but the union has already done everything it can to keep negotiations alive," he said.

The bargaining process broke down after three days of intense discussion and no date has been set for a resumption of negotiations.

Representatives of both parties have blamed the lack of progress in discussions on the rigid stance of the other.

In a statement issued last night, an MBSA spokesman said the company had made every effort to secure a

resumption of production by continuing negotiations with Numsa

The MBSA wanted to continue talks, the spokesman said, because "of its commitments to the well-being of its employees, suppliers and dealerships throughout South Africa and especially to the economy of the East London area"

The spokesman said the proposed remuneration package included improved wages, full compensation for reduced working hours and an improved attendance bonus

The offer, which was tabled by the company before the deadlock, had improved the potential income of employees in the lowest grade by 37 per cent over wage rates for January, this year.

This had been rejected by the unions, who had demanded an increase of between 50 and 67 per cent, the spokesman said

"An employee on the lowest grade would not earn less than R752 per month on the proposed remuneration package.

"This compares with the minimum rate of R3 per hour (R572 per month) paid in January

1987 and R3,50 per hour (R667 per month) paid in July 1987

"The additional benefits to which employees would be entitled, include an attendance bonus of R27 per month, which brings the monthly income for the lowest grade employee to almost R780 per month

"An annual bonus of up to one month's pay, plus leave pay of up to 21 days, also form part of the company's normal benefit scheme, along with subsidised canteen facilities and medical aid, and free life assurance," the spokesman said.

Mr Gxarisa said the statistics quoted by MBSA were "meaningless" because the important figure was a comparison between the amount paid to salaried staff and the total of hourly wages

In an open letter to the dismissed workers, published in today's Daily Dispatch, the company calls on "those who have previously worked here and who as a result of the strike have been dismissed", to consider their position as they had "already lost at least R1 283,00 in wages".

(140A) whole countryside

The longest labour dispute is over. But

COLLECTIVE democracy of the kind practised by unions should not be tolerated in South Africa, suggested the judgement in the BTR Sarmcol case last week.

It has also sparked fears that it could signal mass disaffection by workers who will tend to avoid using the industrial court in the future.

Over 800 workers at the BTR plant were dismissed in May 1985 after a strike over union recognition, but the court has found there were no grounds for reinstatement.

Not only is the judgement a blow for the strikers themselves but it is also a serious setback for the community of Mpophomeni, the small township outside Howick where most of the workers lived and which has been increasingly impoverished since the sackings.

In addition, labour experts have

seen it as a severe blow to the industrial court system not only because of the outcome, but because of remarks contained in the judgement, for example, a reference to "collective democracy practised by (the) union" which, it is suggested, should not be "tolerated" in South Africa. The experts fear the tenor of the judgement, as well as suspicion that the court was biased against the union from the start, could undermine confidence in the system by workers who will increasingly tend to prefer arbitration — or even strikes — to going to court.

The case ran to 39 days of hearings spread over a year — the second longest in the history of the industrial court. It was attended by about 1 000 people every day, most of them sacked workers, members of the Metal and Allied Workers' Union

For a year, a thousand sacked metal workers trooped into each hearing of an industrial court dispute over their re-instatement. The judgement came last week — the strikers lost. CARMEL RICKARD reports on the controversy that has followed the decision

(now the National Union of Metalworkers of South Africa), who had an average of 18 to 25 years service with the company.

When the judgement was handed down, it was met with shock by Numsa unionists, not so much at the decision itself, but by some of the content which, they claimed, indicated the "biatant bias" of the court.

The question of the impartiality of the court was an issue which dogged the case from the time the composition was announced: deputy president of the industrial court Pierre Roux, professor of commercial law at Rand

Afrikaans University Thys Oosthuizen, and labour relations consultant Charl de Witt.

Soon after the names of the three members were released, the union took advice on whether it would be ethical to object to the composition, and propose alternative names. In particular they raised objections with the court to the appointment of De Witt, saying they believed he was on an academic bursary from Anglo American Corporation, that he was a part-time fee-earning management consultant and that he had expressed himself in academic articles as fa-

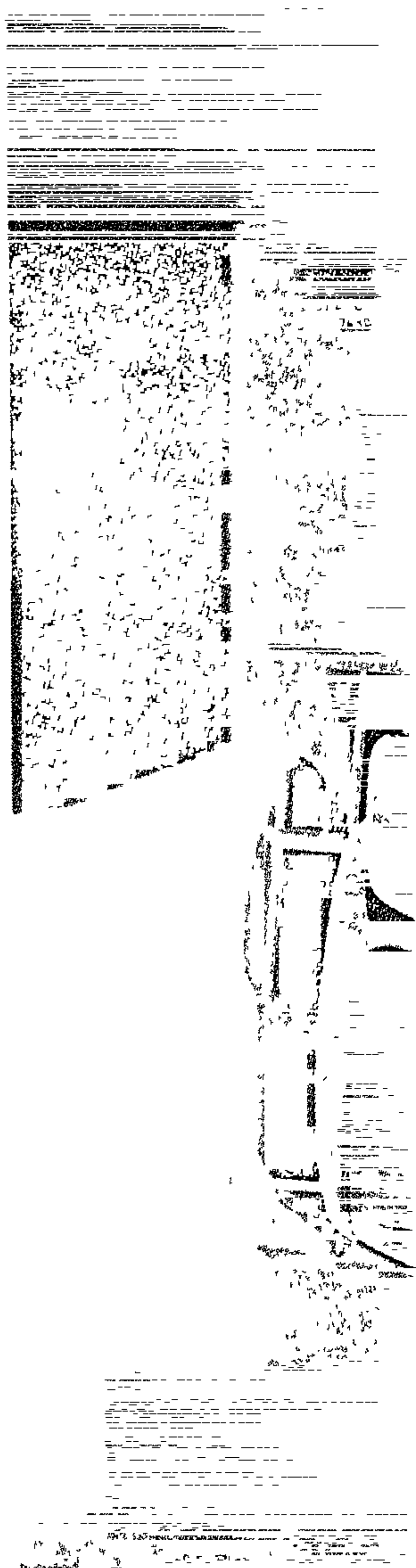
avouring a return to common law for the regulation of disputes between employer and employee.

The court denied the first and third claims and on the other, said De Witt was prepared to consult for "both sides".

Soon afterwards, the union sent the company a telex stressing an issue raised by their lawyers in pre-trial consultations with management — union disquiet about the composition of the court — and suggesting that the matter be sent to arbitration. They added, "The benefit of arbitration is of course that an arbitrator can be chosen who is mutually acceptable to the parties."

"As we told you our clients do not think the bench appointed is appropriate for the determination of the dispute."

The union then put forward the



the dust it kicked up won't blow away

names of two arbitrators, the director of the Independent Mediation Service of South Africa, Juman Riekert, and the professor of law at the University of the Orange Free State, Jimmy Claasen

They suggested that a third arbitrator — either Ismael Mahomed SC or Durban advocate Pius Langa — be invited "This would ensure (the representation of) a cross section of South African society"

"Such a cross-section is important we believe in matters in which equity plays so important a part."

The union added, "The ultimate decision must meet with the acceptance of both sides and this is possible only if the bench enjoys mutual acceptance." Management turned down this suggestion

During the hearing there was more friction over the impartiality of the bench with the union asking that the deputy president of the court, Pierre Roux, recuse himself

The call came during the case after it had been conceded by Sarmcol that at the time of their dismissal of the workers, the company had consulted with leading industrial relations adviser, Andrew Levy. They said he outlined certain procedures as a result of which they would be able to exclude shop stewards ("union lads") from the pay roll and they conceded that they considered and were willing to implement his suggestion

As a result of these concessions made under cross examination, it became clear that Levy might well be called as a witness

Then it came to the attention of the union that Levy, industrial relations consultant to BTR, had organised a labour relations seminar geared to management. It was held mid-trial and was to be addressed by all the lawyers in the BTR team and formally opened by Roux, the presiding officer of the court hearing the union-Sarmcol case

They objected to Roux's role even before the seminar but he refused to withdraw from the conference. After the event they asked for his recusal,



July 1985 Banner-waving metal union members come out on strike. It will take two grinding years before the matter ends in a victory for management and a rival union

Pictures BILLY PADDOCK

which was turned down. At the time, workers warned that their problem about the perceived bias of the court was being compounded by the behaviour of the judge on the Levy question

This was raised by workers again after the judgement. They claimed the bias they had feared during the hearing was demonstrated by the attitudes expressed in the judgement

They also complained that large sections of significant evidence given in court, including key concessions by management, were ignored in the

judgement. Another issue ranking with the workers is that the court, in their opinion, "renewed" on an undertaking to give the judgement in court before the workers. It was instead released from Pretoria, the standard practice after a directive by the president of the court

BTR Sarmcol management has expressed relief "at the industrial court judgement, combined with sadness for the suffering of the misguided workers who lost their jobs"

Glen Sutton group personnel manager of BTR Dunlop (formerly BTR

Sarmcol), said the judgement underlined the company's long held belief that its actions were not unfair

He said it was the union decision to refer the issue to the court. We took our chances and took a risk as much as the union did. Neither party has any say in the composition of the court. He said the union attitude seemed to be that when the court ruled in favour of the workers it was a good institution and when it went against them, they would criticise it

We believe the court went out of its way to hear the union side of the

Get-out day for sacked strikers

FORMER Sarmcol workers, sacked two years ago will be homeless from today, the deadline set for them to quit the factory's hostel

Well over 200 of the fired workers continued to live in the hostels during the protracted legal battle over the legality of the strike, but soon after the industrial court's judgement was handed down they were warned to leave

The National Union of Metalworkers of South Africa's Southern Natal branch secretary Jan Weir, said that when the company officials ordered the workers out a few days' grace was negotiated for them to sort out their belongings

The 200 workers still face the issue of rent for the period they have been staying in the hostel

At the time of the strike the company had been deducting R8 a month from wages for hostel fees, but the strikers have not been paying for their accommodation since their dismissal

The final pay package for the sacked workers still has to be sorted out, as the workers refused to accept their pay off wages at the time they were dismissed

It is expected that they will be paid a week's wages, as well as various benefits such as leave pay and pension contributions

Workers believe that management might plan to deduct hostel fees

This would be a further blow to the strikers who have not earned any money since they were sacked

story, devoting 24 of the 39 court days to the union version

Commenting on the threat by the union to continue national and international action against the company, he said if they were to do so it would be flying in the face of the order of the industrial court and it would underscore the court's view that they (the union) acted in an undisciplined manner

THE STRIKE THROUGH THE EYES OF THE TRIBUNAL

AT the start of the judgement, the three members of the industrial court outlined the background to the strike at BTR Sarmcol which led to the sackings of over 800 workers

They dealt with union-management attitudes to each other and said, "BTR is a multi-national company controlled by BTR Industries in the United Kingdom. From the evidence it can be adduced that the union may have regarded BTR as a soft target, in that due to its international shareholding and possible pressure from abroad, a more advantageous recognition agreement could possibly be negotiated."

"The management of BTR, in response to the possibility of such perception, and also being a member of the Chamber of Industries in Natal where other members might monitor concessions made in recognition, which may in turn be brought to bear upon them, adopted perhaps a more conservative approach in negotiations than it may otherwise have done"

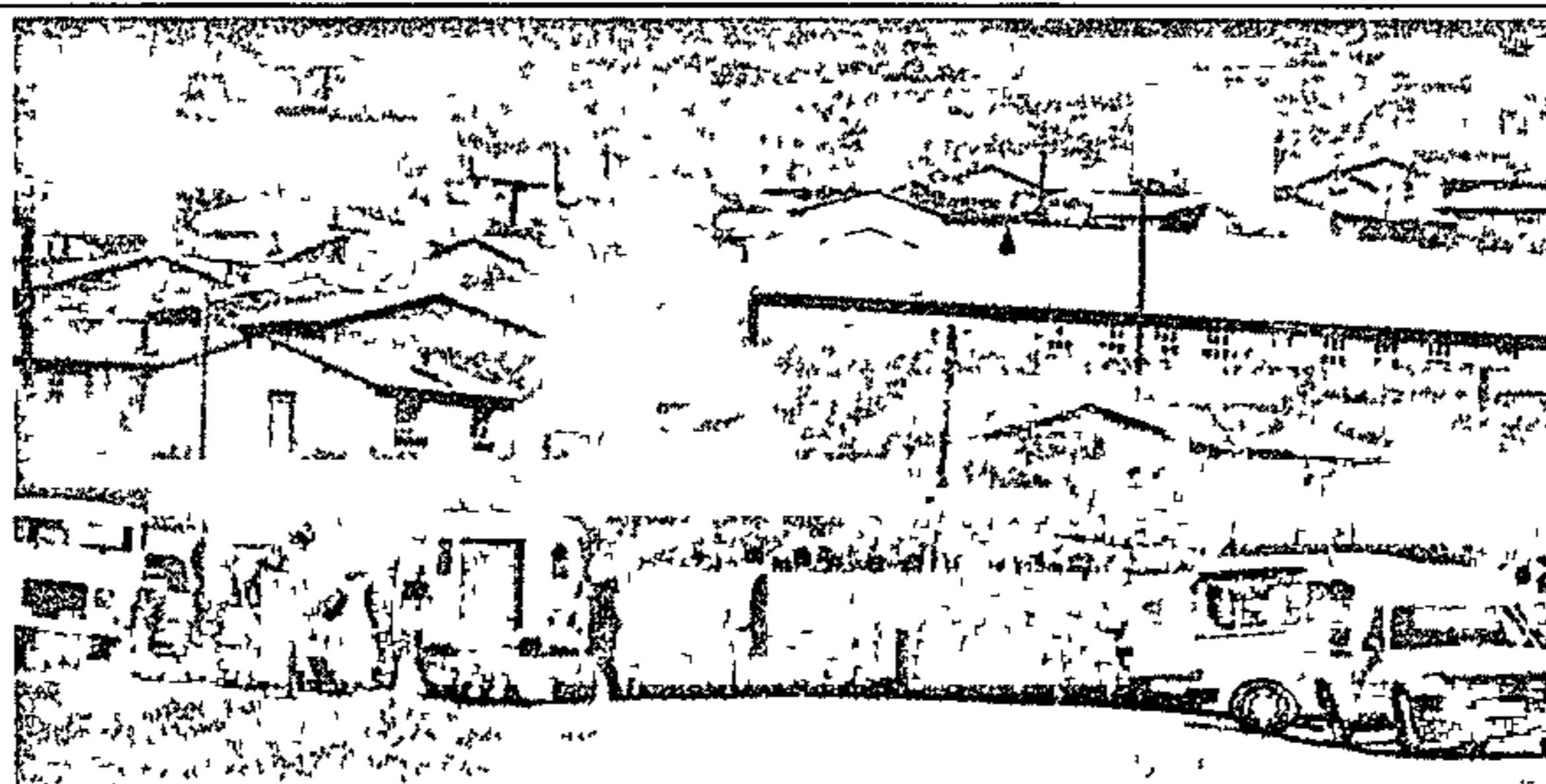
"The protracted negotiations towards a final agreement may perhaps partially be attributed to these perceptions"

They found that during the 19 months before the strike "the union and BTR were involved in a protracted power play"

"Obviously BTR were concerned in maintaining optimum production and managerial prerogative to attain this. The union, on the other hand, was intent on securing the most advantageous recognition agreement with terms which would appear to, or would in fact make inroads into managerial prerogative"

One aspect of this power play was industrial action which, according to the company, resulted in a loss of about R1-million in the first four months of 1985

Deputy president of the court Pierre Roux described the strike as "most unfortunate", saying he chose this phrase "because of (the strike's) eco-



July 1985 Police surround the small Natal township where all the strikers live

nomie and social results, (and) because we believe that negotiations had proceeded to a point where the parties were fairly close to resolving their differences and the signing of a final recognition agreement was imminent"

Referring to one result of the strike which has caused great bitterness among the sacked workers — the employment of new staff who were unionised by the Inkatha-backed United Workers' Union of South Africa and the subsequent signing of a recognition agreement with Uwusa — Roux said, "The effect of the dismissal of the 890 employees — all members of the Metal and Allied Workers' Union — was that Mawu's influence at BTR waned and for all practical purposes Mawu disappeared from the work place at BTR — consequently Uwusa, a rival union, was allowed to start organising at BTR, and canvassed the majority of the replacement staff"

Roux further justified the court's refusal to reinstate the sacked work-

ers — who had an average of 18 to 25 years service with the company — out of his consideration for the "new workers"

He said he was bound to have regard to the present work force who stepped into the breach to save the company from bankruptcy, some of them, according to the evidence, suffering great personal loss in the process

"Without even giving consideration to union rivalry, how could any order which may have the effect of ousting these persons, who are innocent to the present dispute, ever be countenanced as being fair and equitable"

In his judgement, Roux detailed the impressions made on him and the two other members of the court by the witnesses

At this point and elsewhere in his judgement he was critical of Mawu official Geoff Schreiner, saying his evidence was "influenced to a certain extent by his youthful idealism. He was obviously intent on furthering unionism and in evidence he was in-

clined to justify the actions of union members"

Roux also implied that Schreiner might have misled workers into thinking the strike was legal and could therefore continue

Roux says Schreiner's evidence on why he believed the strike was legal, "left the court with the impression that he perhaps realised belatedly that he might have made the mistake of not having properly advised the union members in this regard and that the strike might have taken a different course had he done so"

By comparison, management witness RJ Sampson at the time administrative manager of BTR, made no such impression. Roux says Sampson "perhaps true to his profession as an accountant, adopted a conservative approach"

This conservative approach would probably have been expected of him both by management at BTR as well as by management in other industries in the Pietermaritzburg area where unionism had probably been and is

still viewed as presenting a threat to managerial prerogative"

Although it was conceded by management in cross examination that one of the purposes in dismissing the workers was to "smash the union as an influence among the workers, the judgement specifically rules that there was no such intention

The union is severely criticised by the court for their "complete insensitivity to the economic losses being occasioned to BTR by the sustained industrial action prior to the principal strike" and the judgement also commented on the "nonchalant manner in which the union treated the request by BTR to discipline and restrain their members"

Roux adds, "In contrast to the actions and omissions by the union, the responsible manner in which BTR, under intense provocation, was prepared to keep the union members' jobs open to them for a period of three months stands in stark contrast"

On the issue of the way in which union decisions were made, Roux said, "A disturbing feature which was disclosed by the evidence in this case was the form of collective democracy practised by this union. If properly understood, union activity depends solely on the collective will of the members. This has the convenient effect that no individual member can be held responsible or be called to account for his action or inaction"

"As effective as such a philosophy might be in also promoting solidarity among union members, it would appear to deprive the union of the responsible and strong as well as sustained leadership required in a pending or actual strike situation"

"The members of this court, given the circumstances of the present case, have some reservations whether this philosophy, if correctly understood, can properly be entertained or even tolerated by present day society in this country"

140A

Taking on cleaner service

South
24-30/9/87

A CLEANING service business in Durban which dismissed 18 workers when its contract with a Mobil oil refinery expired, is being taken to the Industrial Court for unfair labour practice.

Before dismissing the 18 employees, Flo-line Cleaning Services had tried to get them to sign a form which stated: "Should Flo-line contracts expire in business they are involved in, the workers would lose their jobs."

The workers refused to sign. On August 31 the company's contract with Mobil expired and the workers were dismissed.

After a meeting between management and the Workers Union, the Cleaning Services and Allied Workers Union (CSAWU) failed to resolve the dispute, the unions lawyers filed an application in the Industrial Court for the workers to be reinstated.

A spokesperson for Flo-line was not available for comment. — *Concord News*

Tea estate worker loses court action

RICHMOND — The fate of more than 900 workers who were evicted from the state-owned tea estate in Richmond, Natal, two months ago, was sealed last week when the Maritzburg Supreme Court dismissed an application for accommodation to be restored to one of the workers

If the application had been successful, all the workers could have applied for their accommodation to be restored to them

However, Mr Justice Friedman dismissed the application brought by Gilbert Makinyana after he refused to accept evidence that police had teargassed, sjambokked and chased the workers from their farm hostels on July 15

At the time of the eviction, the workers, organised under the Food and Allied Workers Union (FAWU), had been striking in protest against poor living conditions and wages of R55 a month

They worked an 11-hour day receiving only one meal — a bowl of mealie meal porridge, which they complained was

sometimes rotten

The workers launched the strike when the company, instead of considering the workers demands, offered them a bonus of tea at 10c a kilogram

The next day the workers were evicted en masse In the court hearing, Miriam Nkomane and Lily Gwala said the police moved in with teargas and sjamboks shortly after the farm management had ordered the strikers to collect their pay and leave

Friedman said both women were good witnesses and he had no reason to disbelieve their tale of woe

However, he could also find no reason to reject the evidence of Warrant Officer T R O'Connell, who was in charge of a seven-man reaction police unit at the scene, and W/O J L du Plessis, commander at the Richmond police station

Both had testified that no force was used to evict the workers

Friedman said there was a number of contradictions in the evidence on the application — *Concord News*

24-30/9/87

140A

Sauju

ARBUS 24/9/87

LABOUR

Court rule to restore textile union's rights

Labour Reporter

THE Industrial Court has found there was a strong possibility of collusion between an Atlantis textile company and the Garment Workers' Union which led to the company withdrawing recognition of a rival union.

The court ordered Rotex to restore to the National Union of Textile Workers (NUTW) recognition withdrawn in favour of the Garment Workers' Union, pending a final settlement of the dispute

The NUTW brought the case against Rotex and the GWU after the company withdrew its recognition, claiming that the GWU had gained majority membership at the factory

The NUTW claimed this was the result of "sweethearting" and pressure by Rotex on NUTW members to join the GWU

"Grossly irregular"

In his judgment Mr Pierre Roux, vice-president of the court, said "the facts presented by the applicants, which included facts indicative of the company's unfair labour practice of favouring GWU in canvassing members of this union, are either admitted or not seriously refuted"

Mr Roux said the GWU's counsel, Mr J Short-Smith, had found himself unable to contest that the company acted improperly and conceded that the papers made out a case of company officials conducting themselves on occasion "in grossly irregular and unfair fashion"

"The court consequently has little sympathy with the GWU should its order have the effect of negating such collective bargaining rights as it may have thought to have obtained by unfair collusive means," said Mr Roux

ROODEN ISLAND. MA

Manager fired after hotel 'spy' furore

THE catering manager at Pretoria's Boulevard Hotel was dismissed after an inquiry "proved beyond reasonable doubt" that he allowed security police to spy on a Cosatu meeting, hotel manager Mr Stephen Dagg said yesterday.

The decision to dismiss Mr Joe Jagger was taken by the hotel's directors after he failed to attend a disciplinary hearing.

The dismissal was a sequel to an incident on

September 2 when men identified as alleged security policemen were seen to spy on a Cosatu union education meeting at the hotel from an adjacent store area.

The Boulevard had been the first "international" (all races allowed) hotel in South Africa and an incident like that involving the Cosatu meeting could cause irreparable harm to its image, Mr Dagg said.

24/9/87

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25/9/87

FOUR trade unionists were briefly detained by security police at the Pietersburg offices of the Commercial Catering and Allied Workers Union on Wednesday, a union official said.

The four are the Regional Organiser for the South African Laundry and Dyeing Workers Union, Mr Mathabatha Seema, an organiser of CCAWUSA, Mr Elias Nong, an official of the South African Domestic Workers Union Miss Norah Kau and Mr Peter Motlhaka until recently attached to NACTU.

They were detained by a group of policemen who arrived at the Ccawusa offices in what the union official said was an "obviously and intimidatory act".

The four were released 30 minutes later without being charged. A telex sent to Police Directorate for Public Relations in Pretoria had not been replied to at the time of going to press.

Campaign to 'capture imagination of millions'

● What is a living wage and what is the background to the launching of Cosatu's national Living Wage Campaign?

A living wage is what workers perceive as being enough to enable them to adequately support their families and themselves

Cosatu has not set an exact figure because wage levels vary in different sectors.

For instance, a demand of R900 or R5,50 an hour would not be an effective negotiating weapon for domestic workers, most of whom earn about R90 a month.

Other demands of the campaign include: a 40-hour week; job security; May Day, June 16 and Sharpeville Day to be declared public holidays; an end to tax deductions; a minimum of six months' paid maternity leave; decent family housing near places of work and decent education and training.

The demand for a living wage became an important rallying cry among workers when three major Cosatu affiliates, the National Union of Mineworkers, the National Union of Metalworkers and the Chemical Workers' Industrial Union began waging their own internal living wage campaigns.

We felt the campaign had the potential to capture the imagination of millions of workers.

Workers are also demanding a redistribution of wealth in

Wages have emerged as the biggest cause of strike action in the past three years costing the economy millions of man-days, ADELE BAILETA interviews Congress of South African Trade Unions' (Cosatu) information officer Mr Frank Meintjies on the federation's Living Wage Campaign which began in March

South Africa.

The campaign telescopes this demand by linking it up with the day-to-day struggles in the factory, and the campaign challenges the control monopolies have over how the wealth that is created is distributed.

● To what extent did rural and urban poverty and the economic climate form a backdrop to the campaign?

Low wages consistently paid by most employers, in many cases below the inflation rate, were an important backdrop to the campaign.

Mine employers have historically used the fact that workers come from rural areas as an argument for paying lower wages.

They say families are subsidised through subsistent farming.

Employers use the migrant labour system to separate workers from their families and then claim their only responsibility is to the individual worker

Limited farming space and the continuing drought in the country has further curtailed the ability of people to provide

for themselves. Forced removals have taken people off viable land and pushed them into areas where grazing and farming is impossible.

These factors together with the economic climate have come to a head. It has resulted in rural workers in the mines and railways coming to the frontline of the campaign in a way that even jeopardises their jobs. This is an indication of how desperate conditions are.

● Has the Living Wage Campaign embraced political demands expressed in the Freedom Charter?

The Freedom Charter and its demand for the re-distribution of wealth is assuming a powerful new relevance in Cosatu because it gives workers a vision of a different society.

Our members and leadership feel that managements are doing everything in their power to protect profits. A demand of the Freedom Charter is the dismantling of monopoly structures because they do not act in the interests of the majority

Our campaign, which revolves around bread-and-butter issues, is also political because

it is linked to us wanting to change society and to shape it in terms of the needs of our members. As a trade union we are demanding a political and economic transformation of society, the two being integrally linked.

● What was the effect of the the recent mine strike on the campaign?

We will have to regroup and re-assess the strategies and tactics within the Living Wage Campaign. In some ways the effect of the strike will lead to more careful planning and will also inspire unions to organise the unorganised in the sectors in which they are represented.

● Can you assess the success of the campaign since its launch?

Objectively we have not yet achieved what we set out to do, but subjectively there have been great advances.

Our success can be measured in the way the concept of a living wage has caught on amongst our members. Also, the demand for June 16 as a paid holiday has been won in certain sectors.

Managements' co-ordinated resistance, the implementation of oppressive State laws and the detention of our members in terms of the state of emergency in an attempt to curb strike action has caused us several set-backs.

NUM 25/9/87

NUM slams mines for lack of housing

Daily Dispatch
Correspondent

JOHANNESBURG —
The National Union of Mineworkers (NUM) yesterday criticised the mining industry for failing to negotiate with the union on the implementation of housing schemes for black workers and their families.

Earlier this week, Anglo American announced plans for the construction of 24 000 homes, while Rand

Mines, Gencor, JCI and Anglovaal said they had also embarked on housing projects.

The NUM called for the dismantling of the migrant labour and hostel system at its annual conference last March.

The NUM assistant general secretary, Mr Marcel Golding, further slammed the exclusion of foreign migrants from the schemes. The government has turned down a request from

Anglo that the families of foreigners be permitted to settle in South Africa.

"Foreign workers have made an important contribution to the mining industry in South Africa, and are entitled to this benefit. Anglo need not have meekly accepted the government ruling," Mr Golding said.

He also said the figure of 24 000 houses was insignificant compared to the 180 000-strong Anglo workforce, and this did not benefit colliery employees. Other mining groups have not quantified the size of their proposed schemes.



CAPC - Times 25/9/87 (13) (1404)

Mine killings: NUM rejects 'publicity stunt'

JOHANNESBURG. — JCI's allegation that 33 miners were murdered for defying the strike that ended last month, is wild and unsubstantiated, the National Union of Mineworkers said last night.

A NUM spokesman, Mr Marcel Golding, said the allegation, made yesterday by the head of JCI's Gold and Uranium Division, Mr Ken Maxwell, was "a cheap publicity stunt".

The killings — which started with three killings at ERPM on August 31 — had taken place at Randfontein, ERPM, Stilfontein, West Rand Consolidated, East Driefontein, Blyvooruitzicht, Grootvlei, Harmony, Durban Deep, Hartebeesfontein, St Helena, Kloof and Libanon, Mr Maxwell said.

The head of the SAP Public Relations Directorate in Pretoria, Colonel Vic Haynes, said he was not aware of any orchestrated attempt to murder miners who had not participated in the three-week strike. — Sapa



140A DD 25/9/87

Numsa officials go to Germany

Daily Dispatch Reporter

EAST LONDON — The deadline for the 2 800 workers fired from the Mercedes-Benz of South Africa (MBSA) plant here to re-apply for their jobs expires at 3 pm today.

A spokesman for the National Union of Metalworkers of South Africa (Numsa), Mr Vwe Gxarisa, said none of the union members "that we know of" had re-applied by late yesterday.

"But this is of no consequence to us anyway as the union does not recognise the ultimatum or the dismissals," he said.

The company dismissed the workers, more than 80 per cent of whom were skilled, two weeks ago after they ignored an ultimatum to return to work after production lines had been halted for more than five weeks.

Negotiations deadlocked on Monday after they had been resumed on Thursday last week and no attempt has been made by either party to resume discussions.

No comment on the proposed rehiring programme had been received from the MBSA spokesman by late last night.

A union spokesman, Mr Fred Sauls, said in a statement from the Numsa office in Port Elizabeth that the company had offered an increase to R4,38 an hour in January 1988 and that the proposed attendance allowance be incorporated into the hourly pay.

"The union proposed

that it be brought forward to the present.

"This would have cost them only R350 000 from now until January, whereas they are now losing millions in production every day.

"Since the strike started the police have kept a low profile but the arrest of two workers on Wednesday indicates that the company is now getting desperate and are using the police to try to divide the workers," he said.

Mr Gxarisa said yesterday that industrialists who were concerned with the effect of the strike on the city should put pressure on MBSA management to resolve the dispute.

"If the workers were to achieve their aim of

R5 per hour and the dispute were resolved, the buying power of the community would be increased.

"Perhaps if commercial and industrial figures were to speak to MBSA management they would see reason and we could see a speedy resolution," he said.

Mr Sauls said union officials had arrived in Germany yesterday to hold talks with workers in that country.

The officials, Mr Les Kettledas and Mr Brian Fredricks, would inform the president of the German metalworkers union of the current situation and would address Mercedes-Benz shop stewards in Germany he said.

'Go-slow' at beer plants

Labour Reporter

About 2 000 members of the Food and Allied Workers' Union (Fawu) were on a work stoppage for the second day today at three South African Breweries (SAB) plants in protest over the alleged dismissal of 24 colleagues, the union said.

But SAB's regional director, Mr Tony Bates, said about 1 200 workers were involved in industrial action.

He said workers at two plants had called off the go-slow while the go-slow continued today at Denver.

STA 25/1/87

W/L 4x645 26/9/87 (140A) (152) (172)

Daimler-Benz 'hands off' on SA strike

Weekend Argus
Foreign Service

MUNICH — Daimler-Benz headquarters in Stuttgart has refused to intervene in the strike at its South African subsidiary's factory in East London in spite of sharp criticism by West Germany's giant metalworkers' union.

Daimler-Benz's personnel

chief said the dispute could be settled only "on site"

Mercedes-Benz SA had shown its readiness "to negotiate at any time and at any place" and the company's offer to the striking workers was far above other wage settlements in the South African motor industry, he said

But the chairman of the powerful West German Metalwork-

ers' Union Ig-Metall, Mr Franz Steinkuehler, accused the South African company of tackling the strike "with methods which would be impossible in a civilised country"

Mercedes-Benz SA was "using human suffering to break a strike", he told a Press conference in Stuttgart

Mr Steinkuehler and other

union officials had earlier had extensive talks with the South African Metalworkers' Union negotiator in the East London strike, Mr Les Kettledas

He and a South African representative of the International Metalworkers' Federation are touring Daimler-Benz factories in West Germany in search of shop-floor support for the East London strikers

Cape Times 26/9/87 (RDP)

Cosatu man faces restrictions on release

BY CLARE HARPER

THE Western Cape vice-president of the Congress of South African Trade Unions (Cosatu), Mr Noel Williams, has been restricted following his release from emergency detention this week, after 460 days

Mr Williams, 41, who is also chairman of the Atlantis Residents' Association (ARA), was released from detention on Monday, 15 months and nine days after his arrest on June 12 last year

On his release, he was served with a restriction order prohibiting him from participating in the ARA, the Atlantis Youth Congress, the Atlantis Women's Organization, the West Coast Youth Congress and the United Democratic Front

He also may not leave the Malmesbury magisterial district without permission of the Boland divisional commander of the security police

This, he said yesterday, meant he had to apply for permission to visit his 75-year-old father in Kensington, or his son who is at boarding school in Athlone

While he was in detention, Mr Williams suffered from ulcers, "massive headaches" and haemorrhoids, and underwent a prostate-gland operation

Cosatu jacks up security after police 'spying'

By ZB MOLEFE

(Handwritten initials)

THE Congress of South African Trade Unions in the Northern Transvaal region is to jack-up its security following a "spying" incident at a top Pretoria hotel which resulted in a white employee being fired.

The Boulevard Hotel - South Africa's first hotel to open its doors to all races - confirmed that it had fired catering manager Joe Dagger after the "spying" incident at the hotel earlier this month.

Regional secretary Donsie Khumalo said after this nasty incident they are going to jack-up their security measures.

Khumalo would not elaborate on the exact measures the union is going to take.

"Cosatu is pleased that management has treated the matter with all the seriousness it deserves.

"We believe the incident was a serious infringement on our democratic right to free assembly and speech," Khumalo said.

Boulevard Hotel manager Stephen Dagg said, after a ten-day investigation into the incident Dagger was asked to appear before a disciplinary hearing on Tuesday morning but refused to do so.

The "spying" incident took place on September 12 during a Cosatu education meeting at the hotel.

Cosatu alleged that it discovered that the security police had been given access to a room adjoining the conference hall where they had set up bugging devices.

● There are 65 Cosatu members in detention at present, among them are: Western Cape chairperson Noel Williams; Eastern Cape region secretary Dennis Neer; General and Allied Workers Union executive Amos Masondo; organiser for the Food and Allied Workers Union in the Eastern Cape, Fikile Kubesa; Food and Allied Workers Union executive member, Glen Mokeoena and Commercial Catering and Allied Workers Union's Amon Msane.

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Strikes costs Merc millions

THE eight-week strike by 2 600 workers at the Mercedes-Benz East London plant has resulted in lost production of more than 4 600 vehicles worth millions of rands.

By Don Robertson

Sales of Mercedes-Benz and Honda cars are at a virtual standstill. The company lost about 500 Mercedes-Benz and Honda sales in August as a result of the strike. September sales have been badly hit and October will be worse. A spokesman for the company says there are no stocks at the plant and most dealers have run out of cars.

Commercials

Production of cars averages 110 a day as well as about 11 commercial vehicles. Production of commercials has returned to normal. The commercial vehicle division is staffed mainly by whites.

In an effort to resolve the matter, Mercedes raised its pay offer on two occasions after the increase announced on August 1.

The first increase lifted minimum wages from R3,50 an hour to R3,70. On August 19 an offer of R4,00 an hour was made and later raised to R4,04.

In addition, the company has agreed to fully compensate the workers for the reduced working week from 44 hours to 43 hours and will pay an attendance bonus of R27 a month. Also in the package is a bonus of one month's pay and 21 days' leave.

The company has agreed to wage increases in January and July next year.

The hourly rate of R4,04 represents a monthly wage of R752, which compares with the R572 paid in January this year at a rate of R3 an hour and the R667 paid in July at R3,50 an hour.

The latest offer represents an increase of 37% since January.

On September 9 all workers were dismissed, but Mercedes-Benz has continued to negotiate with the union. The latest discussions ended in deadlock and the company will start recruiting new workers tomorrow.



140A

SAA 28/9/87

Still no end to Highveld Steel labour dispute

By Therese Anders,
Highveld Bureau

The situation at Witbank's four steel and vanadium plants — where more than 3 000 workers were dismissed last week — remained unchanged over the weekend.

An Anglo American spokesman said Highveld management was expected to resume discussions with the National Union of Metalworkers of South Africa (Numsa) soon.

Numsa could not be reached for comment last night.

Highveld workers had been

given until 7 am on Friday to re-apply for employment after management had locked out Numsa members last Monday.

During the week, all Highveld's black staff (including non-Numsa members) from its steel plant, Vantra, Rand Carbide and Trans Alloys Operations were locked out.

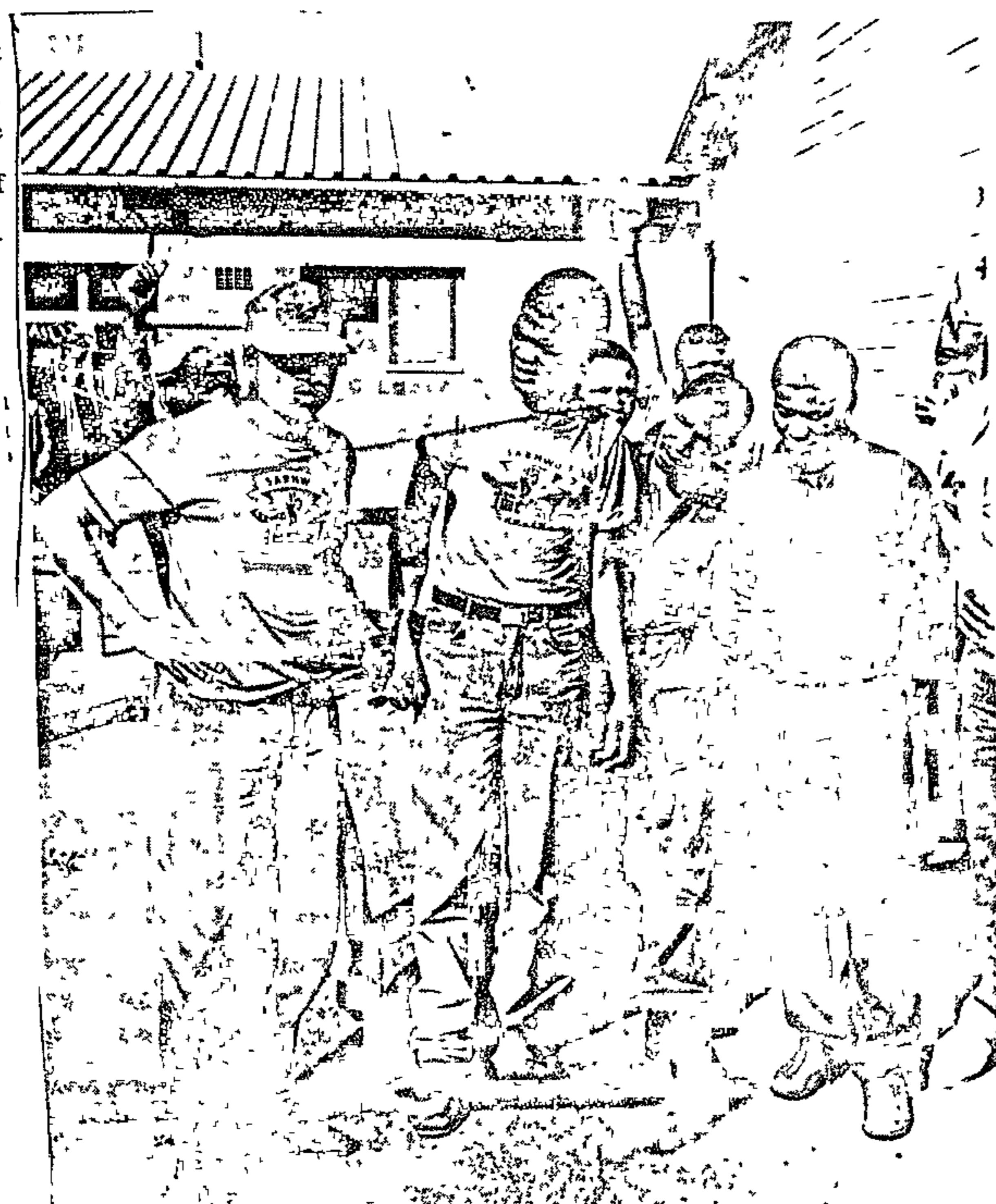
Management terminated workers' contracts and gave them until Thursday (later extended until Friday morning) to re-apply unconditionally for their jobs

An Anglo spokesman said most of the workers had not responded to the deadline.

Police 'hassling' union members

South 24-30/9/85

140A



Mr Paul Kutu, centre, flanked by fellow Railways workers at the SATS hostel in Table Bay

SOUTH REPORTER

SEVERAL workers who have left the in-house staff association of the South African Transport Services (SATS) to join a Cosatu-affiliated union, claim they are being harassed despite a SATS agreement that workers have a right to join a union of their choice

Many workers have joined the progressive South African Railway and Harbours Workers Union (SARHWU) "because the staff association is powerless to protect us"

So far more than 2 000 SATS workers have joined SARHWU in the Cape Town area. In recent months more than 700 workers have resigned from the Black Trade Union

Since a nationwide strike which involved more than 16 000 workers earlier this year, Cape Town workers accused SATS of using "dirty tricks" and working with the security police to deter workers from joining the new union

A recently dismissed worker, Mr Paul Kutu, said in a signed statement the police used to turn up whenever workers held meetings

He said he was questioned by security police at the SATS premises several times. They allegedly told him to stop holding meetings

Kutu claimed he was eventually fired for infringements he was alleged to have committed months ago

SATS said Kutu was charged for transgressions of various natures and had admitted his guilt unconditionally at disciplinary inquiries held on April 14 and June 3

SATS also said the allegations that they were working hand-in-glove with the security police were devoid of all truth

Approached for comment SAP Public Relations said it did not comment on "spurious allegations"

A spokesperson for SARHWU said the union was "gaining ground" among SATS workers who were joining on an "almost daily basis"

140A (circled) (circled) 30/9/87

SAB workers go back to work after 3-day strike

By Mike Siluma,
Labour Reporter

A three-day strike by members of the Food and Allied Workers' Union (Fawu) at two South African Breweries (SAB) plants has ended.

A Fawu spokesman said the stoppage was in protest at the dismissal of 12 men for taking part in a work-to-rule and an overtime ban, sparked by a deadlock in national wage talks between the union and SAB.

Workers at the Denver and Isando plants decided to resume work today after management agreed to reinstate the dismissed 12.

Confirming the reinstatement of the dismissed workers, SAB spokesman Mr Gary May said the union had agreed "to cease all go-slow activity".

Fawu members at SAB had decided on a national work-to-rule and a ban on overtime to "express dissatisfaction at management's conduct during the present wage talks", the union spokesman said. He denied that workers had been engaged in a go-slow.

The wage dispute involves about 5 000 workers.

● The United African Motor and Allied Workers' Union has signed a wage agreement with the German multinational, August Laeppe, setting a new minimum wage of R3,75 an hour for 350 workers.

CAPE TIMES

y, October 2, 1987 3

Mercedes labour dispute ends

EAST LONDON. — The Mercedes Benz labour dispute is over, the National Union of Metal Workers of South Africa reported last night.

The union said the workers had accepted conditions for an agreement on wages.

Mr Viwe Gxarisa, the East London Numsa local secretary, said the settlement of the dispute brought to an end a nine-week-long strike, which cost the company over R300m in lost production and the workers R5m in lost wages.

Mr Gxarisa said the agreement provided for a wage structure as from yesterday ranging from R4,50 an hour for grade 1 workers to R5,27 for grade 6 workers. — Sapa

PRG43 2/10/87

Mercedes-Benz settles wage dispute with union

PRETORIA. — Mercedes-Benz has reached a settlement with the National Automobile and Allied Workers' Union (NAAWU) in the wage dispute at its East London plant.

"A wage agreement has been concluded to run until December 31 1988," Mr Sepp van Hul- len, chief executive of Mercedes-Benz of South Africa, said in a state- ment in Pretoria last night. "An effective wage of R4,50 an hour will be paid to Grade 1 employees. The compa- ny has also committed itself to further in-

creases in wages during 1988."

The agreement pro- vides for re-employment with restoration of ser- vice-related benefits provided that industrial peace is maintained un- til the end of 1987. Pro- duction will resume on Monday. — Sapa.

who ambushed his chauffeur-driven car in Montevideo in 1971

CAR T-115. 3/19/87 from (201)
NUM's recognition fight (213)

JOHANNESBURG — The withdrawal by Anglo American's President Brand Free State mine of its recognition of the National Union of Mineworkers would be contested by the union, the NUM said in a statement yesterday. Anglo American said in a statement it had withdrawn recognition at the mine in response to an attack by miners on team leaders who worked through the recent strike.

The Sacked
Confirms get 'Jed'...

Hospital quiet after strikers are sacked

The Hillbrow hospital was quiet last night following the dismissal earlier in the day of about 600 members of the National Education and Health Workers' Union (NEHWU) who went on strike on Thursday morning.

Duty nurses were working round the clock doing the work of the strikers — cleaners, porters and attendants — but the hospital was admitting only emergency cases.

Both police and security officials from the Transvaal Provincial Administration guarded all the entrances to the hospital and stopped visitors calling on patients. Police also patrolled inside the hospital.

Earlier yesterday police dispersed strikers, who had been singing and chanting outside the hospital gates since the morning.

Morale among the nursing staff was low last night. One sister said, "We would go on

MARK GLEESON and SARA MARTIN

strike in sympathy with the cleaners if we weren't bound by our code of ethics."

Others said they supported the strike, which is in demand for higher wages and better working conditions.

Some clerks had reportedly joined the strike in solidarity with NEHWU members, but there were a few on duty last night.

Some nurses said the strikers had threatened them, telling them not to continue to do the work of union members. "But we are dedicated to our profession," one said.

The outpatients department had been closed and only emergency operations were being performed. There was a backlog of surgery to be performed.

"It is normally chaos here at the end of

the month and at this time on a Friday night," a sister said.

Mr Abdul Kader said he had to sneak into the hospital to visit his father, Mr Ryman Kader, who was in intensive care after being one of the last patients admitted.

A spokesman for the union said the hospital authorities "did not give the workers a chance" because they had fired strikers without investigating their grievances.

A delegation of 13 workers had initially been given a three-day ultimatum.

The spokesman said the union would have liked "to end this impasse", but hospital authorities had gone ahead and dismissed the workers.

Attempts last night to obtain comment from the hospital's acting superintendent and senior matrons failed.

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NUM to contest recognition ban

140P
3/10/87

JOHANNESBURG — Anglo American's President Brand Free State mine has withdrawn its recognition of the National Union of Mineworkers. This would be contested by the union, the Num said yesterday.

Anglo American (AAC) said in a statement last night that it had withdrawn recognition of the Num at the mine in response to an attack by miners on team leaders who worked through the recent strike.

It added that the mine's management at Welkom had "cancelled all mine-level agreements with the union,

de-recognised all of its stewards and withdrawn office and related facilities which it had afforded the union at each of its five hostels."

The Num said in its statement yesterday that it has not been formally notified of the intention of President Brand to withdraw recognition and facilities of the union.

"This unilateral action is without precedent and will be contested by the union. It is our view that this decision is contrary to the collective bargaining agreement with the Chamber of Mines as well as the recognition

agreement with the President Brand.

"It is well known that notification of the intention to withdraw should first be given to the union. The allegations made by management concerning the Num's involvement or support of violence is unfounded and without substance.

"By going to the press, AAC seems intent on conjuring a public impression that the Num supports violence and intimidation. It is well known that Num uses democratic methods in the conduct of its activities," he said — Sapa.

No one yet arrested for attacks on union offices

By BARRY STREEK
Political Staff

THE police have not traced or identified any suspects, nor had anyone been arrested, in connection with the vandalizing of the Metal and Allied Workers Union (MAWU) offices in Krugersdorp in May this year, the Minister of Law and Order, Mr Adriaan Vlok, said yesterday.

The offices were vandalized on May 17, after threatening telephone calls, purporting to come from the Afrikaner-Weerstandsbeweging (AWB), were received by the union.

The attack on MAWU's offices in Krugersdorp is one of a number made this year on union buildings in different parts of South Africa. So far no one has been arrested for any of these attacks.

MAWU has since merged with others unions to form the National

Union of Metalworkers of South Africa (Numsa), which is affiliated to the Congress of South African Trade Unions (Cosatu).

Yesterday, Mr Vlok said in reply to a question tabled by Mr Tian van der Merwe (PFP, Green Point), that the union had laid complaints to the police in Krugersdorp on May 6 and May 18 about the threatening phone calls and the vandalization of its offices.

The complaints involved a contravention of the Intimidation Act, housebreaking and malicious damage to property.

Case dockets were opened for all three complaints and had been fully investigated.

However, "no suspects could up until now be identified or traced as a result of the available evidence on hand", Mr Vlok said.

CAPL. Times 3/10/87

(1401)

Police baton-charge Rand hospital strikers

CAPC Times 3/20/87

140A

JOHANNESBURG. Police yesterday baton-charged a crowd of dismissed Hillbrow Hospital strikers after they began throwing stones at members of the force, a police spokesman confirmed.

The group was dispersed and one man was arrested and charged with public violence and assaulting a policeman, Constable J Venter.

The police officer was slightly injured when he was hit by a stone on the shoulder.

The strikers — cleaners, porters and attendants — began the strike on Thursday demanding better pay

Six hundred workers have been fired in connection with the stoppage.

Mr A Byrns from Hospital Services in the Transvaal said yesterday only emergency cases were being treated at the hospital.

A spokesman for the National Education and Health Workers' Union said the authorities had not given the workers a chance and had fired members without investigating their grievances. — Sapa

The downside of commitment

Look at the Mercedes strikes, and you can't help wondering — is political militancy replacing shopfloor sense? Mercedes' offer of a 37% wage increase, which would give its lowest grade workers R4,04 an hour (R752 a month), seems eminently reasonable. The package as a whole, says the company, "provides an effective living wage which, compared to the rest of the industry in the East London area, is most probably by far the best."

However, the National Union of Metalworkers (Numsa) is holding out for increases of between 50%-65%, even though it last week tempered its R5 an hour demand to R4,50. Numsa is an affiliate of the Congress of SA Trade Unions (Cosatu), is it on a "political" course that has as its strange objective the company's effective local destruction?

"This is difficult to judge," says Mercedes. "The basic demand deals with wages, but it is believed that the trade union is probing whether the general demand of R5, set by Cosatu, is achievable or not." The company adds that the involvement of overseas organisations (specifically, the German trade union federation IG Metall) in the dispute can also be seen in a political light, since a "clear wage dispute would have been limited to the two South African parties." The company adds that, considering the

After eight weeks of stalemate in its wage dispute with the metal workers' union Numsa, Mercedes-Benz of SA, having lost production worth some R300m, this week began hiring replacements for the 2 800 dismissed workers at its East London plant.

union's membership of Cosatu, and Cosatu's recent call for all foreign companies to actively withdraw from SA, "one can only surmise that the union has disinvestment in mind."

Not at all, asserts Numsa's Wellington Nonyunkela, a senior shop steward at the East London plant. According to him "The union's wage demand does not mean Mercedes-Benz will not be able to continue operating. Our demand is based on Mercedes' profitability — not on the intention of getting the company to disinvest."

If Mercedes does decide to disinvest, he adds, then it means their stated commitment to stay here and improve the standard of living of black people is hollow. "We are testing the company's commitment to its claim, and (the wage demand) is based on what the company can afford," he asserts. "As a shop steward, and on behalf of the workers at Mercedes, I can say we do not

want the company to go. Our intention is the improvement of our social condition. And it is based on what we understand the company's position to be as referred to in its anti-apartheid statements."

Clearly, the union is using Mercedes' high international profile as a lever against it. Moreover, observes a labour academic engaged in research at the Volkswagen plant in Uitenhage, there's "tremendous tension" in the region, which gives the strong impression that "the union is on the attack." This is curious, as Numsa has the reputation of being "quite a conservative union."

The rank and file membership of Numsa appear to have dug their heels in. A senior Cosatu official says the Numsa and Cosatu leadership, who have seen that management can dismiss "quite ruthlessly," have been urging a settlement. "But the workers are sticking to their demands."

They also seem confident that Mercedes-Benz SA won't be able to recruit skilled workers all that easily. Indeed, there was no rush to take up the offer to be re-hired. "The workers are saying it is useless to go back for R4,04. The increase is only for inflation, it leaves nothing for themselves and their families," says Nonyunkela.

He claims the company's offer is in reality R3,96 an hour plus 8c (R4,04) for the 44th hour. (The union wants a 43-hour week.)

Ex-Tucsa members involved in 3-into-1 merger

Clothing and textile workers in union plan

1204
B/Day
5/10/87

TRADE unionism in the clothing and textile sector is set for a revamp with the launch of a new 70 000-strong union scheduled for November 7.

The new union will be a product of a merger between the Cosatu-affiliated National Union of Textile Workers (NUTW), the National Union of Garment Workers and the Textile Workers' Industrial Union.

The latter two were affiliates of the Trade Union Council of SA, and their withdrawal about two years ago contributed to the collapse of the organisation.

However, the merger plans have raised tensions among other members of the SA Federation of Textile, Garment and Leather Workers because of the exclusion of one of its affiliates.

ALAN FINE

Des Sampson, legal consultant of the Western Province Garment Workers' Union (GWU), said his union had been told it was not welcome at the merger conference because it was seen as too conservative and management-oriented.

He disputed this, saying the 50 000-member GWU had changed its approach over the past two years. He accused particularly the NUTW of failing to adhere to the principle of one union, one industry.

He said the Natal-based Garment Workers' Industrial Union (GWIU) had, in solidarity, refused to participate in the merger and was considering forming a separate union with the GWU.

GWIU acting general secretary Harriet Bolton said the matter was

discussed at a general meeting on September 27, and since there were differences of opinion, a referendum was planned.

NUTW spokesman John Copelyn said he hoped a merger of all the unions in the sector could be achieved soon. However, he said, it was necessary for the GWU to decide whether it was a benefit society or a trade union.

He said the leadership operates without mandates and "encourages the view that there is no divide between management and labour". Until these matters were sorted out, it would be impossible to form a single union.

He added he had learnt that GWIU membership had expressed support for the merger, but officials were unwilling to take this step.

Current Hours: 46 Hourly Change 1976 to date: Nominal +450.5% Real +58.7% Real Weekly Wage at 12/85: R 26.28

DD 6/10/87

Numsa: MBSA men demoted

Daily Dispatch

Reporter

EAST LONDON — The programme of re-employment of the 2 800 fired Mercedes-Benz of South Africa (MBSA) workers was suspended yesterday after some of the former employees found that they had been demoted, a spokesman for the National Union of Metalworkers of South Africa (Numsa) said

The local secretary of the union, Mr Viwe Gxarisa, said "The workers decided not to return or sign a statement of the conditions of the agreement because of the demotions," Mr Gxarisa said.

An MBSA spokesman said the majority of workers had reported for work in the morning but there had been "conflicting interpretations of the agreement" and this had "created unfortunate incidents between workers and co-workers".

A Numsa spokesman said members in plant security were to have been integrated into production areas but the company was saying that, in so doing, workers' grades could "be changed at whim

He said the company had also set a written condition that employees agree to being transferred to other departments which was "not part of the agreement".

Mr Gxarisa denied that any incidents of violence had occurred at the plant yesterday.

A union delegation had met with company representatives in the afternoon and the meeting would be resumed later

The workers agreed to return to the production lines after prolonged negotiations to end the nine-week-old strike succeeded on Thursday last week.

A company spokesman said the workers had until tomorrow afternoon to re-apply for their jobs

Hospital move

THE Transvaal Hospital Services which dismissed 600 workers at Hillbrow Hospital last week following a work-stoppage begins re-employing the workers on a selective basis today.

The workers, members of the National Education, Health and Allied Workers' Union (Nehawu), were dismissed on Friday after downing tools over "living wage" and working condition demands.

400 on strike

ABOUT 400 members of the National Union of Metalworkers of South Africa yesterday began a legal strike at Cadac in Johannesburg, the union has said.

Spokesman Mr Allister Smith, said more than 80 percent of the workers at Cadac's Stormill plant voted in support of the action after wage talks reached deadlock. BCWU said it demanded an increase of R18,50 on every R56,50.

The Star Tuesday October 6 1987

140A
5

SAB worker dies in fall into beer tank

A worker has been killed in an incident at South African Breweries' malting plant at Alrode, the Food and Allied Workers' Union (Fawu) said yesterday.

According to a Fawu spokesman, Mr Michael Kumalo died after falling into a malting tank on Friday. He said the union had been refused access to the plant to conduct an investigation.

SAB public affairs manager, Mr Gary May, confirmed the death but denied the union had been barred from the plant.

"Arrangements are being made for a set time for an inspection to be made with all those concerned present. There is no objection to the union conducting its own investigation," said Mr May.

6/10/87

Deadline for fired workers

NUMSA
213

A new deadline has been set by Highveld Steel management for its more than 3 000 fired black labour force in Witbank to re-apply for their jobs.

This was the outcome of talks between Highveld management and National Union of Metal Workers of South Africa (Numsa) officials.

The dismissed workers have until 7 am on Tuesday October 13 to re-apply. However, a Numsa official said not all black staff would be taken back.

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CAPC Trevis 7/10/81

3000 (140A)

No arrests after bombing

By BARRY STREEK

THE police had not arrested anyone in connection with the bomb attack on Cosatu House in May, the Minister of Law and Order, Mr Adriaan Vlok, said yesterday.

He also said that no evidence that a fire in a Cape Town building, which housed UDF and trade unions, in October 1985 had been started with malicious intent.

Mr Vlok, who was replying to questions on the incidents by Mr Tian van der Merwe (PFP, Green Point), said the investigation into the explosion at Cosatu House had not been completed.

The police did not receive any prior warning of the Cosatu House explosion, but were notified by a member of the public at 2 21am on May 7 on the explosion and several radio vehicles reached the scene five minutes later and cordoned the area off.

Asked if any person or group had claimed responsibility for this explosion, Mr Vlok replied "No, not according to the information at the disposal of the South African Police."

He also said the investigation had not yet been completed. He was not in a position to furnish

further information.

Mr Vlok said the police had completed their investigation into the cause of the fire in the Corporation Chambers Building on October 11, 1985, and had found that the cause could not be ascertained beyond question.

No one had been arrested in connection with the fire, but "no evidence could be found that the fire had been started with malicious intent."

The fire apparently started on the second floor in a storeroom containing plastic toys and spread upwards to the roof.

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Business Report

Failure by management to consult with staff

Union queries P 'n P worker share move

From ALAN FINE

JOHANNESBURG — The Commercial, Catering and Allied Workers' Union (Ccawusa) has criticized the recent Pick 'n Pay announcement on employee share ownership because of failure by management to consult with worker representatives on the issue beforehand

Yesterday's statement, by Ccawusa national negotiator Jeremy Daphne, which also raises questions about the benefits to workers of the scheme, represents the most comprehensive comment yet from organized labour on what is becoming an increasingly vaunted concept in South African labour relations

Ccawusa represents just over 6 000 Pick 'n Pay employees

Daphne says there has been no communication with the union about the scheme and questions whether Pick 'n Pay has adequately canvassed employees' views on it

He says the union has learnt since the announcement that employees will become eligible for participation after five years' service. Employees holding certain positions just below management level will automatically qualify

Finance for purchasing shares will be made available by a trust fund. The board of trustees has been appointed and up to R30m has been allocated to it

Once they qualify, employees may take up an option of buying the shares, which are to be split in four. If they do not have the money to do this, the shares will automatically become theirs after 10 years' service through the repayment of dividends into the trust

Daphne says the absence of consultation has raised a number of unanswered questions and concerns

He anticipates that most union members will be unable to afford to purchase shares themselves, and this will have to be done on their behalf by the trust. Daphne sees it as problematic that employees have not been given a say in electing the trustees, who will represent their interests for five

years

He further questions whether employee share ownership would increase workers' say over management decisions. "In assessing the scheme, it is important to draw a distinction between ownership and control

"It is clear that as individual shareholders, workers' participation in the decisions of the company is not extended in a meaningful way. As minority shareholders, they can no more exert influence over the board of directors than as ordinary workers," he says

Daphne questions the motives behind the offer. He notes that chairman Raymond Ackerman has said it was motivated by experience in the US, the aftermath of the strike which hit the company last year, and the results of attitudinal research among employees

"In the view of the union, this scheme is designed to inculcate a sense of loyalty to the company

without acceding a meaningful stake in it. In an attempt to avoid industrial action and to boost worker productivity, Pick 'n Pay hopes to make workers identify with and feel a sense of commitment to the company"

He adds that the cash benefits of the scheme are unclear. "In the light of shares being reduced to one-quarter of their present prices, and the strong possibility that workers will only receive a small number of shares, it does not appear there will be significant cash benefits for worker shareholders

"Workers want a bigger share of the total revenue of the company to go into wages. With the present minimum wage of R490 a month at Pick 'n Pay, the question of a living wage tops the agenda for Ccawusa members

"Ccawusa will be further discussing the meaning and implications of ownership schemes with its members at the company," he concluded

Ackerman feared union opposition

Financial Editor

PICK 'N PAY chairman Raymond Ackerman and MD Hugh Herman feared there might be union opposition to the decision to extend the company's share option scheme to more workers

When they announced their intention to offer more workers a stake in the company, both said last week that they hoped there would not be trouble with the unions

They said that so far all employees offered shares had wanted them

And both stressed that the shares were not being offered as a substitute for pay rises and good working conditions. "We intend to offer both," Herman said

Ackerman said that British Prime Minister Margaret Thatcher's popularity with the electorate resulted from her understanding that ordinary people wanted a stake in the economy and giving them the chance to buy shares in privatized undertakings

He thought it vital for the stability and prosperity of SA that people of all races had a stake in the companies they worked for. "This is why I am putting my money where my mouth is"

Ackerman said he intended to tour the country explaining the advantages of owning shares to all employees

Cosatu
CAPT TITLES
man 8/10/87
ILCOA
acquitted

- Court Reporter

A REGIONAL executive member of the Congress of South African Trade Unions was acquitted in the Magistrate's Court yesterday on a charge of intimidating a fellow South African Transport Services worker.

Mr Paul Kutu, 20, of Langa, who is also a national executive committee member and shop steward for the South African Railways and Harbour Workers' Union (SARHWU), pleaded not guilty to threatening to kill or injure Mr Patrick Johnson to force him to join either Cosatu or SARHWU.

The state alleged that the incident took place between May and June in Table Bay Docks.

The magistrate, Mr M J C Tolken, said the state had failed to prove beyond a reasonable doubt that Mr Kutu intimidated Mr Johnson.

Mr J M McEwan prosecuted Mr G Woodland, instructed by E Moosa and Associates, appeared for Mr Kutu

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Teachers: Professionals or workers?

ARE teachers workers — or are they professionals?

The debate has emerged in the wake of a recent call by the National Education Union of South Africa for teachers' organisations to affiliate to the Congress of South African Trade Unions

Affiliation to Cosatu as a strategy to promote teacher unity was recommended at the Neusa national conference last month in Pietermaritzburg

In an interview this week, the newly-elected Neusa treasurer, Aubrey Matshiqi, argued that teachers were workers in the South African context and not professionals

Teachers, he said, did not play a supervisory role over their own jobs. He noted that while teachers trained for three or more years, they were dictated to by principals, inspectors and heads of education departments on how to approach their subject content, which methods to employ and which prescribed material they must use

Unlike doctors and lawyers, who were not told how to go about practicing their professions by departments of health and justice, teachers did not enjoy professional autonomy

But the president of the Transvaal United African Teachers Association, Leepile Taunyane, has taken a different view.

Teachers are professionals, he said, because they require qualifications in order to practice. But a worker could be hired without any qualification and trained on the job, as a semi-skilled and, later, a skilled worker before he becomes a fully-fledged artisan

Teachers differed from other pro-

In the wake of a Neusa call for teachers to affiliate with trade unions, a debate has emerged on whether teachers are professionals or workers. By THAMI MKHWANAZI

fessionals, he said, in that doctors and lawyers were not only professionals but also entrepreneurs; whereas teachers were unfortunately "attached to a political situation", in that they worked under a government department headed by a minister of a particular political party.

All the same, Taunyane said his organisation had no qualms about Neusa's recommendation that groups affiliate to Cosatu.

"In fact this is nothing new," he said, as the African Teachers Association of South Africa, to which Tuata was affiliated, had met Cosatu, the National Education Crisis Committee and the United Democratic Front to "look into the role of teachers in the struggle for national liberation"

At the conference Neusa also adopted the Freedom Charter and recommended teachers affiliate to the UDF, work towards the formation of a single teachers' organisation and accept the principle of non-racialism as a basis for unity negotiations.

Tuata's Taunyane said his organisation "welcomed" Neusa's policy of non-racialism as a means for unity

And Neusa's Matshiqi indicated the organisation would continue to organise teachers across the racially-defined departments of education. In

so doing, it was laying the foundation for a non-racial and democratic South Africa

Affiliation to the UDF, however, was not a strict rule for teacher unity, Matshiqi said. The organisation recognised that other teachers' bodies had taken a "non-sectarian" stand

Still, he said, "we cherish our affiliation to the UDF in recognition that teachers, as members of the community, should identify themselves with community-based organisations"

On working towards a single teachers' body, Matshiqi said parallels could be drawn between the Cosatu mergers which resulted in the formation of single industrial unions and the formation of a single teachers' union

Workers, he said, had to end the fragmentation of those who operated within the same industry.

Similarly, he said, there were individual "progressive teachers' bodies" which were fragmenting a common constituency, thereby weakening their bargaining power

Welcoming Neusa's drive for teacher unity, UDF national treasurer, Azhar Cachalia, said teachers were less united than any other sector. He said the formation of one teachers' union would assist them in challenging exploitative working conditions

The UDF viewed the principles set out by Neusa as guidelines and not as conditions for discussing teacher unity. They should not be presented as stumbling blocks to unity but as an expression of a possible future direction, he said

Meat strike drags to eighth week

By GAYE DAVIS,
Cape Town

"AT HOME we live on mainly coffee and bread. We can't buy meat anymore and milk is out of the question. We buy sugar to make the bitter coffee sweet. We don't expect much help from others, because everyone is struggling..."

Petra Scheepers is one of 500 strikers dismissed from Spekenam, the Cape's largest processed meat producer, eight weeks ago.

The sackings came two days after the workers struck over wage negotiations and a delay in signing a recognition agreement with the Food and Allied Workers' Union.

Fawu has accused Spekenam, a Vleissentraal subsidiary, of provoking the strike to get rid of the union. An industrial court application for a *status quo* order is to be heard next week.

Meanwhile, the striking workers gather each day at a church hall in Bellville South, where for many the hot meal dished up daily is the only one they'll get.

Scheepers (not her real name as workers interviewed feared victimisation should they get their jobs back) remembers how on the second day of the strike, as workers prepared to "sleep-in" at the plant's Belville premises, vanloads of baton-wielding police arrived.

She remembers the fear and the panic as workers scrambled for exits. But most of all, she remembers the shock she felt over management calling in the police.

"They waited until dark and then they rooted us out like *skollies*," she said. "We felt betrayed. It showed they had no respect for us."

A mother of 10, she was 15 years old when she started work at the factory. There was a strike in 1957 but she was one of the workers who stayed at her post. "We stayed on and worked to build up the factory. The bosses thanked us. But our increases were 15 cents, 25 cents a year. In 1982 we got R10 — the biggest increase ever. But you can't pay the rent with a thank you. Now, 30 years later, here we sit. So what's the point of scabbing?"

Spekenam's entire workforce signed on with Fawu during 1986, when negotiations over a recognition agreement began.

"We heard about the increases and better working conditions the union had brought at other food factories. It was the talk on the buses and among our neighbours," Scheepers said. "So we decided we should join."

End-of-year wage negotiations resulted in minimum weekly wages rising from R46 for women and R55 for men to R70, on the basis that they be reviewed in June this year.

But when workers approached management, they were told that because the recognition agreement had not yet been concluded, union officials could not attend the negotia-

tions. Fed up with the delays, workers struck on August 5.

A Fawu official said the union subsequently met with management several times. "Each time they would listen to our proposals, take them away, come back and say no. We believe management provoked the strike by its hard-line stance on the wage negotiations. They dismissed the workers before a meeting they agreed to have with us. The company has made no attempt at conciliation."

Migrant worker Edward Mtsweu was spending his annual three weeks' leave with his wife and seven children in Estcourt, Natal, when the strike began. On his return he joined the strikers, out of gratitude to Fawu for getting his wages increased from R125 to R170 a week.

It was the first significant wage increase he'd had since joining Spekenam in 1952. "I didn't want to be the one to put the knife in Fawu's back," said Mtsweu.

He lives in a single men's hostel in Cape Town's Langa township. His rent is R6 a month. If he doesn't pay, he must leave. He used to buy meat, milk, coffee and rice. Now he eats mainly mealie meal.

He has written to his wife to tell her there will be no money coming, and to his brother, a "boss-boy" on the

mines in Johannesburg, asking him to help out. There have been hard times before. He once went six weeks without pay while recuperating from burns sustained in the plant when boiling water spilled on him. That was in 1972. He had been working for Spekenam for 20 years.

There is no rancour among the strikers towards the 15 members of the original workforce who returned to work. "They're not doing it because they want to. They are also suffering. There are too many people out of work," Scheepers said.

As the dispute drags on, the strikers' living standards decline even further, although a support committee of Congress of South African Trade Union allies such as the United Democratic Front, Cape Youth Congress and other bodies is organising a range of fund-raising activities. Their resolve, however, is not weakening.

"If we can stand it for two months then we can carry it on for longer," Scheepers said. "We are not being unreasonable and we will maintain our dignity. In the end, it is worth the trouble — if only because our children will have to work at Spekenam one day."

● Frikkie de Klerk, general manager of Spekenam, said some of the union's claims were not true but he did not wish to comment on the matter until it had gone before the industrial court.

State challenges Ngoyi's acquittal

By EDYTH BÜLBRING,
Port Elizabeth

SIX months after the United Democratic Front's East Cape president, Edgar Ngoyi, was acquitted of murder, the state has challenged his acquittal and that of co-accused Lulamle Mkalipi.

During March this year, Ngoyi, 62, Mkalipi, 22, and seven others were tried for the murder of Azanian People's Organisation member Pakamisa Nogwaza at KwaZakhele on June 8 1985.

The killing took place during violent clashes between United Democratic Front and Azapo supporters which started in April 1985. On the day of the murder 20 UDF members, under the leadership of Mkalipi, were guarding Ngoyi's house after two petrol bomb attacks had taken place.

Nogwaza, 24, and his mother arrived at Ngoyi's house and Ngoyi left to make a phone call, leaving his visitor in the house. While he was away, Nogwaza was killed.

Ngoyi's alleged crime was that of murder by default or omission — murder because of what he did not do. The state alleged that he deliberately failed to foresee the dangers when he went away, leaving Nogwaza at the Ngoyi home.

A 17-year-old was sentenced to 14 years imprisonment for the murder of Nogwaza and two others, Funamekile Siyoni, 21, and Xohle Pete, were sentenced to four years each, two of

which were suspended for five years for beating the deceased with a stick. The six other accused were acquitted.

The court found that while Ngoyi was in control of the "comrades", his failure to take steps to prevent the crime did not make him guilty. This was Ngoyi's second murder charge in 23 years. In 1963 he was charged with the murder of an alleged informer. The charges were dropped before reaching court.

Ngoyi, who spent 17 years on Robben Island for being an African National Congress member until his release in 1981, was arrested on June 10 1985 after the murder of Nogwaza. He got out on bail of R50 000 in December 1985 and was detained under the Emergency regulations in June last year. He has not been released.

The state has challenged on a question of law, the acquittal of Ngoyi and Mkalipi. In an application by the attorney general, argued by W Kingsley, the prosecutor in the trial, the court was asked to refer the question of whether or not the two men had made themselves accomplices by vicarious responsibility to the Appellate Division for consideration. Mr Justice Allan Solomon reserved judgement. — Ecna

140A
w/mail
2-8/10/87

Recognition agreement signed

140A

Daily Dispatch
Reporter

EAST LONDON — The South African Allied Workers' Union (Saawu) and Suncrush Ltd, Queenstown, signed a recognition agreement yesterday which deals

with disciplinary and grievance appeals as well as retrenchment and dispute procedures

The signing was confirmed by Saawu's branch secretary, Mr Shepard Mayekiso, and the manager of Sun-

crush, Mr P W Nel
DDR

8/10/87

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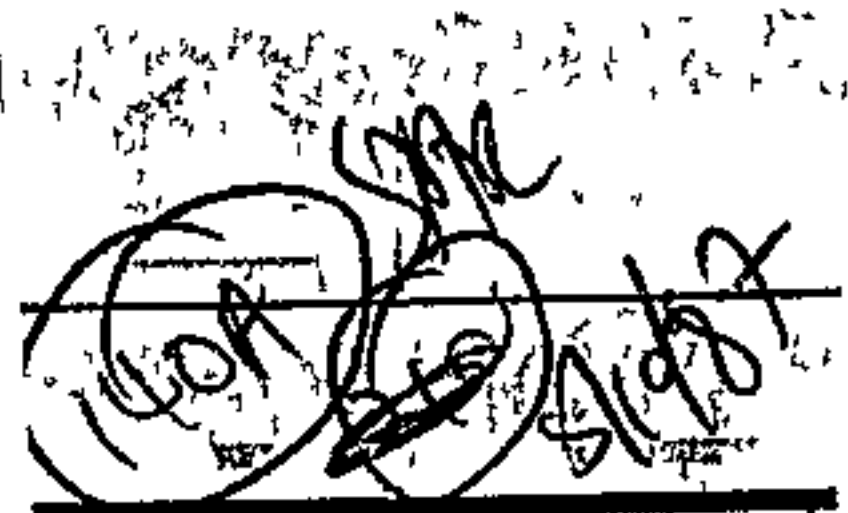
Cosatu man freed JWSK

A REGIONAL executive member of the Congress of South African Trade Unions was acquitted in the Cape Town Magistrate's Court yesterday on a charge of intimidating a fellow South African Transport Services worker.

Mr Paul Kutu (20), of Langa, who is also a national executive committee member and shop steward for the South African Railways and Harbour Workers' Union, pleaded not guilty to threatening to kill or injure Mr Patrick Johnson in order to force him to join either Cosatu or Sarhu.

7/8/10/8
Smetham





NUM to challenge Anglo

Labour Reporter

The National Union of Mineworkers (NUM) is to challenge the decision by Anglo American's President Brand Gold Mine to withdraw its recognition of the union.

NUM assistant general secretary Mr Marcel Golding, accusing Anglo of casting aspersions on the NUM and its leadership, said the cancellation went against the collective bargaining agreement with the Chamber of Mines as well as the recognition agreement with President Brand.

Anglo said it had taken the decision after the reported killing of a team leader at the mine's No 4 hostel, in which, it claimed, regional NUM leaders were implicated.

Mr Golding said the claim would have to be proved. The NUM had clearly stated its opposition to violence.

Anglo said that management's efforts to discuss events at the mine at regional level had been rejected.

Union claims firm harassing workers

1/10/87

Daily Dispatch Reporter
EAST LONDON — The Commercial, Catering and Allied Workers' Union of South Africa (Cawusa) has alleged that some of its members are subject to harassment and destabilisation by the management of the East London branch of Frasers Furniture Limited.

Cawusa claimed that four workers had been "unfairly" dismissed and that an agreed across-the-board wage increase of R100, back-dated to July 1, had not been kept here.

It claimed that three

debt collectors, Mr John Maci, Mr Hawson Nkomo and Mr Gideon Shasha, had been dismissed for not achieving a monthly target of R1500 on three occasions.

The union also said that a credit manager, Mr Lincoln Butsaka, had been dismissed for not reporting a car accident to the police, although he allegedly reported it to senior management.

A spokesman for the management of Frasers Limited, Mr M Jacobs, said there had been legitimate reasons for the employees' dismissals, including the

fact that they had been unproductive.

He said the management of Frasers had kept their side of the wage agreement.

The Eastern Cape branch organiser of the Cawusa local shop stewards' council, Mr Bones Skulu, said management had clearly stated that his union's efforts would delay but not stop them from dismissing the workers.

"We have now declared a dispute in defence of the sole right to work, which some people try hard to deprive us of," he said.

MERCEDES STRIKE

14DA

Numsa wins

Production at Mercedes Benz SA's East London plant looked set to resume this week. This came after the plant's closure on Monday, when the 2 000 dismissed metal workers reported for duty only to find, they claim, that they'd been "demoted" by being classed into lower job grades.

The company said it closed the plant because of incidents of violence as a result of misunderstandings over the agreement.

Shop steward Tom Ntutuzeli of Numsa, the metal workers' union, tells the *FM* agreement was reached on Monday after a nine-hour meeting with management, who offered to restore workers to their former grades, and to pay their annual leave as usual (provided industrial peace is maintained). The workers agreed to go back to work on Wednesday, he said.

Numsa last Thursday scored a significant victory in their wage dispute with Mercedes. After nine weeks, R300m in lost production and R5m in lost wages, the company acceded to an increase of R4,50 an hour for the lowest grades. International trade union support, including financial assistance co-ordinated by the International Metalworkers Federation, greatly assisted Numsa.

Ntutuzela describes it as "a victory not only for Cosatu's living wage campaign, but for the industry, and the working class, and a contribution to the liberation struggle."

The new wage structure at Mercedes as from October 1 will be (grades one to six) R4,50, R4,65, R4,80, R4,95, R5,11; and R5,27.

FM 9/10/87

16/1/87

Unions angry at bosses' pay hikes

~~ALAN FINE~~ ~~ALAN FINE~~ *Alan Fine*

THE Federation of Sats Trade Unions yesterday expressed anger at top management salary increases of up to 37%, after its members had received only 12,5% in July.

Federation general secretary Johan Benade was speaking in Johannesburg after the half-yearly meeting of the organisation, which claims to represent 160 000 Sats employees.

At talks where the unions were told their 15% request could not be fully met they were assured management would be receiving no increases, he said.

A Sats spokesman confirmed "adjustments" of up to 37% in management salaries in July. However, this was done because management had not received increases in 1984 or last January when

140A ● To Page 2 →

Sats unions angry at management pay hikes

other employees had, he said.

Benade and president Dudley Henn also said the federation planned to "raise hell" with Transport Minister Eli Louw over Sats' R4bn foreign exchange losses

He said these astronomical losses affect all Sats employees but were entirely due to mismanagement

Referring to the Sats strike earlier this year, the federation announced it was launching a campaign against "the onslaught from outside organisations".

It planned to communicate to the workforce that it, and not the SA Railways and Harbours Workers' Union

(Sarhwu) or Cosatu, were the true representatives of the workers

Benade said that since the strike Sats had been applying its disciplinary procedure in a racially discriminatory way Whites were treated more harshly than blacks "because management was afraid of Sarhwu," he said.

It was announced that a black person — Shadrack Seleka of the black staff association Blatu — had been elected to the federation's executive for the first time since 1941.

~~ALAN FINE~~ ~~ALAN FINE~~ *Alan Fine* ● From Page 1 ←

8/10/87
NOR
8/10/87

Strikers change strategy

STRIKING workers at the Hillbrow Hospital have given up their strike for better wages, but a union official said a concerted effort would be made at regional level.

"For practical reasons, we can't hold on to demands if workers are being dismissed," said National Education and Health Workers Union branch organiser Bheki Mathabathe.

The eight-day stoppage by about 600 workers fizzled out as hospital authorities threatened to go ahead with recruiting to replace strikers.

Mathabathe decried "the imbalance of power in labour relations in South Africa" saying "In the public service workers are given little means of airing their grievances."

"We're planning to take it up at regional level in the Transvaal province, so it should be a concerted effort, rather than sporadic," he said.

"It may not necessarily be a strike, but in a form of petitions to the Director of Hospitals."

He said the union's lawyers had advised the workers to re-apply for jobs.

If any of the strikers were not re-employed, the hospital would be taken to court, he said, quoting from a letter the lawyers were sending to the hospital. — Sapa.

Prize for
NUM ^{CANT.}_{TRANS}
chief 7/10/87

140A

STOCKHOLM. —
South African union leader Mr Cyril Ramaphosa yesterday became the first winner of the Olof Palme Prize for his role in the struggle against apartheid.

The 100 000 crown (R30 000) prize was established by the assassinated Swedish premier's family and ruling Social Democratic Party to promote peace and fight racism.

The prize will be presented to Mr Ramaphosa, the National Union of Mineworkers secretary-general, at a ceremony here on October 24.

Mr Ramaphosa had accepted the prize and was applying to the South African authorities for permission to travel to Stockholm, party spokeswoman Ms Gunilla Banks said yesterday.

The prize would be awarded annually to honour the memory of Mr Palme. — Sapa-Reuter

CAPC 7/15/75 10/10/75
600 SAB workers strike *1/10/75*

JOHANNESBURG. — About 600 workers went on strike yesterday at SA Breweries' Rosslyn plant to back demands for the reinstatement of a colleague who was allegedly fired last week after he punched his supervisor, the company said. The strikers also demanded that the black supervisor be sacked.

SAB action dismissed

By MARTIN NTSOELNGOE

A RAND Supreme Court judge dismissed, with costs, a urgent application by South African Breweries against the Food and Allied Workers' Union because it was not specific.

Delivering judgment this week, Judge R Goldstone said allegations by SAB that the union was instigating and inciting employees were not specific and hung on a very thin thread.

SAB had brought the application against Fawu and its members alleging that there had been a collective decision to start a "go slow" and refusal to work overtime.

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140A

11/10/87 C/11/87

Sats worker fined R1 000

CP Correspondent

MORRIS Tshililo Khwidzhili, 36, a South African Railways and Harbour Workers' Union shop steward, has been fined R1 000 or one year imprisonment by a Stellenbosch magistrate for making a subversive statement.

Half the sentence was suspended for five years.

Khwidzhili was found guilty in terms of the media regulations promulgated in the *Government Gazette* on January 29.

Magistrate GS Claassen said Khwidzhili tried to influence people in an emotional, aggressive and subversive way while addressing University of Stellenbosch students on April 24 near the Kosie Gericke Library on campus.

"The accused moved in the political field and should therefore have been informed of these media regulations governing his public statements," said Claassen.

Claassen said Khwidzhili also acted with aggression and subversively when urging students to write to Minister Eli Louw asking "why he had killed innocent black people."

Khwidzhili's defence counsel, JH de Lange, said his client was "being victimised either because of his black skin or because he was a trade unionist, or both."

"The reason I submit this is that many others present that day at the campus meeting committed various crimes which were described by a police witness in this court, yet the witness admitted that no one else was charged except my client."

"My client had made a speech - something which none of the other people present had done. He became the first non-journalist in the country to be found guilty under the media regulations," said De Lange.

Workers stay out

THE program of re-employment of the 2 000 fired Mercedes-Benz of South Africa workers was suspended after some of the former employees found that they had been demoted, a spokesman for the National Union of Metalworkers of South Africa said

The local secretary of the union, Viwe Gxarise, said the company had "vio-

lated the whole agreement" and that the employment program had been halted indefinitely

"The workers decided not to return because of the demotions," said Gxarise

An MBSA spokesman said the majority of workers had reported for work in the morning, but "normal business was prevented because of incidents in the plant" - Sapa

152
140A
193
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ARGUS 12/10/87

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Unions detect mood to 'back off on sanctions'

The Argus Foreign Service

VANCOUVER. — South African and Commonwealth trade unionists and anti-apartheid activists have begun the opening round of the South Africa debate here with demands for more pressure in the form of sanctions.

They will also urge Commonwealth leaders to back the formation of a military force in the front-line states if this should be requested.

Trade unionists, however, believe there is a "mood at this summit to back off from sanctions".

The Commonwealth Trade Union Council (CTUC) says that "internal repression in South Africa has intensified and none of the key preconditions for change have been met".

South African unionists who were to visit Vancouver, Cosatu president Elijah Barayi and general secretary Jay Naidoo, were refused permission.

For many, South Africa remains the top priority and, they insist, the major Commonwealth members have done nowhere near enough to tackle the problem.

PLIGHT OF ABORIGINES

A strongly worded report on the plight of Aborigines could be a major embarrassment for Australia when it is tabled at the summit, The Argus Foreign Service in Melbourne reports.

The report is being released by the British-based Anti-Slavery Society and contains damning evidence of the treatment of Aborigines, particularly children, by police.

The report details appalling living conditions in dozens of communities. It says many blacks face daily racial oppression and that there is a widespread desire among Aborigines for a treaty to redress their grievances.

41665 12/10/87

Strike: Bread shortage looms

By DICK USHER, Labour Reporter

A PENINSULA-wide bread shortage loomed today as workers at four major bakeries went on strike in a wage dispute.

About 1 000 employees of Duens/Cadora, Silverleaf, Good Hope and Enterprise bakeries are involved, according to a statement from the Food and Allied Workers' Union (Fawu).

Spokesmen from Duens and Enterprise confirmed the strike and said there were no bread deliveries at present.

Mr H Guring, accountant for Enterprise, said workers had blocked entrances and were refusing to allow vehicles to leave.

"We will not be able to bake because it is pointless if we cannot deliver," he said. "But we should know more soon because we are talking to workers to attempt to resolve the situation."

SETTLEMENT

Mr Johan Geysler, general manager of Duens, said there would be no bread deliveries today.

Fawu said the strike followed protracted attempts to resolve the dispute and after all procedures agreed upon with employers had been followed.

Two other major bakeries — Attwells and Lakeside — would continue working although workers belonged to Fawu.

"This is because a reasonable wage settlement has been reached with these companies, both of which belong to the Premier group," said Fawu.

Highveld Steel faces international boycott

By Mike Siluma,
Labour Reporter

One of South Africa's major steel producers, Highveld Steel and Vanadium, faces an international boycott of its products unless it settles a wage dispute with about 4 000 members of the National Union of Metalworkers (Numsa).

The decision to launch a boycott of Highveld's products in Europe, the United States, Japan and Israel was announced at the weekend by the International Metalworkers' Federation (IMF), which has 14 million members in 70 countries.

Highveld locked out and then fired 2 000 hourly-paid Numsa members in the Eastern Transvaal to pressure them into accepting a pay increase offer.

Salaried staff at the plants and workers from other Highveld concerns stopped work in solidarity.

A Highveld spokesman declined to comment.

Strikers must re-apply for work tomorrow morning or be replaced by new recruits. Workers on sympathy strike also have until tomorrow to return.

Numsa has offered to reopen negotiations on Highveld's pay offer or to refer the dispute to mediation or arbitration.

Announcing the IMF campaign, the federation's general secretary, Mr Herman Rebhan, said unions in Europe, the United States, Japan and Israel were being approached to boycott all imports of steel from Highveld Steel and Vanadium.

Having identified steel companies in several countries which acted as direct agents for Highveld or as purchasing and forwarding agents, the IMF would ask affiliated unions to take the necessary action, said Mr Rebhan.

Judge rules bread vans must roll

Staff Reporters

THE bread strike came to a head last night when 25 striking workers at the Duens Cadora Bakery in Epping were ordered by the Supreme Court to allow the delivery of 153 000 loaves of bread early today after management brought an urgent interdict

Mr Justice P Tebbutt granted a rule nisi ordering the workers, who abandoned work at 4am yesterday, to allow the delivery vans out of the bakery premises.

According to legal counsel for Duens Cadora, workers had "control of the gates"

The successful interdict could result in similar court action by managements of three other Peninsula bakeries affected by almost identical strikes — Enterprise, Good Hope and Silver Leaf.

More than 1 000 workers belonging to the Food and Allied Workers' Union (Fawu) are involved in the strikes.

The workers, who are paid an average weekly wage of R110, are demanding a R32-a-week increase.

Earlier yesterday, some 75 000 loaves of bread were blocked for distribution to Peninsula outlets as workers at Silver Leaf Bakery in Maitland went out on a

From page 10

Oct 13/10/87
Strike

1/10/87
wage strike, leaving the bread to go stale.

The strike resulted in several Peninsula supermarkets running out of bread.

Mr Roger Hartley, general manager of OK Bazaars in Adderley Street, said only 10% of the store's bread order had been supplied

A Silver Leaf spokesman said workers produced the full Sunday night quota before walking out on strike at 4am yesterday and locking the factory gates while 20 bread trucks were inside.

Mr Jan Theron, Fawu's general secretary, said the union recently settled with Premier Milling for an immediate R27,50 increase and a further R1,50-a-week increase from January 1. Other managements were, however, holding out for a substantially lower increase, he said

Mr Theron said the union's lawyer was contacted at 9 30 last night about the interdict against the Epping workers

An industrial relations consultant, Mr Johan Beard, said the Duens Cadora wage dispute, which had been to mediation, began four months ago

Fawu said it had accepted the "R27,50 plus R1,50 more in January" weekly-wage rise the Premier Group had offered, which was why some bakeries were affected and others not

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12

Mrs Graca Machel, the president's widow.

Com. Times 13/10/84
Gift for strikers' cause

THE Cape Teachers' Professional Association (CTPA) yesterday gave R1 416 for "the cause" of the 600 striking Spekenam workers, while condemning the sacking of workers as "reactionary and insensitive".

Sweet Workers Detained

Soweto 13/10/87

FOUR members of the Food and Beverage Workers' Union — dismissed by a sweets and chocolate company following a dispute — have been detained in terms of the state of emergency regulations.

Lawyers representing

the FBWU said yesterday that the workers, detained at their Soweto homes last Thursday morning, were being held at Modderbee Prison on the East Rand.

They are Mr Daniel Metsoamere, Mr Patrick Langa, Mr Thomas

Nyembe and Mr Almon Mabana.

The four were among about 100 workers fired by Beacon Sweets and Chocolates in Germiston three months ago over a dispute arising from the dismissal of Mr Metsoamere.

The company had later obtained a court order to eject the workers from its premises after they staged a sit-in strike.

FBWU attorneys said, after three weeks, they were still awaiting a reply from Beacon's lawyers after filing court papers for the workers' reinstatement.

Meanwhile, the National Council of Trade Unions (Nactu), to which

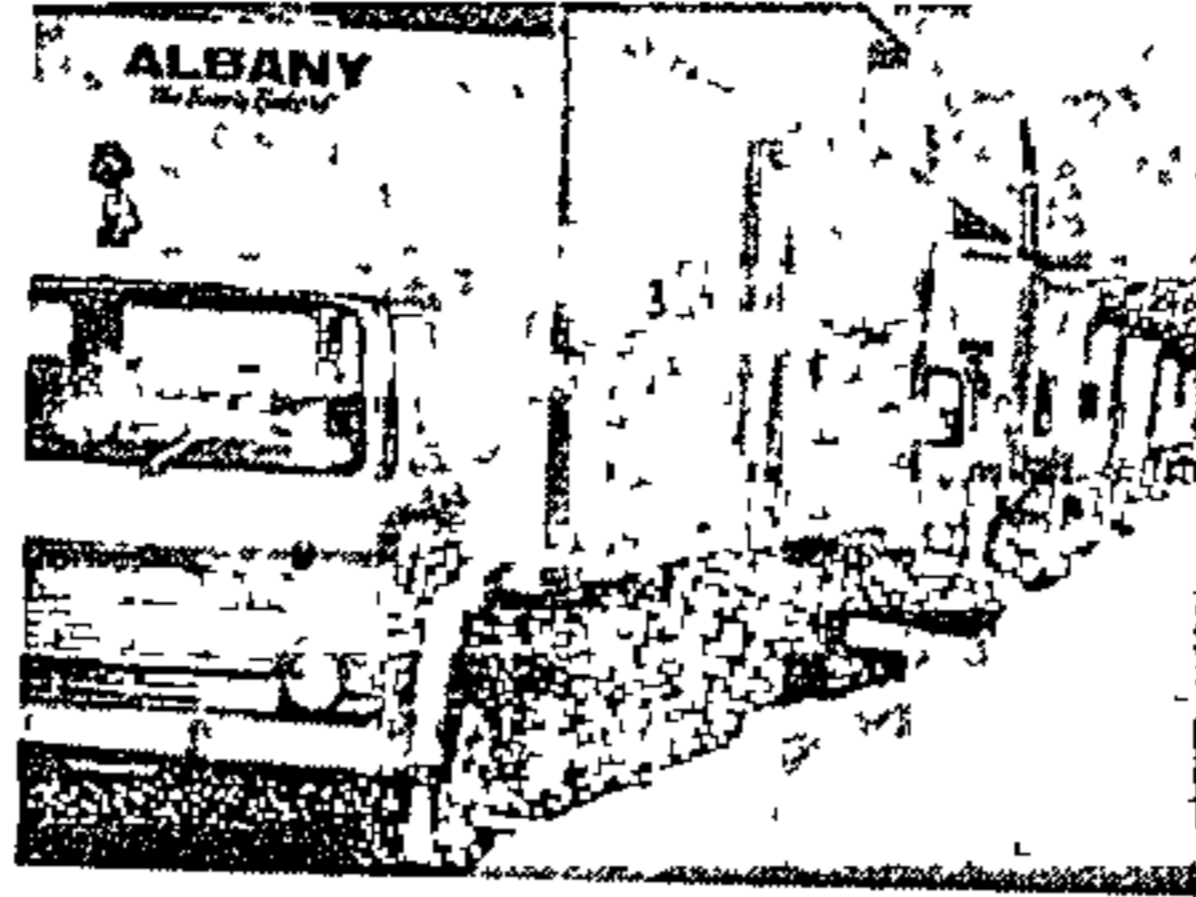
the FBWU is affiliated, says it is concerned about the "harassment and detention" of its members.

Last Thursday an organiser of the Building, Construction and Allied Workers Union (BCAWU), Mr Marius Moloto was detained briefly in Pietersburg and later given 24 hours to leave the area, the union has said.

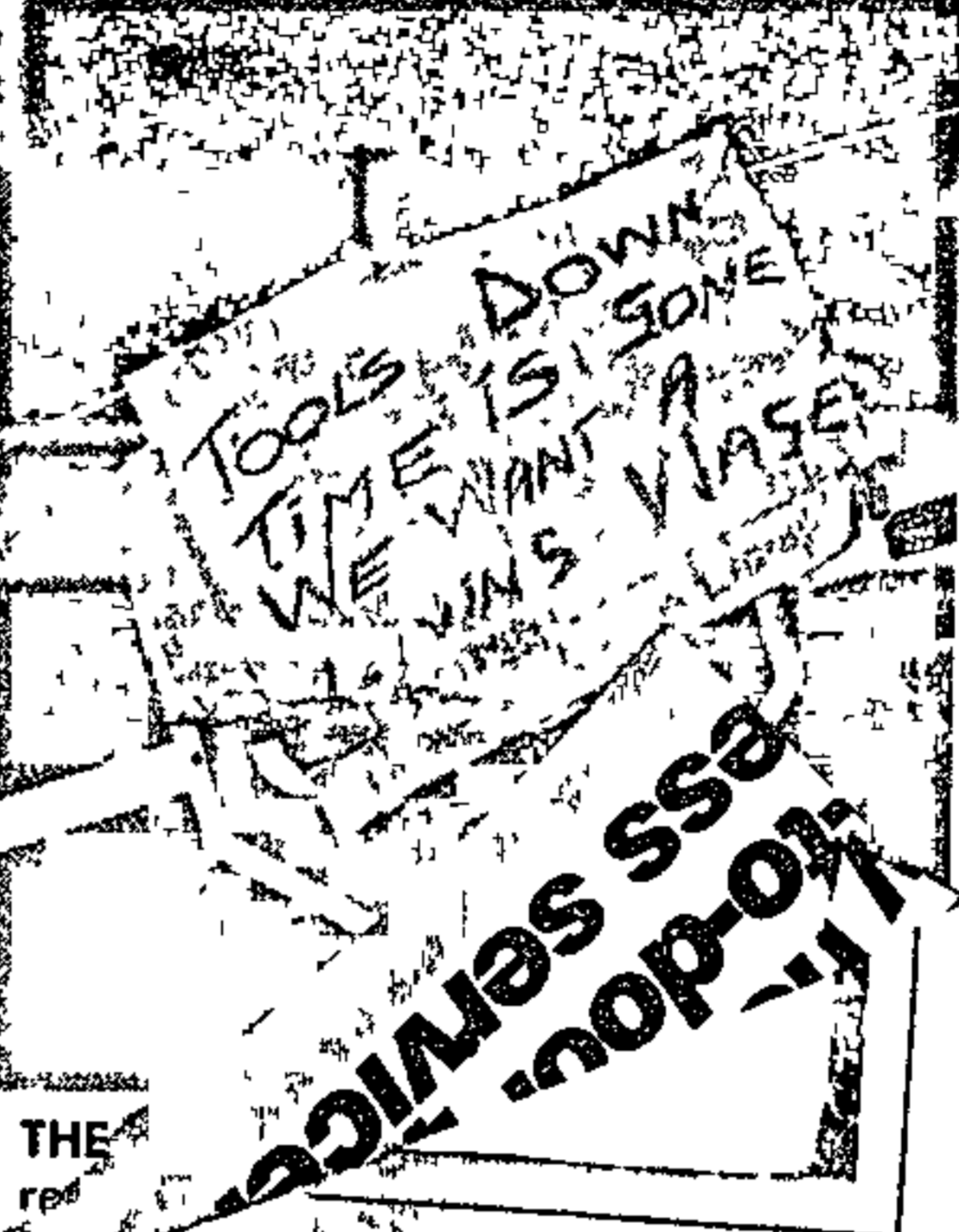
Small bakeries boom as 1 000 workers strike

Bread artists

Asus 13/6/82
1004



NO DELIVERIES: Delivery trucks line the street at the Silverleaf Bakery in Lansdowne today.



THE re

By DICK USHER, Labour Reporter, and Staff Reporters
THE bread supply in the Peninsula was expected to improve today with major bakeries hoping to make some deliveries following urgent talks between managements and workers. Small bakeries reported booming sales.

Four major bakeries in the Peninsula were hit by strikes by about 1 000 workers over a wage dispute, causing a critical shortage of bread as shops and supermarkets sold out

Bakeries affected were Duens Cadora, Silverleaf, Good Hope and Enterprise Attwells and Lakeside bakeries were not affected

Bakery spokesmen were hopeful that some deliveries would be possible today following urgent talks with workers and the Food and Allied Workers' Union (Fawu)

Dancing and singing

About 400 dancing and singing workers picketed the main gates of Duens in Epping Industria today

However, vehicles and non-union workers were allowed to pass

A Fawu spokesman said deliveries from Duens was "management's problem"

"What is happening is that there is a near-total stoppage at the bakery which has been joined by some non-union employees

"It is not that anyone is defying yesterday's court order but that drivers are refusing to drive"

Urgent interdict

Duens yesterday obtained an urgent interdict ordering strikers to allow delivery vans out of bakery premises, enabling delivery of 152 000 loaves already baked.

Urgent talks with shop stewards at Silverleaf and Good Hope took place today and a spokesman said he hoped some bread would be delivered

"But we will not be baking today as production workers are on strike"

Mr George Koning, group manpower spokesman for Sasko bakeries — Sasko owns Enterprise — said the bakery started baking early today

"Customers will be able to collect from the bakery as long as supplies last. Further bakings will depend on demand," he added.

Spokesmen for Duens were not available as they were in negotiation with the union

A spokesman for Good Hope Bakery in Bellville South said they produced an average of 55 000 loaves of government bread daily

The spokesman said their last bread was baked at 4am yesterday, at which point its 70 workers downed tools

He said a dispute had been declared by the union, but this was considered an illegal strike.

Negotiations on the wage dispute are continuing and they hoped that the bakery would be back in production soon, as they supplied mainly black and coloured areas

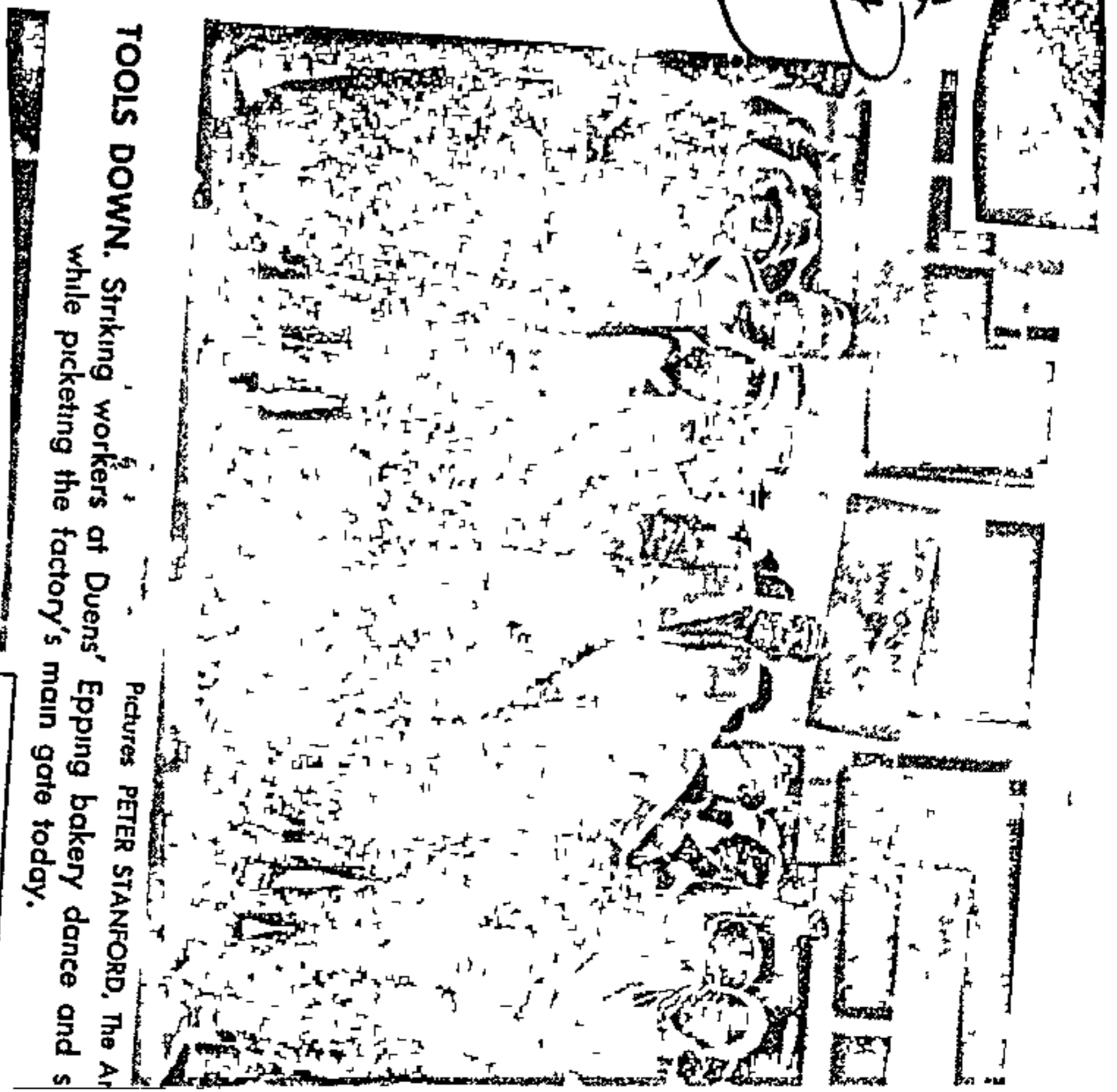
The strike started yesterday after the union and managements at the four bakeries failed to reach agreement on acceptable wage increases

The general secretary of Fawu, Mr Jan Theron, said they had been offered an increase of R19,50 a week. Most workers earned R110,50.

This was R10 a week lower than the increase negotiated at Attwells and Lakeside, both owned by the Premier group, where the union had negotiated increases of R27,50 a week from August 1 with a further R1,50 from Jan 1, bringing minimum wages to R139,50

Independent bakeries and supermarkets, which were not affected by the strike, reported that there was a rush to buy bread

Small bakeries of luxury bread, rolls and cake report booming sales
The Western Cape Traders' Association said its 2 000 traders were seriously affected by the strike.



TOOLS DOWN. Striking workers at Duens' Epping bakery dance and sing while picketing the factory's main gate today.
Pictures PETER STANFORD, The A

Ccawusa dispute being 'patched up'

blaw
13/10/27
ALAN FINE
1408

THERE had been progress in attempts to patch up a dispute between two factions of the Commercial, Catering and Allied Workers' Union (Ccawusa), Cosatu vice-president Chris Dlamini said yesterday.

At the weekend the Cosatu executive considered a report by a commission appointed to mediate in the dispute. The disagreement surfaced last June at a conference called to arrange a merger between Ccawusa and two smaller unions and threatened to split the organisation's third-largest affiliate. The basis was procedural, but there were strong underlying ideological causes.

The commission has set down guidelines for the calling of a new merger conference at which the representativeness of unions and their branches can be agreed.

'State in crisis'

8-74108 (140A) S.A.P.
THE Government's inability to accede to the basic democratic demands of the people has led to its greatest crisis ever, Mr Sydney Mafumadi, assistant general-secretary of Cosatu, told the third annual conference of the Food and Allied Workers' Union held in Durban recently.

The conference was attended by 350 delegates representing Fawu's 28 branches. The union has a paid up membership of 65 000 members.

Mafumadi told the conference that the formation of national industrial unions was crucial to counter the giant monopolies which control 75 percent of the shares on the Johannesburg Stock Exchange.

"In order to accomplish that mission we will have to acknowledge victories we scored, as well as mistakes we committed. Our ability to surge forward lies in our ability to learn from our successes as well as our mistakes."

"Fawu became a proud page in the history of the fighting workers in this country by becoming the first industrial union to be formed in Cosatu."

He said the building of Fawu and Cosatu could not be sacrificed for parochial political differences.

"The relevance of Cosatu's political policy resolution in this regard cannot be overemphasised. In Cosatu, we acknowledge the need to encourage the fullest discussion on socialism and democracy within our structures and among all progressive and democratic forces."

He said a democratic society could not be formed "if the march to that society is not a democratic one."

"The government's inability to accede to the basic democratic demands of the people has led it to its greatest crisis ever in which for the first time an end to its rule in the foreseeable future is now a real prospect."

"It has no political solution to the problems which beset our country," he said.

The conference re-elected Chris Dhlamini as president and Jan Theron as general-secretary.

Bread airlift to Cape Town

CAPE TOWN 14/10/87

140A

Staff Reporter

A MAJOR retail store is to fly in a consignment of 5 000 loaves of bread to Cape Town today as the Peninsula's shortage of the basic commodity worsens.

As bread production in the Peninsula stayed at a fraction of its normal level yesterday, a spokesman for a bakery supplying 23% of the need, said "On Wednesday we will have no bread"

No bread was being produced at either of Albany's major bakeries in Maitland and Bellville South. Mr John Barry, general manager of Pick 'n Pay, said panic buying had aggravated the shortage, particularly in the northern areas.

His chain had arranged to fly in a consignment of 5 000 loaves from Port Elizabeth today.

"We have put our own bakeries on 24-hour shifts," he said. He added that the group's commitment to keep bread at pre-increase prices for October would stand.

Mr George Koning, manpower manager for Sasko, said bread could be collected or bought at Enterprise bakery, Claremont.

If the bread deliveries in your area are affected — beat the strike and bake your own bread. Easy recipes — Page 5

They had a limited supply and managerial employees were manning the production line. No extra workers had been taken on.

Enterprise employs 260 people. Mr Koning refused to divulge how much bread was being

produced at present.

"We have no problems with pickets," he said. However, no deliveries were being made because the van assistants to off-load the bread were on strike.

The Food and Allied Workers' Union said in a statement this week that Tiger Oats, which owned two of the striking bakeries, "consistently tries to get a competitive advantage" over the rival Premier Group by paying lower wages. (The two major Premier bakeries are not on strike.)

Workers did not see why companies such as Tiger Oats should be allowed to "club together to keep wages down", the FAWU statement said.

A Tiger Oats spokesman replied that negotiations with unions were "totally decentralized". He said there was no collusion and that the FAWU statement was "untrue, unfair and totally unfounded".

● A temporary interdict restraining 141 workers at the Enterprise Bakery from instigating, inciting, supporting or organizing a work stoppage or overtime ban, was granted by the Supreme Court early yesterday.



140A

Sanku

8-14/10/87

Sea Harvest strike settlement on cards



A SETTLEMENT between striking workers and management of Sea Harvest in Saldanha, the largest fishing factory in the Southern Hemisphere, is on the cards.

Renewed negotiations are underway between the Food and Allied Workers Union (Fawu) and Sea Harvest management in an attempt to resolve an issue

which had wide-ranging effects in Saldanha Bay.

More than 500 workers have entered their fourth striking week in protest against what they called "management's self-imposed wage increase".

Initially more than 200 workers were fired after they downed tools last month. A further 300 workers downed tools in

solidarity.

Workers demanded that all the strikers should be reinstated.

A Fawu spokesperson confirmed new negotiations were underway after the management of Sea Harvest submitted proposals for a settlement of the dispute.

He said workers were considering the proposals.

LABOUR BRIEFS

THE present beer drought is set to get severe in many parts of the country as the South African Breweries' strike, now affecting eight depots countrywide, continues with no settlement in sight.

By yesterday no date had been set for negotiations between SAB management and the Food and Allied Workers' Union (Fawu) to end the strike by more than 1 500 SAB employees. Both parties have agreed "in principle" to resume negotiations, according to management.

NINE members of the Construction and Allied Workers' Union, detained during a strike at a Rustenburg construction site, were ordered to leave Bophuthatswana within two hours of their release by the homeland police, the union has said

A Cawu spokesman said the nine shop stewards were detained by the police at the Sapref Project site at noon last Friday. They were among 700 workers on strike against their employers S M Goldstein Civil Contractors' decision to retrench staff

The spokesman said a Lieutenant Thlagane of the Bophuthatswana Police told the shop stewards to leave the homeland within two hours of their release about 12 hours after they were detained

A bread shortage has hit the Cape Peninsula after about 1 000 workers employed by four bakeries went on strike in a wage dispute this week

In Warmbaths, a bread shortage also loomed yesterday as about 100 workers employed by Albany Bakeries refused to report for duty unless a manager at the company's local plant was transferred

The Fawu members at the four Cape bakeries — Duens/Cadora, Silverleaf,

Good Hope and Enterprise — demand a R32-a-week increase.

THE National Union of Steel and Allied Workers has announced names of its first shop stewards council executive elected at a meeting last weekend. The union is to meet soon to appoint a negotiating team and an education committee

General secretary of the 5 000-member and one-year-old Nusaw, Mr Ndomane Tibane, said the council executive comprises Mr Sam Moya, chairman, Mr Andries Tshethlakholo, vice chairman, Mr Lucas Mathabathe, secretary and Mr Peter Kgatla, vice secretary

Mr Tibane said the union's members at Iscor, Pretoria West, meet at the Laudium Hotel, Pretoria at 8am on Saturday for a general worker session

MR Pilot Makgatho (42), a Nusaw member employed by Bessaans and Du Plessis in Pretoria, will be buried in Pietersburg on Saturday. He died in a car accident on October 3.

Mr Tibane said transport to take mourners to the funeral has been arranged and the fare is R27 a person

Buses will leave the union offices at 40 Brown Street, Pretoria at 7pm on Friday.

HIGHVELD Steel and Vanadium, a subsidiary of Anglo American, has extended the deadline for its 2 000 striking workers to report for duty

The workers, who were locked out three weeks ago at four of the company's plants near Witbank, had until 7 O'Clock this morning to re-apply for their jobs or be replaced by new recruits

*Some time
14/10/87
1408*

Labour Update

SASOL UNIONS TO ACT



TWO unions organising in Sasol plants are due to meet today to discuss the possibility of co-ordinating action to end the wage dispute between the company and its 1 300 dismissed employees.

The unions are the South African Chemical Workers' Union (Sacwu) and the Chemical Workers' Industrial Union (CWIU), which have combined membership of about 12 000 in Sasol plants

Sacwu and CWIU will focus on the two-week-old Sasol I and Natref in Sasolburg, where 2 000 Sacwu workers have been on strike after rejecting

By **LEN MASEKO**

management's R100 wage hike offer. The strikers demand a R200 across-the-board increase.

The CWIU said in a statement that the Sacwu/Sasol dispute was being discussed by its 9 000 members at Sasol's Secunda plants. CWIU members had pledged their support for their striking colleagues.

Sacwu publicity secretary, Mr Humphrey Ndaba, said his union and the CWIU would discuss the possibility of co-ordinating action to

break the wage deadlock. Sacwu was prepared to re-open wage negotiations.

Meanwhile, Sasol was this week granted a Supreme Court order evicting 450 dismissed employees from company-owned hostels in Sasolburg.

The evictions, which took place yesterday, followed a successful urgent application launched by the company in the Bloemfontein Supreme Court on Monday.

Sasol said it wanted to accommodate "new appointees" in the hostels.

Mercedes workers on the job again

From FRANZ KRUGER

EAST LONDON. — Production lines at Mercedes-Benz in East London finally began running again on Wednesday morning as workers ended their strike.

An agreement had been reached last Friday providing for a return to work on Monday, but workers refused to resume production because of alleged violations by management of the terms of the agreement.

Workers had been given "service contracts" to sign in which many were demoted to positions below those they had held when the dispute began over two months ago.

Provision was also made for a three-monthly probation period and bonuses payable at the end of the year were to be paid out this week.

Workers refused to sign the contracts, and intensive negotiations were resumed between management and the National Union of Metalworkers of South Africa (Numsa)

On Tuesday, agreement was reached and the company withdrew the contentious parts of the contract.

According to a union spokesperson, there were no further hitches when the workers returned to work on Wednesday morning, and production lines were put in motion.

A statement by the company issued late on Tuesday said: "As previously agreed, the job grades of workers returning to work will be restored to the same grades held by them at the commencement of the strike".

Both parties had expressed their willingness to cooperate in order to facilitate the return to work as agreed, the company statement said. - *Elnews*.

Butt-trim won't talk to workers — union

THE Chemical Workers Industrial Union has accused Butt-trim management in Epping of refusing to discuss workers' grievances

But Mr Steve Carolus, Butt-trim's personnel manager, rejected the allegations. "The company is neither victimising union members, nor delaying progress in negotiations. We have correspondence to prove that we are willing to meet the union."

According to a CWIU spokesperson the management raised obstacles to the negotiations attempts

"In July we signed up 120 of 180 workers at the factory. In August, the management refused to attend a meeting without first seeing the agenda.

"We gave the agenda before setting up another meeting. But management refused to meet because they objected to the presence of the union's shop stewards

"The management claimed that the representatives were not democratically elected. We then suggested that elections should be held to show our strength. But that hasn't come off yet. We've sent several letters to the company, but to no avail

"We have now applied to the Conciliation Board to resolve the matter. Another problem is that ten workers have been put on short time," he said

The workers' grievances included demands for protective clothing, job description, end to overtime and consultation with union before conditions of employment are changed

Carolus said the union was free to bring any charges against the company.

"If the allegations are true, we will be laying ourselves open to legal action. We have always allowed the union to discuss matters with us

"Regarding the issue of short time, our company, like others, faces financial hard times. In the light of this, the action makes business sense. It is not specifically aimed at union members," he said.

140A (180) South
8-14/10/87

Cadac
Smetur
Numsa
14/10/87
in talks

THE National Union of Metalworkers of South Africa and management of Cadac (Pty) Limited are to meet today in an attempt to end the two-week wage strike by about 400 workers in Johannesburg.

A Numsa spokesman said yesterday that the union expected management to make new proposals at today's meeting.

A management spokesman said he would not divulge the company's strategy as it would prejudice the talks.

He admitted that the strike had affected production but that it was being maintained.

No place in the sun

By VUYO BAVUMA

CLAIMS of racist practices and low wages have been made by workers at a Peninsula hotel in the Southern Suns group

Workers at the Inn on the Square say most of the facilities such as canteens and toilets are racially separated. Facilities for blacks are invariably of a lower standard

"Our canteen is generally clean, but it is not furnished like the white staff's. The supervisors scold us for using wrong toilets. Sometimes we are unable to use the appropriate toilet as it is not close by," said a worker who refused to be named.

Negotiations

The union representing the workers, the Liquor and Catering Trade Union (LCTU), is presently involved in wage negotiations with the management of Southern Suns and several other hotels.

According to a union spokesperson, the workers' demands include a R200 across-the-board increase; four weeks paid annual leave; and a 45-hour week.

At present workers work an average of 53 hours a week, and transport home is provided.

The negotiations have been marked by sporadic picket protests outside hotels.

Several workers interviewed at hotels said promotion opportunities for

Africans were limited

A mother of two from Khayelitsha, who works as cleaner at the Inn on the Square, said it was difficult to live on her wage of R259 a month.

She has to pay R30 for creche fees, R37 a month for bus fare and a monthly rental of R20 for her three-roomed house

Lend money

"My wages hardly meet my needs. I often have to lend money from my relatives to buy food for my family," she said

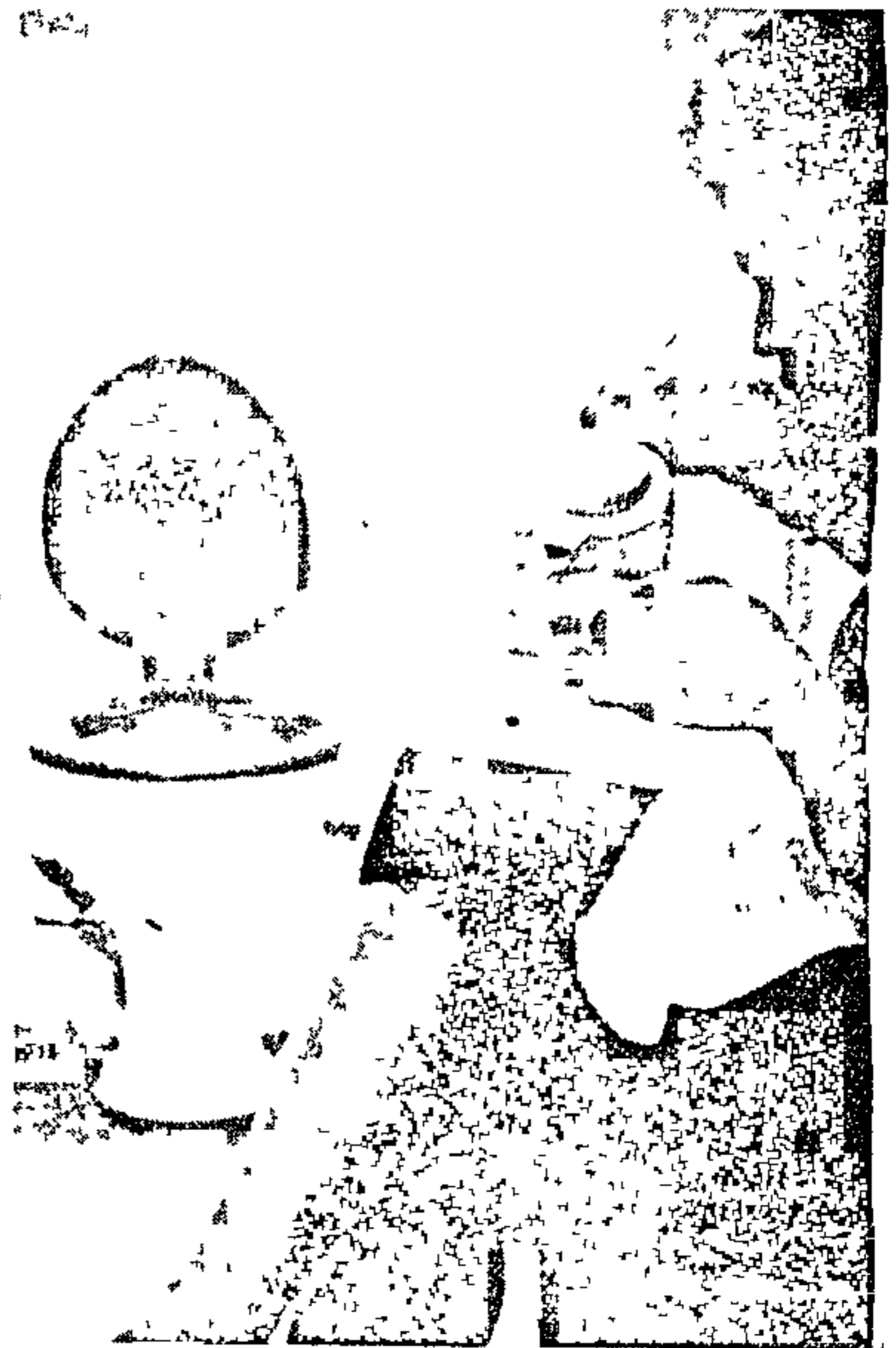
Mr Isaac Mbomela, of Langa, a chef who had been working at the Mount Nelson since 1954, said he could not support his ten children on his weekly wage of R138

Desmond Melani, a father of two from Langa who works as a dishwasher at the Cape Sun, said his monthly wage of R240 was not enough to support his family.

"I have to pay rent of R30 a month for our house, keep my children at school and buy groceries

"I also try to get other essential needs to maintain a normal family life. But it's always a struggle to keep our heads above water," he said.

The regional manager of Southern Suns, Mr Chris de Kock, was not prepared to comment.



Separate facilities . An Inn on the Square worker having her tea in the "canteen"

PIC: FANIE JASON

AP 643 14/10/8

Vital bread talks in city

1404
180

By DICK USHER and ANTHONY DOMAN Staff Reporters

TODAY could be a vital turning point in the three-day bakery workers' strike which has created critical bread shortages in many areas of the Peninsula

As dozens of shopkeepers queued for hours at Enterprise in Claremont for their first bread this week, talks with the combined shop stewards' committees from two of the affected plants — Good Hope and Silverleaf — were due to start

And the Food and Allied Workers' Union (Fawu) said it was likely to challenge an interdict obtained against the strike by Enterprise yesterday

The interdict in terms of the Labour Relations Act restrained workers from instigating, supporting or organising a work stoppage

Bakeries affected are Duens Cadora, Silverleaf, Good Hope and Enterprise, which is in limited production

Mr Jan Theron, general secretary of Fawu, said it was encouraging that Good Hope and Silverleaf were prepared to talk without imposing conditions

"But they have not come up with any firm proposals"

"THREAT"

He said Duens had made "some kind of threat" that employees should return to work by 8am today

"This was accompanied by an indication that they are prepared to talk"

A Duens spokesman said a Press statement would be issued later

At one stage about 50 vehicles, ranging from sedan cars to minibuses, waited in two queues outside Enterprise, and were being allowed inside in batches of five

Mr M Abdurahman said he had been waiting since 6 30am.

"I don't know for sure if I will get any bread," he said

LUCKY FEW

One of the lucky few was Mr Martin Lasker.

Bread filled all the available space in his station-wagon

One supermarket owner driving a minibus said he bought about 1 000 loaves a day "When I called up to check they said there would be plenty of bread, but we'd better get here early."

"Being without bread is bad for business," said another.

"If people can get their bread at one shop and the others haven't got any they'll buy all they need at that shop"

At Duens Cadora bakery in Epping no production was taking place, said shop stewards' chairman Mr Templeton Fushane

A spokesman for Silverleaf and Good Hope said his companies would not deliver today because no bread was produced yesterday

"In negotiations we have maintained our position that minimum wages would not be negotiated. But we are open to any views from the union about how we can overcome this deadlock"

Mr George Koning, group manpower manager for Sasko bakeries, said Enterprise would have some bread available for customers

"We baked last night, but not a full production"

"We used management staff on production lines"

The strike started on Monday morning when about 1 000 bakery employees, all Fawu members, stopped work at the four major bakeries in support of wage demands.

"The longer this strike stays unresolved the more likely it is to spill over to the Fawu-controlled mills which supply the bakeries. We want to avoid this," Mr Theron said.

The northern areas and the Cape Flats were the hardest hit by the shortage yesterday.

A spokesman for OK Bazaars said stores in the northern areas had no bread and Pick'n Pay's Western Cape managing director, Mr John Barry, said his stores had virtually none

● Pictures, page 3

Station, area.

AREA: WITHIN EXCLUDING TH

LO - BUILDIN

Spekenam strikers seek court help

THE labour dispute at the Spekenam meat processing factory in Bellville is being heard in the Industrial Court this week.

More than 600 striking workers are seeking reinstatement after being dismissed.

The dispute arose mainly over recognition of their union, the Food and Allied Workers Union (Fawu) and conditions at the plant.

Mystery surrounds a pamphlet that distributed among the striking workers at the Bellville South hall where they meet daily.

The anonymous pamphlet attacks the role of the union in the dispute.

Smith 1/4/88
8/4/10/88

Protest plan born of Mono buyout

B/day
15/10/87

Union demands say in talks on disinvestment

140A

WORKERS at Mono Pumps (Africa) in Sebenza near Kempton Park have resolved to hold regular demonstrations in protest against the failure of the company to negotiate with their union over disinvestment plans.

This was announced yesterday by a spokesman for the National Union of Metalworkers of SA (Numsa).

A local management buyout is being negotiated by the UK subsidiary of holding company American Brands Inc.

Local Mono Pumps MD Herbert Peake said the 360 employees had been assured soon after the April 30 disinvestment announcement that the change of ownership would not materially affect their working conditions. So negotiations were unnecessary.

In any event the union demands were excessive, he said.

Numsa said it wished to negotiate for

ALAN FINE

the disclosure of information concerning the sale of the company, full union recognition which would allow plant-level negotiations, and a job security agreement with wages guaranteed for five years.

It also wanted the departing company to establish a community trust fund to channel borehole and other pumps to needy rural communities.

According to Numsa, the representative of Mono Pumps (UK) refused to consider these demands. He said only he would consider giving an *ex gratia* payment to some educational institution for disadvantaged people.

Numsa accused the company of paternalism and "running away with their money after having profited in SA for 32 years".

Swedish award for Ramaphosa

By MONO BADELA

MINeworkERS' leader Cyril Ramaphosa has become the first recipient of the Olaf Palme Memorial Prize, named in honour of the assassinated Swedish prime minister

Ramaphosa — general secretary of the 340 000-strong National Union of Mineworkers — has been invited to Sweden later this month to receive the prize.

But Ramaphosa is unlikely to attend — two weeks ago he was refused a passport to travel to Britain to attend the annual meeting of the Trade Union Council.

Paying tribute to Ramaphosa, the trustees of the Palme Prize described the prize as one for "international understanding and mutual security".

They described Ramaphosa as "having shown tremendous courage and wisdom" as NUM leader during the miners strike in July.

The trustees said the prize was actually a tribute to the members of the NUM, who "showed solidarity in the struggle for their rights". These feelings were echoed by the NUM.

140A

W/Trade

9-15/1087



Bakery talks fail to end strike

Cape Times 15/10/87
120
120
120

Labour Reporter

TALKS last night failed to reach a resolution to the four-day-old bakery strike which has created a critical bread shortage in greater Cape Town and has crippled the Peninsula School Feeding Scheme

Retailers reported "stampedes for bread" yesterday and said shelves were being emptied as fast as they were filled

The bakeries affected by the strike are Duens Cadora, Albany's (Silverleaf and Good Hope) and Enterprise

A Food and Allied Workers Union spokesman said last night, after an all-day meeting with the managements of Albany's, that the union would be meeting at 10am today for further talks

TWO FACES OF THE STRIKE . . . While staff at smaller, independent bakeries, like Mr Eric Makhaphela (left), Mr Headman Dyanty (middle) and Mr Templeton Mandondo, are rushed off their feet to provide for the extra demand for bread, workers at the four larger bakeries in the Peninsula — like those at Duens Cadora, in Epping, pictured below — continued to strike for a higher minimum wage yesterday. Picture: GLENN SHERRATT.



The strike began on Monday when about 1 000 Fawu members stopped work in support of wage demands

The group manpower manager for Sasko bakeries, Mr George Koning, said yesterday that despite the strike, bread was still being produced at Enterprise by "a couple of employees who were not on strike, and management"

Customers were welcome to collect bread from the bakery premises, he said

Mr Koning said that the company ordered workers to leave the premises yesterday unless they were prepared to resume duties

By DICK USHER, ANTHONY DOMAN
and HENRI du PLESSIS, Staff Reporters

AS the Peninsula bakery strike entered its fourth day with little sign of a solution, the bread supply has been described as "critical".

There are serious shortages in the northern areas, the Peninsula School Feeding Scheme is battling to feed 168 000 hungry children and panic-buying is depleting limited supermarket stocks

In Bishop Lavis people queuing outside a Wayside Road shop swamped a lorry delivering bread, which was all sold before it went into the shop

The strike involves about 1 000 members of the Food and Allied Workers' Union (Fawu) and affects four major bakeries — Enterprise, Duens Cadora, Good Hope and Silverleaf

A spokesman for Good Hope and Silverleaf — part of the Tiger Oats group — said that at talks yesterday both parties made proposals which would be discussed today.

Ordered to leave

At Enterprise — part of the Sasko group — workers have been ordered to leave the premises in terms of a court order granted on Tuesday that employees should not enter the bakery without the company's permission unless they are presenting themselves for work

Sasko spokesman Mr George Koning said production was going ahead using non-strikers and management staff

Duens spokesmen were not available for comment. An official statement promised yesterday has not materialised

Mr Jan Theron, Fawu's general secretary, said that yesterday Duens tried to bring in workers from its plant in Malmesbury — also members of Fawu — but they refused.

Pick'n Pay director Mr John Barry said the bread shortage in the northern areas was serious but the southern suburbs appeared to be well-supplied.

He described the situation as "critical".

"Our airlift of 5 000 loaves from Port Elizabeth has just arrived. Most will be going to the northern suburbs and Mitchell's Plain"

He said his company usually sold about 20 000 loaves a day but panic-buying had pushed up demand and now 60 000 loaves were needed daily

Bulk-buying by small shop-owners was also causing problems at supermarkets, said Checkers' Cape marketing manager Mr Hennie van Rooyen.

The manager of OK Bazaars in Mitchell's Plain said the small bakery on the premises was working "flat-out" to supply bread but this was not enough

"The bakeries said we could collect bread but we send a driver out at 7am and he's not back by 2pm because of the queues," he said

Offers of help are trickling in to the Peninsula School Feeding Scheme, which needs 6 500 loaves a day to supply 168 000 schoolchildren throughout the Western Cape with meals

Only 851 loaves

Its usual suppliers are either on strike or have limited their production

In the Peninsula alone 5 500 loaves are needed, but only 851 were obtained today. These were distributed in Guguletu and Nyanga

Delivery — normally by suppliers — was a problem but a Paarden Eiland engineering concern had lent the scheme a lorry and driver

Meanwhile, another union, the Commercial, Catering and Allied Workers' Union (Ccawusa), has entered the dispute

A Ccawusa spokesman alleged that Pick'n Pay's "breadlift" of 5 000 loaves from Port Elizabeth yesterday was a "publicity stunt" which did nothing to alleviate the situation

The union saw it as strike-breaking and interference by a company not involved in the dispute

Picture LEON MULLER, The Argus
I GOT MINE! Michelle Ross, 3, of Bishop Lavis, proudly walks off with a loaf after queuing since early today



Scramble for bread

AKKUS 15/10/87

1404

B (S) (M) 15/10/87

4 000 strikers fired by Anglo claims Numsa

JOHANNESBURG — Highveld Steel and Vanadium workers — many of them members of the National Union of Metal Workers of South Africa (Numsa) — were dismissed yesterday after a strike lasting about a month

The dismissals were confirmed by the owners of Highveld, Anglo American Corporation, but a spokesman could not confirm a Numsa estimate that 4 000 workers had been fired

He said that definitely 2 000 workers affected by a lock-out at the plant had been dismissed

In addition "sympathy strikers" (put at 2 000 by Numsa) had also lost their jobs, but an exact figure was not yet available from Anglo

The spokesman said many of "sympathy strikers" had apparently been victims of intimidation and it was difficult to assess the situation at this stage. It would hopefully clarify during re-recruitment

Preference would be given to former employees until October 21. If employed, these workers would "retain the service benefits that

they enjoyed prior to the commencement of the lock out"

It was also not clear how many of the "sympathy strikers" were not Numsa members

The spokesman also denied emphatically that Highveld had "instructed" the Witbank Administration Board to evict Numsa members from their hostels as alleged by Numsa

Hostel accommodation was not provided by Highveld.

Numsa said earlier yesterday its locked out members had been given until 10pm yesterday to vacate hostels at Highveld Steel and Vanadium

The eviction orders were given by the Witbank Administration Board, according to Numsa, who said the evictions were inhuman

Earlier yesterday, Anglo said in a statement the firings came after workers rejected various management offers after several meetings

The industrial giant said Highveld decided on a "lawful lock-out in order to attempt to resolve the dispute" — Sapa

THE proposed new labour legislation will roll back painfully-won trade union rights by ten years.

The Labour Relations Amendment Bill has the potential to prevent even legal strike action.

As the Bill allows a Department of Manpower official indefinitely to extend, at the request of any party, the 30-day "cooling-off period" which applies when a dispute is referred to conciliation boards, pending strike action may be infinitely suspended. Until now the freedom to strike has been subject to a finite period only.

The new Bill may have a major effect on the timing of legal strikes which unions usually plan to occur in the periods of acute employer vulnerability.

The timing of the Commercial Catering and Allied Workers' Union strike to coincide with the Christmas rush period last year had a great effect on the OK Bazaars.

And the South African Railways and Harbours Workers' Union strike affected the SA Transport Services severely during the Easter period when most migrant workers boycotted using buses and trains to the "homelands".

With parliament rapidly approaching the end of this season, it is unlikely that the Labour Relations Amendment Bill — or aspects of it — will be passed into law this year.

But still there is little comfort for trade unions in the new Bill.

Should strike action be allowed to proceed, it will place even greater responsibility on the union and its officials.

Although unions and their officials remain undemitted against company losses caused by a lawful strike, the onus to prove that they did not incite unlawful action has been shifted to union officials, office bearers and members, thus making a mockery of the common law principle that an individual is innocent until proven guilty.

The effect of this is that union leaders, who generally exercise a moderating influence on mil-

itant members, would become unwilling to involve themselves in wildcat strikes out of fear that failure to influence membership would render them liable for damages.

On the other hand, union leaders may be forced to act to avoid charges of complicity in unlawful action.

In three of the major strikes recently — involving the OK Bazaars, the mines, railways and the postal services — there were several allegations from management of violence which in some cases involved murder and destruction of property.

The unions countered the allegations by claiming that the violence was a direct response of workers to violence from the side of management.

During the height of some of the strikes the largest trade union federation, Cosatu — and the unions themselves — looked at the possibility of engaging in sympathy strikes, rolling strike action and boycotts. These possibilities, theoretically enabled by current legislation, are specifically removed in the new Bill.

Had the Bill been law this week, it would have posed a problem for the Food and Allied Workers' Union.

Fawu workers at three South African Breweries plants went out on strike in sympathy with colleagues who had been dismissed from one of the plants.

This week the Rand Supreme Court dismissed an application by the SAB to declare the strike at two of the plants illegal.

Rolling strikes — or actions where union members at a factory or plant refuse to handle products of a company involved in a dispute with a sister or fraternal union — are also likely to be ruled out by the new Bill.

During the three-month OK Bazaars dispute that ended in February, members of the Food and Allied Workers' Union were ready to refuse to handle or pack goods destined for the OK warehouse. And members of the Transport General Workers' Union would have refused to deliver stocks to the OK, had the strike continued.

In the past unions have used, with much success, consumer boycotts to force the employer to the negotiating table.

The new Bill would remove that weapon by defining such action as an unfair labour practice.

Under the Bill, a court could order punitive financial action to be taken against a labour organisation whose members were found to have caused financial damage to the companies concerned.

FOCUS ON THE NEW LABOUR BILL

Putting the unions into the cooler

The new labour bill has prompted rare agreement between employers and unionists: leaders on both sides regard the proposed recipe for cooling off labour disputes as a dangerous invitation to wildcat strikes. SEFAKO NYAKA reports

Had the Bill been law this week, it would have posed a problem for the Food and Allied Workers' Union. Fawu workers at three South African Breweries plants went out on strike in sympathy with colleagues who had been dismissed from one of the plants. This week the Rand Supreme Court dismissed an application by the SAB to declare the strike at two of the plants illegal.

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Under the Bill, a court could order punitive financial action to be taken against a labour organisation whose members were found to have caused financial damage to the companies concerned.

The removal of the unfair labour practice definition from the main body of the Act into a schedule is bound to cause problems in the future.

It means in essence that the state may make ad hoc adjustments to the labour relations system without warning or due parliamentary process.

The government's definition of what is not an unfair labour practice and hence may be removed from the ambit of the industrial court is contained in 64 clauses and includes:

• The dismissal of an employee or employees with less than one year's service

• The selective re-employment of employees dismissed for disciplinary reasons and, in some cases, where an employee is dismissed without the holding of a disciplinary enquiry

The other contentious issue is the establishment of a special law court which will be superior to the existing industrial court and which will handle appeals against decisions made by the industrial court.

The court, which will be presided over by a supreme court judge sitting with specialist assessors, will be administered and staffed by the Department of Justice rather than Manpower. Appeals against decisions by this court will be dealt by the appellate division in Bloemfontein.

This is sure to push up the costs of court action — something the unions can afford much less than can management.

Although a memorandum attached to the Bill states that the legislative changes have been brought about by the increasing extent to which existing conciliation machinery has been used to settle disputes, the Bill appears to be a product of an electoral shift to the right — which comedes with a massive heightening of union militancy

Another high-handed intervention

UNION VIEW

By FRANK MENTJES, Publicity Secretary of the Congress of South African Trade Unions

bosses' profits. Our law against them. Us against them. Where will the new Bill come in then?

If this kind of situation is to be avoided, then the new Bill should be repealed in its entirety. A strike action should be decriminalised and guarantees should be built into labour legislation — which should be extended to include all workers — around things like a national minimum wage; a 40-hour week and job security. These things, which are taken for granted in democratic coun-

tries, are taken for granted in democratic countries on informal and flexible lines has been severely undermined. The courts' equitable jurisdiction to determine unfair labour practices has been all but destroyed.

The new and lengthy definition of "unfair labour practice" adds no new worker rights to those established in the industrial court over the past five years and directly or indirectly undermines many rights established by the court. We expect that employers will argue that the failure to mention specific practices as unfair means that the legislation did not intend these to be unfair labour practices. The failure by an employer to deal with a representative trade union is, for example, not part of the new definition of an unfair labour practice.

The Bill completely outlaws sympathy strikes and strikes over the same issue within the previ-



Equity? fairness? Not much sign of it here

MANAGEMENT VIEW

By THEO HEFFER, Group Human Resources Director, Premier Group Holdings

climate this is most unfortunate. The trouble about the definition of the unfair labour practice is that it interferes with the useful

CAN anyone be surprised if unionists begin to see the legal and orderly routes as less and less attractive? The director-general of manpower recently stated that the reformation taking place in labour relations in South Africa provided guidelines for resolving racial and other problems which exist elsewhere in South Africa, and that the important principle of equity and fairness would be rein-

Another high-handed intervention

THE new Labour Relations Bill is another high-handed and ill-advised government intervention in the labour relations system so agonisingly built up since 1979.

All of the provisions — except the simplification of the procedure for applying for a conciliation board — undermine the potential for sound labour relations and reverse gains made by the unions in the sphere of established workers rights. Cosatu has studied the Bill and views it as a serious and massive attack on trade union rights in this country. Already there is great scepticism amongst our members about following all the procedures laid down in the Act to press home worker demands. With the new Bill, this scepticism will almost certainly turn to militant conviction.

Just look at the way employers "reward" unions following the legal procedures. The National Union of Mineworkers dutifully kept to the letter of the law in the recent strike. The result — nearly 50 000 members dismissed, and still unemployed in the space of three weeks. If the strike had been unlawful, the chamber employers would have had immediate interdicts against the NUM — not to mention the usual amount of the mine and/or state security forces against workers.

The struggle workers are waging for better wages and conditions is not being dealt with — especially by the most "liberal" employers — according to moral notions of "right" or "wrong", "fair" or "unfair" or even "legal" or "illegal". For employees there is only one law — the law of profit. It seems anything, no matter how much havoc it causes to people's lives, is permissible so long as the law of profits is obeyed. What will happen if workers elevate their needs to an unbreakable law? Workers' needs versus

UNION VIEW

By FRANK MEINTJES, Publicity Secretary of the Congress of South African Trade Unions

bosses' profits. Our law against threats against them. Where will the new Bill come in then?

If this kind of situation is to be avoided, then the new Bill should be repealed in its entirety; strike action should be decriminalised and guarantees should be built into labour legislation — which should be extended to include all workers — around things like a national minimum wage, a 40-hour week and job security. These things, which are taken for granted in democratic countries, are necessary if workers are to preserve the law as anything other than a boss' weapon against them.

But in our country the struggle for a living wage is branded a criminal communist plot. Police intervention in strikes is an almost daily activity. Bombs, beatings of our meetings, detentions, murder of our members, confiscation of our literature — these things are commonplace for Cosatu in 1987.

That the new Bill is aimed at drastically undercutting our rights in the area of the government's greatest reform is therefore no surprise after all this. We hope, against hope, that the employers and their government will come to their senses and have this Bill repealed.

As to our broad objections to some of the many aspects of the Bill itself, it is legalistic and complicated. The situation which the Wetham Commission envisaged of an industrial court functioned as follows:

toning on informal and flexible lines has been severely undermined. The courts' equitable jurisdiction to determine unfair labour practices has been all but destroyed.

The new and lengthy definition of "unfair labour practice" adds no new worker rights to those established in the industrial court over the past five years and directly or indirectly undermines many rights established by the court. We expect that employers will argue that the failure to mention specific practices as unfair means that the legislature did not intend these to be unfair labour practices. The failure by an employer to deal with a representative trade union is, for example, not part of the new definition of an unfair labour practice.

The Bill completely outlaws sympathy strikes and strikes over the same issue within the previous year. This illegalises the very basis on which Cosatu stands — an injury to one is an injury to all.

Unions involved in illegal strike action could now wind up facing damages claims running into millions of rands. Successful cases could even involve seizing the assets of the union. This is because the new legislation modifies the indemnity provided for registered unions in the Act. In these cases, actions by union members or officials will be assumed as acting on behalf of the union.

The new Bill provides for a special labour court as a court of appeal which will hear appeals and review decisions of the industrial court. The special labour court is likely to be more conservative than the Supreme Court.

While employers are not obliged to deal with majority unions, any attempt to enforce collective bargaining will be regarded as an unfair labour practice. This is a direct attack on majority unions. It will also increase the power of management to deal with workers directly behind the backs of the union.

THE WHIP'S BEING CRACKING AT UNIONS EVER SINCE JUNE '86

SRC ACADEMIC FREEDOM COMMITTEE
RICHARD FEETHAM MEMORIAL LECTURE
CLAMPS ON THE UNIVERSITIES

Curbbing "unrest" or silencing dissent
SPEAKERS:
PROF. HUGH PHILLPOTT
Director of student support services,
Univ of Natal

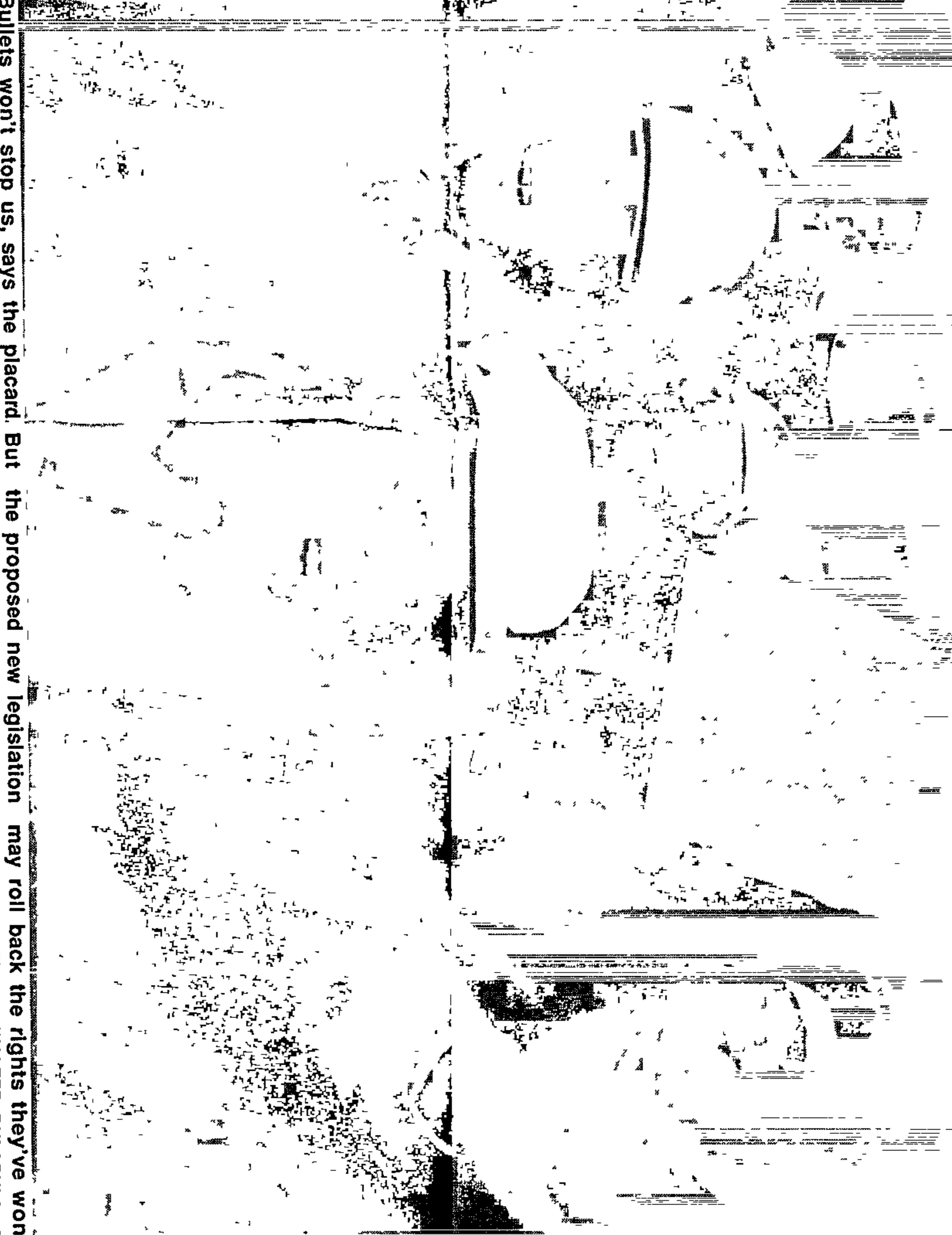
MOULANA FARIED ESACK
S.A Vice President: World Conference of Religion & Peace
DATE: 20th October
TIME: 8.00 pm
VENUE: Wits Great Hall

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Bullets won't stop us, says the placard. But the proposed new legislation may roll back the rights they've won
Picture: WALTER DHLADHA, AFP

BY THAMI MKHWANAZI

THE declaration of the State of Emergency on June 12 1986 signalled the end of the twilight period for unions as the whip of state repression came cracking down on the trade union movement.

The Criminal Procedure Act, the Internal Security Act, the Intimidation Act and the Emergency Act had been used to limit and curtail the activities of independent unions, lawyer Peter Harris said at the recent Intervarsity Law Students' Council conference in Johannesburg.

Citing the last two States of Emergency as the worst to hit trade unions, he said police involvement in labour relations had taken place for decades. Police intervention in the 1946 African Mine Workers' strike and the "onslaught" on the South African Congress of Trade Unions in the 1950s were effectively banned these independent trade unions.

Despite such pressure, the independent trade union movement had grown rapidly in the last few years and signalled to employers that the unions were a force to be reckoned with, Harris said. The Congress of South African Trade Unions was launched in 1985.

In the first few days of the Emergency over 170 unions were declared and police seized membership records, telefax machines and other items essential for day-to-day union business.

The union movement, Harris pointed out, was not passive in the face of such repression. Responding creatively to the crisis, shop floor workers and shop stewards breached the gap left by officials and administrative staff, took over

Unions won't stop us, says the placard. But the proposed new legislation may roll back the rights they've won

and became responsible for wage negotiations at plant and sectoral level.

As a number of office bearers were compelled to avoid union premises and the shop floor, workers from the respective factories became part of the negotiating teams and often consulted lawyers for legal advice.

The effect of repression on industrial relations resulted in strikes at various factories and more than 100 sympathy strikes in the retail industry against the State of Emergency, Harris said.

Negotiations in the metal, mining and chemical industries were adversely affected and in outlying areas such as Phalaborwa and Witbank they ground to a halt.

Lawyers were unable to consult officials held incommunicado who had been involved in sensitive negotiations with employers until the Metal and Allied Workers' Union vs the State President case in Durban in which the rights of detainees to be visited by a lawyer were secured.

Harris said it was significant that the court decision came in the wake of widespread allegations of torture and abuse that had emerged in the Por Elizabeth case of Wendy Orr vs the Minister of Law and Order.

The first three weeks of the third Emergency appeared to have made the police believe they were licensed to stamp out resistance to government policy, he said. Until the successful appli-

Unions won't stop us, says the placard. But the proposed new legislation may roll back the rights they've won

cations of the National Union of Mine Workers and Mawu, Cosatu affiliates were prohibited from holding meetings and publishing certain material. In the Free State unionists were not allowed to wear union t-shirts.

Harris cited the legal 1986/1987 OK Bazaars strike involving 11 000 workers as another example of the dent state repression left on industrial relations. Despite the fact that a wage dispute had been referred to mediation and involved delicate issues that affected a major portion of the retail sector, police intervened on a large scale.

Police intervention in the strike, he said, resulted in a delegation of Commercial, Catering and Allied Workers' Union of South Africa and management to the Minister of Law and Order for the release of unionists.

During the Cawusa/OK Bazaars strike there were 141 detentions under Emergency regulations, 55 individual court cases involving over 700 Cawusa members (to date there have been less than 10 convictions on charges other than municipal offences such as displaying a placard without permission) and 237 people had their charges withdrawn.

Illustrating unlawful interference in the OK strike, Harris cited the detention for a number of months under Emergency regulations of 74 members at the OK Centi Montana warehouse. The case in Durban in which the rights of detainees to be visited by a lawyer were secured.

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The first three weeks of the third Emergency appeared to have made the police believe they were licensed to stamp out resistance to government policy, he said. Until the successful appli-

Equity? Fairness? Not much sign of it here

MANAGEMENT VIEW

By THEO HEFFER, Group Human Resources Director, Premier Group Holdings

climate this is most unfortunate.

The trouble about the definition of the unfair labour practice is that it interferes with the useful principle of equity and fairness which would be reinforced by the Bill.

The most disturbing aspect of the Bill is that while some of the errors and most negative proposals of the December 1986 draft have been eliminated, some altogether new changes have been introduced which can only have a very harmful effect on industrial relations.

By far the worst of these is the removal of the unfair labour practice definition from the main body of the Act into a schedule which can be amended by the minister of manpower from time to time, merely by notice in the Government Gazette.

Legislation which has since its introduction led to the most important real reforms in industrial relations practices, and the extension of worker rights, now becomes the tool of a party politician. I can't think of anything more retrogressive than that.

True, the minister acts on advice of the standing committee of parliament on manpower, but this is a body controlled by the governing party. And the minister must publish a draft of any proposed notice in the gazette, but after interested persons have lodged any objections or representations he can amend the law merely by publishing his altered version in the gazette.

The effect of this sort of arbitrary power can be seen in the present Bill. When the draft was published for comment in December 1986, no changes were envisaged in the persons to whom the Labour Relations Act would apply. The Bill now before parliament will exclude university lecturers and private school teachers, amongst others, from any protection under the Act. Previously this exclusion applied only to work performed as part of their training.

One of the most valid criticisms of the Act has been that it is already too restrictive in excluding employees of the state, domestic servants and agricultural workers. What can be the justification for adding a further category of employees to be excluded from the rights and protection afforded by the Act?

The amendments to the unfair labour practice definition incorporated in the Bill are also cause for grave concern. Some union critics viewed the post-Wetham "new labour dispensation" as nothing more than an attempt by government (and management, who are perceived to have a symbiotic relationship with government) to control workers and their unions. To a great extent this sceptical view was countered by the industrial court's rulings in regard to unfair labour practices, especially unfair dismissals. These amendments will undermine any trust in the benefits of due process, and strengthen the hand of those who believe that industrial action is a weapon of first action rather than an instrument of last resort. In the current socio-political and economic

There is also an amendment which purports to prevent intermittent strikes. This could have the effect of encouraging strikers to prolong legal strike action. The move to make sympathy strikes illegal is also unlikely to diminish the use of this form of industrial action.

To date, a significant proportion of strikes have been illegal, but this has hardly prevented them from occurring. The industrial court's emphasis on fairness and reasonableness as opposed to mere legality has had a positive effect on relations in the workplace. One cannot legislate or command good industrial relations.

The Amendment Bill provides for what the departmental memorandum calls "the adjustment and streamlining of procedure concerning the publication of judgements of the industrial court". The lawyers will have more to say on this change, but it is disturbing that there will be an even greater veil of secrecy regarding the publication of the industrial court's judgements. This can hardly be the purpose of a continued building up of jurisprudence.

An amendment "to extend the indemnification of certain bodies and persons against losses incurred as a result of strikes or lock-outs" has the effect of considerably weakening this indemnity in respect of trade unions. Should any trade unionist (member or official) be involved in organising a legal community stayaway, or any strike action which is not legal in terms of the Act, the union itself could become liable for company losses even if the unionist had been acting in his personal capacity.

But worse still, the union would be presumed guilty until proven innocent, in that the Act places the onus on the union to show that the person concerned was not acting in its behalf.

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But worse still, the union would be presumed guilty until proven innocent, in that the Act places the onus on the union to show that the person concerned was not acting in its behalf.

... he did not know ...

Year-long milk dispute ends

By CARMEL RICKARD, Durban

140A

THE year-long Natal boycott of Clover dairy products came to an end this week when management and the Food and Allied Workers' Union reached a settlement.

2
140A

In terms of the agreement, 168 workers sacked in June last year during an illegal strike over Clover's dismissal of the senior Fawu shop steward, are to be paid R200 000.

The union is to "use its influence" to dissolve the Clover Workers' Support Committees; inform the Congress of South African Trade Unions that the dispute with Clover has been settled and immediately stop all activities related to this dispute.

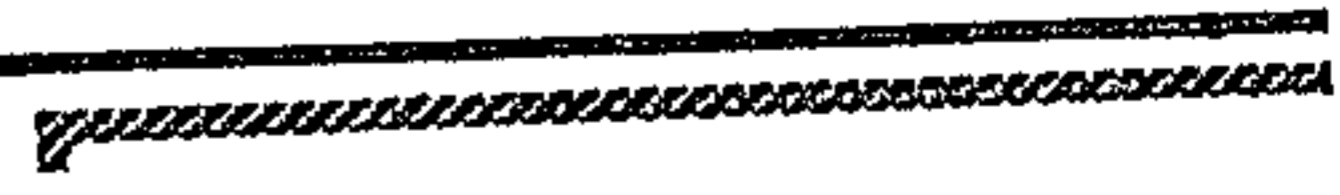
Clover — a division of National Co-operative Dairies — and Fawu further agreed to negotiate a recognition agreement. In the meantime a temporary agreement will apply which provides, among other things, that there will be no selective dismissals and re-engagement as a result of any legal strike for a period of six months after any such dismissals.

Among other issues before the court was whether a product boycott constitutes an unfair labour practice.

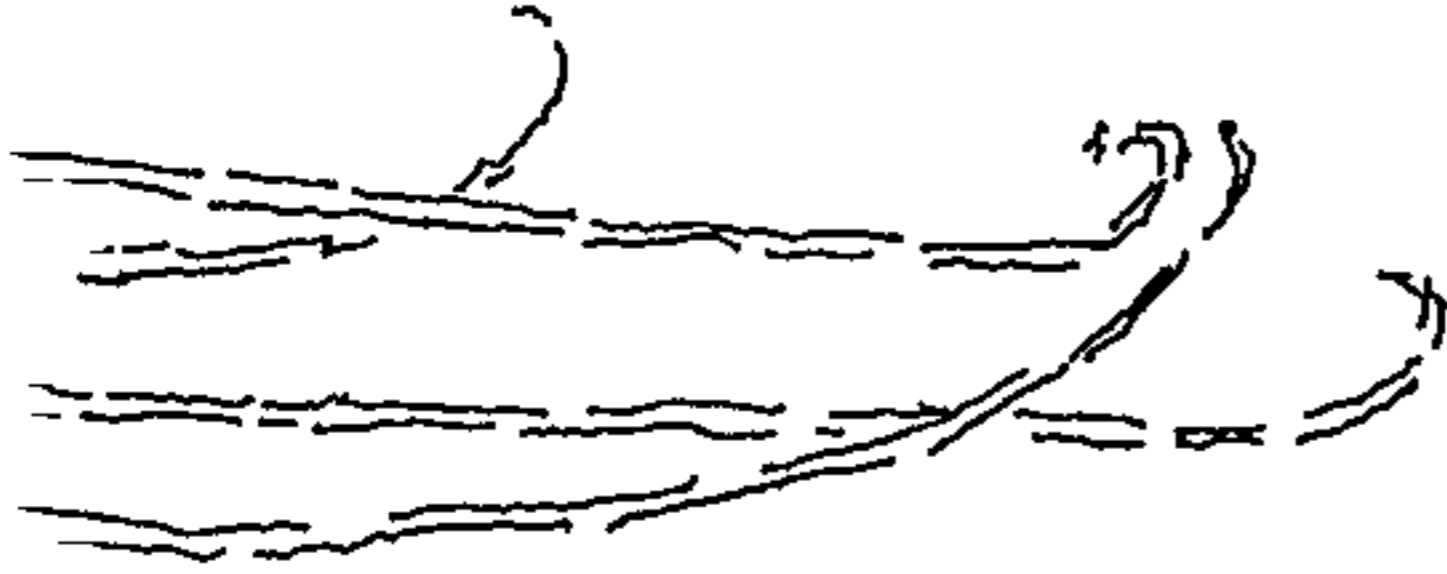
However, because of the settlement this issue was not decided by the court.

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Minister sued for stadium shooting

By CARMEL RICKARD,
Durban

THE Minister of Law and Order has been served with claims of almost R170 000 in connection with an incident at Durban's Currie's Fountain Stadium during November last year.

After the Metal and Allied Workers' Union AGM held in the grounds, police took action in the area and a number of people were hurt and one man died.

Claims have been lodged in the supreme court on behalf of five Mawu members, and in the magistrate's court on behalf of a further 11.

A typical claim is made by Simon Jabulani Mchunu of KwaMakhutha.

In his court papers he says that on November 15 1986, members of the South African Police injured him with a quirt and fired at him, as a result of which he suffered multiple shotgun wounds.

In compensation for wounds he sustained, his pain and suffering, medical expenses and loss of earnings he is claiming a total of R27 060.

Another claim concerns Sibonakaliso Joyful Mchunu, who was shot and killed in the incident.

140A

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(140A)

THE nine-week strike at Mercedes Benz, which ended this week, taught the firm "to take the workers seriously", according to officials of the National Union of Metalworkers of South Africa.

At an estimated cost of R350-million, the strike was an expensive lesson, and the final hiccup which preceded the return to work on Wednesday showed it was not a lesson easily learned.

An agreement reached last Friday had provided for a minimum wage of R4,50 an hour, and for the entire workforce to be taken back unconditionally. The union agreed to forfeit payment for the strike period and to maintain industrial peace at least until the end of the year.

However, when workers turned up at the factory gates on Monday morning, they were confronted with "service contracts" which they alleged contained several violations of the agreement.

Numsa representative Viwe Gxansa said about half of the 2 800 strikers had been demoted to job categories lower than those they had held before the strike began. Some of the foremen who had joined the action had been dropped from grade seven to

Mercedes: the strike ends ... and another row flares

grade four, even right down to grade one.

In addition, the contracts made provision for a probation period of three months, and workers were told arrangements for the payment of end-of-year bonuses were being changed.

The workers refused to sign the contracts, and convened a meeting at "Geneva", the spot outside the trimline plant where they customarily held meetings during the strike.

Negotiations between Numsa and management were resumed. According to union sources the company backed down on all issues late that same evening. By Wednesday morning, all workers were back at the plant, and production lines were finally being started up again.

Commenting on the episode, Gxansa said the company had been trying to pull a fast one. "The company thought the workers were starved

The bitter Mercedes-Benz strike had hardly ended when workers were back holding protest meetings. FRANZ KRÜGER reports on the uneasy truce.

enough, and thought they wouldn't fight." Mercedes had been trying to save some money by taking workers back at lower levels, Gxansa said.

He also accused management of wanting to penalise the foremen who had stood with the strikers.

The company did not at first comment on the union's allegations. On Tuesday evening, a short statement noted "As previously agreed, the job grades of workers returning to work will be restored to the same grades held by them at the commencement of the strike." It also said the union had

confirmed "that the workers have agreed to sign the necessary documentation."

In response to a request for a more direct response to the union's allegations that workers were demoted, company representative Delene MacFarlane said "The nature of our manufacturing process requires the moving of people between different jobs."

"In order to maintain an accurate administrative system, the company is compelled to audit its employees' job grades on an ongoing basis. The changes to a limited number of job grades of the returning workers was as a consequence of such an audit and was in line with the agreement negotiated with the union as well as is custom and practice in the motor industry."

The changes had, however, caused "confusion" when workers returned, and the company had agreed to re-

storing workers' job grades "in order to avoid any further confusion because of the misinterpretations." The firm she said, did not believe it violated the agreement.

Nevertheless, the course of the strike seems to bear out union criticism that management's response to the dispute consisted of a series of strong-arm tactics which almost invariably backfired.

Mercedes set no fewer than four ultimatums and deadlines in an attempt to force an end to the strike. First a part, then all of the work force was dismissed. The company launched an unsuccessful recruitment drive among its former employees, finally all were reinstated.

For its part, the company has accused the union of intransigence.

The dispute began on August 3, when workers of the body and chassis section walked off their jobs in protest against a cut in working hours. Management had refused to delay implementation pending talks with Numsa on compensation.

The demand for a minimum hourly wage was also placed on the table, but the firm said it would not discuss an increase beyond the amounts agreed on at the industrial council for the motor industry.

The next day, the rest of the work force joined the strike, and the plant was closed.

There followed an interdict restraining the union from participating in the strike (ignored on a technicality), abortive negotiations, offers and counter-demands.

On the day Mercedes dismissed its entire workforce, a West German Greens Party parliamentarian, Willi Hoss, arrived for a solidarity visit and sharply criticised the company's move. He addressed worker meetings, but the company refused to see him.

Meanwhile the parent company, West German motor giant Daimler Benz, was facing mounting criticism of the handling of the dispute by local management.

In the end, last week's settlement included a wage package that fully compensated workers for the cut in hours.

Mercedes Benz has consistently refused to quantify the losses it has suffered through the dispute. But calculating from the daily production loss of some 130 vehicles, some reports put the cost of the strike at R150-million after only four weeks.

If the calculations are correct, then losses must now amount to about R350-million.

In the last days of the dispute, there were allegations by the company of violence by the workers. Three workers had been arrested earlier and charged with intimidation. Their cases are still pending.

However, Gxansa said there had been no violence. "Why should the workers turn to violence when they had already won?" — c/news



How does a bottle of Graca measure up to a crayfish?

Case study: Pick 'n Pay and the catering union

THE plan sounded enlightened and innovative: Socially-minded supermarket chain Pick 'n Pay would ensure half its employees owned shares in the company by 1992.

The union was unimpressed. The Commercial Catering and Allied Workers' Union said Pick 'n Pay had decided on the scheme unilaterally and did not communicate with the union, which represents the majority of the company's workers.

The union is particularly critical of the structure of the trust which Pick 'n Pay has set up to implement the scheme. "The trustees of the new fund have already been appointed. Workers have not been given the opportunity to elect or play a role in electing representatives to this board," Ccawusa's Jeremy Daphne said.

The union said Pick 'n Pay had been projecting its new employee share ownership scheme as a major advance for worker shopfloor welfare and a step towards industrial democracy but "for the workers involved it is important to remove the tinsel and see what lies underneath".

Pick 'n Pay executive chairman Raymond Ackerman said the company had not discussed this particular scheme with Ccawusa but had discussed the idea with the union in the past. The union said this was incorrect: "At no stage have there been negotiations or consultations with Ccawusa on this matter," the union said. "This applies to the present scheme and the new scheme that Pick 'n Pay intends implementing."

Ackerman told *Weekly Mail* he knew some trade unionists were against the scheme and "I

respect this view", but he hoped the trade union would come to accept that the scheme gave workers a meaningful stake in the company.

"We can in our own businesses give people the experience of power sharing in the economic field," Ackerman said.

He said Pick 'n Pay was not trying to co-opt workers or divide them from the trade union. "We believe wages are the main thing and all the things we negotiate with the trade union remain paramount — share ownership is just a cherry on the top."

At present, 16 percent of its 18 000 employees own shares in Pick 'n Pay.

The company intends to raise this proportion to 50 percent over the next three or four years, by changing the criteria for employee share allocation and splitting Pick 'n Pay and Picwik (the holding company) shares into four. (Thus, for example, Pick 'n Pay shares which this week were trading at R45, would be split such that a share would cost about R11 and a Picwik share about R5,50.)

In terms of the existing scheme, shares have been allocated to employees with more than 10 years' service and to managers.

In terms of the new scheme, it is likely that employees with five years service will be included, as will senior staff below managerial level.

The company has allocated R25-million which will be used to buy Pick 'n Pay and Picwik shares on the market (it will not be issuing new shares). These will be held in a trust fund for staff.

future economic and political stability of South Africa will be largely influenced by the degree of understanding and trust that can be engendered among all people towards a market-orientated economy. Ownership of equity, as well as houses and trading entities, must become more widely accepted as a legitimate form of private ownership."

Standard doesn't have to worry too much about trade unions. But both Pick 'n Pay and the Coke share offers have come under fire from un-

ions in their own companies (see story above).

When US multinational Coca Cola announced its intention to pull out of South Africa last year, selling the major part of its holding in Amalgamated Beverage Industries to South African Breweries, R11-million of shares in ABI were set aside for the company's 7 000 workers and 3 500 Coke dealers. The scheme is now being implemented and the share offer closes at the end of this month.

ABI Managing Director Alex Reid



Raymond Ackerman

Employees can buy their shares from the trust after five years if they have the money, or the shares will automatically become theirs after 10 years through dividend repayments into the trust.

The scheme and the trust have come under fire from Ccawusa. The union says most workers will have to wait the full 10 years before they own their shares — meanwhile they will be represented on the trust by a board of trustees whom they have had no say in electing.

"Workers automatically qualify to receive shares and there appears to be no consultation involved," the union says.

And it points out that the share scheme will not give workers any significant power in the company, as individual shareholders will have little voting power. Also, it says, even if the company raises to 50 percent the proportion of staff who hold shares, "this would only constitute a small percentage of the total issued share capital of the company".

said the company saw the share offer arising out of Coke's pullout as an opportunity to "introduce the concept of share dealing to a community who by and large have never had an opportunity to participate in a capitalist type system" and added that it was "a genuine attempt to let workers share and participate in the company they work for".

ABI's training programme to teach workers and dealers about shares and share dealing has received a fair amount of publicity. And the compa-

W/maile
9-15/10/87

Rival unions go out on strike together

By VUSI GUNENE

TWO rival unions went on strike together this week.

The National Union of Metalworkers of South Africa, a Cosatu affiliate, and the South African Boilermakers' Society, aligned to the now-defunct Trades Union Council of SA, went on an unprecedented strike action at Cadac Ltd in Johannesburg.

Numsa is the second largest affiliate of the Congress of South African Trade Unions while SABS was aligned to the now-defunct Trade Union Council of South Africa. Joint action by unions from such divergent labour traditions is a new phenomenon.

The wage strike — which is legal and involves about 400 workers — entered its fourth day yesterday.

Negotiations between Cadac, manufacturers of domestic gas cylinders and primus stoves, and Numsa-SABS began in June and reached deadlock early this week after management's offer of a minimum wage increase of 30 percent was rejected. The unions are demanding a minimum of R4 an hour for their members while Cadac will go no higher than R3 30.

Seventy-five percent of the total workforce in the industry are members of Numsa while the remaining unionised workers are in SABS. Leaders of both unions have submitted joint proposals throughout the negotiation process.

Attempts at arbitration through the Metal Industrial Council failed and a strike ballot, conducted in September, showed 80 percent of the workforce to be in favour of a legal strike.

Production levels at Cadac have declined dramatically.

A company representative yesterday told the *Weekly Mail* that "continuous production in the factory has come to a standstill but some limited activity is being maintained by employees not involved in the dispute".



Cape Town municipal workers at a mass meeting in the City Hall this week where they endorsed the formation of a national union

National launch for municipal union

South
(140A) 15-21/10/8

A NATIONAL union representing 20 000 municipal workers is to be launched in Cape Town next week.

Members of the 13 000 Cape Town Municipal Workers' Association (CTMWA) endorsed the decision which will lead to the merger of five unions at a meeting in the City Hall this week.

The other unions are the Transport and General Workers' Union, the Municipal Workers' Union of South Africa, the General Workers' Union of South Africa and the South African Allied Workers' Union.

The formation of a national union will be in line with Cosatu's policy of "one industry, one union".

General secretary of the CTMWA Mr John Erntzen said his union "had stood alone for too long".

Erntzen said the formation of a national union would make it possible to organise the large number of unorganised workers in parts of the country.

He said the launching conference would only be attended by Cosatu-affiliates. "We'll be looking at other unions organising municipal workers after our launch."

Guest speakers at the launch will be representatives of the UDF and Cosatu. About 87 delegates are expected to attend.

A worker at the City Hall meeting said "The council has pushed us around. When we start a national union and they do not listen to our demands, we can stop work and the whole country will join us."

"Workers in all the other cities and townships around the country are our brothers and sisters, they are our family. They also need a union like CTMWA. We are not selfish."

Speakers at the meeting also criticised the Regional Service Councils (RSCs).

"RSCs have been started to split us. The answer is a national union. This is our chance to link up with our brothers and sisters in other municipalities," another speaker said.

CAE Trusts 16/10/87 (126) (1404)

City bread queues start early

By ANDREW DONALDSON

QUEUING starts early at the Enterprise Bakery in Claremont, where administrative staff have been producing a limited amount of bread on a daily basis while workers continue their strike for higher pay.

Yesterday the Peninsula Feeding Scheme — already near-crippled by the strike, which now enters its fifth day — joined the queue for bread at 6.30am.

By that time, cars and trucks had already been queuing at the bakery's gates from 5am.

The bakery, to avoid a repetition of Wednesday's chaotic scramble for bread, began admitting buyers at 6am — two hours earlier than usual.

As workers arrived at the factory,

they gathered near the entrance and, singing and dancing, waved banners outlining their demand for a minimum across-the-board increase of R32 a week.

Drivers and buyers then "ran the gauntlet" past strikers as they moved towards the bakery's bays where administrative staff helped them load up their orders of bread.

Once filled with its order of 850 loaves, the Peninsula Feeding Scheme truck left the bakery about 8.30am and headed for Bonga Lower Primary School in Guguletu — a bread-distribution point for schools in the area.

This was the first bread the scheme had managed to get to Bonga this week.

Seminar told of the 'facility factor'

By LEN MASEKO

COMPANY catering facilities were increasingly being used as a negotiating factor in the workplace, an industrial relations seminar was told this week.

Supervision Food Services managing director, Mr Nigel Dunlop, said this trend would "develop dramatically" in the next few years. He was addressing about 100 businessmen in Johannesburg.

"We are becoming more and more aware of both management and workers using the company catering facility as a negotiating factor," Mr Dunlop said.

He said every business looking towards a better tomorrow had to start making contributions to the greater good of the industry or society it served today.

Role

Anglo American executive, Mr Michael Spicer, said there was a need for managements to recognise the role of their employees and allow them greater participation in the workplace.

"We have to have a positive view of the potential of this country, and should negotiate the future with all those who participate in it — even if it means negotiating with people we do not necessarily agree with," Mr Spicer said.

He said there was a viable small business emerging in the black townships, and that this needed a financial boost. "We have to allow all South Africans access to capital through financing small business or financing home ownership," he added.

Structure

1407
12/10/87

Labour Update

EVICTIION DEADLINE

By THEMBA MOLEFE

THE fate of about 1 000 workers dismissed this week by Highveld Steel and Vanadium Corporation hung in the balance as they waited to be finally evicted from their hostels in Witbank yesterday.

The workers, who are members of the National Union of Metalworkers of South Africa (Numsa), are among an estimated 4 000 people dismissed by Anglo American Corporation's Highveld Steel on Wednesday.

The dismissals arose from a wage dispute between management and Numsa and resulted in the company locking out the workers after they rejected a wage offer.

Police maintained a heavy presence in KwaGuqa Township as the deadline set by the town council for the workers to vacate the hostel expired at 10pm on Wednesday night.

Yesterday the workers held a meeting on the hostel grounds where they decided to wait until they were physically ejected.

Sapa reports that a management spokesman denied emphatically that Highveld had instructed the Witbank Administration Board to evict Numsa members from their hostels as "alleged" by the union. "Hostel accommodation was not provided by the Highveld but by the administration board," management said.

The spokesman said Anglo said that the firings came after workers rejected several management offers after several meetings.

Management said the lock-out was announced on September 21, "dismissing the employees party to the dispute".

On Wednesday Highveld distributed letters among the workers in which it stated that as an "inducement" to former employees to apply for employment within the next seven days ending 4 30pm on October 21, such persons, if employed, will retain the service benefits they enjoyed prior to the commencement of the lock-out.

Numsa demanded a R4,50 hourly minimum and an across-the-board increase of 75 cents an hour



THE 1 000 Numsa members gathered on the hostel grounds in KwaGuqa as the deadline to vacate the premises approached on Wednesday.

Pic LEN KUMALU

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140B
140C

140A-16/07/71

Workers' pay rose last month

Staff Reporter

MR B Harnekar, managing director of Gatti's ice-cream factory, said it was incorrectly reported that workers had last been given a pay increase in December.

He said the last pay increase was last month, bringing the minimum wage to R1,75 an hour.

The management's latest offer was five per cent on this, while workers were demanding R2,50 an hour.

NR645 16/10/87

140A

Day 5 in bread strike and no sign of accord

By DICK USHER,
Labour Reporter

THE Peninsula bread strike is now in its fifth day and again showing little sign of progress towards settlement.

The four bakeries affected by the strike of about 1 000 members of the Food and Allied Workers Union (Fawu) in support of demands for higher wages are Duens Cadora, Silverleaf, Good Hope and Enterprise

Two bakeries in the Premier group, Attwells and Lakeside, are not affected.

After two days of talks with management from the Good Hope and Silverleaf bakeries, worker representatives said there had been "absolutely no progress"

"They have not advanced one cent on their original offer," they said at a Press conference called by Fawu last night

RESTRAINT ON WORKERS

Duens yesterday obtained a court order similar to that granted to Enterprise earlier in the week, restraining workers from inciting, instigating, organising or calling for support for any form of work stoppage or overtime ban

In terms of the order, workers may not be on the bakery premises without management's permission unless they are reporting for duty

It was not immediately certain whether management would order workers to leave the premises.

At Enterprise, where there has been limited production using non-striking workers and management staff, the bakery has started working two shifts daily and reported that production was almost back to pre-strike levels

Strike-hit Albany bakery has supplied the Peninsula School Feeding Scheme with soup and milk powder in lieu of the bread it normally supplies

The scheme, which feeds 168 000 schoolchildren a day, is still struggling to make up the shortfall caused by the bread strike. It has been able to obtain only about 900 loaves daily instead of the required 5 500.

● Court grants bakery order, page 4.

CAPE TIMES 16/10/87

Staff Reporters

THE four-day bread strike has knocked a R300 000 hole in the profits of Duens Cadora Bakery in Epping and a van assistant, who had made a delivery run, was hospitalized after being assaulted, the Supreme Court was told yesterday.

14017
Court
hears of
bakery
losses

These details were listed in papers before court.

A temporary interdict was granted to Duens management by Mr Justice P H Tebbutt who ordered the Food and Allied Workers' Union, the shop stewards' committee of nine and 379 weekly-paid workers not to strike illegally, hinder normal operations, assault or intimidate any employees nor to be on the premises without permission.

Duens general manager Mr Johannes Geysler told the court Duens had lost R300 000 as a result of the strike.

Van assistant Mr Michael Allies was assaulted by striking workers on Tuesday. He was in Conradie Hospital with head injuries.

A driver — "a Mr Van der Ross" — was pulled out of his lorry while trying to leave "with a load of the old bread". Assistant technical manager Mr N Bassett received minor injuries trying to move the abandoned lorry.

Mr Geysler said he informed shop stewards on Wednesday that the firm intended using technical staff to resume baking limited quantities of bread, and intended making deliveries the following day.

He added that there had been no indication that the workers "intend to stop the illegal strike" and most were still on the company premises.

Duens normally baked 123 000 loaves a day — about 30% of the bread consumed in the Peninsula, he said.

● Running a gauntlet for bread — Page 3

By taking out... gan replied "Well, again, as I say, there's been no..."

Daily Dispatch
Correspondent

JOHANNESBURG —
The 4 000 workers dismissed by Highveld Steel in Witbank during and after a three week lock-out by management have decided to return to work, on management's terms, to meet the October 21 offer of re-employment.

A National Union of Metalworkers of SA (Numsa) spokesman, Mr Bernie Fanaroff, said

4 000 steelworkers to return to work

the choice had been between living to fight another day and being "scattered to the winds".

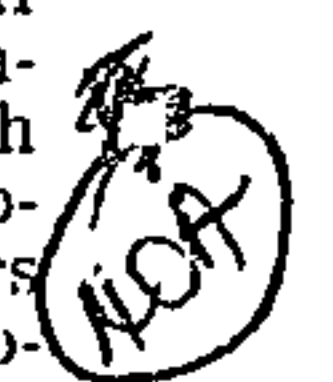
He said threatened evictions of hostel dwellers with management complicity would split up and divide membership and make it impossible maintain union organisation

Highveld has denied any role in the evictions.

He questioned the value of using legal channels in resolving disputes if the final outcome was dismissal of strikers. He said Numsa would, in future, have to consider bypassing them and striking without notice.

He also said negotiations in the metal industry had become farcical with managements concluding agreements with minority unions representing white workers and refusing to negotiate further with Numsa

Management had told the union that about 60 workers would face disciplinary hearings for alleged intimidation. But Numsa believed they would not get a fair hearing



DD
16/10/87

MAGAS 16/10/87 (1404)

Court grants bakery order over strike

By MICHAEL DOMAN
Supreme Court Reporter

THE Supreme Court has granted a second bakery a temporary interdict restraining workers from inciting, instigating, organising or calling for support for any form of work stoppage or overtime ban.

The order, against the nine-member Food and Allied Workers Union (Fawu) shop stewards committee and 379 other employees of Duens Cadora Bakery in Epping, was granted by Mr Justice Tebbutt

A similar order was granted against 141 workers at Enterprise Bakery in Claremont on Tuesday

Yesterday's order prevents the Duens workers, most of them Fawu members, from supporting strike action without complying with provisions of the Labour Relations Act where such action arises out of the dispute declared by Fawu on September 4

Terms of order

The shop stewards are chairman Mr Futshane Templeton, Mr Wellington Mente, Mr George Madola, Mr Champion Ntlonze, Mr Eric Marasi, Mr Grant Twigg, Mr Osborne Mbunyuza, Mr Willie Banisa and Mr Motobeli Madikiza

In terms of the order, the Duens workers cannot hinder or obstruct work at the factory, assault or intimidate any employees or be on the premises unless they are coming to work

Duens general manager Mr Johannes Geyser said in an affidavit that a Supreme Court order, issued on Monday night and directing that striking workers should allow the delivery of 153 000 loaves of bread from the factory, had been complied with

However, since then there had been two incidents of violence on the pre-

mises in which two men were injured. One was still in hospital

Mr Geyser said six meetings between Duens and Fawu in July and August this year failed to produce agreement

Mediation was resorted to, but at its conclusion on October 5 there had been no progress

Mr Geyser alleged the strike was illegal because Fawu had not applied to the Minister of Manpower to establish a conciliation board, which he said was the next step in the wage-dispute process

He said workers started working six hours on Sundays, instead of the usual eight and overtime, on September 5

"At several meetings with the shop stewards' committee we told them to return to work because the strike was illegal, but their reply has been that the problem would be solved if their wage demand was met

"We told them on Wednesday we were going to resume limited baking with technical staff and intended to deliver yesterday

"There has been no response, but I am apprehensive that violence will break out when we try to deliver the bread."

Lost R300 000

Mr Geyser said Duens Cadora's daily bake of 123 000 loaves of bread supplied 30 percent of the Peninsula's requirement and customers included hospitals, prisons, school hostels, supermarkets and cafés

"We have already lost R300 000 as a result of the strike"

The return date of the interdict is November 4

Mr P Hazell, instructed by Silberbauers, appeared for Duens Cadora

Retailers plan bread supplies

CAM- Times 17/10/87

(186) (140A)

Labour Reporter

THE six-day-old Pensinsula bread strike showed little sign of drawing to an early close yesterday, and many retailers have made plans to bake over the weekend to ensure supplies are available on Monday.

Managements of Duens Cadora, Enterprise, Silverleaf and Goodhope said they were willing to continue talks with the Food and Allied Workers' Union, with a view to settling the strike.

A spokesman for the Sasko group, Mr George Koning, said strikers had left the Enterprise premises, but had not been dismissed.

He said production was normalizing after rescheduling of shifts and he expected deliveries to be normal from Monday. Customers could collect bread from the bakery today.

Fawu general secretary Mr Jan Theron said the union "sympathizes with charitable organization that rely on bread".

"At the same time it is important customers understand that if working people are not to be dependent on charitable institutions, there have to be real improvements in wages."

A Duens Cadora spokesman, Mr H Swart, said negotiations were still in progress and "both parties were keen to bring the strike to an end".

Pick 'n Pay regional general manager Mr John Barry said an additional 5 000 loaves had been flown in for weekend shoppers; and the store would be baking tomorrow night to ensure full shelves on Monday.

The owner of the chain of 7 Eleven "convenience stores", Mr George Hadjidakis, said 6 000 loaves of standard bread would be delivered to corner shops today — and a further 6 000 on Monday, from an unnamed up-country bakery.

Beating the bread scramble: Capetonians bake their own

W/Le Argus 17/10/87

by TYRONE SEALE
Weekend Argus Reporter

CAPETONIANS seem to have gone for home-baking in a big way this week in the wake of the bakery workers' strike and the scramble for bread.

In the midst of the bread shortage many shopkeepers are reported to have charged up R1 for a loaf of brown bread, in many cases to defray the costs

of collecting bread from bakeries

The Consumer Council is investigating complaints from several people who had alterations with shopkeepers

Yesterday, management at some of the Peninsula's leading supermarkets reported varying increases in the demand for bread flour and yeast, which they described in many cases as usually slow selling lines

Mr John Barry, general manager of Pick 'n Pay in the Western Cape, said "It seems that home baking is really taking off. We normally order bread flour once a week but this week was different."

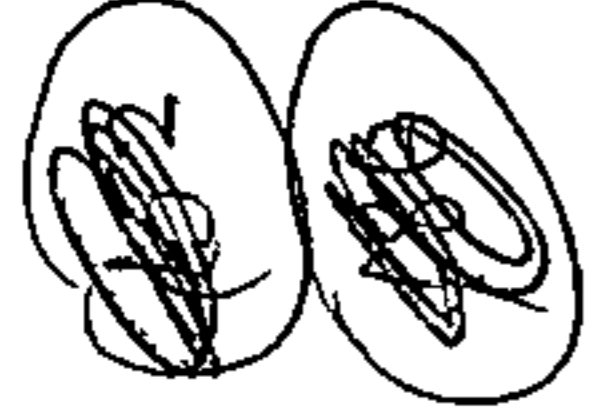
Mr Abdullah Aziz of Elite Supermarket in Fynlands, Athlone, said: "There's definitely been an increase in sales of bread flour and yeast."

Mr Hennie van Rooyen, divi-

sional marketing manager of Checkers in the Cape district, put the increase in flour sales at about 30 percent.

Mr Wander Hoon, head of the Western Cape regional office of the Consumer Council, warned, however, that home-baking was a short-term measure which could turn into an expensive venture in the long run

1401



11/20/68

PULL TOGETHER UNIONS ARE TOLD

BLACK trade unions and political organizations have been urged to forget their differences and start a campaign to fight for worker's rights in South Africa.

The editor of *Namibia Features* and *Press Agency*, Mr Eugene Nyathi, said "harbouring these differences" would only serve to retard the struggle of workers against oppression and exploitation at the workplace

He was addressing the annual congress of the Food Beverage Workers Union held in Krugersdorp this week. The congress was attended by more than 100 delegates and dealt with various issues in the trade union movement

Mr Nyathi appealed to the Congress of South African Trade Unions, **'Apartheid is the enemy'**

the National Confederation of Trade Unions, the United Democratic Front and the Azanian People's Organisation to start dialogue between themselves in the interests of the workers' struggle

Rivalry

He was aware of the rivalries and divisions within the national liberation movement "I cannot find justification for the bloodshedding that has occurred within us," he said

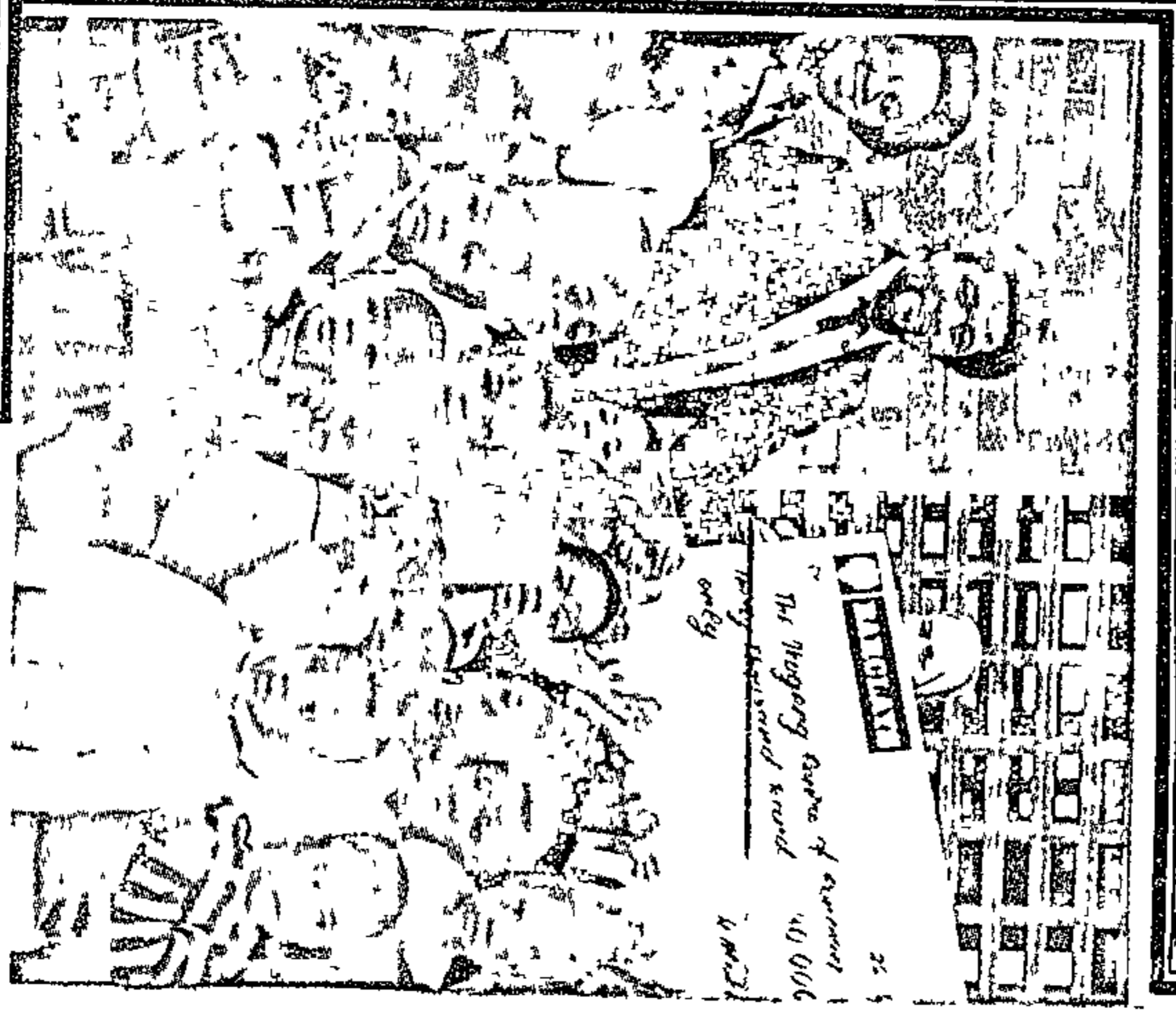
"Are our differences so acute that we are now prepared to do apartheid's dirty work? We

must not lose sight of the fact that our enemy is apartheid," he said

He went on "The thrust of trade unionism in South Africa should of necessity be informed and remain sensitive to the socio-political and economic inequity under the present system of government — apartheid

"The immediate quest for the betterment of the workers has to be viewed in the context of the generalised national political question

"The suppression of overt black political parties in our country means, among other things, that trade unions will for the foreseeable future remain a vital alternative channel for the articulation of popular resistance to apartheid



Strike threat to Xmas cheer

140A

By DON ROBERTSON

THE cheer may well go out of Christmas — beer could be in short supply

The deadlocked strike at most of South African Breweries' plants has left the country short of beer, and even if the matter is resolved soon it is unlikely that enough can be produced before the traditional Christmas swill

The month-old strike has hit beer supplies in major centres and is still unresolved. However, there are hopes that renewed discussions which start tomorrow will lead to a resolution

The strike has resulted a shortage of beer in certain bottle sizes only, but SAB's public affairs manager, Mr Gary May, says there is no shortage of beer except in required packages

Deadlock

The strike is the result of a difference in the minimum wage increase of 43 percent demanded by the Food and Allied Workers Union (Fawu) and SAB's offer of 33 percent

Fawu's demands would push up minimum wages to R4.30 an hour compared with the offer of R4 an hour by SAB

Mr May, however, would not indicate what the cost of the union's demands would mean to the annual wage bill for its 5 000 workers

Discussions reached deadlock after 15 days and, despite a call for the appointment of a conciliation board to adjudicate, this has not happened

Some strikers have returned to work at the Bloemfontein and Rosslyn plants, and this is seen as an encouraging indication of a possible solution

SAB has indicated that at this stage it will not budge from its final offer, and will entertain a shift in this policy only if a productivity improvement is negotiated

Mr Chris Dlamini, president of Fawu, has indicated that there is room for flexibility in the discussions

Victory for five workers

140A
News
18/10/87

CP Correspondent

THE National Union of Textile Workers has won the reinstatement of several workers dismissed from an East London company, including one man who had been employed for 17 years.

A spokesman for the union, Jabu Gwala, said Castellano-Beltrame had retrenched nine workers shortly after the union had started organising at the factory. Most of those retrenched had been involved in the union.

One of the workers, Albert Nkohliso, had been employed at the company for 17 years.

Although the union was still negotiating a recognition agreement at the time, Gwala said that the dismissals ignored the terms which were being drawn up - Elnews.

Soothing over the broken panes

By SEFAKO NYAKA

THE dispute between the Chemical Workers' Industrial Union and Pilkington Glass was partly settled this week when the parties signed an agreement for 2 400 hourly-paid workers — including a company pledge to consult with the union on the implementation of social responsibility programmes

According to CWIU general secretary Rod Crompton, the company also agreed to paternity leave and committed itself to non-racialism and to disclose information so the union can monitor changes

The wage settlement, which is a boost to the union's "Living Wage" campaign, raises the minimum wage to R4,25 per hour (R810 per month).

The agreement also provides for job security, reduced working hours, improved education and housing benefits and shift and service allowances

Monthly-paid employees have been excluded from the settlement.

The paternity clause, although won at a basic level, is significant in that more and more companies seem to be acknowledging that they need to enable male and female employees who are parents of young children to exercise their parental responsibilities.

The agreement provides for two days' leave. The union has now signed paternity agreements at more than 20 factories.

~~74~~ ~~()~~ (140A) ~~()~~ W/Mail
16-22/10/87

4 000 steel workers fired

By **STAN MHLONGO**

MORE than 4 000 workers were fired by one of the country's major steel producers this week as the month-old strike intensified and mediation talks collapsed

The action by Highveld Steel and Vanadium was described as a "brutal step backwards in SA labour relations" by the National Union of Metalworkers organiser Peter Dantjies, who represents the sacked workers

Dantjies said members of the Inkatha-backed Municipal Workers' Union of

SA were being recruited to scab in the strike

Dantjies went on to say that his union could not accept a 41c an hour wage increase for its unskilled members

He pointed out that workers affiliated to the white Boilermakers, Iron and Steel Union have been offered an increase of 70c an hour

Numsa claims to have battled for long periods to meet the company's bosses to discuss the grievances of workers

One of the issues on which the union and the

company failed to reach a compromise was the October 13 deadline set for the re-employment of workers by the company

The striking workers were then dismissed for failing to report on the set date

The company would also not compromise on the wage offer and the lockout of workers

"The workers did all in their power to follow the procedures of the Labour Relations Act in processing the wage dispute, which arose from the com-

pany's decision to conclude negotiations by signing an agreement with the Boilermakers, Iron and Steel Union," said Dantjies

Asked for comment, Highveld Steel director RA Herbertson said the dispute was of no interest to outside parties and that the union was aware of the views of the company concerning the strike



INDIA

18/10/87

140A

CP/MS

No light in tunnel for Mawu's Moses

By MARTIN NTSOELNGOE

THERE is no light at the end of the tunnel for the general-secretary of the Metal and Allied Workers' Union, Moses Mayekiso, and four others facing treason, alternatively subversion and sedition charges.

This emerged after they were refused bail by a Rand Supreme Court judge this week.

In a written judgment, Judge Strydom ruled against the bail application.

The other four are: His younger brother, Zwanele Mayekiso, 22, Obed Kopeng Bapela, Paul Ndlovu Tshabalala, 38, and Richard Mzamani Mdakane, 29.

Mayekiso was arrested at Jun Smuts Airport two days after the imposition of the current state of emergency on his return from Sweden.

He is the chairman of the Alexandra Action Committee.

The six men's future looks bleak as they don't know how long their trial is going last and the Rand Supreme

Court is soon going into recess.

Mawu has pledged its full support for its general-secretary and those on trial with him.

The union stated: "We believe that it was Mayekiso's duty to actively participate in community organisations aimed at improving the appalling living conditions of the Alexandra community.

"These conditions were a result of deliberate neglect by the government, which was trying to force Alexandra residents to leave."

The statement also called for the release of Mayekiso and those charged with him.

By Martin Ntsengelgoe and news items by P. P.

1987



19/10/87

Boycott over 15-month dispute ends

Clover agrees to pay fired strikers

MARITZBURG — After 15½ months, Clover Dairies has agreed to pay 168 dismissed strikers almost R1 200 each and to negotiate recognition agreements at all depots where the Food and Allied Workers Union (Fawu) has organised more than half the workforce.

In return, Fawu has undertaken to end all anti-company activities and to use its influence to dissolve the Clover worker support committees which prompted a nationwide boycott of all Clover products and those of its parent body, National Co-operative Dairies (NCD), following the dismissal of 166 workers from the Pietermaritzburg depot on June 30 last year.

The dismissed workers had been striking in protest against the dismissal three days earlier of a senior shop steward and union member.

The settlement between Fawu and Clover — read as an Industrial Court ruling in the Edendale Ecumenical Centre last Tuesday — states that the union will drop all issues pertaining to the 168 strikers and to undertake “no further industrial action”.

MAJORITY REPRESENTATION

Management agreed to pay R200 000 as compensation, to withdraw all court cases against the union and to conclude recognition agreements at all factories and depots where the union has majority representation

Fawu has a majority at Congella, Queensborough, Stanger, Richard's Bay, Ladysmith, Kok-

stad and Port Shepstone depots and had been negotiating recognition agreements at most of these plants for about two years

In the interim, both parties agreed that NCD could dismiss all illegal strikers after 12 hours and all legal strikers after four days

“Where justified” all strikers could be dismissed for “misconduct” at any stage, the agreement states

Two unionists will be allowed into Clover premises to investigate and meet with strikers, but within time limits

'BEST IN A WEAK SITUATION'

Both parties agreed to maintain media silence. However, a source close to the union described the agreement between the parties as “the best in a weak situation”

Fawu's lawyers had wanted the company to reinstate the 168 striking workers and to recognise the union as the collective bargaining representative of “all Clover employees” at factories and depots where it had majority representation

They were planning to argue that it was inconsistent for the company to demand that the union recruit a majority of the workforce before granting it recognition, and then limit recognition to its members only and not the non-unionised

However with this week's court settlement, no ruling was made on the majoritarian issue. Had the court made such a ruling it would have affected every worker and employer in the country —
Concord News Service

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AKG 19/10/87

(100A) (10) (10)

Peninsula bread shortage still critical

Labour Reporter

THE Peninsula bread shortage remained critical today, but the panic buying before the weekend appeared to have trailed off.

Shopkeepers suggested that the public had adjusted to the situation and were coping with it.

Bakeries not on strike and smaller concerns were still working flat out to meet the demand.

A spokesman for Attwell's, one of the bakeries not affected, said they could not expand production to cope with the added demand caused by the week-long strike for higher wages at four major bakeries.

LIMITS.

"There are limits to how much bread we can produce and we have to make sure that our regular customers are served," he said.

Mr Kobus Laing, assistant general manager for Sasko, whose Enterprise bakery is one of those on strike, said that some deliveries were being made.

"There are some areas where we can't deliver and outlets from other areas are also trying to get our bread."

A spokesman for the Peninsula Schools Feeding Scheme, which normally distributes about 6 500 loaves daily, said their critical position had eased.

"We are getting about 2 500 loaves from Enterprise and Checkers is baking 500 for us."

Bakery workers were reported to be meeting in Guguletu this morning to discuss the situation.

CML Times 19/10/87

Bread strike in 2nd week

STRIKING Silverleaf and Good Hope bakery workers will not be allowed back on the premises unless they signed an undertaking to return to work, Mr Louis Greef, the regional personnel manager of the bakeries' owners, Albany, said yesterday.

But a Food and Allied Workers' Union (Fawu) shop stewards committee spokesman responded that the workers were adamant they wanted the lowest-paid workers to be upgraded before any undertakings were considered.

Mr Greef's warning came during talks between Fawu and Albany. The talks failed, bringing no sign of a settlement and dragging the bread strike into its second week.

Managements of the other striking bakeries, Duens Cadora and Enterprise, are still involved in negotiations.

Mr Greef said Fawu and management were "still so far apart" there was "little, if any, reason to continue negotiating".

He said management had made no increased offer on the minimum wage of R130, but had made increased offers on the other grades.

The Fawu spokesman said the union had reduced its demand from R32 across-the-board to R30.

A spokesman for Enterprise, where workers left the premises last week, said deliveries were expected to "normalize" by today.

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11603 19/10/37
Beer strike: Meeting today

The Argus Correspondent

JOHANNESBURG — South African Breweries and the Food and the Allied Workers' Union, representing 1 500 striking workers, meet today in an attempt to resolve the wage-related strike at several of the company's plants and depots

The strike, now more than two weeks old, has affected beer supplies in the Transvaal and the Free State.

The workers went on strike after SAB dismissed six work-

ers at its Isando plant for refusing to end a go-slow.

On Friday workers at the Rosslyn, Pretoria, and Bloemfontein breweries returned to work but employees at the Isando and Alrode breweries and the Denver, Wadeville and East London depots are still on strike

In June this year, beer supplies to the Transvaal and the Free State were severely affected after 3 000 workers went on strike

57716 20/10/87

Treason trial to begin today

The treason trial of Metal and Allied Workers' Union (Mawu) official, Mr Moses Mayekiso, and four other Alexandra community leaders begins today.

The trial of Mr Mayekiso (38), Mr Paul Tshabalala (38), Mr Richard Mzameni Mdakane (29), Mr Obed Kopeng Bapela (28) and Mr Mzwanele Mayekiso (22) was due to begin yesterday.



DAYLIGHT AGAIN . Striking bakery workers emerge into the sunlight yesterday morning after a seven-day sit-in at Duens-Cadora Bakery in Epping. Picture ADIL BRADLOW

CAT Trust 20/10/87

Bread strike 'hurting', DIY bread taking over

1404 *132* *130* *128*

By CHRIS ERASMUS

BREAD consumers have begun buying out flour and yeast stocks and at least one supermarket chain executive said the bread strike, now in its second week, was "hurting"

Most of the city's main bakeries reported little bread production yesterday, although Mr Kobus Laing, assistant general manager of Enterprise Bakery, said it was "largely back into production"

Mr Laing declined to give details of the extent of production at Enterprise but said most customers were receiving bread

"We are hoping for a settlement some time this week — nobody has been dismissed and it is not our intention to dismiss anyone at this time," he said

A Fawu spokesman said last night that workers moved out of the Duens Cadora factory at 7.30am yesterday while workers "locked out" from Good Hope bakery and the majority of workers from Silverleaf and Enterprise were holding report-back meetings on an ongoing basis in Guguletu

"If you calculate the money lost at Duens for example, this would already more than cover the raises workers have been asking for," he said

No production took place at Silver-

leaf and Good Hope bakeries yesterday

Mr Louis Greef, a spokesman for Silverleaf, said a few workers had returned to work yesterday and spent the day cleaning up

"At Good Hope Bakery we had about 19 strikers still on the premises. We had no production there either"

Meanwhile Pick 'n Pay's general manager, Mr John Barry, said his group too had not been severely affected yesterday "largely because it is not a heavy demand day and because our in-house bakeries worked full-time over the weekend to stockpile bread"

"We had full deliveries in the southern suburbs and central area, although some of our outlets in the northern suburbs were still a little short

"We have also noticed that people are switching to bread substitutes like crisp breads. On the whole, people appear to have adapted their eating habits to accommodate the shortage," he said

But Mr Norman Leibov, OK Bazaars marketing director for foods, said his chain's outlets were in very short supply yesterday, as were the outlets of most other major supermarket chains

"This strike is definitely hurting us, although no more than most of the other groups"

11/6/68 20/10/87

Bakery bosses planning to produce bread again

By DICK USHER
Labour Reporter

1409 152

TWO more major Peninsula bakeries are likely to start producing bread again.

A spokesman for Good Hope and Silverleaf bakeries said the management would start discussing ways and means of starting production today.

Enterprise, part of the Sasko group, has maintained limited production throughout the eight-day strike.

Informed sources said Duens Cadora, the Peninsula's largest bakery, had also resumed production, but this could not be confirmed.

Strikers who had been sit-

ting in at Silverleaf and Good Hope since the start of the strike left after the management started a lock-out at the weekend.

The spokesman said management, supervisory staff and staff who had signed an undertaking to start work again, would handle production.

Discussions between Enterprise management and the Food and Allied Workers' Union (Fawu), to which the 1 000 striking bakery workers belong, started again yesterday.

Mr L Badenhorst, Sasko's group training manager, said talks would continue today.



POLITAN

Call for secret ballot on unions in Sats

Labour Reporter

A UNION has called for a secret ballot to determine support for unions among South African Transport Services workers.

This was among resolutions passed at the first regional congress of the South African Railways and Harbour Workers' Union in the Western Cape held in Cape Town at the weekend.

The union, involved in the prolonged strike by railway workers this year, claims the association for black staff, the

Black Trade Union, is no longer representative of workers and wants a ballot to decide the issue.

Other resolutions passed at the two-day congress covered deficiencies in the medical aid scheme, problems with travel concessions for workers and their families, differential payments in the hostel system, demands that Sats employees should come within the ambit of the Labour Relations Act and that parity within Sats should be discussed with workers, and a call for changes to the employment agreement.

A resolution that the union seek registration under the Labour Relations Act will be sent to the union's national congress, to be held next month.

At a congress in Johannesburg a new national industrial union in the paper and printing trades was formed.

The Paper, Wood and Allied Workers' Union and the National Union of Printing and Allied Workers, affiliates of the Congress of South African Trade Unions, merged.

The new union, the Paper, Printing and Allied Workers' Union, was formed in line with

Cosatu's policy of one union to an industry.

The Commercial, Catering and Allied Workers' Union has formed two new company councils to co-ordinate work within companies organised by the union.

About 100 shop stewards from Checkers met in Cape Town to form a council and about the same time a Pick'n Pay council was launched in the Eastern Cape.

Similar councils already exist for Ellerines, Metro Cash & Carry, Makro and Woolworths.

Numsa men face intimidation probe

ABOUT 130 members of the National Union of Metalworkers of South Africa have been suspended pending an investigation into alleged acts of intimidation as 4 000 Highveld Steel Corporation employees returned to work after being locked out of the Witbank premises.

Numsa and Anglo American Corporation said the workers had been suspended with basic pay following allegations of intimidation during the lockout which began on September 21. The union said the suspended workers included 10 shop-stewards.

The dispute arose from a wage dispute which led to a strike and the lockout.

Numsa rejected management's wage offer and declared a dispute while Highveld Steel insisted its offer was reasonable, saying five other unions had accepted it.

A Numsa spokesman, Mr Peter

Dantjie, said yesterday that workers began returning to work in response to management's terms that employees be back at their posts by October 21 or face dismissal.

Mr Dantjie said another influencing factor was the eviction threat after the Kwa-Guqa Town Council issued notices that Numsa members vacate its hostels by 10pm on October 14.

"Many of the members are migrant workers who would be faced with a problem of accommodation were they to be evicted," Mr Dantjie said.

The Anglo American spokesman confirmed that negotiations — which include all six unions organising at its plant — would begin soon on the question of converting canteen subsidy to wages.

The spokesman said it was difficult determining the number of workers back at work so far as they worked different shifts.

1/10/87
S. Dantjie
20/10/87

WLOA 20/10/87 SPAL

BLACK EMPOWERMENT is the currently fashionable phrase among serious aficionados of the South African dilemma, made so by the recently-disempowered Assistant Secretary of State for International Organisations, Dr Alan Keyes. What makes it particularly attractive is its pregnant vagueness and its suggestion of gradualism.

Serious people — as opposed to, say, Congressmen Ron Dellums or Howard Wolpe, chairman of the House Africa Sub-committee — avoid the blunter formulations "black power" and "majority rule" because they have a certain unsophisticated immediacy and happen to be what is actually being talked about.

It is the height of rudeness among aficionados to call a spade a spade when there are so many periphrases available.

The fact of the matter remains that somebody in SA is at some point going to have to cede a considerable quantity of their own power if there is ever to be a reasonable solution.

Since the white elite as a whole seems in no hurry to do this, let alone all at once, the question is which sector shall start the ball rolling. Who, in other words, is going to do the empowering?

The left, which sees government as the source of everything, good and bad, naturally tends to believe the answer is government.

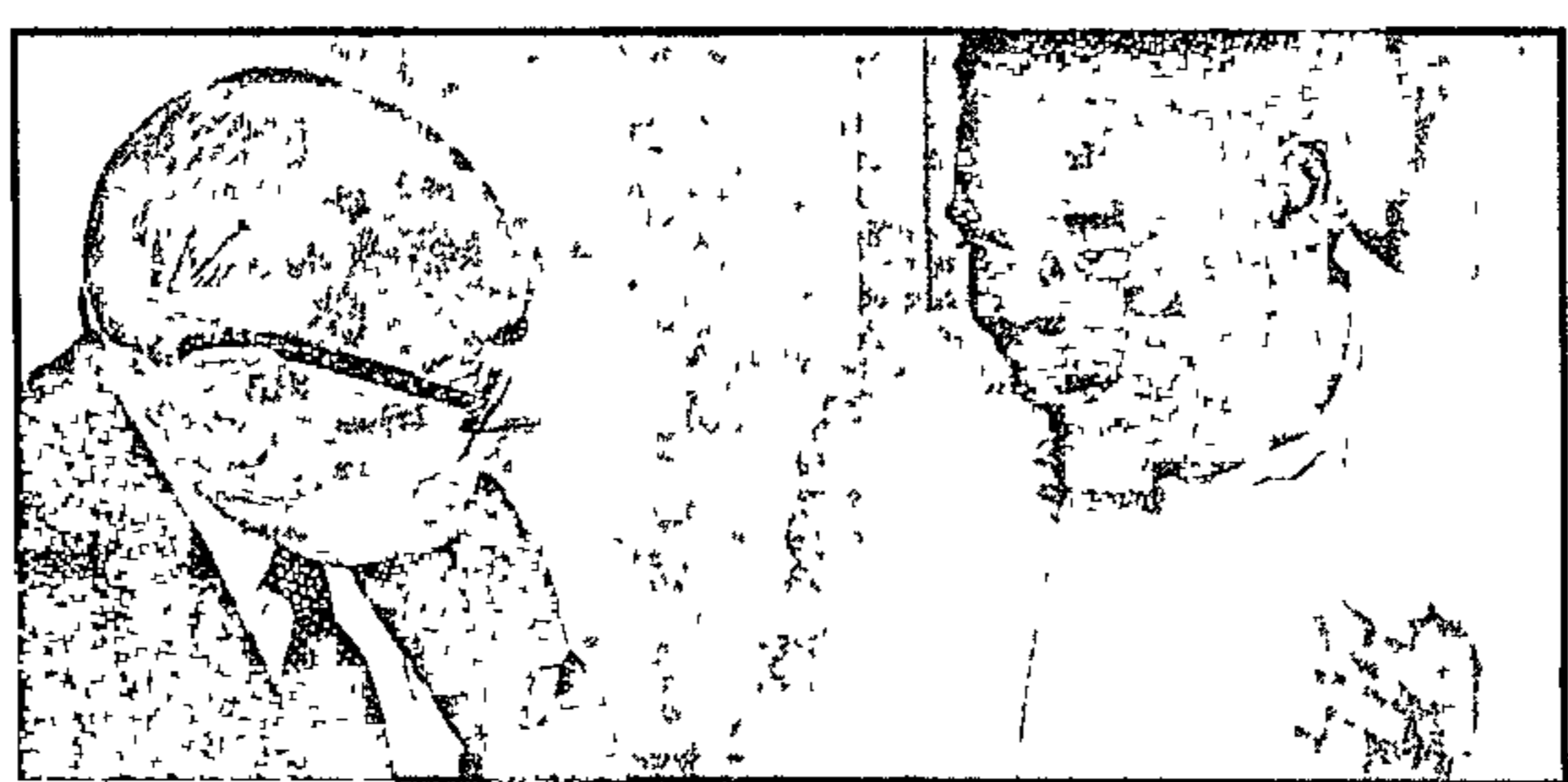
Accordingly, applying a calculus of pain which history has yet to demonstrate obtains in the case of Afrikanerdom, it demands that Pretoria be squeezed into surrender so that a new, all-encompassing state (i.e., the left itself) may emerge from the ashes.

The right, with its inherent tendency to dislike and therefore belittle the role of the state, looks elsewhere.

Some believe that the marketplace, by some magic of its own, will painlessly pull the rabbit from the hat if only allowed to operate free from outside interference. Others, of a more populist bent, contend that to do the trick the marketplace needs to undergo a radical transformation.

This latter group we may call the capitalist revolutionaries. They hold that to solve SA's problems, business, not government, must be the first to begin relinquishing power, and that when that happens all else will follow, because forces will be unleashed that the state will be powerless to obstruct.

Chief among these theorists, in the US at any rate, is Norman Kurland, MD of Equity Expansion International Inc, president of the Washington-based Centre for Economic and Social Justice and deputy chairman of the grandiloquently titled Presidential Task Force on Project Economic Justice. Kurland's thing is employee



□ NEW DEAL? Former Anglo chairman Oppenheimer and the NUM's Ramaphosa

Mining houses, the NUM and a 'new labour deal'

SIMON BARBER in Washington

stock ownership plans — ESOPS for short. Project Economic Justice is a congressionally approved attempt to encourage the development of ESOPS throughout the Third World, beginning in Central America.

The goal is to demolish Marx's central tenet — the abolition of private property — by proselytising the infinitely more democratic ideal of mass individual ownership of property and the means of production.

In a 1985 memorandum to then National Security Council Africa specialist Phil Ringdahl, Kurland laid out in detail how his doctrine — the "Third alternative to traditional capitalism and traditional socialism" — might be applied to SA. The mining industry and the National Union of Mineworkers would be the "beachhead".

"The owners of all South African gold, diamond, uranium and other mining companies would be encouraged to offer their workers a 'new labour deal,' which would include as a first step the right to buy 20% to 30% of all existing shares of common stock and the right to share in corporate profits and control, using the technology of a leveraged ESOP.

"Credit for such employee equity could be supplied externally through the International Monetary Fund or World Bank loans or from foreign private lending

sources, or it could be supplied through a variety of internal credit sources.

"With the co-operation of the South African government, tax and labour laws might have to be reformed along US lines to accommodate such a buyout."

A quick parenthesis of explanation. Since 1973, US law has promoted the formation of ESOPS by making both the principal and interest on loans to finance employee equity purchases tax-deductible.

In conventional borrowing, only the interest is fully deductible. This makes ESOPS highly attractive to managements because the plans are in effect a source of cheap capital.

Not surprisingly, there have been abuses. Some companies have exploited ESOPS to fight off takeover bids and have forced employees to buy non-voting equity.

The result has been that workers have found themselves "owning" but not controlling unprofitable and debt-ridden concerns. The majority of such cases have occurred when employee representatives were not sufficiently involved in the ESOP's creation.

Back to Kurland and SA.

"The ESOP should be structured

to guarantee individual as opposed to 'collective' ownership and control of corporate equity. The union itself should own no shares and no bloc voting should be permitted, in order to minimise the politicisation of economic decisions.

"The mineworkers' union should be offered the leading role in negotiating on behalf of rank and file workers the terms of the 'new labour deal,' but union leaders would have to agree in advance to a democratic process and an open dialogue in the structuring and approval of the new ownership participation programme.

"As an incentive to union officials, the union should be permitted to institute a 'dues check-off' (deduction) on all private property benefits (i.e., monthly and annual cash bonuses tied to profits, shares of stock, dividend incomes). It negotiates for its members. This access to a growing ownership system ple would supplement union revenues coming from wage system check-offs.

"The union should be guaranteed access to financial information needed to evaluate the purchase price. It should also be able to protect the ownership interests of their members by gaining access to data on executive incentives and other privileged financial information, as long as such data is disclosed in ways that do not impair any company's capacity to com-

pete fairly in the global marketplace."

Though employee stock ownership is already being mooted by Anglo and others, Kurland's proposition is considerably more radical than anything on the table thus far.

But then he is not aiming to please 44 Main Street. He is not suggesting that the mining companies offer some co-optive version of the above, but that Cyril Ramaphosa demand it.

Now, of course it is easy to pick holes — gaping ones — in Kurland's specifics. He does not pretend to be an expert on SA and there are those who will dismiss him as just another foreign meddler, trying to dictate solutions from afar.

But his underlying philosophy is worth more than passing consideration, especially because it is not far divorced from the American mainstream.

As applied to Central America, it has been endorsed across a spectrum spanning passionately anti-Contra Democrats like former Congressman Mike Barnes to such vehement Reagan revolutionaries as former White House Communications Director Patrick Buchanan (the side of the scale to which Kurland himself is closest).

The argument is very simple, and ought to be self-evident in SA of all places: property is power, its absence is powerlessness. Therefore, if they are to be empowered, black South Africans should seek to own the means of production individually, and not allow it to be vested in the hands of a narrow oligopoly or a state, which are the alternatives currently on offer from the government and what it considers its main opposition.

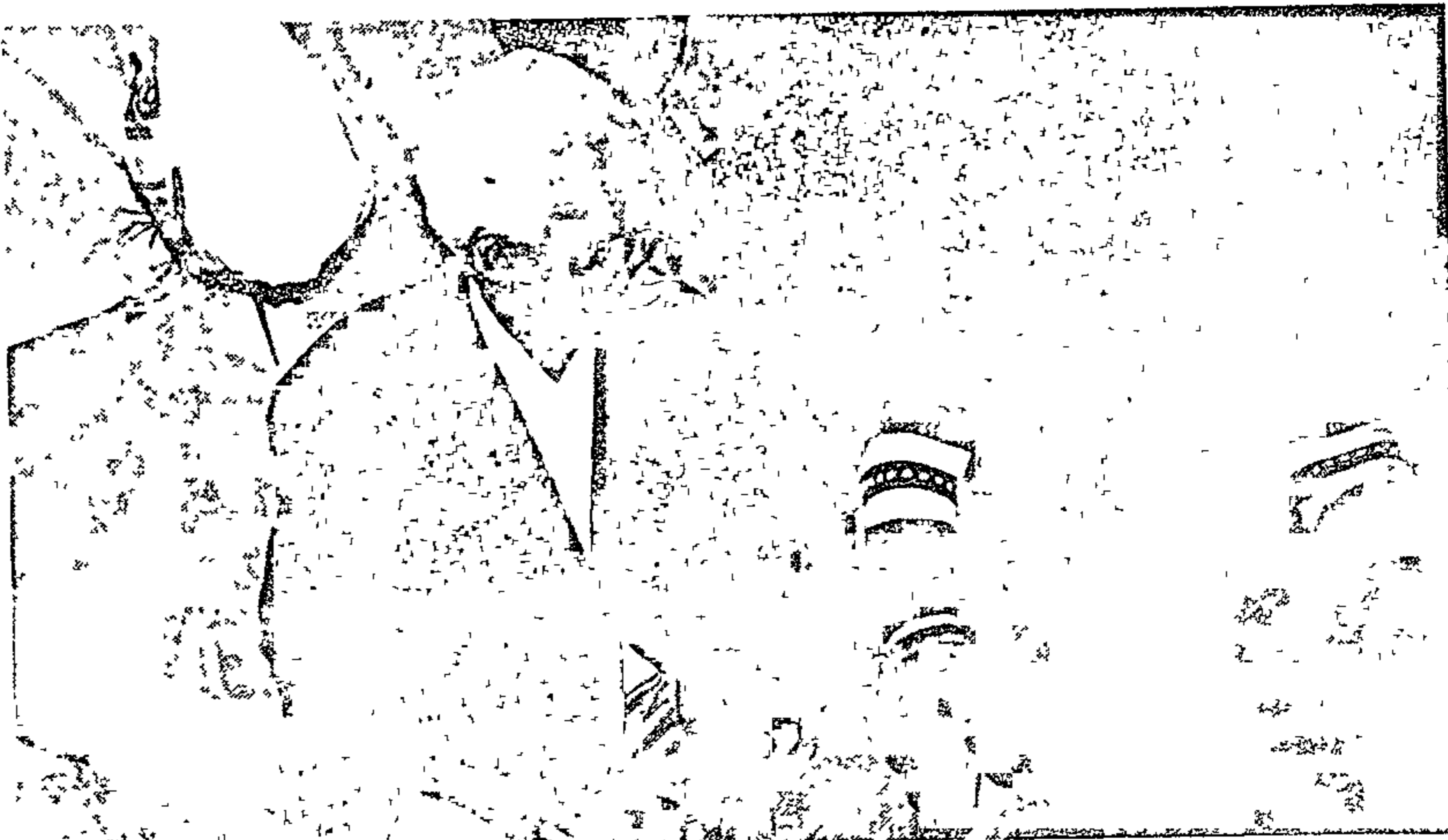
Here is a passage from the report on the Presidential Task Force on Project Economic Justice submitted to the White House last October. As Cosatu and Numsa weigh the kind of political economy they would like to see replace the present status quo, they could do worse than to ponder it.

"The banning of private capital inevitably leads to totalitarianism. Under collectivism, the state is the only owner and the only employer.

Thus, all power associated with the ownership of wealth-producing enterprises and other modern means of production flow into the hands of a tiny non-accountable bureaucratic elite. Consequently, everyone's income and each person's dignity depends on the will of those who run the state.

"Liberty, free enterprise and republican self government can only succeed where power is widely distributed. And since, in any nation, social and political power flow from economic power, wealth and property should be widely diffused among those who comprise a nation.

"The best route to economic justice lies through the widespread ownership of property, including productive capital."



Former security guards Bongo Bambeli and Sixengxentse Stokwe outside their shack in Langa

Evicted guards destitute

15-2/11/87

Sanju
XVDA

ABOUT 50 Langa security guards, evicted from their hostel are destitute

The workers, most of whom are Transkeians and elderly, are members of the South African Allied Workers Union (SAAWU).

They were evicted by their company, Peninsula Security Guards, in July this year.

Interviewed at their shacks in Langa, the workers claimed they had been unfairly dismissed.

Others claimed they had not received severance money when they were sacked.

Some said their families were starving because they were no longer sending money.

Most earned an average of R60 a week.

Sixengxentse Stokwe, 58, who had been working at the firm since 1980, said: "It's always cold and our shelters leak when it rains."

Bonga Bambiso, aged 69, said his health was deteriorating.

"It is cold in the shack. We sleep on the ground as we don't have beds. I don't have money to go to the doctor."

Philemon Lumkani, sacked in August, said his seven children had left school after he could not send money to his family.

"I get food from people who are sympathetic to our problem. Others do part-time jobs in the townships to earn a living. Sometimes I wash people's cars to get something.

Not a cent

"I was not given a cent when I was sacked. I asked about the deductions made from my wages when I was still working but that didn't help," he said.

Simon Tivi said: "In April I went away on two-weeks leave but I was fired when I returned. The management said it had discovered that I was union member."

Mr Manuel Gouveia, the PSG personnel manager, denied that the workers were not paid.

Sydney 21/10/87



140A



Shops push up bread price

SEVERAL people have complained that they were being overcharged for bread by local traders.

This followed the shortage of bread after 1 000 workers at four bakeries went on strike for higher wages.

Many shopkeepers are apparently collecting their bread at the bakeries and passing the additional transport costs onto the consumers.

Meanwhile, talks between the Food and Allied Workers Union (Fawu) shop stewards committees and Good Hope and Silverleaf bakeries continued.

According to the Advice Office in Hanover Park, a supermarket and a mobile shop in the area only sold bread to customers who also bought groceries.

In Bonteheuwel, a shopkeeper apparently charged 90 cents for unsliced white bread and another shop refused to sell bread to those who did not buy groceries.

Desperate

A resident said people were desperate for bread but accepted the "new" price.

"We do not have transport to go elsewhere to buy bread. And people make a dash for bread as there are only two local shops in the area who have supplies," she said.

In Lotus River, some people had been charged an extra two cents for the plastic. According to several residents, this had been going on before the bread shortage.

The Belhar Advice Office said a shop only supplied their regular customers, who

bought groceries, with bread.

Some shops in Cathkin also charged 90 cents for a white loaf, and 70 cents for a brown loaf, according to residents

Mr Kassiem Allie of the Western Cape Traders Association criticised shopkeepers for collecting bread at the bakeries.

"They are actually breaking the workers demands for an early settlement by doing this."

Allie said shopkeepers had no right to overcharge people and condemned their actions.

"They fetch the bread on their own expenses and should meet the expenses themselves," Allie said.

He called on the four bakeries to give workers legitimate increases

South 15-21/10/87

Spekenam approached 'often' to avoid dispute

By AYESHA ALLIE

SPEKENAM management had been approached several times to avoid a dispute at the plant, Food and Allied Workers' Union general-secretary Jan Theron told the Industrial Court this week.

The union has applied to have the 600 dismissed workers reinstated on the basis that they were unfairly dismissed.

Theron said workers were agitated when wage negotiations did not take place in June as promised by management.

He said the union had entered into wage negotiations in November 1986. Conditions at the factory were also discussed. Management postponed the negotiations to June 1987.

The workers accepted management's decision to postpone talks and agreed it would take place on the basis of productivity.

A recognition agreement was not concluded despite continuous negotiations throughout the year.

Not welcome

Shop stewards were informed by management that union officials were not welcome at wage negotiations.

This angered the workers. A work stoppage was staged in protest at management's refusal to allow worker representatives.

However, this matter was resolved when wage negotiations was postponed until the end of July.

Fawu alleged that management deadlocked negotiations by claiming the recognition agreement had not been concluded.

Management's reaction caused the workers to be frustrated, and the situation was reported to the union.

Talks were held between shop stewards and union officials who advised that a formal dispute could be declared.

The workers then stopped working and attempts to hold talks with management failed.

At the end of the day, management issued a pamphlet warning that workers would be sacked the following day, should they not return to work.

Workers sacked

Management told Fawu that all striking workers had been sacked.

Theron said workers requested the union to take further steps when it was clear management would not negotiate.

A shop steward, George Xashimba, said management refused to sign a formal wage agreement. They claimed the union was not formally recognised.

He said shop stewards were given production books, but rejected it as it was not the correct method to assess productivity.

According to the union, it was rejected because it was not considered to be a real measure of productivity, and that it was a unilateral decision taken without consulting the union.

The regional director of Spekenam, Mr Gideon de Klerk, said the strike was illegal and that workers were abusive and intimidated others.

He said temporary workers were employed because of financial problems facing the company due to the work stoppage.

He argued that if the court ordered the reinstatement of the dismissed workers, they would influence temporary workers.

De Klerk said the company had suffered a lot following several strikes by the workers.

A shop steward, Raymond Jada, denied that several strikes took place and referred to it as work stoppages.

He said workers stayed away on June 16 and May 5 to 6, which the company regarded as strikes.

Judgment was reserved.

1407

LABOUR BRIEFS

TALKS to resolve the 11-day-old wage strike by members of the Food and Allied Workers Union at several South African Breweries plants continue today, management said yesterday.

SAB's public affairs manager, Mr Gary May, said yesterday that the talks, which enter their third day today, were a hopeful sign that the strike could end soon.

● Cadac, the National Union of Metalworkers of South Africa and the South African Boilermakers Society continue with talks to end the three-week strike at Cadac's Johannesburg plant today

In a joint statement the parties said yesterday that negotiations were still in progress after considering each other's proposals

● The National Union of Wine, Spirits and Allied Workers Union (Nuwsaw), has mandated its national leadership to formally protest to Gilbey's head office "for grossly violating their national recognition agreement."

Nuwsaw president, Mr November Nkosi, said yesterday that the union, which had majority membership at the company's plants in the country, was left out of talks with a rival union about holding a secret ballot among workers at an Isipingo plant.

The ballot was held to determine the other union's strength at the plant while it had no recognition agreement with Gilbey's, Mr Nkosi said.

● The National Council of Trade Unions (Nactu), has distanced itself from the distribution of a pamphlet which "gives a false impression about the federation's stand on sanctions"

Nactu said in a statement that its stand on foreign investment was stated clearly in its founding document on policy.

"The federation recognises that

foreign investment supports and maintains the economic system in this country and is geared at the maximum exploitation of the working class.

Nactu said it was committed to a full sanctions programme for as long as "the racist capitalist minority regime exists."

● The Congress of South African Trade Unions (Cosatu) has pledged its support to the National Union of Metalworkers of South Africa on its protest over Mono Pumps management's failure to negotiate the disinvestment of the company.

The federation said the 360 workers involved at the Kempton Park-based company were committed to Cosatu's recent resolution which demanded that companies give adequate notice of withdrawal and negotiate the terms with the unions.

"We support Numsa's demands for full disclosure, full union recognition and job security with guaranteed wages for five years. We believe the departing company has made huge profits from the labour of workers over the past 32 years. We also support their demand for a worker-controlled trust that will be used to initiate community-based projects," Cosatu said.

● Numsa said yesterday that its 700 members at Telephone Manufacturers of SA in Springs began a legal strike over

of SA in Springs began a legal strike over wages this week

Spokesman Mr Enoch Godongwana, said members voted for the action in a ballot a week ago and were demanding management should negotiate wage increases and working conditions.

The company is a subsidiary of Plessey SA and the Barlow Group of Companies.

CH

1409

(Handwritten marks)

Bread strike: Bakery fires 388 workers

DUENS Cadora Bakery yesterday dismissed 388 striking Food and Allied Workers' Union (Fawu) workers after negotiations to end the eight-day-old strike failed

More than a 1 000 Fawu workers went on strike last Monday demanding a R32-a-week pay increase. The average weekly wage is R110.

The striking workers ended their seven-day sit-in at the Duens Cadora Bakery in Epping early on Monday morning but according to Mr J Louw, the manpower manager of the Bokomo group, who own Duens Cadora Bakery, the workers have not resumed their normal shifts.

Mr Louw said that because the workers had not ended their illegal strike and returned to work, management had no alternative but to dismiss the striking workers.

"Management at Duens Cadora Bakery regrets that the dismissal of workers could not be avoided due to the uncompromising attitude of the union and workers towards the deadlock in wage negotiations," Mr Louw said.

A spokesman for Fawu said the dismissals had come as a surprise to his union and they believed the Duens Cadora Bakery management had not acted responsibly.

Reacting to the dismissals, a senior spokesman for Albany Bakeries said in a statement that Albany Bakeries had "no intention whatsoever of dismissing workers at this stage and hope that the matter can be resolved between the two parties".

The spokesman for Fawu confirmed that negotiations between his union and Albany and Enterprise Bakeries were continuing.

Duens Cadora Bakery has resumed limited bread production while a spokesman for Enterprise Bakery said the bakery was "largely back into production".

140A

Bakery fires 388 workers as strike continues

By DICK USHER
Labour Reporter

DUENS Cadora bakery has dismissed 388 workers, nearly its whole workforce, as the Peninsula bakers' strike continues.

A spokesman for the Food and Allied Workers' Union (Fawu) said Duens' action had raised the temperature of the dispute and could make settlement more difficult.

"Obviously we are going to fight the dismissals," said Mr Jan Theron, general secretary of Fawu.

"We are appalled at the company's unwarranted and unjustifiable actions.

"It could have wider implications in that workers in the group's mill will see this as a threat to their position.

"They are also involved in wage negotiations and are also paid less than workers from other companies in the sector.

"NO ALTERNATIVE"

"They will regard this as a precedent for the treatment they can expect from the company."

Spokesmen for Duens management were not available for comment, but a statement late yesterday afternoon said that in spite of several requests from the company to workers and Fawu members that they should return to work and stop their illegal strike, they had not done so.

"The company, under these circumstances, had no alternative but to dismiss workers on strike."

A spokesman for Silverleaf and Good Hope, also affected by the strike, said the bakeries had called for a meeting with the union today and were "full of hope".

He said the company would "do everything we can from our side not to do anything formal against our employees".

Mr L Badenhorst, group training manager for Sasko, which owns Enterprise, said talks with the union expected yesterday had not taken place, but he hoped there would be discussions today.

lieutenant-general at the month

Unions 'must have role in politics'

B/day 22/10/87

1408

ALAN FINE

COLLECTIVE bargaining had been a useful tool for SA's black workers.

But it had inherent limitations which prevented it effecting a redistribution of wealth, and this is why unions had to participate in the political process.

So said Cosatu education secretary Alec Erwin yesterday at a Johannesburg conference — Power and wealth in SA, the economic system under review — organised by the Institute for Industrial Relations.

Erwin argued redistribution had occurred in Western European societies from the 1930s to the 1970s, when social democratic and labour parties, usually formed by the union movement, had channelled available wealth into "social consumption" — education, health, housing and other forms of welfare.

Unions had, in the past decade, achieved a great deal with regard to working conditions, discipline and grievance handling, and job security.

But collective bargaining, with regard to wages, represents merely a defensive action in protecting the levels of real wages.

This is because capitalism has the capacity — through technological progress, lay-offs and price increases — to adjust to wage demands, he said.

Hence the need for direct political participation to effect a redistribution — urgent if people are to live a decent life, said Erwin.

W/Mail
16-22/10/87

(140A)

Inkatha 3 get 12 years for union murder

Weekly Mail Reporters

THREE Inkatha members have been sentenced in the Pietermaritzburg Supreme Court to an effective 12 years imprisonment for murdering a member of the Congress of South African Trade Unions, and shooting his friend

The three went to Sundumbili outside Mtunzini last December on a publicity campaign for Inkatha.

Cleophas Mbatha, 20, Sikhumbuso Buthelezi, 21, and Thembinkosi Ngwane, 23 — all of KwaMashu — were part of a group from Inkatha and the Inkatha-backed United Workers Union of South Africa, who went to the area carrying a variety of arms

Mr Justice Neville Page accepted that Cosatu supporters taunted and threatened to kill them. However, he noted that the accused had, among other things, forced Cosatu supporters to strip off the union T-shirts.

He also found that the Inkatha group tried to stop a vehicle they believed was carrying Cosatu supporters, and followed it to kill the passengers

They found only two people inside the vehicle — Nathi Basi and Hlen-giwe Mkhize. Both were shot in the head, but Mkhize survived

The judge said he made allowances because of the relative youth of the three, and because they had been threatened — but he also had to take into account the fact that the community was suffering a spate of killings by bands of thugs.

He described the killing as "ruthless", and sentenced each of the three to 10 years for the murder of Basi, and to seven for the attempted murder of Mkhize, part of which will run concurrently

● CHRISTINA SCOTT reports that in a separate case in Pietermaritzburg, four Umlazi Youth League members — including the president — have been charged with murdering a South African policeman in a petrol bomb attack in Umlazi township

A fifteen-year-old, a sixteen-year-old, Henry Mkhize, 18, and "Rambo" Lawrence Sibusiso Nhlangulela have pleaded not guilty to charges of murder, attempted murder and petrol bombing a police car.

The four are accused of murdering SAP member Madod Able Mkhwanazi and injuring Nelisiwe Khoza

The trial begins on November 30.

— Own Correspondent and Concord News Agency

Tension as steel strikers fired

TENSION in Witbank's black townships mounted yesterday in the wake of the dismissal of 4 000 workers from the Highveld Steel and Vanadium Corporation.

Security forces in armoured vehicles and police vans patrolled the township while National Union of Metal Workers' of SA officials addressed workers at the Ackerville Hostel. 16-22/10/8

The dismissed workers, most of whom are migrant labourers, had been given until 10pm on Wednesday to vacate the hostels.

But, according to a Mr Engelbrecht, a representative of the Highveld Administration Board which run the hostels, the deadline was allowed to pass.

The workers were dismissed

on Wednesday after being locked out since September 21.

The dismissals come in the wake of a decision by the International Metalworkers' Federation to launch an international boycott of Highveld Steel

Last minute mediation on Monday failed when agreement could not be reached on two issues.

The union had proposed that the canteen on the company premises be closed and that the savings be added to wages, but the company said it would only consider this after consultation with

The company wanted disciplinary action arising from the strike to be dealt with in terms of internal procedure, while Numsa demanded independent arbitration.

W/Mar

1401
1402
1403
Cape Times 22/10/87

Duens offers to reinstate workers

Labour Reporter

AS THE bread strike entered its 10th day yesterday, Duens Cadora, one of the four strike-hit bakeries, announced it would reinstate all dismissed workers if they returned to work on Friday.

The bakery, owned by Bokomo, dismissed nearly 400 workers on Tuesday when they refused to return to work.



Bokomo group manpower manager, Mr J R Louw, said that workers who failed to return to work by Friday, would have until Monday to apply for new employment.

He said that after Monday, the bakery would engage all properly qualified applicants on a "first come, first served" basis.

Meanwhile, a spokesman from Pick n' Pay, Mr John Barry, said that the bread situation was "not as critical this week", since panic-buying had abated.

Enterprise will hold a meeting with the Food and Allied Workers Union today to discuss the strike.

Cadac employees to meet

Sanetun 22/10/87  

NATIONAL Union of Metalworkers of South Africa members who went on strike at Johannesburg's Cadac a fortnight ago, were to hold a meeting late yesterday.

The meeting follows talks between Cadac, Numsa and the South African Boilermakers Society to end the three-week-old strike at the

company's plant.

Numsa officials were expected to report back the latest development to the striking 400 workers.

About 90 Chemical Workers' Industrial Union (CWIU) members were locked out at the Plascon-Evans Paints in Port Elizabeth this week.

The lockout follows a go-slow by workers the

failure of negotiations to resolve a dispute stemming from a demand that all company employees receive a R10 bonus paid to those who worked during a stay-away in May this year.

A company spokesman said those wishing to drop their demands would be entitled to return to work.

Ballot settles dispute of rival unions

ARGUS 22/10/87

Labour Reporter

A LENGTHY dispute between two unions over which should represent workers at an Atlantis textile factory has been settled by ballot.

The ballot at Rotex Fabrics between the National Union of Textile Workers (NUTW) and the Garment Workers' Union of the Western Province was held under the scrutiny of attorneys representing both sides and was won by the NUTW by 109 votes to 43.

The ballot followed an action in the Industrial Court recently in which the NUTW, which had a recognition agreement at the plant, claimed that factory management had favoured the GWU — the largest union in the Western Cape — to ensure that it replaced the NUTW.

Mr Ebrahim Patel, an NUTW spokesman, said it was a significant victory for the union.

“Workers want strong assertive unions able to take up the fight for a living wage.”

In its action the NUTW said its replacement by the GWU had been an unfair labour practice and asked the court to restore the situation that had previously applied.

NUTW had been recognised at the plant since it won a ballot in mid-1986 to test the competing claims of the two unions.

Labour Update

Pamphlets Condemn Gosatu Conference

MYSTERIOUS pamphlets condemning a three-day education conference organised by the Congress of South African Trade Unions were distributed in various parts of the Transvaal yesterday.

The conference, which

By LEN MASEKO
starts tomorrow, is to be held at the National Exhibition Centre, Crown Mines, near Johannesburg.

The pamphlets, which have a Cosatu logo and a picture of a necklace victim, claimed the education meeting would

also discuss "what role should Cosatu play in destroying families by urging breadwinners to go on strike".

The pamphlets read in part: "Why the executive must stay in power and to enrich themselves from your hard-earned earnings; how your executive used millions of dollars

itself from the pamphlets.

The education conference will focus on — among other things — women leadership within the federation, people's education, working class culture.

Cosatu Press officer Mr Frank Meintjies said the meeting will elect office bearers in the newly formed education department of the federation

Cosatu has dissociated



Bakeries resume limited production as strike goes on

AKGus
22/10/87

By DICK USHER
Labour Reporter

140A
140B

ALL four strike-hit Peninsula bakeries are back in limited production

Good Hope and Silverleaf started baking last night after an assurance from the Food and Allied Workers' Union that its members would not interfere with deliveries of materials or baked bread

The other bakeries affected by the strike of about 1 000 employees are also in production - Duens Cadora since Monday night and Enterprise almost

continuously during the 11-day strike

A spokesman for Good Hope and Silverleaf said management and non-striking employees baked about half the normal production last night and it was hoped to approach full capacity today

He said a reply to proposals for ending the dispute, which had been put to the union and to employees, was expected today

At a Press conference last night union general secretary Mr Jan Theron rejected a Duens claim that workers and

the union had been unreasonable

He said "What is there to be reasonable about? The company has not advanced one cent on its original offer and has now resorted to mass dismissals"

On Tuesday Duens dismissed about 400 strikers

Mr Theron said the dismissals were unreasonable. The company had not stuck to an agreed 24-hour notice period for such dismissals as laid down in their agreement

Empty breadbins as the bakers strike

BREAD became a scarce item in Cape Town this week as 1 000 bakery workers went out on strike in support of wage demands — and management went in to man the ovens.

A placard at one of the four bakeries involved spelt out the workers' message: "Tools down, time is gone — we want a living wage."

The four bakeries, owned by food sector giants Tiger Oats and Sasko and the Cape company, Bokomo, have rejected workers' demands for a R32 across the board weekly increase.

The bakeries are sticking at their offer of R19,50 which is substantially lower than the increase recently negotiated between the Food and Allied Workers' Union, to which the strik-

By GAYE DAVIS,
Cape Town

ing workers belong, and Premier Milling which owns two other Cape Town bakeries.

Fawu accepted Premier's offer of an immediate R27,50 increase and a further R1,50 in January — bringing the minimum starting wage to R139,50, ahead of the present minimum of R110 at the four bakeries.

The strike follows four months of wage negotiations which saw all the procedures laid down in negotiated recognition agreements exhausted.

Between them, the six bakeries produce most of Cape Town's bread — the government loaf sold at a nationally determined price.

Fawu general secretary Jan Theron said the bakeries affected by the strike were "pleading poverty", a claim the union rejected.

He said it was clear the companies had in the past agreed on wage levels, despite the fact that all bargaining took place at plant level. However, Premier had now broken ranks.

Sasko group manpower manager George Koning denied there was any collusion.

He said discussions were underway in an attempt to persuade workers at Sasko's Enterprise Bakery to leave the premises, following an urgent interdict granted by the Cape Town Supreme Court on Tuesday.

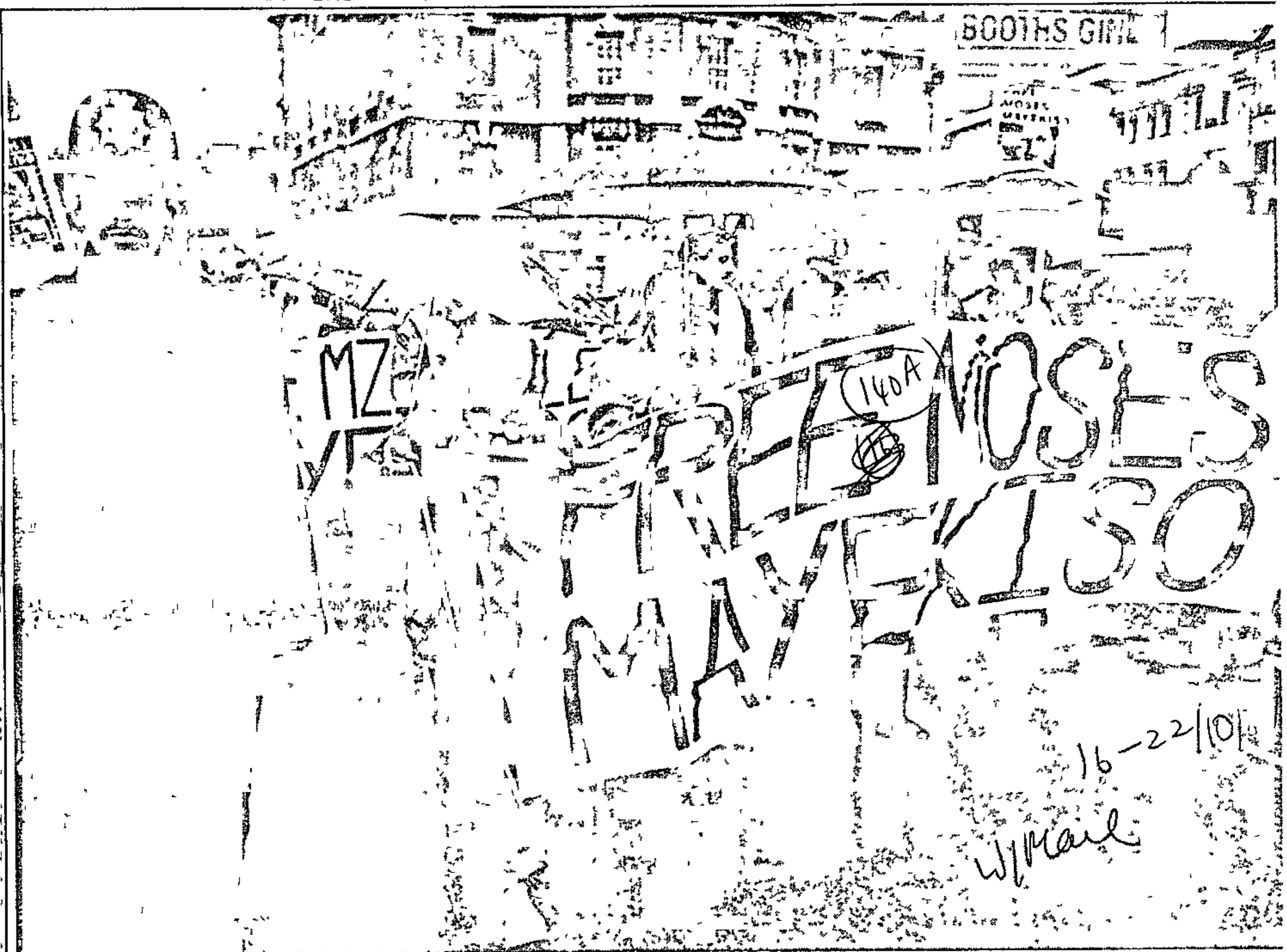
Koning said production at Enterprise was continuing.

be/mail 16-22/16/87



140A





16-22/10/6
W/Mail

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Koning said production at Enterprise was continuing

Hundreds of people demonstrated outside the South African Embassy in London last week in support of treason trialist Moses Mayekiso, general secretary of the National Union of Metalworkers of South Africa.

Mayekiso, a prominent Alexandra community leader, is expected to appear in the Rand Supreme Court on Monday. With four others, he is charged with having campaigned against the security forces, the Alexandra town council and "so-called collaborators".

Picture GUY TILLIM, Afrapix

The contents of this newspaper have been restricted in terms of the Emergency Regulations

~~152 (140A) (186)~~

LABOUR BRIEFS

23/10/82

Sanetun

THE National Union of Steel and Allied Workers is to hold a meeting at Besaans and Du Plessis workers at Laudium Hotel, Pretoria tomorrow at 8am.

The Nusaw shop stewards council will also meet the same time at the union's offices in 40 Brown Street. All Nusaw shop stewards are requested to attend.

The meetings will discuss recognition agreements and the union's funeral benefit scheme.

• Members of the "merged" Commercial Catering and Allied Workers Union of South Africa (Cawusa) will hold a general meeting at Funda Centre, Diepkloof on Sunday.

The meeting will focus on a split which rocked the union recently. It starts at 10am.

• The National Union of Railway Workers is to hold its first annual congress in East London

on October 31. Activities at the congress will include elections and a workers' rally.

A spokesman for the union said railway workers organised by other unions were invited to attend the rally.

The congress will take place at Orient Theatre.

* * *

THE United Workers' Union of South Africa is to hold its second annual congress in Johannesburg this weekend.

Main items on the agenda will be the Freedom Charter, Sanctions and Disinvestment and Kwa-Natal Indaba.

The highlight of the two-day congress will be a prayer rally for Natal flood victims to be held at Jabulani Amphitheatre on Sunday.

The congress will be held at Sanlam Building, corner Sauer and Commissioner streets.

23/10/87 (ILOA) Dobsonville

Workers to meet

MORE than 400 Dobsonville Town Council workers will meet today to discuss new strategies after talks with the council were put off yesterday.

Union officials and their legal representatives were yesterday told that the meeting between them and the council was off because the clerk, Mr A Gaum, was ill. He collapsed at work on Wednesday and was taken to hospital.

The workers, all members of the Municipality Union of South Africa (Musa), demand a 10 percent salary increase for 1984 and 1986 which

they claim was not given to them.

However, they said they received a seven-and-a-half percent increase in April 1985.

According to council minutes of April 29, 1986, employees of neighbouring councils and West Rand Development Board were granted 10 percent salary increases.

Among other things, the workers demand a 40 percent increase for what they term "a better living wage", said Musa president, Mr Nuku Madumo.

CWIU, Plascon to mediate

THE Chemical Workers' Industrial Union and Plascon-Evans management have agreed to mediation to resolve the lock-out involving 89 CWIU member at the company's Port Elizabeth

plant.

A CWIU spokesman said both parties agreed to refer the matter to mediation during negotiations this week. He said there was, however, a problem regarding the mediator preferred by the two parties.

Bonus

"The mediator preferred by management and our union is not available to mediate in the matter," the union spokesmen said.

At the centre of the lock-out is the demand

by the workers that all company employees receive a R10 bonus paid to those who worked during a stayaway on May 5 and 6.

CWIU members had been involved in a go-slow since October 9, to pressurise management to accede to their demands.

The union has challenged the legality of the lock-out, saying the workers had voted to go-slow in a secret ballot.

A company spokesman said the workers had been locked out of the premises on October 20.

Handwritten notes:
KOP
Sometime

Handwritten note:
23/10/87

Five Cosatu municipal unions merge

23/10/87
ALAN FINE

FIVE Cosatu affiliates with membership in the municipal sector are to meet this weekend in Cape Town to form a single union for municipal workers

The new union will have a membership of 20 000, Cape Town Municipal Workers' Association (CTMWA) general secretary John Erntzen said yesterday

The long-established, 13 000-strong CTMWA — recognised by several municipalities in the western Cape — will contribute the majority of members

Other participants include the Transport and General Workers' Union (TGWU), General Workers' Union of SA, SA Allied Workers' Union and the Municipal Workers' Union of SA

Erntzen said a national union had become imperative to begin the task of organising SA's 500 000 black municipal workers. The new union would talk to others outside Cosatu with a view to forging greater unity

TGWU general secretary Jane Barrett said the merger would help overcome management objections to dealing with unions that do not confine their activities to the sector.

● See Page 9

Education focus

A three-day education conference organised by the Congress of South African Trade Unions starts today.

It will be held at the National Exhibition Centre, Crown Mines.

The conference will focus on: *(USA) 33/10/89*
Sumetum

- People's Education: What role can Cosatu play in an alternative education,
- Women leadership: What progress has been achieved; and
- Working class culture: What is the role of culture in the struggle;
- Cosatu courses. What education is needed to strengthen worker leadership, and
- Media: How can the federation use the media to popularise its policies and reach the unorganised.

An education department with its own office bearers will be set up at the conference.

ARGUS 23/10/87

Bakery strikers to return to work

By DICK USHER
Labour Reporter

THE first major breakthrough in the Peninsula's 12-day bakery strike came with workers at two bakeries agreeing to return to work on Sunday.

Their decision followed a day of meetings with company officials at which Good Hope and Silverleaf management agreed in principle to discuss minimum wages.

A company spokesman said wage negotiations would start again on Sunday night.

About 1 000 workers, members of the Food and Allied Workers Union (Fawu), have been on strike to back demands for higher wages.

One company in the industry reached agreement with Fawu on a R137,50 a week minimum from August 1 with a further increase of R1,50 a week from January.

DEADLOCK

Wage negotiations with the other three — Sasko, Tiger Oats and Bokomo — were deadlocked at a minimum of R129,50 a week when their employees went on strike.

About 400 Duens Cadora workers face a deadline today to report to the bakery at the start of their regular shifts for reinstatement following their dismissal earlier this week.

Workers were locked in discussion all yesterday, but by early today it was not clear what action they would take.

Duens offered reinstatement for workers who reported for work today or re-employment for those who reported by noon on Monday. Failing this, management said it would start hiring on a first-come, first-served basis.

A spokesman for Sasko, which owns Enterprise, said Fawu had contacted management yesterday afternoon and further talks would be held this morning.

"I do not know what will happen, we can only hope," he said.

yesterday. *17 AUGUS 23/10/87* *(S)* *140A*

Technikon agreement

THE University and Allied Workers' Union and the Peninsula Technikon have negotiated an interim recognition agreement, to be signed by both parties today.

Long way to go

How many employers pay their domestic workers R200 or more a month? This (among other things) is the minimum wage demand by the SA Domestic Workers' Union (Sadwu) Along with farm workers, it is still seeking government recognition

But although backed by the powerful Congress of SA Trade Unions (Cosatu), chances of domestic and farm workers getting government recognition, and therefore bargaining power, look slim for now

A National Manpower Commission inquiry into the conditions of farm and domestic workers was launched in May 1982, the results have still not been published Speculation has it that the report recommends that farm and domestic workers have the right to

FIM

23/10/87

form trade unions And it's generally believed that government is acting under pressure from the conservative agricultural sector in delaying publication of the report

Manpower Director General Piet van der Merwe tells the *FM* his department is still negotiating the proposals with the agricultural union, but he won't elaborate He explains the delay by saying that the agricultural sector is "very large and complex" A spokesman for the agricultural union says negotiations could still take months

Meanwhile, Sadwu claims membership of about 50 000 But Cosatu spokesman Frank Meintjies says there are about 9 500 paid-up and between 15 000 and 20 000 signed-up members He explains it is difficult to canvass members, as it has to be done by means of pamphlets

And so mobilising domestic and farm workers remains Cosatu's main concern The workers are scattered throughout the country, and not as accessible as in organised industry. And although some farm workers (Cosatu claims "thousands") do belong to trade unions, they have no organised union

Food and Allied Workers' Union General Secretary Jan Theron says a close relationship between Fawu and farm workers (that is, between farm workers and the processing factories where Cosatu has strong support) is a prerequisite for a successful farm workers' trade union High up on the list of such a union would be job security, health issues and different local demands, says Theron



Motlasedi ... reduce working hours

Sadwu calls for a minimum wage of R200 a month, access to the Unemployment Insurance Fund, eight working hours a day, five days a week, maternity leave, annual leave with full payment, sick leave; overtime pay at R2,50 an hour, pension fund, and decent accommodation

The question remains whether farm and domestic workers are not running the risk of pricing themselves out of the market They are in most cases not skilled and are easily substituted, either by machines or the unem-

ployed, and are — especially in the case of domestic workers — not an absolute necessity

Sadwu president Violet Motlasedi, on her part, says she doesn't care about the possibility of increased unemployment "because we've been unemployed before As long as the workers are united" If employers cannot pay, they must reduce the working hours, she says

Strike action is also a problem — even if domestic and farm workers' unions were to be recognised The workers have difficulty leaving their premises, as most of them live in the homes or on the grounds of their employers So, until a strategy to mobilise the workers is developed, Sadwu's main function will be to educate workers on their rights and on how to approach their employers Meanwhile, Cosatu hopes to organise the workers through street and area committees

Whatever the practicality of domestic and farm workers' unions, the fact remains that there is a need for some protection from exploitation Some argue they should be incorporated into the Labour Relations Act, which allows collective bargaining, the Basic Conditions of Employment Act, which provides minimum working conditions, and the Machinery and Occupational Safety Act

Anyway, as Wiehahn suggested years ago, prohibiting trade unions will not abolish the workers' urge to form them, but will only force them to go underground

CPM 7/10/82
23/10/82
Unions (1404)
'will soon
demand
housing
assistance'

Staff Reporter

ORGANIZED labour would formulate a comprehensive set of demands for financial assistance for housing from employers "within the next 12 to 18 months", labour expert Mr Taffy Adler predicted yesterday

Mr Adler, now a researcher with the Labour and Economic Research Centre, was a senior trade union official for ten years (1976-86) with the Federation of South African Trade Unions (Fosatu) which has since become the Congress of SA Trade Unions (Cosatu)

Mr S Myers, who chaired the Institute for Housing session, which Mr Adler addressed, said it was the first time in the history of the Institute that a paper from "the trade union or workers' point of view" was presented

Resources

"Right here and now, South Africa has the capital and technical know-how to reduce, if not entirely eliminate, our housing problem," Mr Adler said

"Why don't we? Why is there still a major crisis in housing? The key to the housing crisis in South Africa lies in the reallocation of resources. The allocation of resources is, of course, a political question"

It was no accident, he said, that the majority of housing resources were still allocated to the white housing sector, nor was it an accident that those allocated to the black community went to service the wealthier section of that community

Housing assistance was already part of the established "conditions of service" of senior management, Mr Adler said, and this practice needed to filter down.

140A



B/day 23/10/87

NEWS FOCUS

"WE HAVE to organise underground. It takes a lot of co-ordination of organising committees, education of shop stewards and others, and many sleepless nights. Only when we are strong enough can we come into the open."

This is how Siphso Radebe, general secretary of the National Union of Public Service Workers (NUPSW), describes his union's strategy for survival in the municipalities and hospitals of SA. Black railway and postal workers have caught the limelight in 1987. But as significant as the major strikes are the rumbles in the other two sectors.

Both have proved very difficult to organise. Managements are extremely conservative. A rash of strikes over the past few months — all unlawful because they are deemed essential services — have gained little.

But there are signs that, after seven years of painstaking work since the spectacular but futile 1980 Johannesburg municipal strike, organisation in the municipalities is about to take off.

Most municipalities, other than those of the white cities, belong to the Municipal Employers' Organisation (MEO). The MEO has resisted dealing with any union that is not registered, or which organises workers other than municipal employees. The latter point, particularly, has been a major obstacle. It is also hostile towards decen-

Municipal unions putting on muscle

"We recognise they are essential services, and accept disputes have to be resolved through arbitration," he says. But he warns the authorities must do away with working conditions which are "conducive to strike action".

This includes the need to bring hospitals under the Labour Relations Act (LRA), thus providing acceptable channels for dispute resolution.

In contrast to the NUPSW approach, the new Cosatu municipal union to be formed this weekend is likely to adopt the strategy of using "the system".

According to the Transport and General Workers' Union's general secretary Jane Barratt, the key strategic intention of the merger is to create a sectoral union, thus overcoming the MEO objection. The new union will then be in a position to gain access to industrial councils around the country. She is not at all confident, though, that new obstacles will not be placed in their path.

There appears less likelihood of any such advances in the foreseeable future for hospital employees.

The provincial authorities, particularly in the Transvaal, have done their utmost to avoid dealings with militant unions.

Consensus among unionists and lawyers is that gains in union rights here will be a long, hard process of piecemeal advances — largely in the courts.

ment until he had received confirmation. "It is a sorry situation if some municipalities go against our policy," he said.

The Boksburg accord, which — perhaps because of the sensitivities involved — Marais hesitates to term a recognition agreement, is to be discussed by the MEO soon.

Sound footing

"We will explain our views, and hope to clear the air," said Marais. The Boksburg council's approach is merely to keep industrial relations on a sound footing, and believes this development will help, he said.

The NUPSW attitude towards industrial council participation is still unclear. "The workers will decide," says Radebe with no undue enthusiasm.

He has no problems with the fact that municipal and hospital workers do not have the right to strike.

tinct strategies designed to overcome it are emerging.

The NUPSW, a Nactu affiliate which claims 15 000 municipal members and has become prominent in the Transvaal, is set on changing MEO thinking.

Last week it achieved what it believes to be a major breakthrough — recognition by the Boksburg municipality. According to the municipality's director of management services, Koot Marais, agreement on issues like negotiation procedures and recognition of shop stewards has been reached, subject to confirmation by the town council.

Radebe believes this is the beginning of the collapse of the long-held MEO policy on union recognition. "Other municipalities we are dealing with have already expressed interest," he says.

It certainly appears set to cause some kind of shake-up. The MEO's Van der Merwe was unwilling to even believe the news of the agree-

ALAN FINE

tralised bargaining. According to MEO chairman Johann van der Merwe, the sector prefers to work through industrial councils in the different provinces while shunning the idea of local recognition agreements which have become commonplace in the private sector.

No objection

"We recognise the right of workers to freedom of association. But they must recognise that we have the right to decide on what basis to deal with unions," he says.

He adds that he does not fear the growing popularity among municipal employees of Cosatu and Nactu affiliates and has no real objection to dealing with them.

But the unions themselves see MEO policy as a less than subtle attempt to shut them out. Two dis-

Cape Times 23/10/87 (140A)

Strike ends at two bakeries

By CHRIS BATEMAN and CLARE HARPER

WORKERS at two of the striking bakeries have agreed to go back to work and an end to Cape Town's bread shortage appears to be in sight as union organizers held a top-level meeting late last night

A spokesman for Tiger Oats bakeries, Silverleaf and Good Hope, Mr Louis Greef, said yesterday that workers at the two bakeries had agreed to resume work on Sunday morning

A Food and Allied Workers' Union (Fawu) spokesman confirmed this, adding that the decision came after the managements agreed in principle to discuss the lowest grade of salaries

Good Hope workers will resume work at 6.30am and Silverleaf workers at 8.30am, both spokesmen confirmed

Mr Greef said management had agreed to meet with Fawu to discuss

finally resolving the wage dispute on Sunday night.

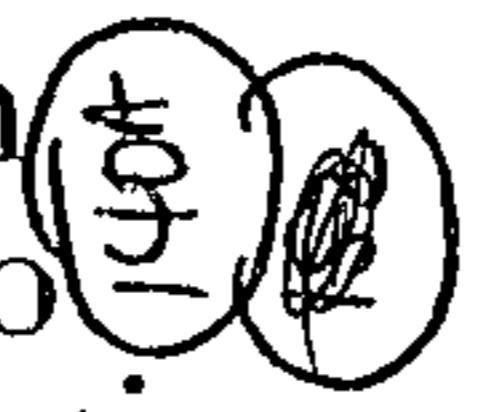
The Fawu spokesman said last night that workers had agreed to return to work at the remaining Tiger Oats bakery, Albany, on Sunday if management agreed to negotiate the lowest salary grade

The group manpower manager for Bokomo, which owns the Duens Cadora bakery in Epping, Mr Jannie Louw, said yesterday that the company's decision had not changed, but talks were still continuing

Duens has said it will reinstate the nearly 400 workers dismissed on Tuesday, if they returned to work today

Failing this, workers would have till Monday to apply for new employment and after that the bakery would engage all properly-qualified applicants on a "first come first served basis", Mr Louw said

Union
yes to
mediation



24/10/87

PORT ELIZABETH —
Plascon paint manufacturers here and the Chemical Workers Industrial Union (CWIU) go to mediation today in an attempt to resolve the dispute that resulted in 89 workers being locked out of the factory last week.

The 89 CWIU members heeded a Cosatu call to stay away from work in May to protest against the white parliamentary elections.

Plascon paid non-union members and casual workers a R10 "production bonus" for reporting for duty. Workers who stayed away have demanded payment of the R10. —
Sapa

~~1401~~ ~~1401~~ ~~1401~~ ~~1401~~
CAN-TIME 24/10/87
VW wait
for move
on strike
arbitration

Own Correspondent

PORT ELIZABETH. — Volkswagen workers are undecided on an offer of arbitration to settle a strike of 4 000 workers at the company's Uitenhage plant.

Production at the plant was shut down for the third day yesterday.

The strike is costing Volkswagen 200 vehicles a day and comes when the company is pulling out all stops to meet a full order book.

The majority of the black labour force is involved.

A spokesman for the National Union of Metalworkers of South Africa, Mr Les Kettledas, last night said workers would meet on Monday to decide on management's offer to call in an independent arbitrator.

Union representatives are scheduled to meet management the same morning

150 R

~~150 R~~

~~150 R~~

1 000 workers to return to bakeries

By CLARE HARPER
Labour Reporter

THE two-week bread strike is over and one thousand workers at the four major bakeries affected will resume work tomorrow.

This was confirmed yesterday by managements of Albany bakeries (Good Hope and Silverleaf), Duens Cadora and Enterprise, and the Food and Allied Workers' Union (Fawu).

Employees return to work tomorrow and bread supplies, which were critical in the early stages of the strike, will be normal from Monday.

Yesterday workers at Duens Cadora and Enterprise decided to join Albany's bakeries, who agreed on Thursday to management's proposal that they return to work and then continue negotiations to resolve the minimum-wage dispute.

The 388 workers dismissed from Bo-

komo's Duens Cadora bakery on Tuesday have been reinstated without loss of benefits, after agreeing to return to work yesterday.

The workers began the strike after demands for a R32 increase on the minimum wage of R110 was refused.

It is understood that one of the bakeries had offered a R137,50 minimum wage from August 1, with a further R1,50 increase from January.

A spokesman for Sasko, which owns Enterprise bakery, Mr Kobus Laing, said workers had agreed to return to work "unconditionally" tomorrow.

He said Sasko had agreed to Fawu's request for the next round of talks on the minimum wage to continue on Tuesday.

The national organizer for Fawu, Mr Mandla Gxanyana, said all the bakeries had agreed to negotiate further, and a meeting with the four would take place early next week.

PE strikers are locked out

CP Correspondent

WORKERS taking part in a go-slow strike at the Plascon Evans paint plant in Grahamstown Road, Port Elizabeth, were locked out of the company's premises this week.

HE Potgieter, production director of the company, said 89 members of the Chemical Workers' Industrial Union had been locked out.

They had been taking part in a go-slow since October 9.

140A
25/10/87
The company had locked out workers after negotiations failed to resolve a dispute stemming from a demand that all company employees receive a R10 bonus paid to those who worked during a stayaway on May 5 and 6 during the white elections.

In a statement yesterday, Potgieter said those workers who wished to drop the dispute would be entitled to return to work. — Pen.

Deadline day for Anglo's fired workers

140A

By ERNEST SIDERIS

ANGLO American's deadline for 2 100 dismissed workers to apply for re-employment was extended to 7am today after employees rejected yesterday's 3pm ultimatum.

W/ Mail

The workers at four of Anglo's iron and steel plants in the Eastern Transvaal were fired on Monday after they refused to accept the company's offer on wage increases

W/ Mail

Anglo's Highveld Steel and Vanadium Corporation locked National Union of Metalworkers of South Africa's members out of the plants at the beginning of this week, saying the move was designed to persuade workers to accept their wage offer and that management was prepared to hold further talks to resolve the issue.

25/9-1/10/87

But the company had refused to budge from its minimum offer of a 41c an hour increase at talks initiated by the union yesterday — despite the willingness of workers to come down from their initial demand for a "living wage" increase of R1 an hour across the board to below 50c an hour, according to Bernie Fanaroff, secretary for Numsa's steel and engineering sector

Management had also refused to

●To PAGE 3

Workers' deadline

●From PAGE 1

consider a union request that the issue be sent to mediation and said the workers would be dismissed if they did not accept the company's offer, either individually or as group, by 3pm yesterday, said Fanaroff

A meeting of Numsa members at the plants yesterday rejected the ultimatum and refused to return to work under management conditions

The deadline was then extended to 7am today

Anglo representative James Duncan said earlier that management had only decided on the lockout after concluding an agreement with five of the six unions that are recognised at Highveld Steel

The Anglo representative said Highveld Steel management was aware of the allegations made by Numsa but was not prepared at the time of going to press to comment.

The Congress of South African Trade Unions has rejected management's claim that the lockout was an attempt to resolve the dispute

Agenda News Service
140A

W/ Mail 25/9-1/10/87

1408 26/10/87 STML

AREA A:
Springs

Union says police beat its members

Labour Reporter

AREA B
Nigel,
Sandton
and West

The Paper, Printing, Wood and Allied Workers Union (PPWAWU) has claimed its members were assaulted by police during a dispute over the recognition of the union at Leonard Brushware, Industria

AREA C:

A PPWAWU statement said a number of the workers had to receive medical attention and two were hospitalised as a result of the alleged assault

AREA D:

Some of the workers yesterday showed a Star reporter wounds, including facial bruises, they claimed, were inflicted by police during the assault. At least one worker had her hand in a sling

Two workers, Mr Abram Botse and Mr Thomas Resimate were admitted to the Baragwanath Hospital, according to the union.

The union said the staff of about 270 stopped work to demand that management recognise their union

Management allegedly called the police after workers had refused to resume work as ordered, demanding instead that negotiations take place for the union's recognition

A first group of policemen left the premises without taking any action. Later, a second group of police gave workers five minutes to leave. Police then allegedly assaulted about 20 workers with sjamboks, batons and broomsticks.

Company comment was unavailable as spokesmen were said to be in a meeting

In a statement, a spokesman for the SAP Public Relations division in Pretoria rejected the allegations "with the contempt they deserve"

The police statement said a similar inquiry had been received from PPWAWU itself in which police were alleged to have assaulted workers with "sjamboks" and "gun-butts". This had now changed to "sjamboks, batons and broomsticks".

"Once again," said the statement, "an organisation has seen fit to castigate the police whilst ignoring the role and/or actions of its workers."

"According to our records," continued the statement, "a large group of workers gathered illegally and were warned by the police to disperse. The warning was ignored and the police used quirts to disperse the group. We have no record of any person sustaining injuries."

Cops deny charge

THE SAP has rejected allegations by a union that 20 of its workers were "assaulted" by police after a work stoppage. 26/10/87

Police were reacting in a telexed statement to Sapa to allegations by the Paper, Wood and Allied Workers' Union (Pwawu) that the assaults took place at the Leonard Brushware Company, near Johannesburg recently.

The statement confirmed that a clash between workers and police had taken place, but said police were dispersing an illegal gathering.

In reaction to Pwawu claims that five of its members were hospitalised after the alleged assaults, police said their records did not show anyone sustaining injuries — Sapa ~~SA~~ (USA) ~~Smetham~~

Available today.

CAPE TOWN 26/10/87 1407

Award for NUM leader

STOCKHOLM. — The leader of the National Union of Mineworkers, Mr Cyril Ramaphosa, received the first Olaf Palme Prize at the weekend for his fight for "human rights and dignity".

Mr Ramaphosa, 34, general secretary of NUM, was awarded the \$15 800 (R32 000) prize by Mrs Lisbet Palme, wife of the assassinated Swedish prime minister, at a ceremony in Stockholm.

The prize is awarded by the board of the Olaf Palme Memorial Fund, which was created three days after Palme was assassinated in 1986.

In announcing the prize, the board cited Mr Ramaphosa for the "courage and wisdom the union showed in its struggle for human rights and dignity".

Mr Ramaphosa said he would use his prize money to establish a scholarship fund for further education of black mine workers. — UPI

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(CGA21663)

Thibedi is safe

MABOPANE trade unionist Mr Jerry Thibedi has returned home — alive and well, a Cosatu official said yesterday.

Mr Donsie Khumalo said Mr Thibedi was released by Bophutatswana police and later asked to make a statement. The federation has referred the matter to the lawyers, he said.

Mr Thibedi and his family escaped death after their home was rocked by an explosion last week. The unionist escaped unhurt while his wife and children were treated for shock at Garankuwa Hospital.

Cosatu, gleaning reports from Mr Thibedi's neighbours, said police arrived soon after the blast and detained the unionist. The South African and Bophutatswana police later denied that the unionist was in their custody.

1/10/82
27/10/82
S. M. T. van der Merwe

Cape Times
27/10/87
Five unions merge to form SAMWU

Labour Reporter

FIVE municipal workers' unions merged to form the 20 000-strong South African Municipal Workers' Union (SAMWU) at its inaugural congress in Cape Town at the weekend

The 150 delegates and observers at the launch represented municipal sector workers from the Western, Eastern and Northern Cape, Natal, Free State and the Transvaal

A spokesman said that SAMWU's priority was to organize the 500 000 municipal workers countrywide, who were not yet union members, into "one strong national union, in line with the one industry, one union policy of the Congress of South African Trade Unions, Cosatu"

Affiliates

SAMWU consists of Cosatu affiliates including the former Cape Town Municipal Workers' Union, the Municipal Workers' Union of South Africa and the municipal members of the Transport and General Workers' Union, South African and Allied Workers' Union and General Workers' Union of South Africa

SAMWU formally affiliated itself to Cosatu at the congress

The congress was opened by the Cosatu regional chairman, Mr Mac Wellington Mtiya

Resolutions on sexual discrimination, the right to strike, the campaign for a living wage, non-racialism, military conscription and the migrant labour and hostel system were passed

The congress elected Mr Petrus Mashishi, of Johannesburg, as chairman, Mr Joseph Spambo, of Natal, as vice-chairman, Mr Sidney Adams, of Cape Town, as treasurer and Mr John Ernstzen, of Cape Town, as general secretary

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27/10/87

Cosatu slams Bantu education

BANTU education was designed to "keep people in ideological bondage and enslave the working class to the cheap labour system," Cosatu general secretary Mr Jay Naidoo told an education conference at the weekend.

Addressing about 250 delegates, Mr Naidoo said this was why Cosatu backed student demands for an alternative education "that develops the potential of people and serves the interests of the working class."

The conference took place against the background of the education crisis, Mr Naidoo said.

The conference resolved — among other things — to:

- Adopt the guidelines for "people's education";
- To launch a concerted drive to mobilise and educate "around the issue of women";

● Form a "fully fledged education department". The following people were elected to man the department: Messrs Chris Seopesengwe (chairman), E Masego (vice-chairman), David Pule Thate (treasurer) and Khetsi Lehoko (education secretary).

Hotels launch drive against race barriers

1409

27/10/87

Daily Dispatch Correspondent

JOHANNESBURG — The Federated Hotels, Liquor and Catering Association of South Africa (Fedhasa) is to launch a nationwide campaign to rid the country of all racial discrimination.

Announcing this at Fedhasa's Western Cape regional conference, the association's president, Mr Mike Kovensky, warned that large numbers of small family hotels were facing ruin and said that hoteliers could not develop the vast potential black and coloured market while there was legislation preventing their guests from using amenities in the surrounding area.

"It is a self-defeating exercise to attract guests to a resort where they find they cannot use the beaches," he pointed out.

Mr Kovensky said South Africa had about R5 billion invested in hotels, of which about R3 billion was now at risk.

If this investment were lost, it would be a disaster beside which the damage done by the Natal floods would be negligible.

By the turn of the century it would cost about R5 billion to replace the

lost hotels. Apart from that, a whole labour-intensive industry with the capacity to become the biggest in the country and provide many jobs would have been lost, he said.

Earlier at the meeting, a professor of economics at the Stellenbosch University Graduate School of Business, Professor Attie de Vries, pointed out the decline in numbers of hotel guests and said that the wage gap between whites and other races was narrowing.

Prof De Vries advised the hotel industry not to wait for the government to make changes but to set its own house in order and do all it could to attract guests of other races.

Mr Kovensky said Fedhasa had been giving this advice to members for several years and hoteliers had done all they could. Hotels were open and welcoming all races.

28/10/87

(140A)

Sanetun

* * *
ABOUT 4000 Volkswagen employees ended their work stoppage and resumed duty at the company's Port Elizabeth plant yesterday, a company spokesman said yesterday.

Volkswagen spokesman, Mr Natt Genrich, said the workforce had agreed to return to work pending arbitration proceedings.

The National Union of Metalworkers of South Africa (Numsa) members downed tools last Wednesday over the dismissal of a colleague alleged to have assaulted a foreman.

Mr Genrich said arbitration was expected to resume later this week. He said production would be back to normal.

The stoppage had cost the company 200 cars a day in lost production.

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SOUTH, OCTOBER 22 TO 28 5

140A

Workers locked out

PORT ELIZABETH. — Workers participating in a go-slow at the Plascon Evans Paints' plant in Port Elizabeth were locked out of the company's premises this week.

Production director Mr H Potgieter confirmed 89 members of the Chemical Workers' Industrial Union had been locked

out. They had been participating in a go-slow since October 9.

Workers had been locked out after negotiations failed to resolve a dispute. The dispute stemmed from a demand that all employees receive a R10 bonus paid to those who worked during a stayaway on

May 5 and 6.

Potgieter said workers wishing to drop the dispute would be entitled to return to work.

Wes Phillips, the branch secretary of the union, claimed the company demanded workers resume normal production after a breakdown in negotiations on Monday.

Protest at pull-out

JOHANNESBURG — Workers at Mono Pumps (Africa) in Sebenza near Kempton Park have decided to hold regular demonstrations to protest at the failure of the company to negotiate with their union.

According to the National Union of Metalworkers of South Africa (Numsa), the US holding company, American Brands, announced in April its intention to disinvest from South Africa "due to the deteriorating political and business environment".

Mr Michael Kettle, group chief executive director of Mono Pumps (UK), was given the task of arranging the sale.

Purchase

"After a meeting with Numsa in August, Kettle said he would tell us the purchase price and the name of the buyer before the sale and agreed to consider certain demands," a Numsa spokesperson said.

The demands were

- Mono Pumps should not continue to benefit from apartheid and should negotiate with Numsa the terms of the sale which affected workers
- Workers should be no worse off after the sale
- Mono Pumps should give Numsa full financial information about the sale price and the name of the proposed buyer
- Mono Pumps should fully recognise the union in terms of a draft agreement submitted to Kettle, giving it the right to negotiate at plant level
- Workers' wages should be guaranteed for five years and the company should sign a full re-trenchment agreement
- A fund to provide workers with supplemented benefits, should be set up. The company should also set up a community trust to get its boreholes and other pumps into the rural areas

Negotiate

"Kettle referred us to the Gal-lager Board of Directors for further financial information. They refused to give us this information.

"He refused to negotiate any of our demands at a second meeting earlier this month. He refused to negotiate a document of sale in which workers would be protected. He also refused to discuss a trust fund.

"Kettle said however, that he would consider giving an ex-gratia payment to some educational institution for the disadvantaged people of South Africa," the Numsa spokesperson said.

Mr David Bracher, projects manager for Mono Pumps (Africa) said the company's sale was a "commercial decision" and not a disinvestment.

He said the Kempton Park branch was one of "five or six being sold off around the world".

Numsa's disagreement was with Kettle and not Mono Pumps (Africa).

"Conditions of employment will not be materially affected by the sale," he said.

MR PEAKE TELL
MR KETTLE TO

NEC THE SITE

WILL LIVE WITH THEM WITH
SOMETHING THAT WILL
BENEFIT THEM AS YOU
HAVE BENEFITED IN
PRODUCTION

DO NOT
SPEAK FOR US
SPEAK TO US



Workers at Mono Pumps (Africa) demonstrate outside their factory in Edenvale, Johannesburg, to show their dissatisfaction at the way their parent company is disinvesting.

Mwasa clash looms

THE Media Workers Association of South Africa (Mwasa) faces another crucial national congress next month.

This time the divisive issue could be whether to affiliate to the Congress of South African Trade Unions (Cosatu) or the rival National Council of Unions (Nactu).

In 1983, Mwasa split at a national congress in East London over the decision of its Western Cape region to join the United Democratic Front.

The union patched up its differences after months of delicate negotiation.

The Western Cape region seemed to be approaching next month's congress with more caution.

At a recent regional congress, they decided MWASA should remain unaffiliated.

Regions like the Transvaal are expected to urge the union to affiliate to Nactu.

The Western Cape region resolved to commemorate May 1 and June 16 as workers' days.

They said they would review its position if the national congress decided to affiliate to Nactu.

22-28/10/87 (circled) (circled) South

South 22-28/10/87 (circled) (circled)

their parent company is disinvesting

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22-28/10/87

[Handwritten scribble]

140A

South

negotiations took another form

negotiations are continuing

LABOUR BRIEFS

Race bar must go — rail workers

THE Western Cape branch of the South African Railway and Harbour Workers Union have vowed to break the colour barriers among workers in the transport industry.

This was one of the resolutions passed at the union's first regional congress last week.

About 75 delegates representing more than 2 000 members attended. *22-28/10/87*

The meeting resolved that the union should:

- Challenge the migrant labour system;
- Demand the scrapping of a South African Transport Services medical scheme which, workers claimed, did not allow them to choose their own doctors;
- Form one transport union under the Congress of South African Trade Unions (Cosatu);
- Demand that the workers' families should be allowed to travel free on trains.

Western Cape branch secretary Dennis Makati said Sarhwi members were among the worst-paid workers in the country.

"They earn between R250 and R356 a month. We want to fight for union recognition so we can implement Cosatu's campaign for a living wage.

"We plan to win over members from the Black Trade Union recognised by management.

White workers

"We have signed more than 1 000 workers from Blatu and from the the so-called coloured staff. We even received queries from some white workers willing to join the union.

"Once we get a majority, we will ask SATS management to conduct a secret ballot to test our strength."

Makati said the Western Cape branch faced many problems since they started to organise workers in May last year.

He described the offer to equalise State employees' salaries as meaningless for the majority of workers.

"The government's salary parity offer will only benefit the skilled workers. The unskilled ones will be left out. The state should instead meet the workers producing SATS's wealth," Makati said.

Other executive member are chairperson Gordon Ncube, vice-chairperson Thami Khuselo and treasurer Vela Ntobongwane.

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Tools down at Pepsi

ABOUT 200 South African Allied Workers Union members at the Pepsi Cola factory in Epping this week downed tools for higher wages.

A Saawu spokesperson said the workers demanded R2,50 an hour and a 44-hour week.

The management offered R2.00 an hour — 49 cents more than the present hourly rate and a 46-hour week.

The workers also demanded the company refund money deducted last week after they had worked 44 hours.

Other demands were interest-free loans of R2 000 and busarries for workers wishing to study.

Negotiations are continuing.

(IUDIA)
(22-28/10/87)

South

Cape waitresses, eat you heart out

DURBAN. — Here's a good tip for Cape Town waitresses — watch the growing militancy of your Durban counterparts, where workers are negotiating the country's first union recognition agreements for restaurant staff.

"Right now the union is on its toes to protect waitresses and kitchen staff," said Mr Important Mkhize, the Durban Commercial, Catering and Allied Workers' Union of South Africa (Ccawusa) organiser and negotiator with two Durban restaurants and several national fast food chains.

"Recognition agreements are the answer to abuses because the bosses hide behind inadequate legislation," he said.

Restaurant workers were vulnerable to victimisation because they had a domestic servant-style relationship with their bosses, Mkhize said.

Mkhize said sexism made the workers' situation worse.

"Male bosses still take advantage of women.

"So workers must educate the employers and unions are the training ground. In unions they learn courage and know how for dealing with bosses". — Concord News Agency.

(IUDIA)

(22-28/10/87)

South

22-28/10/87

Brilliant strike

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Support grows as strikers stand firm

By **AYESHA ALLIE**
CAPE TOWN'S bread shortage is set to continue as striking bakery workers vowed not to return to work until their wage demands are met.

One bakery, Duens, has already reacted by dismissing 388 workers.

Meanwhile, support for the strikers, all members of the Food and Allied Workers Union, has been

offered by many community organisations, including the Western Cape Traders Association, Cape Youth Congress, Unemployed Workers' Movement,

South African National Students' Congress (Sansco) and the United Women's Congress.

The WCTA has asked its members not to sell bread

supplied by bakeries affected by the strike.

Other bakeries affected by the strike, which involves about 1 000 workers, are Silverleaf, Enterprise and Goodhope. The strike arose last week after the management and Fawu failed to reach agreement on wage increases.

The workers have demanded a R32 a week across the board increase.

Management's offer of R19,50 has been rejected. The workers were earning a minimum wage of R110

Strikers interviewed at the Umzi Woxolo hostel in Guguletu this week told of their work conditions.

A Duens worker, Mr Welcome Dyantyi, 69, said he had been working for the company since 1957 and earned R114 a week after deductions

"For all these years of working, I cannot say that I have money in the bank or own anything. This money is hardly enough to support a family and for food," he said

On pension

Dyantyi said he would go on pension soon but felt it necessary to go on strike so that future workers could benefit

Mr Dixon Mkwambi said he did not regard himself as a dismissed worker "I have a right to demand a wage that my family and I can survive on"

Mkwambi said it had not been easy to go on strike because of his family which he had to support.

"But I am going to keep on striking. It was not always when we had bread to eat before the strike," he said

Not to hurt

"I feel bad because we cannot stay without money for long," said Mr Anderson Bungane from Silverleaf.

"We want the community to know that our action was not to hurt or make people suffer

"We too are not happy to be on strike. Our aims are to get the benefits from what we earn"

He said workers had been involved in "fruitless" negotiations with management for more than four months and the strike was the only alternative

A spokesperson from Duens confirmed the dismissal of its workers. He said they had been given a chance to be reinstated should they report for work on Friday. Management was still negotiating with the union

Handwritten notes: 140A, and some scribbles.

peal Court. — Sapa

CME Time 28/10/81
Belhar man

**sentenced
for poster**

Court Reporter

A BELHAR Advice Office worker was yesterday fined R400 (or 12 months) in Kuils River Regional Court for making a subversive statement by putting up a poster stating "Stay Away May 5 and 6" at a station.

Clement John Botha, 25, of Keurboom Avenue, Belhar, had pleaded not guilty. He was sentenced to a further nine months suspended for five years.

The poster said inter alia: "Defend COSATU, Fight for a minimum national wage, Build a mass ANC, Forward to Socialism."

The magistrate, Mr A Louw, said Cosatu's activities were not limited to the labour field and there was a link with the ANC.

Mr D J Brand prosecuted. Mr D Potgieter, instructed by Mallinick Inc, appeared for Botha.

By Ralph Smith

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SA606 737 PE, Dbn 0740

CAPG Times
 28/10/87
 Beer
 strike
 is over

JOHANNESBURG. —
 The beer strike is over, South African Breweries (SAB) said in a news release here yesterday.

The SAB beer division said brewery workers were returning to work and beer supplies would be back to normal to satisfy peak demand at Christmas.

SAB and the Food and Allied Workers' Union (Fawu) yesterday reached an agreement on wages at R4,02 an hour and on various conditions of employment, including allowances, bonuses and holidays.

SAB's manager of industrial relations, Mr Rob Childs, said the Supreme Court decision on the status of overtime bans did not help matters and SAB hoped to have the uncertainty surrounding overtime bans clarified in the Appeal Court. — Sapa

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 28/10/87

Cosatu offices gutted

140A
Structure
28/10/87

FOUR Congress of South African Trade Union offices in Kimberley were destroyed by fire on Monday night.

The fire caused damage estimated at thousands of rand, Cosatu press officer Mr Frank Meintjies said. Union documents and office equipment including typewriters and desks were destroyed in the fire.

By LEN MASEKO

mine strike," the Cosatu official said.

Last week the home of Cosatu official, Mr Jerry Thibedi, was rocked by what police believed to be a limpet mine blast.

The offices housed Cosatu affiliates the National Union of Mineworkers, SA Railway and Harbours Workers' Union and SA Domestic Workers' Union. Offices of the Municipal Workers' Union and Detainees' Parents Support Committee were also gutted, Mr Meintjies said.

Cosatu's northern Natal secretary, Mr Thabo Oliphant, also escaped death when unknown gunmen opened fire on him outside his Empangeni home on October 18.

"This is a second blow for the National Union of Mineworkers whose offices in the town were gutted after an arson attack during the recent

Mr Meintjies said "We believe these attacks are perpetrated by pro-apartheid militants. The attacks are also clearly a response to our living wage campaign. Cosatu will not be intimidated by these criminal attacks."

Samantha Daniels
23 LaProvincie Way
Westridge
Mitchells Plain
7985

Cyril jets out to take his prize

without (140A)

23-24/10/87

MINEWORKERS' leader Cyril Ramaphosa jetted out of Jan Smuts Airport this week to become the first recipient of the Olaf Palme Peace Prize to be presented to him tomorrow.

Ramaphosa, the general secretary of the 360 000 strong National Union of Mineworkers, was accompanied by NUM president, James Motlatsi.

At the airport Ramaphosa told *Weekly Mail* that "it (the prize) will be an important development for my union as well as its members and of great significance to the worker movement in South Africa".

Ramaphosa said the announcement as to how the R30 000 prize money would be used would be made in Stockholm on Saturday.

BY GARRY TRUDEAU

HE'S OUT
NO POINT
TRY OF
PROBLEM!



OH, WHAT THE HECK! 1983:
LAXALT GOLFING PARTNER
AL DORFMAN IS RUBBED OUT
IN A SUBURBAN PARKING LOT...



140A
29/10/87
SMC

Union poised for big strike

Labour Reporter

More than 6 500 members of the Commercial, Catering and Allied Workers' Union (Ccawusa) are poised to go on a national wage strike in the Ellerines furniture group in the next four days unless they reach a wage agreement with the company.

The decision was announced at a Johannesburg press conference yesterday, only hours before the company agreed to a resumption of talks today.

Ccawusa spokesman Mr Jackie Masuku said the Ellerines group companies likely to be hit by industrial action were Ellerines, Town Talk, Royal, Rheingold, Oxford, Volks, Furncity, Jako and Fishers.

Ellerines human affairs manager Mr Pierre de Villiers said

management wanted to act in good faith, so would comment only after today's talks.

Mr Masuku said negotiations between the parties began in May and the union had declared a dispute and applied for a conciliation board hearing after eight meetings with the company.

Ccawusa was demanding a monthly minimum salary of R550 plus an across-the-board raise of R200. Management was offering a minimum of R300, with a R90 personal rise for all non-sales staff.

Agreement had already been reached on issues including guaranteed job security for employees on maternity leave and the recognition of May 1 and June 16 as paid holidays.

Labour Update

NUSAW SLAMS STEEL CO.

THE National Union of Steel and Allied Workers has accused Pretoria-based Meyer Steel management of union-bashing tactics.

Nusaw claims that management has unfairly dismissed seven members and intimidated others to

"In fact, there were five workers involved. Two were fired and the three others absconded," Meyer Steel manager, Mr George Greunen, said.

The dismissals followed an out-of-court settlement which resulted in management reinstating 37 dismissed

employees in January this year, according to Nusaw general secretary Mr Ndobane Tibane.

"Since then there has been victimisation, harassment and disruptive work instructions at the company," Mr Tibane said.

Nusaw is to challenge

the dismissals in the industrial court as well as consider a Supreme Court interdict to stop management from harassing our members, the union official said.

• Nusaw is to host a one-day seminar for shop stewards at Laudium Hotel in Pretoria on October 31 (8am).

TWO female members of the Commercial Catering and Allied Workers' Union were detained from their Soweto homes early yesterday, the Congress of South African Trade Unions (Cosatu) said in a statement in Johannesburg.

140A *Director 29/10/87*

They are:

- The vice-chairperson of Cosatu's Forum in Johannesburg, Ms Nonceba Dube, who was detained from her Dube home; and
- Ms Lindiwe Mvembo, a shopsteward at World Furnishers, was detained from her Mofolo home at 4.30am.

"We see the detentions as part of the continuing attack on every aspect of the Federations' work in building for true democracy in South Africa," the statement said — Sapa.

News in Brief

VW strike called off

PORT ELIZABETH. — Production at Volkswagen in Uitenhage is expected to return to normal this morning after a four-day strike by 4 000 workers was called off yesterday. Shop stewards of the National Union of Metalworkers of South Africa (Numsa) agreed to accept management's offer of arbitration.

THREE ATTACKS IN WEEK OF BLOODY ANTI-UNION VIOLENCE

140 A 2/11/10

A COSATU leader was killed, another shot at and a third's house demolished by a powerful bomb in three separate attacks in the past week.

The badly mutilated body of Commercial, Catering and Allied Workers' Union organiser, Amos Tshabalala, was found in the East Rand township of Tsakane, near Brakpan, at the weekend.

At Eskhawni in Natal, Cosatu regional secretary, Matthew Oliphant narrowly escaped death when several shots were fired at him by unknown men at the weekend.

And in Mabopane, near Pretoria, a powerful blast rocked the three-roomed corrugated-iron shack of the former Cosatu Northern Transvaal regional chairman, Jerry Thibedi, reducing it to a debris-filled hole.

Thibedi's wife and children were injured in the blast that happened in the early hours of Wednesday.

The blast shattered the windows and doors of neighbouring houses

BY VUSI GUNENE

"We were woken up by a loud bang and in a second everything was destroyed," Thibedi, who couldn't believe that he and his family had survived the blast, said in an interview yesterday.

"My wife screamed hysterically and I checked the children in the next room and found a heap of corrugated iron and pieces of furniture on them.

"We rushed to the neighbours, who were also woken by the blast, for help."

Police, under the command of Colonel Mokobanye, arrived an hour later and instructed the crowd not to go near the house, he said.

Thibedi and his family were taken to hospital where they were treated and discharged.

However, on their discharge they were taken to the Ga-Rankuwa Police Station where they were questioned.

After nearly an hour Thibedi was

taken back to his house where he found a large contingent of Bophuthatswana police, army personnel and South African Police.

His wife and children remained at the police station

Union officials, who arrived at the scene, were prevented from talking to Thibedi.

His wife was then brought to the house but the children remained at the police station.

Thibedi said he was questioned by a security policeman and members of the Bophuthatswana intelligence

He was asked about his union activities and his involvement in other community organisations

Thibedi was finally released in the afternoon

Asked who and what might have caused the blast, Thibedi said: "We do not know what type of explosive caused the blast though the police say they suspect it was a land-mine".

Thibedi said he had received several

threats on his life and had decided to avoid sleeping at home. He had just returned when the blast occurred. His wife, Tshidi, and daughter Ipelegeng, 7, and his younger sister, Dimakatso, 20, had had to sleep with the neighbours while he sought refuge with friends.

A statement released by Cosatu information officer Frank Meinjies said the "forces opposed to us are acting with increasing boldness.

"This is linked to the fact that there has evidently not been any progress in the cases involving other acts of violence against us."

He said the attack was aimed at forcing Cosatu to abandon its role in the extra-parliamentary movement.

According to Thibedi, Bophuthatswana police wanted to question him further yesterday but resorted to consulting his lawyers

At the time of going to press the lawyers hadn't heard from Mokobanye and the minister of police.

140A WJW 23-29/10/87

The strange case of the glossy pamphlet fake

By SEFAKO NYAKA

of the Weekly Mail, New Nation and Sowetan.

THE posters are identical to those distributed by the Congress of South African Trade Unions. Only the paper is a little glossier. And the message quite extraordinary.

Hundreds of fake posters were distributed in Pretoria this week, calling on workers to attend a Cosatu "intimidation conference".

The fakes are closely modelled on posters put out by the federation's education department.

But the pictures in the original posters have been replaced with others, including a picture of a necklace victim and another of a display of issues.

The poster claims the conference will focus on:

● How to necklace fellow workers that don't participate in strikes;

● What role should Cosatu play in destroying families by telling breadwinners to go on strike and get fired;

● Learn to provide for Cosatu executive to live in luxury without having to work;

● Why you (workers) must obey Cosatu executive,

● Why the executive must stay in power to enrich themselves from your hard earned earnings, and

● How executives waste millions of dollars contributed from overseas.

The poster, which is teeming with grammatical and spelling errors, also urges women to form their own union rather than waste their intelligence in Cosatu.

The poster also alleges Cosatu will discuss ways of using propaganda to discuss the executive's advantage and ways to use the worker to keep the Cosatu executive in power.

This is a gross distortion of the five

stated areas the federation will be looking at during the weekend conference:

● Cosatu will be looking at:

● The type of education needed to strengthen worker leadership.

● The role Cosatu can play in the struggle for an alternative democratic education.

● The role of working class culture in the struggle.

● The role of the media in reaching the unorganised and popularising Cosatu's policies.

● Achievements in organising women into the federation.

THE deadlock between Johannesburg's MSN company and its 180 dismissed employees remained unresolved yesterday

The National Union of Metalworkers of SA (Numsa) members were sacked after they downed tools early this month, demanding the reinstatement of a dismissed colleague

A company spokesman said the workers were "offered dismissal, which they accepted" after they went on an "illegal strike" Management had not heard from the dismissed employees since then, he said

140A

151

~~152~~

Smetham
29/10/87

Bakery strike in second week

23-29/10/87

AS 1 000 Cape bakery workers entered the second week of their strike for higher wages the Western Cape Traders' Association is asking its members to refuse to accept any bread coming from the four bakeries.

WCTU has also volunteered to collect money in every members' shop to assist the striking workers.

Members of the Cape Youth Congress and the Unemployed Workers' Movement are prepared to help in "getting the message across to all traders".

The organisations were among those represented by 100 delegates at a meeting called this week by the

Congress of South African Trade Unions. All the striking workers belong to the Food and Allied Workers' Union, a Cosatu affiliate

Also present were worker delegates from factories supplying the bakeries, owned by food sector giants Tiger Oats and Sasko and the Cape company, Bokomo.

The workers are demanding a R30 across the board weekly increase to bring the minimum starting wage to a par with that at two other bakeries, owned by Premier Milling.

The six bakeries produce almost all of Cape Town's bread.

~~1/17/87~~ 140A ~~12/16~~ W/Mant

Metal industry in the hot seat as strikes smoulder

140A
W/Marie
23-29/10/87

By ERNEST SIDERIS

FURNACES at Anglo's troubled Highveld Steel plants near Witbank were burning at their normal rate this week as some 4 000 metalworkers dismissed in last month's lock-out returned to work.

But labour relations in the metal industry remained volatile as hundreds of workers struck at factories on the Rand and the National Union of Metalworkers' of South Africa stoked up steam for two major disputes that could involve more than 15 000 workers next week.

An Anglo representative said 4 000 workers had completed their return-to-work at Highveld Steel on Monday. They were reinstated last week after accepting management's wage offer for 1987. However, a number of employees had been suspended pending an internal inquiry into allegations of "misconduct" and "intimidation".

Numsa representative Bernie Faranoff said 120 workers had been suspended. "Coincidentally, this just happens to include all the shop stewards and goes to show the lock-out was designed to break the union," he said. The Anglo man refused to give details about the suspended workers.

Highveld Steel locked-out 2 100 workers on September 21 after they had refused to accept the company's offer of a minimum wage increase of 41c an hour. Workers not included in the lock-out downed tools in protest, upping the number involved in the dispute to 4 000.

While Numsa has obviously suffered a major defeat at Highveld, a spate of strikes continued to smoulder in other parts of the steel and engineering sector.

● At the Shell groups' subsidiary Cadac, a wage strike by some 400 members of Numsa and the SA Boilermakers' Society ignited early this week. The workers have been demonstrating daily to support their demand for R4 an hour in response to the company's offer of R3,30 an hour. Cadac personnel director ED Compton said the company increased its offer by 65c if workers agreed to meet projected production levels.

● About 400 workers have been dismissed at MSN, Altech's electronic circuit board plant, after striking last week to demand the reinstatement of a shop steward.

● Some 1 000 workers began a strike on Wednesday at Altech's electronics plant in Benoni after wage talks collapsed.

people in 45 plants. Marie said management has refused to negotiate anomalies in wages for different job grades at plant level despite an agreement that this would be allowed.

The dispute will be thrashed out at an industrial council meeting next week. If the talks deadlock, the union plans to ballot its 8 000 members at Dorbyl — the first step in what could turn into a national strike.

A simmering dispute could also erupt again at Iscor, where the union suspended a 22-day legal strike by 7 000 workers at the Vanderbijlpark plant on August 12 after the company gave the strikers an ultimatum to return to work or be sacked. Numsa has declared a new dispute with Iscor, claiming that the company failed to negotiate in good faith to end the strike and that its threat to dismiss workers during a legal strike amounted to unfair labour practice. On these grounds, the union is demanding that Iscor reopen negotiations on wages.

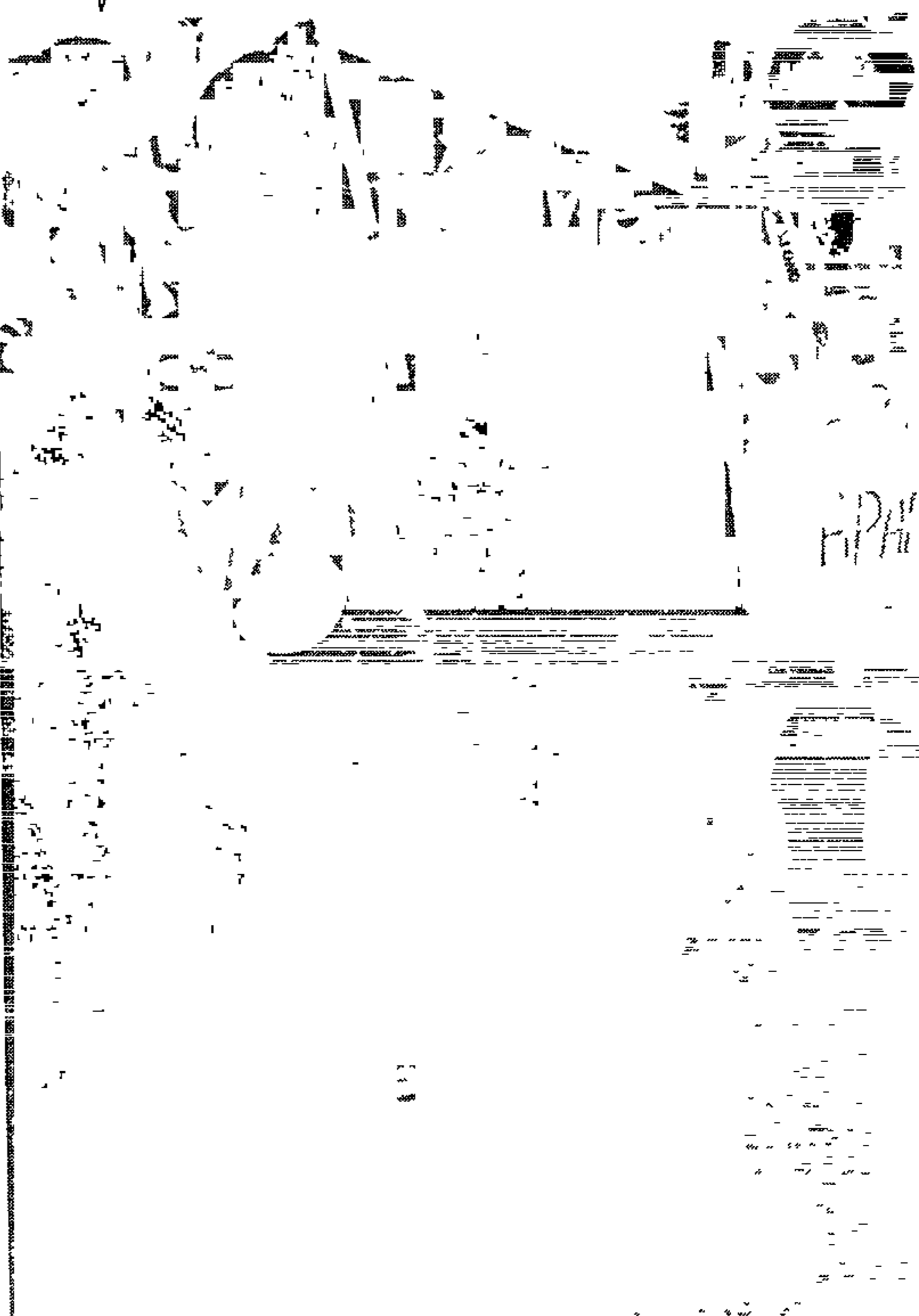
Next week the industrial council will meet over the demands. If it fails to resolve the dispute, the union is considering the option of continuing the wage-strike, possibly bringing out an additional 3 000 members at Iscor's plants in Newcastle and Pretoria, or of applying to the industrial court for the dismissals to be declared an unfair labour practice.

Either way all indications are that metal industry is set to be a hot seat of collective bargaining in the next few weeks.

● Talks between Sasol and the SA Chemical Workers' Union at the Sasolburg plant have failed to end a deadlock that led to the dismissal of more than 1 300 striking workers last week.

A company representative said the dispute had been concluded with the dismissal of the workers.

Sacwu press officer Humphrey Ndaba said the strike was still on — Agenda Press



Mono Pumps workers stage a placard demonstration calling on the disinvesting company to negotiate with their union, Numsa

● See Page 18

Picture: ANNA ZIEMINSKI, Afrapix

● Numsa has been conducting talks with the German car parts manufacturer Karl Schmidt for the reinstatement of 247 workers dismissed during a strike in July. Faranoff says the union is considering calling for sympathy action from its members in car plants that use the company's products and from workers in Germany.

● This week 700 Numsa members at Telephone Manufacturers of SA in Springs began a legal strike. The union conducted a strike ballot last week after wage talks with Barlow Rand broke down.

Meanwhile, Numsa's national organiser Bobby Marie said the union has declared a dispute with the Dorbyl group which employs about 22 000

SMA 30/10/87

October 30 1987 5

Two union women held

Two women members of the Commercial Catering and Allied Workers' Union who were detained in Soweto yesterday are believed to be being held under the State of Emergency regulations.

The Police Public Relations Division in Pretoria said yesterday that neither Miss Nonceba Dube nor Miss Lindiwe Mvembowere were being held in terms of security legislation.

The Congress of South African Trade Unions (Cosatu) said in a statement in Johannesburg that Miss Dube is the vice-chairman of Cosatu's Women's Forum in Johannesburg.

30/10/87

(EP) (140A) P/M

FARM WORKERS

Rights deferred

Organised agriculture has removed from public gaze its agonising over farm workers' rights. Behind the tactic is tension between the Conservative Party and National Party, who are openly contesting a "hearts and minds" struggle for the farming vote.

The SA Agricultural Union (SAAU) general council won authority from farmers at last year's congress to inquire into and implement sweeping changes to farm labour prac-

no longer be delayed." This year's congress — held in Durban last week — was scheduled to provide the forum at which the council's action would be tabled and debated.

But the proposals remained under wraps subject to continued discussion with SAAU affiliates and, according to a senior SAAU official, government pressure on farmers to reach agreement has mysteriously eased.

At issue, say council officials, is whether to accept the Basic Conditions of Employment Act, with a clause similar to Section 51 (a) of the Labour Relations Act written into it. Such a clause, they argue, would allow any sector, including farming, to adapt regulations covering working hours to suit special circumstances and seasonal demands.

Thus dairy farmers, for instance, would have to decide whether it is acceptable to

expect workers to report for four hours' duty around sunrise, and another four at sunset. Officials readily accept that since farm workers enjoy no formal representation, and farmers are set against negotiating with trade unions, establishing accord with workers on such issues is "a difficult question."

SAAU affiliates are nonetheless charged to report back to council by the end of January. Barring a political impasse between now and then, the SAAU may soon thereafter announce it accepts that the provisions of the Basic Conditions of Employment Act, with modifications to maximum working hours, are acceptable to farmers.

Whether this will be acceptable to farm workers is, of course, impossible to say since they have no official voice. While farmers wish to see this situation maintained, orga-

nised labour not unnaturally has other ideas. Both Cosatu, the largest trade union federation, and the Inkatha-linked Uwusa union, intend to organise farm workers. ■

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SA Breweries (SAB) and the Food & Allied Workers Union (Fawu) this week agreed on wage rises of R4,02 an hour, ending four months of negotiations and a three-week strike by 1 100 employees at two SAB breweries and four depots. The union had demanded R4,30 against SAB's opening offer of R4. The agreement, which holds until next July, also covers improved bonuses, allowances, and paid holidays.

SAB spokesman Gary May said half the work force affected were back by Tuesday, he expected the rest to return in a few days. With overtime work now back in force, he added, normal demand and that expected over Christmas would easily be met. Losses caused by the strike are being quantified, production had fallen by 10%, but distribution was more seriously affected.

May tells the FM no agreement was reached on the question of continuous production at SAB's Rosslyn plant, where matters came to a head earlier this year. However, various technicalities associated with continuous production have been clarified. It was agreed to treat the matter as a separate, local issue, which is to be referred back to mediation. The company also hopes the Appeal Court will clear up the confusion in industrial relations law over two conflicting rulings on the question of overtime, which has implications for dismissals, lock-outs and unfair labour practice.

While Fawu had dismissed allegations of violence and intimidation during the strike as a "smear campaign," May says the union undertook to condemn such action.

SAB describes the wage agreement as "proof that collective bargaining procedures remain the most effective method for the

resolution of industrial conflict even in the complex SA situation. Free collective bargaining must remain the objective of both the union and industry, and all attempts from whatever quarter to attack the process should be opposed vigorously."

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About 4 000 employees at Volkswagen, Uitenhage, also returned to work on Monday, their four-day strike having cost about 700 vehicles in lost production.

The metalworker union (Numsa) members downed tools the previous Wednesday after the dismissal of a colleague who allegedly assaulted a foreman. The union agreed to an independent arbitrator being called in to review the incident, but demanded that the foreman be suspended until the arbitrator's finding is made known.

No doubt Volkswagen's undertaking to dealers to supply 3 000 cars ordered by Avis for next year, a R55m order, lubricated the search for a settlement.

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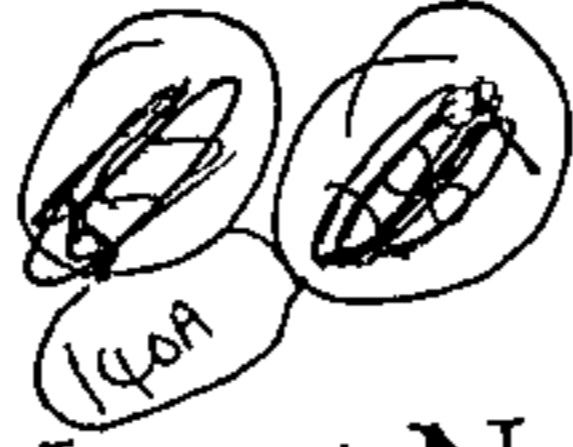
Ellerines' first year of negotiations with organised labour could be a baptism of fire. The company and the Commercial & Catering Union (Ccawusa) are to meet this week to discuss wage increases. The union says workers are prepared to strike if their minimum wage demand for R550 a month, plus a R200 a month across-the-board increase are not met. It is also opposing the trade's "performance targets."

The company has offered a basic R90 a month wage increase, in addition to other improvements in service conditions, but won't say more until it has met the union. Ccawusa claims to have 6 500 of Ellerines' 9 000 workers as members.

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Mount Nelson spies a black hole in the labour code

By ALASTAIR TEELING-
SMITH and GAYE DAVIS

THE Mount Nelson, one of Cape Town's most prestigious hotels, is circumventing the European Community Code of Conduct for multinationals, a union has alleged

In terms of the code, the Mount Nelson should pay its workers a minimum monthly wage of R427,51

But a Liquor and Catering Trades Employees' Union official said although the hotel claimed in its reports to the EC — copies of which are in the union's possession — that it was doing so, Mount Nelson management maintained the code applied only to "black Africans".

"Coloured" workers at the hotel were being paid a minimum wage of R250 a month, the official said

The union — a Cosatu affiliate — has declared a dispute with the hotel following the breakdown of wage talks Last week hotel workers welcomed guests by putting pamphlets on their cars and in their bedrooms, inviting them to enjoy themselves as "our efforts will make sure you do".

The pamphlet carried details of the workers' demands for a minimum monthly wage of R455 and asked guests to "spare a thought for our needs". Another demand is that the present 53-hour working week be reduced to 44 hours.

The Mount Nelson is governed by the EC Code because it is wholly owned by the British Union Castle Company, which in turn is owned by the British Commonwealth Shipping Company, recently renamed Britcom

The union official, describing the Mount Nelson's employment policy as "racist", claimed no "so-called black Africans" had been employed over the past two years.

He said the Mount Nelson had provided the union with the names of four Africans employed during the past two years, on investigation, LCTEU found one of the four was classified "coloured".

Asked to comment, Dodds denied the hotel was circumventing the EC Code. He also denied "coloured" workers were paid R250 a month minimum but refused to disclose how much they were paid.

Dodds said wage talks had not broken down. "Negotiations are continuing. We have 30 days to bring this matter before the Industrial Council" He declined to discuss the dispute further.

Changing face of trade unions

THE face of unions in South Africa has changed dramatically over the past few years

Many unions, mainly smaller ones, no longer exist as the country's biggest trade union federation, the Congress of South African Trade Unions (Cosatu), moves closer to its aim of having only one union in each industry

The latest mergers in Cosatu are last weekend's launch of the South African Municipal Workers Union and the launch of the Paper, Printing and Allied Workers Union two weeks ago

Eventually, Cosatu, which claims a membership of almost one million, hopes to consist of only about 15 giant unions

Exempted

At its launching congress in December 1985, Cosatu set itself a six-month deadline to achieve this aim

By mid-1986, it became clear that uniting the unions in the different sectors would take much longer, and the period was extended.

At Cosatu's last congress in July, only industrialised unions were allowed to participate

Those unions which had by then not merged had to give an undertaking to launch national industrialised unions.

The Paper and Printing, and Municipal unions gave this undertaking Unions organising transport workers, like the South African Railways and Harbour Workers Union (Sarhwu) and the Transport and General Workers Union (T&GWU) were exempted because of the railways strike

Grey area

Sarhwu's Western Cape region resolved at its AGM last weekend that its national body should merge with T&GWU The two unions will have merger talks on November 7

The South African Allied Workers Union (Saawu) was refused permission to participate in the Cosatu congress because of its refusal to give off its members to other industrial unions

Since then, Saawu has been involved in a number of mergers with other Cosatu affiliates

Another grey area has been the Commercial Catering and Allied Workers Unions (Ccawusa), which was

formed out of the Retail and Allied Workers Union, the Hotel and Restaurant Workers Union and the old Ccawusa earlier this year

After its launch, there were claims from some Ccawusa members that the new organisation was not properly constituted The dispute is still being sorted out

The National Union of Textile Workers (NUTW) is trying to form a federation of clothing and textile unions with other unions, including some which were previously in the conservative Trade Union Council of South Africa (TUCSA)

The only union unaffected by Cosatu's policy on industrialised unions is the National Union of Mineworkers, with 370 000 members the federation's biggest affiliate

Electrical

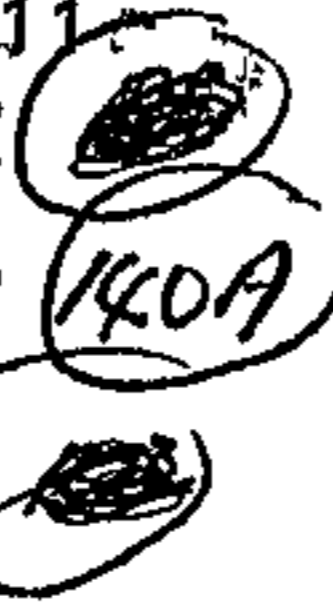
NUM has recently started to organise electrical power workers at plants in the Western Cape

Cosatu's second biggest affiliate is the National Union of Metalworkers of South Africa (Numsa), which was formed out of three unions earlier this year

Other unions formed as a result of mergers include the Food and Allied Workers Union (Fawu), the National Educational Health and Allied Workers Union (Nehawu), the South African Domestic Workers Unions (Sadwu), the Chemical Workers Industrial Union, and the Construction and Allied Workers Union (Cawu)

Cosatu hopes to form national unions for the unemployed and farmworkers

Bakeries agree on wages



THREE of the bakeries involved in the recent two-week bread strike have reached a settlement with the Food and Allied Worker's Union.

A spokesman from the two Tiger Oats bakeries — Silverleaf and Goodhope — Mr Tom Bingle, said that the company had settled on a minimum wage of R134 a week, ranging to R152 a week.

About 1 000 bakery workers struck earlier this month after managements refused to accept demands of a R32 a week increase. The minimum wage was R110 Mr Dingle said the increases stood until further negotiations on July 4.

Meanwhile, a spokesman from Duens Cadora said workers yesterday formally accepted its offer of R132 from August 1 and a further R2 a week from February 1.

Silverleaf and Goodhope agreed to an annual bonus of two weeks pay, while Duens Cadora agreed to three weeks wages.

The group manpower manager for Sasko's bakery division, Mr George Koning, said Enterprise would be holding a meeting with Fawu next Wednesday.