

INDUSTRIAL REL. - WORKERS' ORG.

COSATY

1988 - MARCH.

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SEVERAL employer organisations are scheduled to meet Cosatu tomorrow for discussions on the Labour Relations

Employers set to meet with Cosatu

Amendment Bill and, it is expected, the emergency restrictions imposed on the organisation last week

199X 11/3/08
ALAN FINE

fining Employers' Association are among those likely to attend tomorrow's meeting

This follows the failure of the SA Consultative Committee on Labour Affairs (Saccola) to reach consensus on a joint approach to Cosatu on the Bill at present before the parliamentary standing committee on manpower

Saccola secretary Frieda Dowle said yesterday a Saccola approach, which had been under discussion for the past two weeks, had to be abandoned because some affiliates felt they could not go along with certain recommendations

At this stage, it appears Asso-com, the FCI, Seifsa, the AHI and the Sugar Manufacturing and Re-

Saccola worked strictly on a basis of consensus, she said

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Employers to meet Cosatu tomorrow

Star 1/31/88

By Mike Siluma,
Labour Reporter

Several major South African employer organisations are due to meet the SA Congress of Trade Unions (Cosatu) tomorrow to discuss the Labour Relations Amendment Bill and possibly the Government's new clamps on the congress, employer and union sources confirmed

The decision by individual organisations to meet Cosatu came after the failure of the SA Consultative Committee on Labour Affairs to come up with a joint response to a call from Cosatu-affiliated unions to publicly reject the Bill.

Employer organisations originally party to the Saccola talks included the Afrikaanse Handelssinstuut, the Associated Chambers of Commerce, the Federated Chamber of Industries (FCI), the South African Agricultural Union, the Building Industries Federation, the SA Federation of Civil Engineering Contractors, the Chamber of Mines and the Steel and Engineering Industries Federation.

AECI industrial relations spokesman and chairman of the FCI's standing committee on manpower affairs, Mr Bokkie Botha, confirmed that a meeting of certain employers had taken place yesterday.

● The central executive committee of Cosatu, meeting at the weekend, has decided to call a special congress of the federation in April to discuss the latest crackdown on the union body.

Two arrested after ^{140A} intimidating workers

Star 1/3/88

East Rand Bureau

Two alleged members of Cosatu were arrested at their offices at the World Centre in Germiston at the weekend, for allegedly abducting and intimidating a factory worker and her son.

Police said a 45-year-old Reiger Park woman and her son, aged 22, were returning from working a nightshift at a Benoni factory on Thursday when they were abducted by three unknown men.

The two, whose names are being withheld by police for their safety, were on their way home. In Reiger Park a red car pulled up and forced them off the road.

Three men jumped out and abducted them. They were driven to the Cosatu offices in Railway Street, Germiston, where they were questioned by two men.

According to the police the men threatened the woman and her son if they did not support Cosatu.

The young man was given a Cosatu blazer and was told to wear it. He and his mother were ordered to return to the office on Friday and were warned not to tell anyone.

Police arrested two men, aged 48 and 33, in connection with the incident.

CMG 7/1/88
2/3/88

~~1400~~
~~1400~~
Employers,
Cosatu to
discuss Bill

JOHANNESBURG — Several major South African employer organizations are due to meet the SA Congress of Trade Unions today to discuss the Labour Relations Amendment Bill and possibly the government's clampdown on the congress, employer and union sources confirmed

This move came out of the failure of the SA Consultative Committee on Labour Affairs (Sacula) to produce a joint response to a call from Cosatu-affiliated unions to publicly reject the Bill

Employer organizations originally party to the Sacula talks included the Afrikaanse Handelsinstituut, the Associated Chambers of Commerce, the Federated Chamber of Industries, the SA Agricultural Union, the Building Industries Federation, the SA Federation of Civil Engineering Contractors, the Chamber of Mines and the Steel and Engineering Industries Federation — Sapa

Minister is insensitive to Cosatu, claims Soal

Star 2/3/88

1409 (1823)

By David Braun,
Political Correspondent

CAPE TOWN — The Minister of Manpower, Mr Pietie du Plessis, had displayed arrogance and insensitivity in his intentions of dealing with Cosatu in terms of the new emergency restrictions, the Progressive Federal Party said on Monday.

Mr Peter Soal, PFP spokesman on Manpower, told a meeting of the party in Craighall he had asked Mr du Plessis how he had intended dealing with Cosatu.

In a text of his speech released in Cape Town, Mr Soal said: "I explained race relations were delicate and very important in South Africa and I asked whether he (the Minister) intended employing additional personnel to deal with any problems that might arise between Cosatu and

his department as a result of the restrictions."

"The Minister said it was not his intention to engage additional staff as he had more than 1000 employees whom he had taken over from the former administration boards and they could deal adequately with any problems which might arise.

"This again displays the arrogance and insensitivity of Nationalists when it comes to dealing with people of colour.

"How does he think it would be possible for individuals who had spent their lives stamping passports to deal with sensitive labour issues?"

"Blacks have been denied access to a franchise for decades and the only avenue they have to express grievances should be nurtured and promoted."

Strike-hit firms to hold talks — chemical union

BRONWYN ADAMS 2/3/88

NEGOTIATIONS between management at three strike-hit chemical sector firms and the Chemical Workers' Industrial Union (CWIU) are scheduled for today or tomorrow.

CWIU spokesman Chris Bonner said a conciliation board would sit today to attempt to resolve the week-old legal strike at Unilever's Wadeville plant. She said settlements had been reached at other Unilever plants at levels higher than that being offered at Wadeville. Management was unavailable for comment. The union will also meet the management at Kohler Xactics in Benoni today.

2/3/88

ASSOCOM met President P.W. Botha and members of the cabinet in the city yesterday and drew attention to the "possible international repercussions" of the restrictions imposed on 17 organizations last week.

Assocom said it had expressed the hope that the situation would be normalized as soon as possible.

In a separate meeting in Johannesburg yesterday, Cosatu met employer bodies and expressed concern about recent acts of government repression. Cosatu said afterwards that it had doubts as to whether it could look to employers for support in defending democracy.

After meeting in Cape Town, Assocom issued a statement saying it was also concerned by the increased sophistication of armed robberies and undertook to make recommendations to the authorities.

In addition, Assocom

- Welcomed the privatization policy and supported the need for accelerated privatization;

- Reaffirmed support of the broad economic strategy outlined by the President and undertook to address price discipline in the private sector as an important element in the general

Assocom warns

PW, cabinet

Cape Times 3/3/88

14011

on restrictions

strategy to reduce inflation;

- Noted that the economy required stable growth and that "stop-go" policies should be avoided. The budget on March 16 would have to be geared accordingly.

- Emphasized the need to continue deregulation and supported the "interim steps" which the government was taking, and

- Urged the government to "remain aloof" from the collective bargaining process and to allow industrial relations issues to be settled through negotiation between employers and employees.

It also outlined its support for the broad recommendations of the President's Council report on the Group Areas and hoped that the government would announce its reaction soon.

Cosatu met the FCI, Assocom, the AHI, the Sugar Manufacturing and Refining Employers' Association, the SA Federation of Civil Engineering Contractors and the German Chamber of Commerce to discuss the Labour Relations Amendment Bill and recent bannings and restrictions.

Cosatu said no common plan of action emerged to defend the labour relations system, which it believed was threatened. Cosatu and the employers had agreed, though, that it was wrong for new labour legislation to be imposed without the consent of both employers and labour.

The employers had denied they were party or privy to the clamp-down and denied they had the clout to influence government.

Members of FAWU in court

D/D 3/3/88
EAST LONDON — Seven members of the Food and Allied Workers' Union (Fawu) appeared in the regional court here yesterday in connection with allegations of intimidation.

(140 A)
The seven were Mr Kenneth Thembinkosi, 35; Mr Themba Skipper Toko, 27; Mr Nceba Simon Sodo, 28; Mr Limited Mcebisi Sitshowcwana, 30; Mr Toyi Vincent Mavaun, 39; Mr Malixole Qaungaua, 27; and Mr Ronnie Songatsha, 37; all of Mdantsane.

The seven appeared in connection with four counts of intimidation and an alternative count of assault at the Distillers Co-operative in November last year.

The charges were not put to them and they were not asked to plead.

The case was postponed to May 30, and the seven were released on warning. — DDR.

DID 3/2/88

Supermarket, union in pay, leave dispute

140A

Daily Dispatch
Reporter

EAST LONDON — A dispute has been declared after 12 days of negotiations between Pick 'n Pay and the Commercial Catering and Allied Workers' Union of South Africa

A spokesman for the supermarket chain said the union and the company had failed to reach agreement over wage increases and annual leave

The union's position on wage increases is a demand for an increase of R1,05 for hourly paid staff, R47,22 for weekly paid staff and R204,59 for salaried staff

The company had indicated it was prepared to grant increases of 62c per hour, R27,69 a week and R120 a month

In addition, the union is demanding three weeks leave during the first three years of service and four weeks thereafter, compared to the company's offer of three weeks during the first four years and four weeks thereafter

The parties have agreed to one week additional service leave at the 10th year and two weeks at the 15th, 20th and 25th years

A dispute meeting will take place on Thursday, March 10

RESEARCH BODIES

Timber firm's workers strike

Daily Dispatch
Reporter

EAST LONDON — Some 150 Hodgetts Timbers workers began an illegal strike on Tuesday after declaring a dispute with management over wage increases

The workers are members of the Paper, Printing, Wood and Allied Workers' Union, but the union's local organiser, Mr David Mabengeza, said it was union policy not to comment on a dispute until after consultation with the employers

He indicated that a meeting had been arranged for yesterday afternoon

A senior shop steward and spokesman for the strikers, Mr Otto Mpetha, said the dispute began with a demand of a R3,26 an hour increase on top of the present R1,45 an hour minimum wage at the company

This would bring the wage in line with the minimum wage recommended by the Congress of South African Trade Unions

Mr Mpetha said the workers had compromised to a point where they were demanding 55c an hour more — but management had indicated that it considered the demand to be unreasonable

The general manager of Hodgetts Timbers, Mr K Fleischman, said he saw "little purpose in commenting until there is finality in the matter"

Dismissed for stealing a spoon

~~140A~~ 140A

By KURT SWART

AN organiser for the Commercial Catering and Allied Workers Union (Ccausa) was held for questioning by Stellenbosch police after she tried to intervene on behalf of a worker dismissed by Mike's Kitchen for allegedly stealing a spoon.

Ms Olivia van Rooyen was released after two hours and warned she faced charges for holding an illegal gathering. The worker, Ms Sylvia Kutta, has since been reinstated at the Stellenbosch restaurant, but still faces a charge of theft.

Theft

Police confirmed this week that Kutta had been arrested and charged with theft. She will appear in court on April 14.

Police denied Van Rooyen was arrested or detained. A spokesperson said police "talked" to her.

Thirteen workers who went on

strike in sympathy with Kutta were dismissed and later reinstated.

According to Van Rooyen, restaurant manager Mr John Hugo accused Kutta of stealing a spoon after he transported workers home on February 22. Kutta was eating from a bowl in the back of the van.

The next day Kutta was dismissed and arrested. She was released on bail. The entire black staff walked out in protest and were dismissed.

Van Rooyen and the shopsteward negotiated with management and the workers were reinstated. The following day Kutta was reinstated but the charge was not withdrawn.

Last Friday Van Rooyen convened a general meeting on the premises. She claimed she and the workers were thrown out of the restaurant by the management who then called the

police. Van Rooyen claimed she was arrested.

Van Rooyen said management had refused requests for further meetings and that negotiations for a union recognition agreement had fallen away.

Restaurant manager John Hugo said the incident was an internal matter and that the union had got "hot under the collar".

"Sylvia is back at work with no loss of benefits as a result of slick union negotiation. I find Sylvia very charming and pleasant to work with. The incident seems a little bizarre now," he said.

"Morale has never been higher at Mike's Kitchen," he added.

Hugo said no recognition agreement existed but that moves had been made in that regard.

He confirmed a charge had been laid against Kutta and that it had not been withdrawn.

'Police threat to unionist - Inform or face comrades'

GRAHAMSTOWN. Security police in Queenstown have threatened to make certain that a trade unionist is killed by the "comrades", unless he acts as an informer.

In papers before the Supreme Court here, the branch secretary of the Food and Allied Workers Union, Mr Kayaletu Norman, said two policemen came to his office on January 18.

"They started to search the offices and when I asked them what they were doing, they told me that they had come to fetch me. They said: 'kom kaffirtjie', and started dragging me from the offices."

Norman was taken to the security police offices where he was hit by the policemen.

"I was then asked about my activities in Lusaka. When I told him that I had not gone to Lusaka, but to Harare to attend a seminar there, he accused me of lying."

Norman repeated that he had not gone to Lusaka, a green bag was placed over his head, he could not breathe and lost consciousness.

"When I regained consciousness, one of the policemen said I would have to sign a receipt for R200. I refused and they started to punch me."

After being beaten for some time, Norman agreed to sign the re-

ceipt. He was then told they wanted to take a picture of him shaking hands with one of the policemen.

He refused, was again assaulted, and finally gave in. A coloured policeman took the picture.

"They said they now had me. They would give the photograph to the comrades and people would say I'm an informer."

Norman would say I'm an informer. Rensburg, referred the

"They said if I did not act as an informer, they would carry out their threats."

Norman later left Queenstown to stay in Port Elizabeth. He applied for an interim order restraining the security policemen involved in the incident from assaulting, threatening, harassing or intimidating him.

Acting Mr Justice van Rensburg, referred the ANA. He denied that Norman had been assaulted.

Webster-ANC Inoqtang Piam!

[Handwritten scribbles]

South 3/13/88

Three Boland farms hit by strikes

'We've had enough!'

By GEORGE HILL

THREE fruit farms in Grabouw were hit by strikes this week when about 80 members of the Food and Allied Workers Union protested against low wages and bad working conditions.

This week's strike is the third by farmworker in the last month. Recently workers have gone on strike in Paul and Kuisriver.

Workers some have worked on farms for most of their lives earned as little as R21 a week.

The workers on Heidelberg, Highlands and Sherwood farms downed tools on Monday. Negotiations between farmers and the union are continuing.

Sherwood workers accepted a R28 increase on Tuesday which is more than double their previous earnings of R27 a week.

Salary

The workers at Highlands farm have refused an offer of a R4,80 a week increase.

Workers at Heidelberg and Highlands farms told SOUTH they refused to continue working for starvation wages.

Mr Henry Pietersen, a "heavy-duty" driver at Highlands farm, said he drove to Saldanha, Epping market and Worcester up to three times a week, but only earned R61.

"I sometimes have to weld and do building work on the farm for this small salary."

"My eldest son had to leave school after finishing Std 8 because of the hardship. He made the sacrifice for his six brothers and sisters to learn," he said.

The men at Highlands earn R32,50 a week, while the woman earn R26.

The workers were also angry about their living conditions.

On Heidelberg seven families use one "toilet" — a hole in the ground under Mrs Christine Maloy's bedroom window.

The stench is unbearable. We cannot open the windows and when it rains the hole fills up and dirty water runs into the house.

Workers claim their annual bonus amounts to R5 — a sum only paid if they worked a full year.

Mrs Christine Roman said the workers have decided not to return to work.

"Our treatment here is sinful. If we pack 455 boxes of apples a week we get R21."

"The men must buy their own overalls. How are they suppose to buy overalls with the small salary they earn? We only paid R3 overtime if work until nine or 10 o'clock at night."

Fawu's farmworker organiser in the



Johana Malgas, 19, a matriculant at Groenberg Senior Secondary, with her sister Cathleen Maloy, 9, and brother Nelson Maloy, four months.

Western Cape Mr Piërus Aploon, who lives with his wife on Heidelberg, has been given three days to leave.

"I will rather leave because I do not want any farmer to have a hold on me," he said.

Workers present at the negotiations alleged the owner of Heidelberg, Mr Pierre Reeves, had told Aploon to "voetsek" out of his office and that he was a Cosatu gemors. Reeves refused to comment this week.

At Highlands farm, opposite Heidelberg, 21 workers downed tools. The workers, mainly Africans, earn about R27 while some earn R35.

Workers at both Heidelberg and Highlands work an average of 12 hours a day from 6am to 6pm. African workers are not paid overtime.

Workers are required to buy their own overalls and boots. The farmer charges them R20 for an overall.

When the workers started their strike on Monday their electricity was

cut. They pay R5 a fortnight for electricity and R10 for gas. Workers are also unhappy because they must pay R5 extra when their wives stay with them.

A worker, Mr Ezekiel Mokachane, said workers had to pay their own medical expenses when injured on duty.

If the farmer pays it's deducted from our wages.

Daniel Kluwa, who could not recall his age, said he had started with the present farmer's father many years ago. He earns R27 a week.

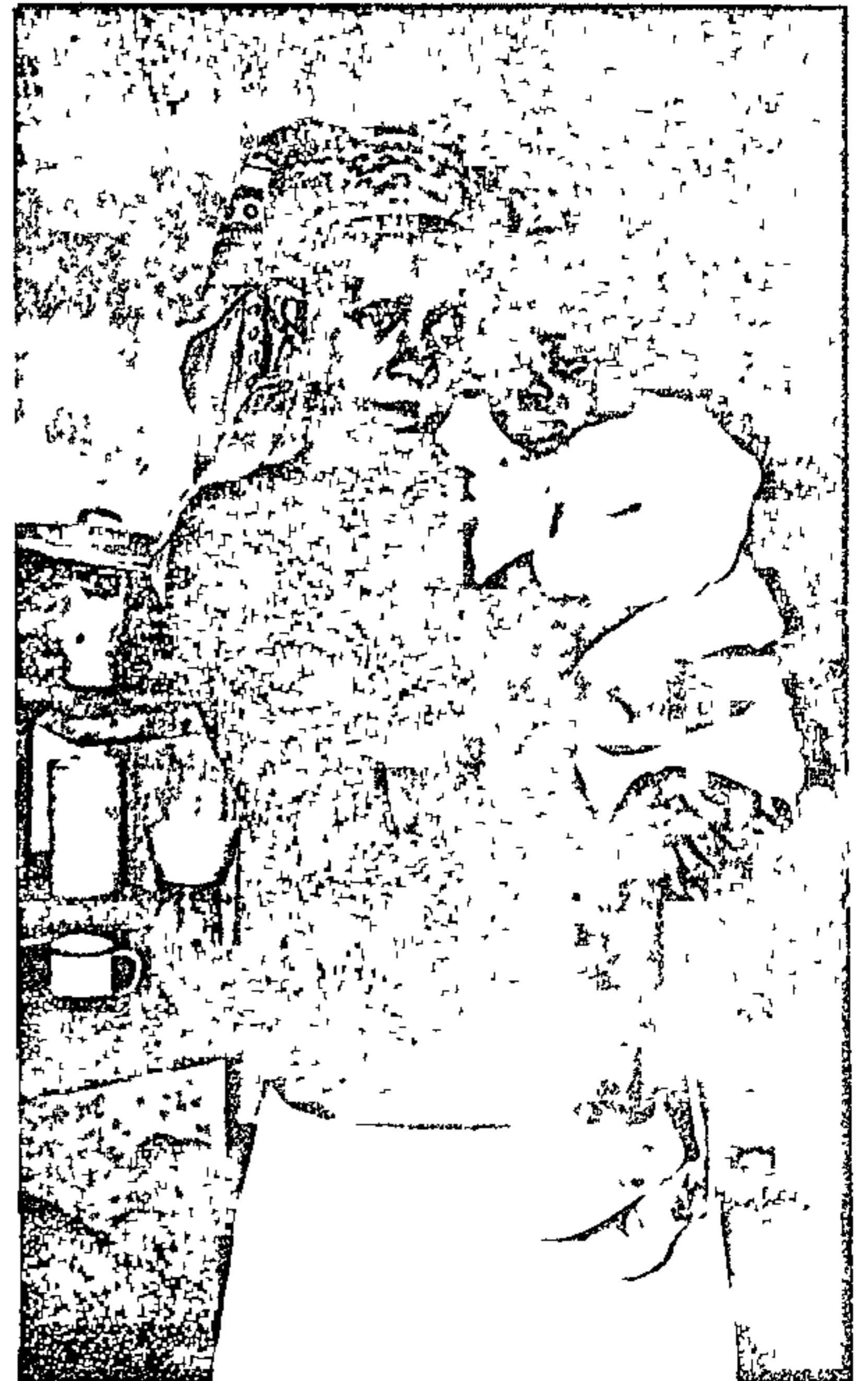
The 21 workers and their families share three toilets.

Mokachane said he had started Highlands in 1971 earned R25 a week. No matter what we are going to see the strike out and stand together till the end," he said.

Reeves, the owner of Heidelberg, said that the press always criticised the farmers and spread negative things about them. He refused to comment further.



Some of the striking workers. Standing are Henry Pietersen, Philip Jacobs and Lourence Tyiso. Sitting are Owen Saayman and Charles Langenhoven.



Ms Petros Jejana and her daughter Julia, 2, in kitchen of the house.

Intimidation
seven Fawu
men in court

EAST LONDON — Seven members of the Food and Allied Workers Union (Fawu) appeared in a East London Regional Court charged with intimidation and assault

They were Mr Kenneth Tembirkosi Mshewala (35), Mr Temba Skiper Toko (27), Mr Nceba Simon Sodo (28), Mr Limited Mcebisi Sitsholwana (30), Mr Totoyi Vincent Mlavanu (39), Mr Malix ole Gannevu (27) and Mr Ronnie Sangotsha (37), all of Mdantsane

The State alleges that the accused intimidated Mr Anthony Daniels not to enter the premises of Distillers Co-operation, to abstain from work and threatened to kill him

The accused were not asked to plead The case was postponed to May 30
— Sapa

Cosatu has doubts ^(140R) on employer support ^{B/dou}

COSATU said last night employers had not expressed a deep concern about recent acts of government repression, and it had doubts as to whether it could look to employers for support in defending democracy.

This view was contained in a statement following a meeting with six major employer organisations at which the Labour Relations Amendment Bill, last week's bannings and restrictions and other matters were discussed.

Organisations represented included the FCI, Assocom, AHI, the Sugar Manufacturing and Refining Employers' Association, the SA Federation of Civil Engineering Contractors and the German Chamber of Commerce.

Cosatu was represented by its national office bearers and two members of each affiliate.

Cosatu saw the Bill as a devastating attack which could bankrupt and

ALAN FINE ^{3/3/89}

close down unions, leaving management to deal with organisations outside the system. Employers had seen some merit in it. Some said it would help restore the balance of power between management and labour.

Cosatu and the employers had agreed, though, that it was wrong for new labour legislation to be imposed without the consent of both employers and labour. Employers had refused to reject it, because they believed it would be passed nevertheless.

The employers had denied they were party or privy to the clamp-down and denied they had the clout to influence government. However, said Cosatu, they did not rebut claims that many repressive actions were taken in their interests.

Ccawusa dispute with Pick 'n Pay declared

(140A) B/dam ALAN FINE 3/3/88 -

THE COMMERCIAL, Catering and Allied Workers' Union (Ccawusa) has declared a dispute against Pick 'n Pay in the year's first major set of wage negotiations in the retail sector.

The declaration this week came after 12 negotiating sessions spread over six weeks. During that period the union reduced its across-the-board monthly wage demand from R366 to R204. Management raised its offer from R100 to R120.

Annual leave conditions are also in dispute. The union proposes leave should increase from three to four weeks after three years service, while the company is offering the extra week after four years.

THE Johannesburg branch of the Commercial Catering and Allied Workers' Union of SA is to hold its annual general meeting at the Standard Bank Arena on Sunday.

Branch secretary Mr Kaizer Thibedi said the main item on the agenda was the election of the branch executive committee, members of the

national executive, national conference delegates and their alternates

Mr Thibedi said the meeting was being called in line with the terms of an out-of-court settle-

ment reached by two factions within the union

In terms of the settlement, the national office bearers of the union were to instruct branch secretaries to

hold annual general meetings on or before February 28. The AGMs are a forerunner to Ccawusa's national conference to be held later this year.

The settlement, which

Ccawusa's Pietersburg

Sowetan 3/3/88

Ccawusa wing holds AGM

1409

branch held its AGM a fortnight ago, and elected its own branch executive, national executive members and national conference delegates

Mr Thibedi said union members from as far as Carletonville, Volksrust and Witbank were expected to attend. Buses will ferry members from various points, such as Kagiso and Baragwanath Hospital (Soweto).

Registration starts at 8am

clone season and every
will be made to recover it.

Pick 'n Pay 1404 talks stalled

Star Labour Reporter 3/3/88

Wage talks between the Commercial, Catering and Allied Workers' Union (Ccawusa) and Pick 'n Pay — potentially affecting 13 500 of the retail chain's employees — have run into dispute.

A Ccawusa statement yesterday said the talks, which started about six weeks ago, stalled at a point where the union was demanding an across-the-board increase of R204 a month against the company's R120 offer.

At the start of the negotiations Ccawusa had demanded a monthly rise of R366, which would set the minimum wage at R856. Pick 'n Pay opened with a R100-a-month offer.

Ccawusa is also demanding a week's extra leave for workers with three years' service.

TALKS STALLED



THIBEDI... convenes branch congress.

PICK 'n Pay and the Commercial Catering and Allied Workers' Union of SA have deadlocked over wage increases and annual leave.

The two parties failed to reach agreement during their wage negotiations on Tuesday this week.

Ccawusa has declared a dispute with the retail chain, reiterating its demand for an across-the-board wage hike of R204,59 a month against

management's offer of R120

Other union demands include annual leave of three weeks during the first three years and a four-week leave period thereafter. Pick 'n Pay has offered three weeks' annual leave during the first four years and thereafter four weeks' leave.

Pick 'n Payspokesman Mr Frans van der Walt said the union and

management were scheduled to hold further talks on March 10.

Ccawusa official Mr Johnson Mhlayivana said "The union is not able to move from its demand of R204,59-a-month pay rise for all its members and regards the company's offer as unacceptable."

He said the two parties had already agreed on the question of staff accounts and the union

had dropped its demand for a 12 percent staff discount on goods purchased at the retail chain.

Meanwhile, strike balloting was in full swing at OK Bazaars' outlets throughout the country, a Ccawusa official said.

Mr Kaizer Thibedi said the union had resolved to conduct ballots after attempts to have 187 Roodepoort Hyperama employees reinstated failed.

The workers were dismissed after they had downed tools in protest against "management's continued failure to attend to employees' grievances," the official said. They were dismissed early last month.

"Balloting has been successful so far," Mr Thibedi said.

OK spokesman, Mr Keith Hartshorne, said the Roodepoort workforce was dismissed after they went on an illegal strike. An appeal by the sacked staff for reinstatement had been unsuccessful.

By LEN MASEKO

Sandton 3/3/88

140A

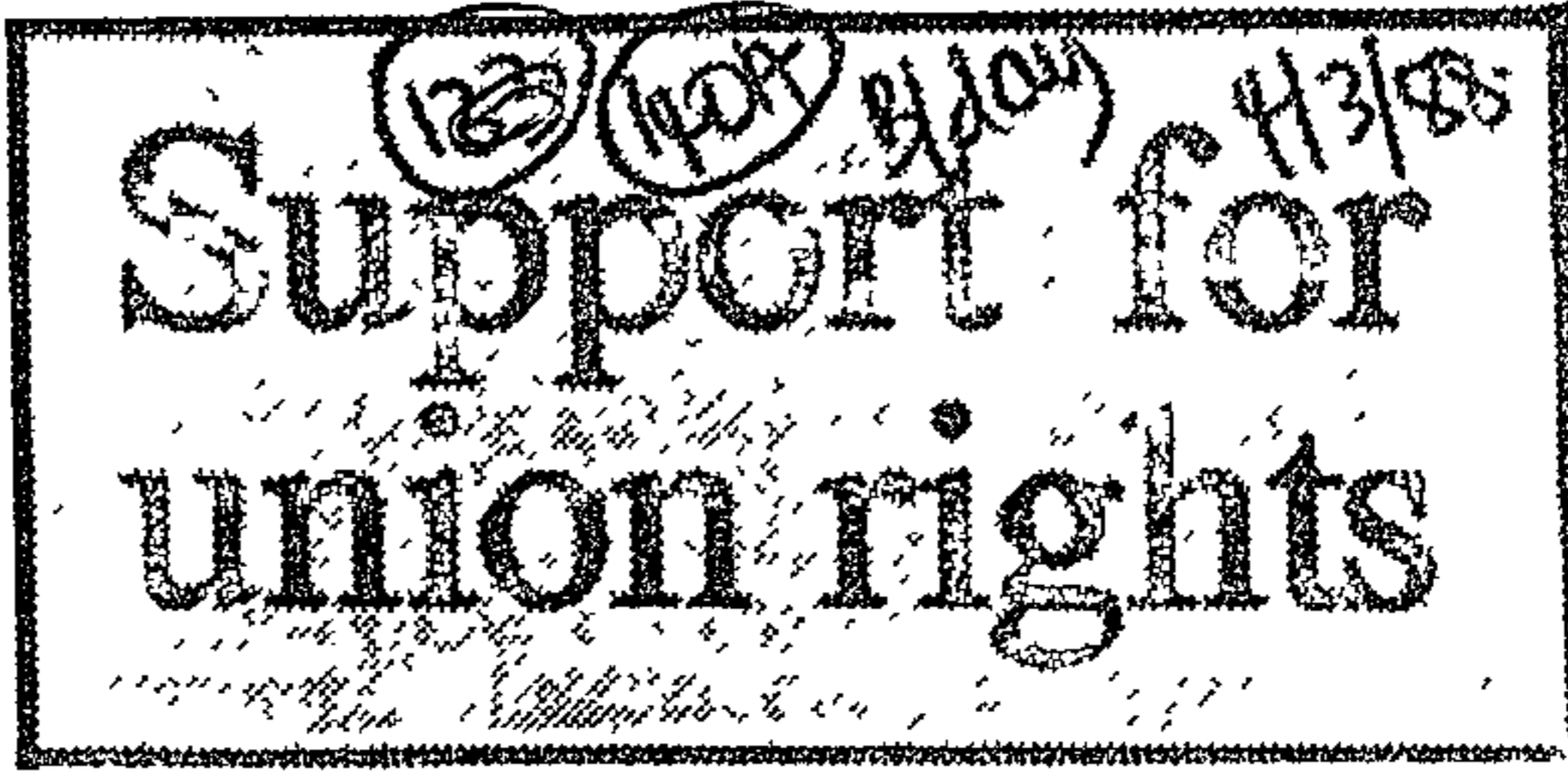
(JSA)

(JSA)

EMPLOYER organisations were ready to do anything in their power to ensure that Cosatu and other trade union federations were not obstructed in their pursuit of peaceful union action, six major employer organisations said yesterday.

The employers' statement was issued by Anglo's Bobby Godsell after a meeting with Cosatu on Wednesday at which the union expressed concern over employers' apparent lack of commitment to defend democracy in the face of recent government restrictions.

The FCI, Assocom, AHI, the SA Sugar Millers Association, the SA Federation of Civil Engineering Contractors and the German Chamber of Commerce reaffirmed their belief that trade unions had the right to pursue union activities within the law as applied by the courts, without State intervention.



BRONWYN ADAMS

But they emphasised employers' concern over present impediments to constructive industrial relations, for instance the increasing incidence of violence and intimidation.

"Employer Organisations must record their growing concern at the escalating pattern of workplace violence and intimidation which is a most serious obstacle to constructive industrial relations", Godsell said.

Both the employer organisations and Cosatu had agreed to exchange views on the Labour Relations Amendment Bill.

4-10/3/88

140A

~~140A~~

w/maail

NUM to industrial court over mass firings during '87 strike

By EDDIE KOCH

THE National Union of Mineworkers (Num) will begin its first major challenge to the mass sacking of some 40 000 workers during the miners' strike last year, in the industrial court next week.

The NUM has appealed to the court for the reinstatement of about 38 000 workers sacked by the Anglo American Corporation from its Vaal Reefs, Western Deep Levels and Free State Consolidated groups of gold mines at the height of the 13-week strike.

The three groups include all Anglo American's gold mines which, before the strike, constituted the heart of union's strength. The hearing thus has a crucial bearing on the NUM's ability to recover from the effects of the mass dismissals.

The NUM's lawyer, Paul Benjamin, said that some 25 000 workers had been re-employed after being sacked while another 13 000 were still out of work.

The union's application seeks full reinstatement of the 13 000 and restoration of all benefits and wages lost by re-employed workers.

A recent industrial court judgement, which ordered giant chemical company Sentrachem to reinstate some 500 workers fired in 1986, could bolster the NUM's case.

Last week the court, presided over by Dr DG John, ruled that the dismissal of workers during a "legitimate" strike was unfair and ordered the company to remove racial discrimination in its wage rates — the issue that sparked the Sentrachem strike.

In his judgement, John said that if a strike was legitimate, "this would go a long way towards finding that the

Second-last hurdle for Ccawusa

By MONO BADELA

THE divided Commercial, Catering and Allied Workers' Union of South Africa will attempt to leap the second-last hurdle in the union's path to unity on Sunday.

If Ccawusa's Johannesburg branch annual general meeting goes ahead and both sides come to an agreement the chances of unity in the next six weeks are fair.

The issue which has come to symbolise the complex details of the split is the union's adoption of the Freedom Charter.

The group lead by the general secretary, Vivian Mtwa, is opposed to adoption of the Charter. The other faction, represented by Pappi Kganare, is pro-Charterist.

Sunday's meeting at the Standard Bank Arena is one of eight branch AGMs agreed to by an out-of-court settlement reached by the two factions at the end of January.

Four other Ccawusa regions — Pretoria, Northern Transvaal, Eastern Cape and Orange Vaal — have already met and have gone Kganare's way.

dismissal of the workers was unfair and likewise then, failure to re-employ all of them".

He noted also that "the employer should be prevented from applying selective dismissal, or selective re-employment, in the context of the strike."

The SA Chemical Workers' Union (Sacwu), an affiliate of the National Council of Trade Unions (Nactu), has hailed the judgement as a "victory not only for Sacwu, but for the whole labour movement".

Industrial court decisions usually have an influence over subsequent hearings. Advocate William Schreiner, the adjudicator in the NUM case, is likely to bear the Sentrachem judgement in mind when he weighs up the miners' argument that their strike was legal and their dismissals consequently unfair.

The NUM is backing up its industrial court action with a challenge in

the Supreme Court to the legality of the dismissals.

The union has begun these proceedings on the grounds that the Mining Rights Act requires any mine with more than 500 workers to notify the Minister of Energy Affairs beforehand if it plans to dismiss more than 20 percent of its labour force.

While the union gears up for these court cases, it is busy negotiating with Gencor to ameliorate the effects of wide-ranging retrenchments on the group's gold mines.

NUM's assistant general secretary Marcel Golding said about half of the Stilfontein mine's 10 000-strong workforce and about 1 000 workers at each of the Buffelsfontein and West Rand Consolidated mines were facing retrenchment.

"Management's justification for this action varies from a decrease in the gold price to the repletion of ore reserves," said Golding.

Crisis congress planned as Cosatu goes to court

THE Congress of South African Trade Unions (Cosatu) kick off its campaign against the government clampdown on anti-apartheid organisations early next week when it lodges supreme court proceedings against the restrictions.

Cosatu will argue in court that the restrictions on them are vague and meaningless, reports EDDIE KOCH

Cosatu has also announced plans to hold an emergency national congress on April 9 and 10 to discuss the restrictions and impending clamps on unions' factory floor organisations contained in the Labour Relations Amendment Bill.

The 800 000-strong federation this week warned there would be widespread protest by its members if the special congress was banned.

The decision to challenge the restrictions in court was taken at a special meeting of Cosatu's central executive committee last weekend.

After the meeting, Cosatu lawyer Halton Cheadle said the federation would argue that the restrictions were made meaningless by their wide and vague nature.

As an example, he noted that the restriction on Cosatu commemorating the death of any person was so wide that it would prohibit union

members from observing Easter. Cheadle also said the Public Safety Act excluded areas covered by the Labour Relations Act (LRA) from being affected by ministerial regulations issued in terms of the State of Emergency. He said many of the restrictions on Cosatu infringed worker rights protected by the LRA — such as the right to observe May Day and June 16, which Cosatu affiliates have already won in negotiations with some employers.

Cosatu's campaign against the Labour Relations Amendment Bill gathered momentum this week as thousands of members of the Chemical Workers' Industrial Union (CIWU) held placard and sticker demonstrations in the Rand to oppose the Bill.

CIWU representative Chris Bonner said the protests were in response to the failure by employers to sign letters to the minister of manpower rejecting the proposed changes to the country's labour laws.

"Further steps are now being planned and other branches of our union are getting ready to take part in the campaign," she said.

Two of Cosatu's strongest affiliates, the National Union of Metalworkers and the Food and Allied Workers' Union, have also been holding meetings in factories to discuss the issue.

Cosatu has slammed major employer associations for refusing to issue a statement condemning the clamps on Cosatu's political involvement. The federation on Wednesday held a joint meeting with the Federated Chamber of Industries (FCI), the Associated Chambers of Commerce (Assocom), the Afrikaner Handelsinstitut and the German Chamber of Industries to discuss the clampdown and the Labour Relations Amendment Bill.

A statement issued by Cosatu after the meeting said some employer groups had "indicated acceptance of political unionism, adding that curtailment of freedom of expression should only be imposed by the courts" but had denied they had the clout to persuade the government to withdraw the clamps.

"Cosatu called on employers to reveal the names of those who participated in secretive and unaccountable government structures such as the State Security Council and the JMC's," the statement said.

"This employers were unwilling to do so. Employers also denied that they were privy or party to the clampdown on democratic organisations."

Cosatu said the employers had disagreed that the Labour Relations Amendment Bill was a "devastating attack on the labour relations system ... Both parties agreed it was wrong for new labour legislation to be imposed by the state without the consent of the main players, namely labour and employers. However management refused to reject the Bill, as they believed the government would pass it nonetheless."

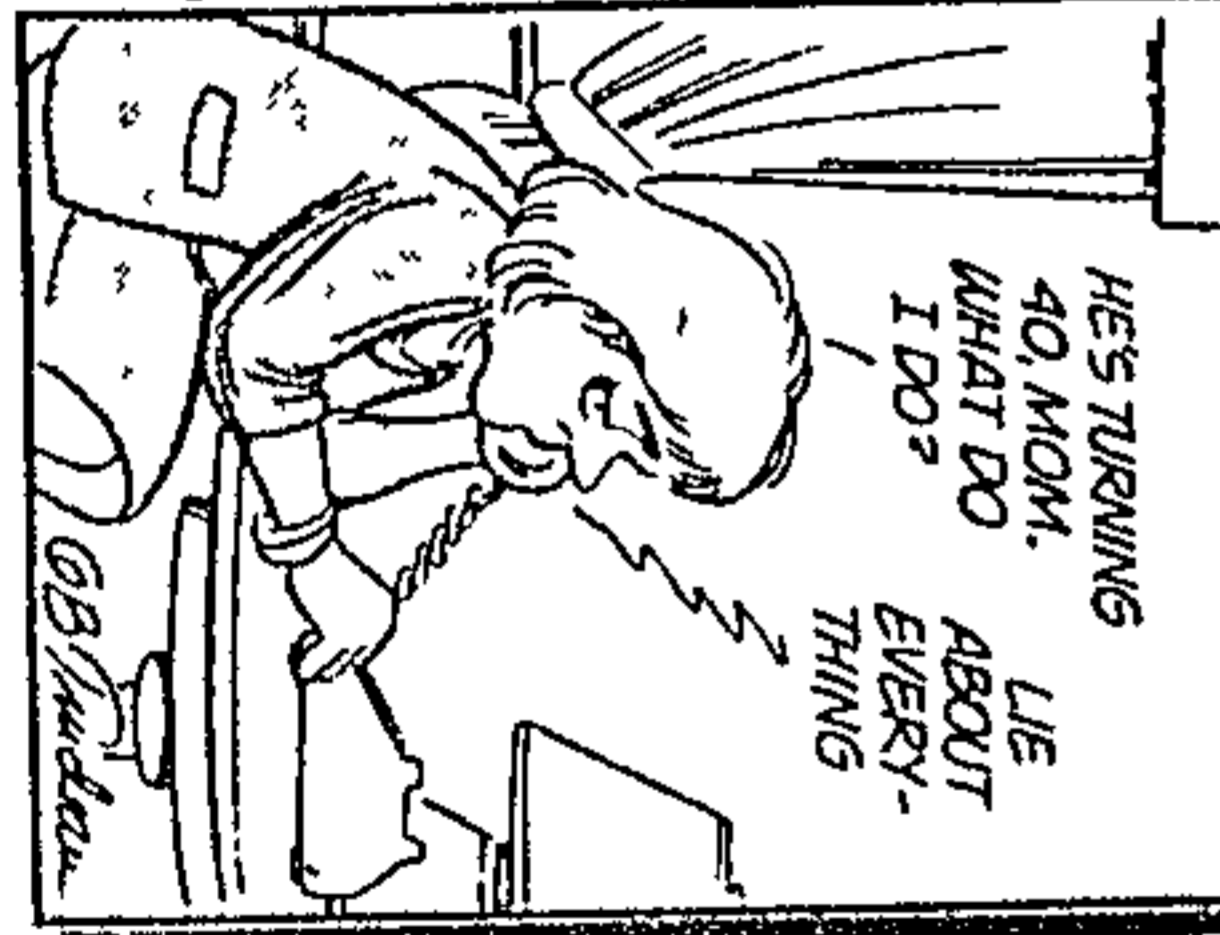
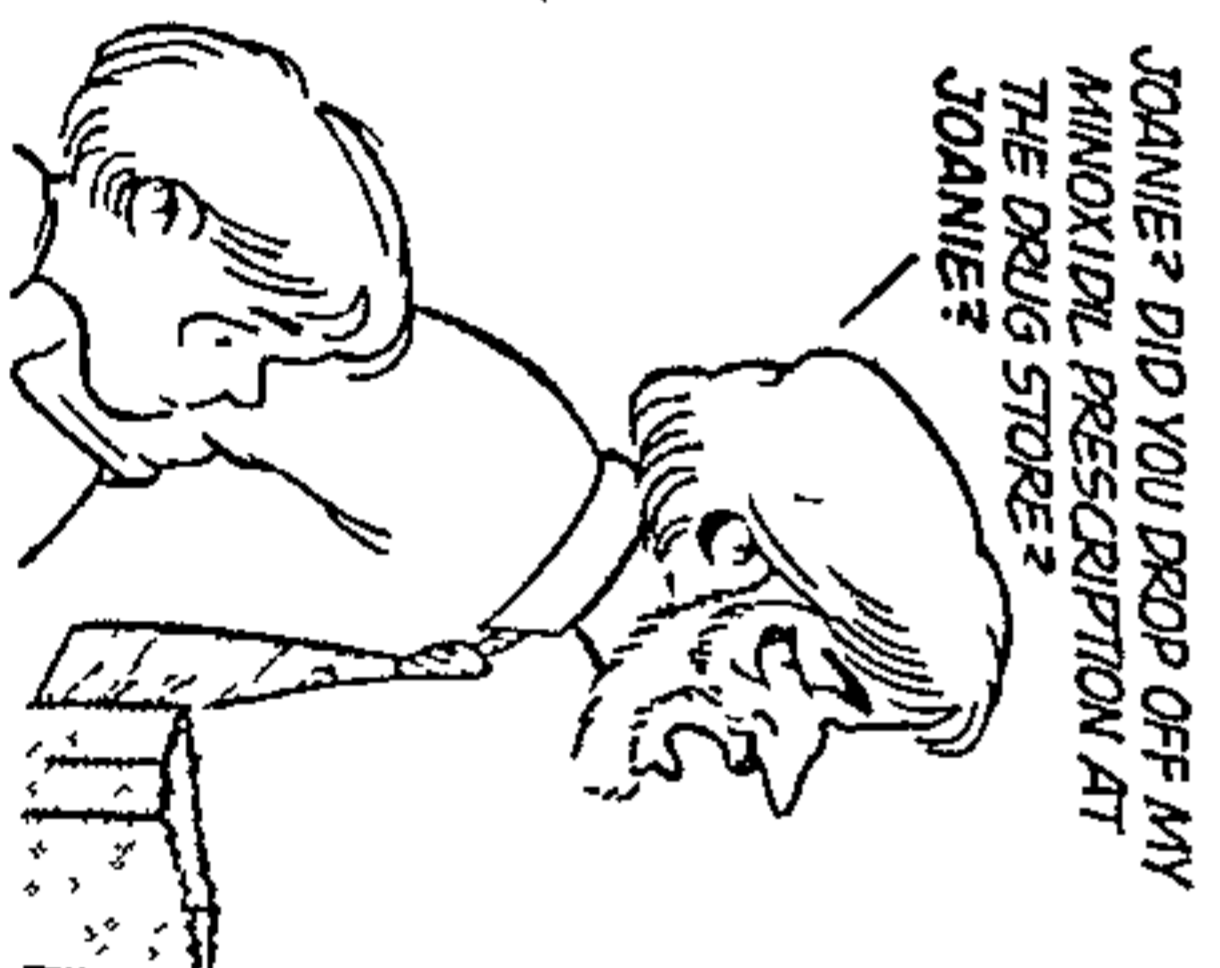
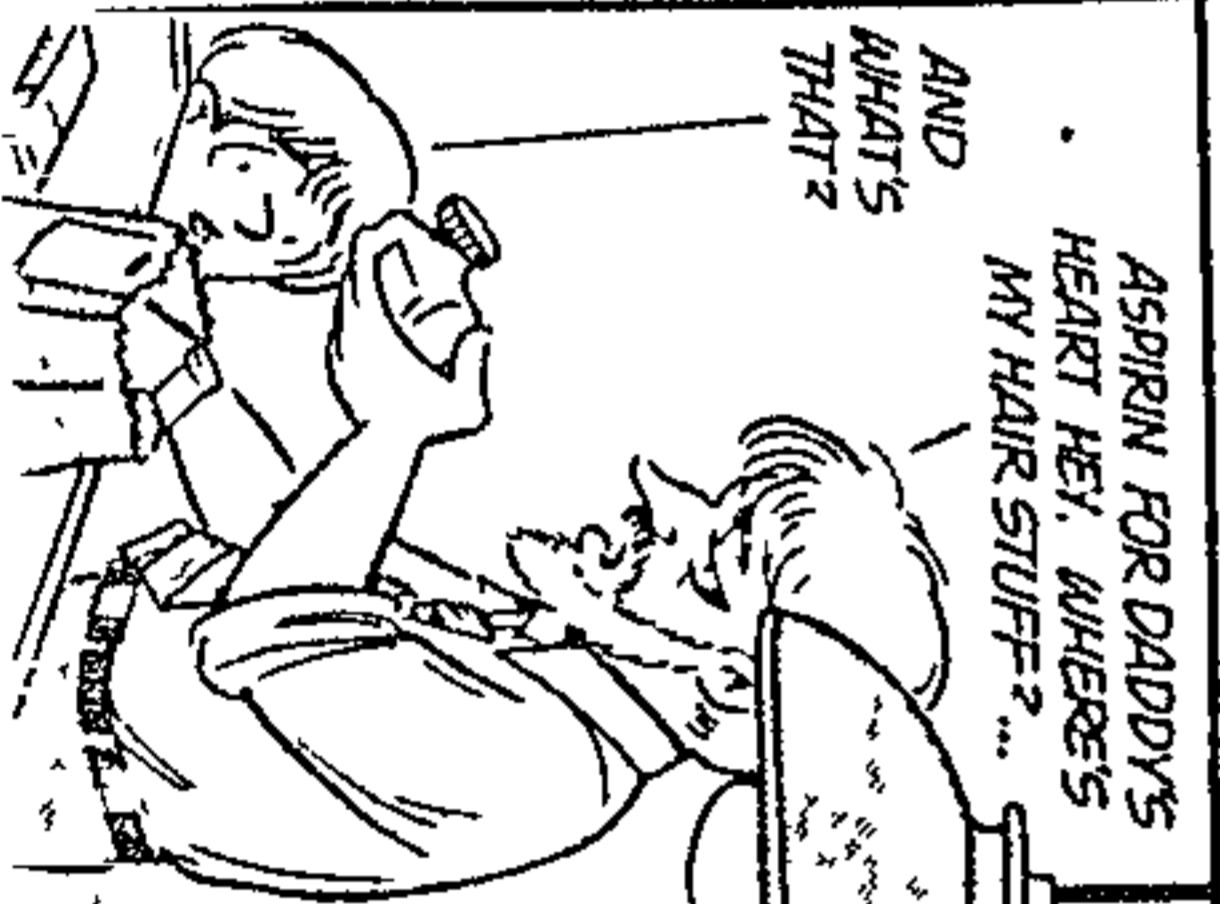
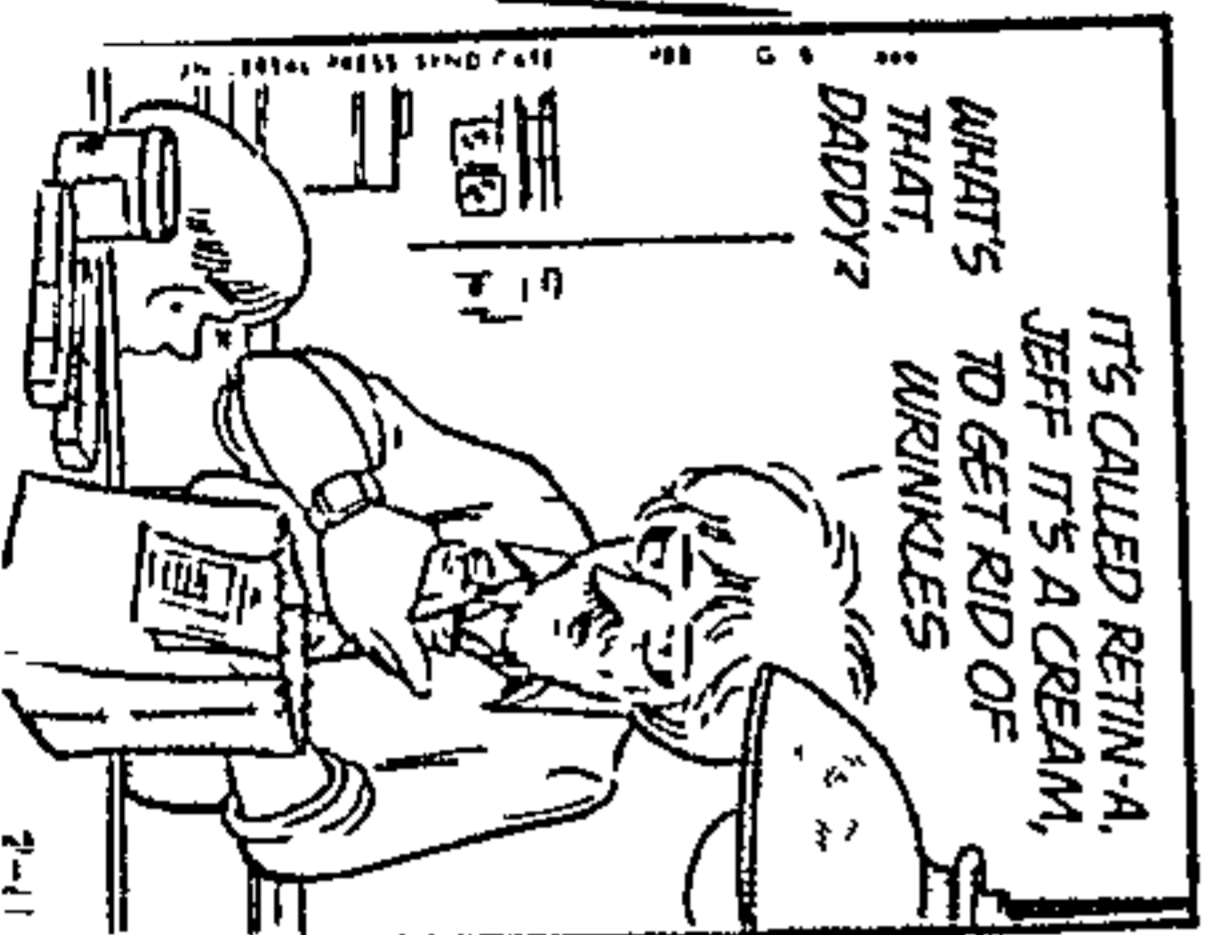
Comment from Assocom and the FCI was not available at the time of going to press.

Cosatu concluded its statement by saying it had not fully assessed whether there were any gains from its meeting with the employer groupings but noted that the response was in "sharp contrast to the wave of outrage from the democratic community and even from conservative Western governments.

"The question facing Cosatu and its members now is: can Cosatu as an upholder and defender of democracy look to employers for support ..."

Doonesbury

BY GARRY TRUDEAU



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"The question facing Cosatu and its members now is: can Cosatu as an upholder and defender of democracy look to employers for support ..."

DD 4/3/88 (140A)

Timber workers to return to work

EAST LONDON — Striking Hodgett's Timbers workers decided yesterday to report for work this morning after a meeting between representatives of the Paper, Printing, Wood and Allied Workers' Union and management.

The union's local organiser, Mr David Mabenzeza, said the dispute remained unresolved after the meeting, with workers sticking to their demand of a 55c an hour increase and back pay to November last year.

He said the priority of the union was for the strikers to return to work and for the com-

pany to agree to pay them for the three days that they were on strike.

A strike ballot would be taken today as "the union has explored every possible avenue for resolving the dispute in terms of the law, including mediation, arbitration and the industrial council"

"The wage issue will be brought up again once production has been resumed and we hope to reach an agreement through negotiation," he said

A spokesman for the company could not be contacted for comment on the dispute late yesterday. — DDR

D/P 4/2/88
**Employer
 bodies
 reassure
 unions**
 (140A)

JOHANNESBURG — Employer organisations were ready to do anything in their power to ensure that Cosatu and other trade union federations were not obstructed in their pursuit of peaceful union action, six major employer organisations said yesterday

The employers' statement was issued by Anglo's Mr Bobby Godsell following a meeting with Cosatu on Wednesday at which the union expressed concern over employers' apparent lack of commitment to defending democracy in the face of recent government restrictions

The FCI, Assocom, AHI, SA Sugar Millers Association, SA Federation of Civil Engineering Contractors and the German Chamber of Commerce, reaffirmed their belief that trade unions have the right to pursue bona fide union activities within the law as applied by the courts, without state intervention

But they emphasised employers' concern at present impediments to constructive industrial relations like the increasing incidence of violence and intimidation

"Employer organisations must record their growing concern at the escalating pattern of workplace violence and intimidation which is a most serious obstacle to constructive industrial relations," Mr Godsell said

The employer bodies said they did not agree with Cosatu's outright rejection of the Labour Relations Amendment Bill. They believe the bill intends to reaffirm the guiding principles laid down by the Wiehahn Commission, by creating structures for conflict resolution. They are hoping the bill will enhance the status of the industrial court and provide greater clarity on unfair labour practices

Both the employer organisations and Cosatu have agreed to exchange attitudes on the bill

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Caught in the conflict: The men behind the wheels

#140A
w/ mail
4-10/3/88

Those who control transport have power over those who must use it. Which is why Natal's bus drivers are key actors at the centre of the violence
JO-ANN BEKKER reports

BUS drivers who ferry residents to jobs in Pietermaritzburg from the city's surrounds are both kingpins and targets in the political violence ravaging the area

If they do not report for duty tens of thousands of commuters who rely on buses for the two-hour journey to work stay at home. But, seemingly because of this power, the drivers have been singled out for attack

Since May last year — when bus drivers played a significant part in the huge stayaway in Pietermaritzburg in protest against the all-white general election — three Transport and General Workers' Union drivers and a union messenger have been killed in the area. Two were seriously injured in attacks

The drivers' are clearly aligned in the bloody feud in which Inkatha and the United Workers' Union of South Africa are pitched against the United Democratic Front and Congress of South African Trade Unions. Between 80 and 95 percent of the 168 drivers of Sizanani Mazulu Transport belong to the TGWU, a Cosatu affiliate

Ironically, Sizanani is owned by the KwaZulu government — although it is administered independently by the KwaZulu Transport Services Corporation Ltd, which has developed an amicable relationship with the TGWU over the years

TGWU unionists fear the corporation, which provides essential passenger bus services in KwaZulu/Natal, is being leaned on to take a tougher stand against the TGWU

The fears, which management repudiates, are heightened by the fact that on April 1 Sizanani will take over the only other major bus service in the Pietermaritzburg area. The Pietermaritzburg Transport Department, at present owned by the municipality, services the townships closer to the city and also has a majority TGWU membership among bus drivers

On the other hand, the union claims the state has not taken sufficient action to curb attacks on its drivers

Although the names of alleged attackers — who the TGWU claim are members of Uwusa — were given to the police, none of those named have been charged or brought to court

In one instance, Uwusa member Ova Mncwabe was charged for the murder of TGWU messenger Colin Doble, but the case was withdrawn before it came to court

Since the attacks on drivers began in May last year, eight TGWU drivers have been detained under Emergency regulations — including the union's vice-president and Cosatu's southern Natal head, Alfred Ndlovu. TGWU drivers have been singled

Inkatha's David Ntombela

out for verbal attacks by Inkatha "warlords" VV Mvelase, urban representative of the KwaZulu legislative assembly and a member of Inkatha's Central Committee, confirmed in recent court papers that he had told a meeting of 15 000 people at the Mpumaza chief's kraal that the violence in that area "had been caused by some of the drivers of Sizanani Mazulu Transport... I said that some of those drivers used the buses illegally at night to pick up Cosatu and UDF members in order to launch attacks against moderate Zulus, members of Inkatha and Uwusa"

In January, David Ntombela, chairman of Inkatha's Mncane branch, asked the KwaZulu Transport Corporation to withdraw its buses from his area, because bus drivers had threatened to kill him and were responsible for burning the house of an Inkatha-supporting woman. Management refused his request.

The TGWU has dismissed the allegations against its members, pointing out there is strict control on tickets and no access to buses after hours

But the union acknowledges there is "retaliatory violence" against Uwusa members, although it does not concede TGWU members were responsible. In May — after a TGWU driver allegedly shot at by Uwusa members died in hospital — two Uwusa members working at KwaZulu Transport, bus inspector Dube and Wilson Mda, were shot dead on a bus by one of the passengers

Throughout the conflict, Sizanani management and the KwaZulu Transport Services Corporation have stressed their role is, in the words of the corporation's managing director, Eddie Marshall, "to transport passengers under all circumstances. We have a commitment to get them to work," he said

The union has complained that management is not taking adequate steps to protect drivers. Union officials have suggested certain bus cabins be

equipped with two-way radios and bullet proofing. More recently they requested cameras, so their allegations against Inkatha supporters could be backed up with concrete evidence

Although discussions are continuing, management has agreed to none of these measures so far

The murder of two TGWU bus drivers in January this year resulted in work stoppages which have had far-reaching results

On January 16, Sizanani driver Phineas Mdluli was ambushed and shot dead, allegedly by Inkatha supporters. The bus he was driving at the time went out of control and three to four elderly women on board narrowly escaped injury

The TGWU says the women have been too frightened to come forward as witnesses. The police say Mdluli was transporting a mob when the shooting took place. But the union maintains an audit of the driver's route and ticket sales disproves this

The day after Mdluli's shooting no Sizanani drivers reported for work. The following afternoon drivers returned on condition they do not have to drive after 5pm or before 5am — the vast area Sizanani covers means many drivers usually begin work at 3am and end at 8pm

At 5pm on January 17, drivers stopped collecting new passengers. Drivers of the Pietermaritzburg Transport Department did the same in solidarity. The result was chaos in the city, as workers waited up to 10pm to find alternate transport.

Drivers agreed to return to usual hours of work the following day, after management agreed all drivers in areas worst affected by the violence could drive in convoy, and that extra police would be requested to escort buses where necessary

Then, on January 26, driver and deputy shop steward Patrick Magwasa was shot by someone in a white combi, as he was fixing the roof of his Taylors Halt home. He died a week later

As drivers heard of his shooting they filtered back to the Taylors Halt depot. Without holding a general meeting, one by one they handed in their equipment, collected their possessions, and left the depot. By 4 30pm only 35 of the 108 buses were back on the road

The following morning about 40 drivers reported for work and drove, 80 more reported but did not drive. About 35 bus drivers did not appear. Management informed the union it intended dismissing all drivers who did not report the next day.

Giving an update on the current situation, Forrest said one shop steward has resigned, fearing for his life. Another was dismissed for refusing to drive at night after Mdluli's death

Six bus drivers have resigned, and 18 have been dismissed for "absconding" after Magwasa was shot. Marshall said as far as management was concerned the dismissals were final.

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On October 15, three s

Employers see merit in new Bill

Labour Reporter

Six employer organisations which met the Congress of SA Trade Unions (Cosatu) on Wednesday have declined to reject the Labour Relations Amendment Bill totally, saying they saw "much that was positive" in the measure.

In a statement released yesterday following the meeting with Cosatu, the Associated Chambers of Commerce, the Federated Chamber of Industries, the SA Sugar Millers' Association, the Afrikaanse Handelsinstituut, the SA Federation of Civil Engineering Contractors and the German Chamber of Commerce said they viewed the meeting as "constructive" and that they hoped for further talks with Cosatu and other union federations.

The employers said they hoped the Bill "will strengthen the present labour relations system, and in no way curtail, or ... reverse the progress made thus far by way of labour reform".

Kweleni

Star 473189
140A

UNIONS STEP UP OPPOSITION TO LABOUR BILL

Sowetan 4/3/88

140A

OPPOSITION to the Labour Relations Amendment Bill heightened this week with unions intensifying their attempts to have the proposed legislation scrapped.

The Congress of SA Trade Unions (Cosatu) said in reports that it saw the Bill as a devastating attack which could bankrupt and close down unions, leaving management to deal with

organisations outside the system

The federation said this after meeting employer organisations which included the Federated Chamber of Industries and Assocom this week. It said the employers had refused to reject the legislation, because they believed it would be passed — nevertheless

The Chemical Workers' Industrial Union (CWIU) said yesterday that its members had taken part in lunch-time demonstrations at various factories in the Transvaal, in protest against the proposed labour legislation

Protest

The demonstrations organised by the union were at factories this week, the CWIU said

A CWIU spokesman said "In February shop stewards took up the issue with their management and demanded that the companies send a letter of protest to the Minister of Manpower, and support their employees in their anti-Bill stand. "Almost all employers

BY LEN MASEKO

refused to send the letter. Many employers took an ambiguous stand stating that they were opposed to some clauses and not others

"Many employers avoided the issue by referring the matter to

their employer associations," the spokesman added

Workers were not satisfied with such responses and further steps were, therefore,

being planned, the CWIU official said

The union spokesman said one employer had requested to meet the Minister of Manpower to discuss the matter



ABOUT 200 Maister Outdoor Marketing employees (above) went on strike at the company's Industria plant in Johannesburg yesterday, demanding better wages. They demand an across-the-board R31 a week while management, they said, offered them R24. Employees' representatives and management, led by Mr N Stamper, were said to be locked in talks yesterday.

1401
Cape Times
5/3/88

Local Ccawusa deadlock broken

By PETER DENNEHY

A DEADLOCK between the two disputing groups within the Commercial, Catering and Allied Workers' Union of SA (Ccawusa) in Cape Town was broken yesterday when one of the groups compromised on who would choose the marshals at the unifying AGM on March 20.

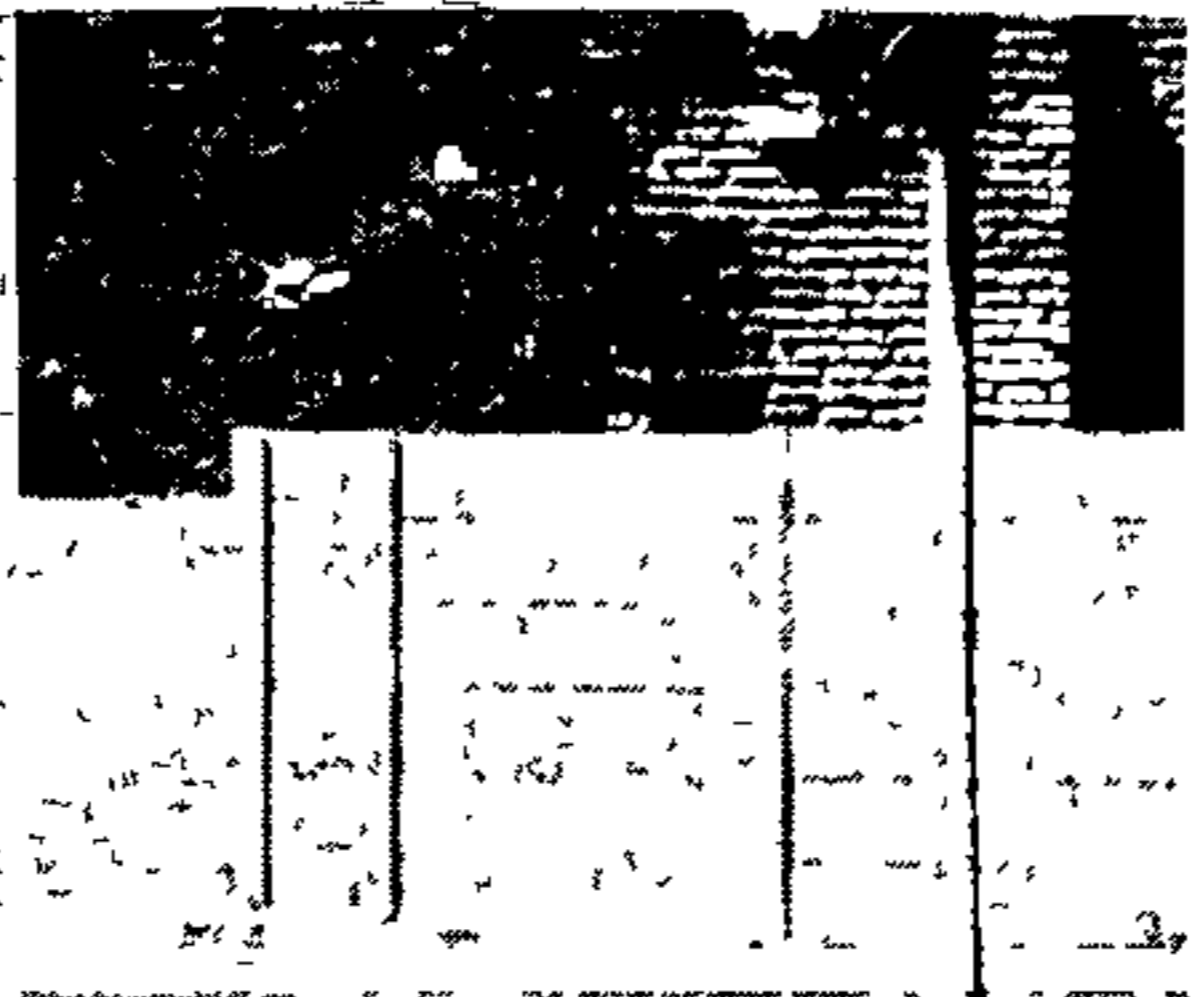
Both groups will attend the AGM, to be chaired by a member of the Independent Mediator Service of SA.

Mr Ben Petersen, Ccawusa's acting branch secretary, stressed this week that an earlier meeting, held on Sunday, February 21, had merely been a general meeting.

Asked why his group rejected joint marshalling, Mr Petersen said irregularities had crept into meetings in other centres where marshalling had been arranged by the "breakaway" group.

Mr Edward Hurling, a spokesman for the "breakaway" group, confirmed last night that his group had wanted joint marshalling, but had compromised on this issue to ensure that the AGM went ahead.

5-27-88
KOA Super
S-27-3/88



After the spray-can clean-up

SMEAR

DR. ALLAN BOESAK, president of the World Alliance of Reformed Churches, has been subjected to a smear campaign in the Bellville area.

This follows last week's placard demonstration outside his office by dismissed workers, apparently dissatisfied with the response to their request for financial aid.

The smear campaign took the form of derogatory slogans painted on walls, and pamphlets distributed by unknown people.

The pamphlet called Boesak a "liar" and said he was in the "struggle" for the money and was not concerned about the plight of the workers.

P.T.C.

• TO PAGE TWO

CP Correspondent

THE Grahamstown Supreme Court heard this week that security police assaulted a Queenstown trade unionist and threatened to label him as an informer if he did inform for them.

The Judge referred to trial an application by Queenstown Fawu secretary, Kayaletu Norman, for an interdict to restrain members of the Queenstown security police from assaulting, threatening, harassing or intimidating him

Acting Judge van Reenen said there was a conflict in the material aspects of the case

In his founding affidavit, Norman said that two policemen came to his of-

Police assault, threats alleged

ices on January 18

He had been taken to the security police offices where he was hit by one of the policemen, who told him that "jy dra nie 'n swart pet in a wit kantoornie" (you don't wear a black cap in a white office)

"I was then asked about my activities in Lusaka. When I told him that I had not gone to Lusaka, but to Harare to attend a seminar

there, he accused me of lying"

He had been beaten again after refusing to pose for a picture shaking hands with one of the policemen. He eventually consented

"They said they would give the photograph to the comrades in the township

"They also told me that if I did not act as an informer for them they would carry out their threats of having me labelled as an impimpi"

In a replying affidavit, one of the policemen said he had visited Norman's offices because he had information that Norman attended a function in Harare and made contact with the ANC

He denied that Norman had been assaulted - Ano

CP Press

6/3/88

140A

~~140A~~

~~140A~~

COSATU WILL FIGHT CURBS

Sowetan 7/3/88 14067

SOUTH Africa's largest union federation, the Congress of South African Trade Unions, has decided to challenge restrictions imposed on it under the state of emergency.

Included in the rules being challenged is a restriction on Cosatu commemorating the death of any person. That is such a wide definition, says Cosatu's attorney, Halton Cheadle, that it prohibits union members observing Easter.

The regulations being challenged are part of the "crack down" on anti-

apartheid organisations ten days ago

The banning of 18 people, closing down 17 organisations, and restricting Cosatu's political activities came in the 21st month of the state of emergency that has seen an estimated 30 000 people imprisoned for varying periods

There is a full range of new measures against Cosatu leaders in the pipeline. A draft amendment to the Labour Relations Act has been circulated to industry and the unions. It bars sympathy strikes, and changes the definition of an unfair labour

practice to the disadvantage of the unions.

However, by far the most sweeping provision is one which makes unions legally responsible for damage done in an illegal strike. This means that even if union officials oppose an industrial action, the damage done by individual strikers (or provocateurs?) could bankrupt the union.

The Government seems determined to go through with its amendment. Even if significant changes are made, the Government's determination to further hobble the unions is clear.

In keeping with a long tradition of naming legislation to mean the opposite of what it says, as when the Extension of Universities Act closed the older universities to blacks, the Government last week tabled the Orderly Internal Politics Bill in parliament last week.

What makes internal politics orderly, in the eyes of the Minister of Justice, Mr Kobie Coetsee, is the inability to acquire funds abroad. To determine whose politics need ordering, Coetsee has set up a parliamentary select committee. It will investigate organisations

receiving foreign funds. It was thought that this was aimed at the Institute for a Democratic South Africa (Idasa) whose director is the former liberal white opposition leader, Dr Frederick van Zyl Slabbert. Slabbert's foray to Dakar, Senegal, last year with a group of Afrikaner academics who met an African National Congress delegation has not been forgotten in Pretoria.

Sowetan 7/3/88

Angry words mark union rift

DIVISIONS within the Commercial Catering and Allied Workers' Union of SA re-surfaced yesterday — only weeks after the two warring factions resolved their dispute through an out-of-court settlement.

The rift between the two groups came to a head at Ccawusa Johannesburg branch's annual general meeting yesterday when one faction dissociated itself from the proceedings, and sought observer status.

The meeting, held at the Standard Bank Arena, was characterised by intermittent angry exchanges between the two groups.

Johannesburg lawyer Mr Charles Nupen chaired the meeting.

Resolved

The Johannesburg branch resolved — among other things — that

- The Freedom Charter was a divisive document and that "a minority of Ccawusa members supported it while the majority supported other documents".
- Under no circumstances would officials who operated under Mr Papi Kganare during the split be re-absorbed into the union or "employed in any of our offices".
- Office-bearers of the union should be given a mandate to protect the union.

"The union resolves to discuss at all levels of our union and our federation the importance of a socialistic programme of action which will bind all workers regardless of political affiliation," one of the resolutions read.

Branch executives elected unopposed were Mr Miller Moela (chairman), Mr Norman Mokoena (vice-chairman), Mr Amos Mothapo (treasurer) and Mr Kaizer Thubedi (secretary).

Twelve other branch executives were elected (including eight conference delegates), eight alternate conference delegates and four national executive council members.

The meeting was attended by more than 7 000 members from as far as Carletonville

CAP TINTS
March 8, 1988 7

New (140A)
Cawusa (A)
split over (A)
charter

JOHANNESBURG —
Divisions within the
Commercial Catering
and Allied Workers'
Union of SA resurfaced
at the weekend — only
weeks after the two, war-
ring factions resolved
their dispute through an
out-of-court settlement.

A source close to the
so-called Mtwā faction
who attended the meet-
ing here, packed with
more than 7 000 mem-
bers, said about 300 sup-
porters of the Kganare
group sought observer
status when they saw
they were heavily out-
numbered

The meeting refused
to support the adoption
of the Freedom Charter,
describing it as a divi-
sive document. The ideo-
logical battle between
charterists and others is
the main cause of the
division in Cawusa.

Another resolution
read "The union re-
solves to discuss . . . a so-
cialistic programme .
which will bind all work-
ers regardless of politi-
cal affiliation." — Sapa,
Own Correspondent

Ccawusa still split into two factions

ALAN FINE

ONE of the two factions in the Commercial, Catering and Allied Workers' Union (Ccawusa) refused on Sunday to take part in the Johannesburg branch AGM, confirming that January's court agreement has not healed union divisions.

The branch AGM was one of eight to be held in terms of the court settlement. Delegates elected at the gatherings are to attend a national conference of the union to be held by mid-May.

The Johannesburg meeting refused to support the adoption of the Freedom Charter.

145A
8/3/88

PRETORIA — PFP criticism of the latest public servants' pay bill — which has soared in five years by 151% to R13,4bn (R5,3bn in 1982/83) — has been sharp.

PFP finance spokesman Harry Schwarz said government should take swift and effective action to curb such staggering costs.

As a percentage of GDP, public-service pay rose from 6,5% to 7,6%. As a percentage of state revenue, the pay bill soared from 28,8% to 33,5%.

Schwarz said an ever-increasing share of the GDP was being lavished on maintaining the public service. Somewhere a halt had to be called and surely that was now.

And it would not help to privatise services which were profitable.

PFP hits at govt's R13,4bn pay bill

GERALD REILLY

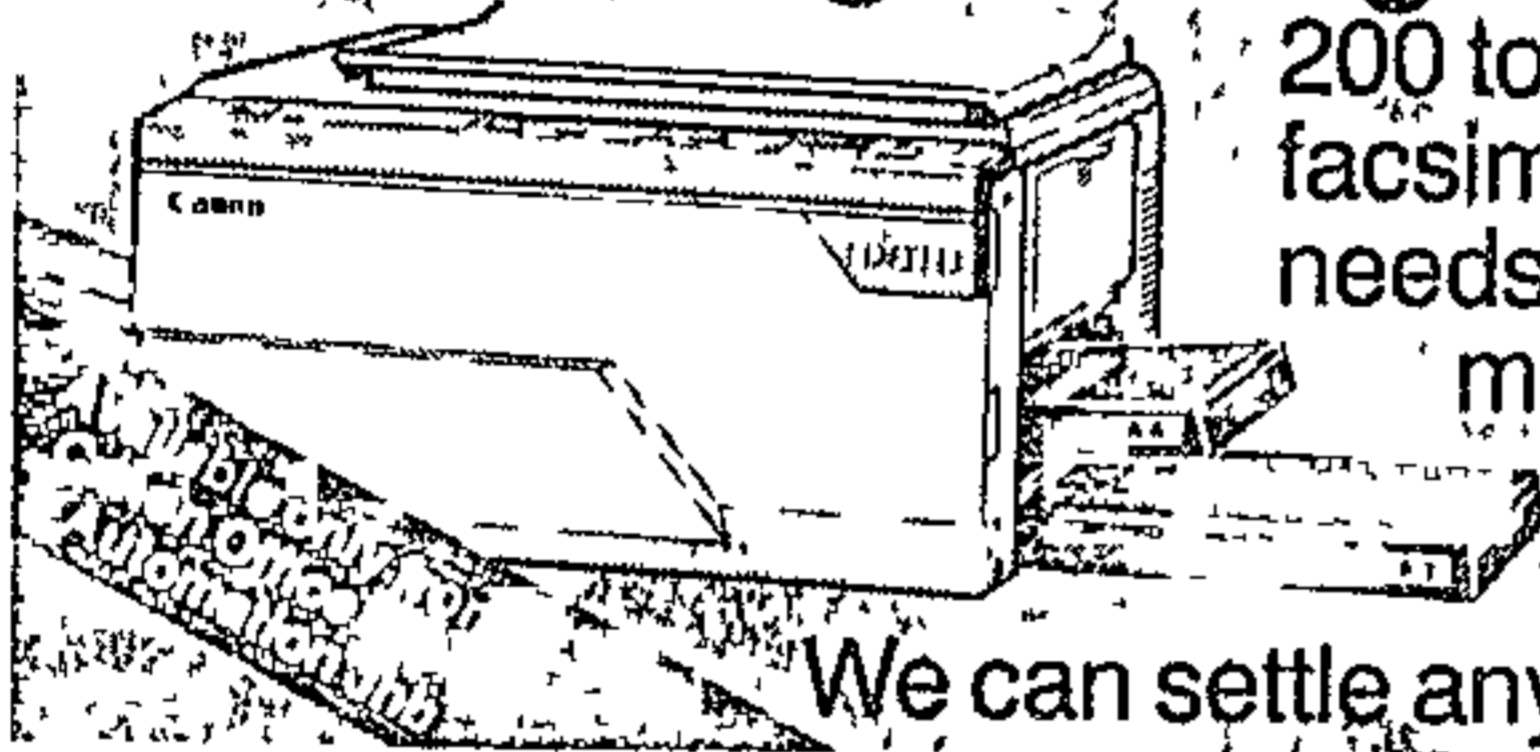
As well, the huge amounts spent on ideological activities should be halted or drastically trimmed.

The R13,4bn pay bill breaks down into wages and salaries R9,7bn (R3,9bn five years ago), bonuses R594m (R216m), housing subsidies R449m (R92m), medical aid contributions R215m (R71m), pension contributions R1,8bn (R701m), car schemes R21,5m (R8,2m), leave and retirement gratuities R109m (R36m), other direct and indirect benefits R474m (R249m).

2/10/88
7/2/88

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Union declares dispute

Own Correspondent

W/10/88
DURBAN — The Transport and General Workers' Union, an affiliate of Cosatu, had declared a dispute with Anglo American Property Services over wage increases, a union spokesman said yesterday.

The spokesman said the annual wage negotiations started early in February and deadlocked on March 2. *8/3/88*

CAPE TOWN
— The LP and the PFP have agreed upon co-operation "after operation at LP leader PFP's Coli talks. These cal situation the PFP's f

YOU

By Claire Robertson,
Pretoria Bureau

South Africa's two largest trade union organisations have begun to plough the fertile fields of the country's black agricultural sector — but the harvest promises to be slow in coming

Last week the National Union of Farmworkers was formed under the umbrella of Nactu (the National Council of Trade Unions)

This week Cosatu (Congress of SA Trade Unions), ideologically at odds with Nactu, revived its own, dormant, National Union of Farm and Agricultural workers of SA (Nufasa)

This brings to at least six the number of unions and similar bodies either involved peripherally with, or devoted to, the cause of South Africa's estimated 1,3 million farm workers

TERRIBLY DANGEROUS

The entry of the giant union groupings into the sector was bemoaned by one labour expert as "terribly dangerous", but welcomed as "indispensable" by another

Professor Dawie de Villiers, Associate Director of Labour Relations at Unisa's School of Business Leadership, holds the former view, being convinced that the large, urban-based unions have little understanding of the conditions prevailing on farms

"The unions will have to take into account the practical consequences of labour action. Forcing farms into a capitalist system ignores the fact that farmer and farm worker rely on one another for all sorts of informal assistance," he says

"Neither is a legislated minimum wage the answer, says Professor de Villiers.

"In Zimbabwe, the average wage of \$228 (about R35) was increased to a minimum of \$285 (about R105) — and two-thirds of farm workers lost their jobs overnight. Forced to pay that wage, farmers simply employed fewer people. It is a question of physical economics."

LABOUR REFORM

Professor de Villiers says agricultural authorities have apparently accepted "in principle" that some form of legislation should be applied to farm workers

The path to labour reform on the farm lies in the Basic Conditions of Employment Act being applied to farm workers as well, he feels, although "it will of course be difficult to institute. All sorts of problems will have to be ironed out

"How for instance, do you cal-

Unions move to organise SA farm workers

culate the working hours of a Karoo shepherd who is dropped off with the flock on Monday and next sees the farmer on Friday?"

Mr Clive Thompson, director of the Labour Law Unit of the University of Cape Town, fears, however, that the application of the Act to farm workers is being blocked by conservative elements.

"Unless they unionise, no serious attempt will be made to extend rights to farm workers," he says.

"They have had 300 years with no legal benefits and just as in the '60s and '70s, when no attempts were made to extend effective rights to black workers until they started to agitate, the only way farm workers will get rights is to unionise"

LANDLESS PEOPLE

The politicisation of farm workers is overdue, he says.

"Farmworkers suffer the most in political terms. They are landless, displaced people who have suffered forced removals and the loss of their own small farms. Rural folk have the worst of it."

The two academics are in full agreement on the prospects of unionising farm workers

"It will be extraordinarily difficult. How the devil do you organise a million workers spread so far apart? How will the unions collect their dues? Is the farmer going to allow the unionists to speak to the workers?"

"Unionising farm workers is simply not feasible in the traditional sense of unions. It can only make sense if (the unions) set up some sort of legal aid centres," says Professor de Villiers

Mr Thompson points out that some areas are more open to unionisation — such as the Western Cape region and rural communities surrounding Brits, Potchefstroom and Stellenbosch, where workers could be unionised in towns

"It will be a slow, uphill process," he says, "but it is a necessary, an indispensable move if farm workers are to get rights"

(140A) Stan 8/3/88.

New restrictions prevent union members observing Easter — lawyer

Cosatu challenges curbs

The Observer News Service

South Africa's largest union federation, the Congress of South African Trade Unions (Cosatu), has decided to challenge restrictions imposed on it under the state of emergency regulations.

Included in the rules being challenged is a restriction on Cosatu commemorating the death of any person. That is such a wide definition, says Cosatu's attorney, Mr Hilton Cheadle, that it prohibits union members observing Easter.

The regulations being challenged are part of the crackdown on anti-apartheid organisations 13 days ago. But Government action against dissidents is more like Chinese water torture.

The banning of 18 people, closing down 17 organisations and restricting Cosatu's political activities came in the 21st month of a state of emergency that has seen an estimated 30 000 people imprisoned for varying periods. Cosatu's 12-floor Johannesburg headquarters and some regional offices have been bombed so severely that they are unusable. The culprits have still not been found.

There is a full range of new measures against Cosatu leaders in the pipeline. A draft amendment to the Labour Relations Act has been circulated to industry and the unions. It bars sympathy strikes, and changes the definition of an unfair labour practice to the disadvantage of the unions.

Strike damage

However by far the most sweeping provision is one which makes unions legally responsible for damage done in an illegal strike. This means that even if union officials oppose an industrial action, the damage done by individual strikers could bankrupt the union.

The Government seems determined to go through with its amendment. Even if significant changes are made, its determination to further hobble the unions is clear.

In keeping with a long tradition of naming legislation to mean the opposite of what it says, as when the Extension of Universities Act closed the older universities to blacks, the Government this week tabled the Orderly Internal Politics Bill in Parliament.

What makes internal politics orderly, in the eyes of Minister of Justice Mr Kobia Coetsee, is the inability to acquire funds abroad. To determine whose politics need ordering, Mr Coetsee has set up a parliamentary select committee. It will investigate organisations receiving foreign funds.

It was thought that this was aimed at the Institute for a Democratic South Africa (Idasa) whose director is the former Opposition leader, Dr Frederick Van Zyl Slabbert. Dr Slabbert's foray to Dakar, Senegal, last year with a group of Afrikaner academics who met an African National Congress delegation, has not been forgotten.

Witchhunt, says Slabbert

But the targets of the Act are unlikely to be exhausted with Idasa. The select committee is to investigate foreign funding of political organisations — a recipe for a witchhunt, says Dr Slabbert.

As it stands, the legislation will enable the Minister to restrict any political organisation or individual receiving foreign funds. It establishes a registrar of restricted organisations to monitor the fund. Violators risk two years in prison and a fine.

Again Cosatu is among those that risk a drop of the water, for some unions receive foreign funds. So do the defence lawyers in many of the political trials currently under way.

This funding bar brings Pretoria into direct conflict with the European Community, which provides about £20 million (about R56 million) a year for "positive measures" to end apartheid.

Taken together, these actions amount to a policy — the one enunciated when Pretoria effectively told the world to go to hell in the UN Security Council this week.

The South African representative in the Security Council, debates, Mr Lesley Manley, said that his Government rejected international criticism "with contempt".

"We invite you to do your damnest," he told delegates. "That advice is consistent with Pretoria's message to detractors at home. In the unions, the press, in political organisations and in human rights groups there is a well-founded apprehension that any of them might feel that torturer's drip next."

ELECTIONS UNFAIR

DISHONESTY by certain officials marred elections for the Johannesburg branch leadership of the Commercial Catering and Allied Workers' Union of SA, said a spokesman for one of the two factions within Ccawusa.

Mr Papi Kganare, whose faction abstained from voting at the branch's annual general meeting at the weekend, said yesterday the elections were "unfair and undemocratic".

He said, however, the mediator, Mr Charles Nupen, who chaired the meeting, was fair.

Mr Kganare said there were attempts to bar his supporters from attending the AGM, held at the Standard Bank Arena on Sunday. These union members were later "not given ballot papers so that they could vote," he said.

"Truly speaking, the resolutions taken at the meeting cannot be said to represent the position of

CLAIMS UNFAIR LEADER

Spiefan 8/3/83

140A

Sequel to Ccawusa Jo'burg branch AGM

the Johannesburg branch," Mr Kganare said.

Mr Kganare said it was a foregone conclusion that certain members were going to be elected into the branch executive committee.

"Last week, prior to the AGM, a list of names was circulated at plants, urging union members to vote for the people concerned," Mr Kganare said.

He said the whole matter would be discussed at the union's national conference expected to be held in May this year.

The Johannesburg AGM was part of an out-of-court settlement reached by the two groups in January, led by Mr Kganare and Mr Vivian Mtwa. Only two branch AGMs — Cape Town

after one faction — led by Mr Kganare — merged with two other retail unions and adopted the Freedom Charter. The Mtwa group objected to the merger and the adoption of the Charter.

The rift was later resolved through an out-of-court settlement in January this year.

The conflict resurfaced at Ccawusa's Johannesburg branch AGM at the weekend when one faction flung ballot papers into the air and dissociated themselves from the proceedings.

The Johannesburg branch rejected the Freedom Charter and described it as "a divisive document".

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DID 913/88

140A

Unions expect a pep talk from PW today

Daily Dispatch Correspondent

JOHANNESBURG — The State President, Mr P W Botha, has invited the entire spectrum of South African trade unions to meet him at Tuynhuis today for what unionists expect will be a pep talk on the need to exercise restraint in wage demands this year

The discussions come amid growing fears by the public sector unions that the private sector will pay no more than lip service to President Botha's appeal for restraint, and that they will be the only ones to suffer in any anti-inflation campaign

Unions on the invitation list include affiliates of the mainly black Congress of South African Trade Unions (Cosatu) and National Council of Trade Unions (Nactu), the right wing South African Confederation of Labour as well as non-aligned artisan and other unions such as the South African Boilermakers' Society, the Amalgamated Engineering Union and the South African Electrical Workers' Association

However, Nactu and the Cosatu unions said yesterday they would not be attending the gathering

The invitation was not specific on the agenda for the meeting, stating merely it was "for a discussion on salaries and wages"

Unionists who will be attending were reluctant to comment on the stance they would adopt

One said, though, he

was expecting President Botha to appeal to their sense of patriotism, and to make financial sacrifices to reduce the inflation rate

However, he said, unionists recalled a similar prime ministerial appeal in the mid-seventies to which they adhered. But prices had kept on rising leaving them the losers, and they were likely to be more sceptical about the expected appeal today

He added that it was possible President Botha would threaten them with a wage freeze if they did not co-operate

He said he did not believe this was a real possibility as the Minister of Finance, Mr Barend du Plessis, had already assured them and businessmen that the government would not interfere with the collective bargaining process

One Cosatu unionist speculated, though, that Mr Botha could be planning something dramatic for today given that it was the first time he had ever invited Cosatu unions to meet him

Spokesmen for Nactu and four Cosatu unions which could be contacted yesterday con-

firmed they would not accept the invitation. Only one, Cosatu's Transport and General Workers' Union (TGWU), gave reasons for this decision

A spokesman said in the light of recent government attacks on Cosatu's activities, particularly through the restrictions imposed two weeks ago, the union was amazed Mr Botha had even considered such a meeting with them

His invitation was therefore totally inappropriate

It was also ill-timed in the light of the Labour Relations Amendment Bill, now before parliament, which aimed further to restrict union activities

Furthermore, discussions around wages and salaries would be severely compromised by the fact that the government had already announced wage freezes on members of other unions

A spokesman for the office of the state president confirmed that President Botha would be meeting "a few trade unions" today, but declined to comment further



MR BOTHA

CRITICISM levelled by a faction within the Commercial Catering and Allied Workers' Union of SA against certain officials of the union was unfounded, a Ccawusa branch secretary said yesterday.

Mr Kaizer Thibedi said claims by Mr Papi Kganare, whose faction abstained from voting at the Johannesburg branch's annual general meeting at the weekend, showed that the group was now clutching at straws.

He said the group had realised that they were a minority, hence their decision to abstain from the elections.

Mr Thibedi said "A procedure has been

Sowetan 9/3/88

Ccawusa leader reacts to criticism

worked out and agreed to by the two parties with the mediators.

"It must be noted that all AGMs held so far — Port Elizabeth, Orange-Vaal, Pietersburg and Pretoria — were not held according to this procedure," he said.

The procedure included ensuring that everyone participating and entering the venues of meetings was a Ccawusa member, the union official said.

Mr Thibedi said some members of the other group ignored these procedures and forced their way into the hall. As a result, he said, these members did not receive ballot papers.

"Some of these members publicly destroyed ballot papers. However, as a concession and for the sake of the smooth running of the AGM, we agreed with the chairman that they be given ballot papers again — a concession they refused," the branch secretary said.

Mr Kganare has described the Johannesburg branch elections as "undemocratic and unfair", citing "dishonesty by certain officials".

Union in dispute with Anglo

THE Transport and General Workers' Union, an affiliate of Cosatu, has declared a dispute with Anglo American Property Services, Ampros, over wage increases, a spokesman for the union said.

In a statement, TGWU's general secretary, Jane Barrett, said the annual wage negotiations started early in February and deadlocked on March 2

Increases

At all previous negotiations Ampros has never given increases in real terms to the workers, which has resulted in the drop of the standard of living of the workers," she said.

The union represents cleaners, security guards and maintenance workers employed by Ampros throughout the country.

— Sapa.

UNIONS SAY 'NO' TO BOTHA

Sowetan
9/3/88
140A

TWO Congress of South African Trade Unions affiliates have turned down the State President's invitation to a meeting to discuss "salaries and wages."

The unions are the Transport and General Workers' Union and Chemical Workers' Industrial Union

The meeting, scheduled to take place in Cape Town today, comes in the wake of the Government's decision to impose a wage freeze in the State sector

A CWIU spokesperson confirmed that the union had received Mr P W Botha's invitation but said the Cosatu affiliate

By LEN MASEKO

would not send any representatives to the meeting

The TGWU said in a statement that it had decided not to attend the meeting for the following reasons

'Timing'

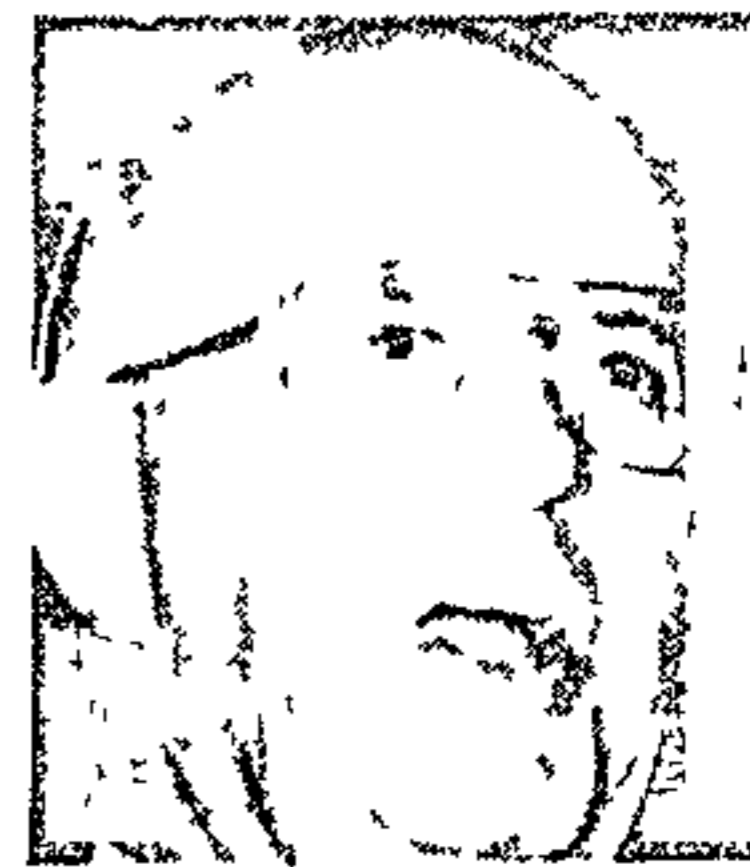
• It was inappropriate for the State President to extend an invitation to a Cosatu-affiliated union when the Government had "just imposed restrictions on Cosatu's ability to participate around issues" directly affecting workers,

• The invitation was

"ill-timed" in the light of the Labour Relations Amendment Bill presently being discussed in Parliament. This Bill aimed to "severely restrict the scope of trade unions' activities and abilities" to serve their members effectively,

• Any discussion with the Government about wages and salaries would be "severely compromising" because the Government had already announced wage freezes on members of other unions

The State President's office had not responded to the *Sowetan's* inquiries about the meeting at the time of going to press



PRESIDENT Botha

PW's warning to unions

CM 1965 10/3/88

(1408)

Political Staff

PRESIDENT P.W. Botha yesterday warned trade union leaders to "guard against excessive wage and salary" demands this year and appealed for co-operation in the battle to combat inflation.

His warning was delivered at a meeting at Tuynhuys in Cape Town — held at his request — with the representatives of 22 trade unions.

The meeting was boycotted by several, including Cosatu. One of the reasons, apparently, is that it was understood the meeting was to be split in two, one for predominantly white unions and the other representing blacks.

During the meeting Mr Botha also

called on the union representatives to assist in overcoming excessive price increases by "cultivating a spirit of price awareness among their members".

In a statement released after the meeting, Mr Botha indicated that he had informed the trade union leaders that the government is preparing legislation to provide increased powers to organisations such as the SA Consumer Council to act in the interest of consumers.

Mr Botha said the issues on the agenda had concerned matters of vital economic importance. Those who boycotted the meeting, had missed the opportunity of contributing to maintaining a sound economy, he said.

(140A) ~~140A~~ Sent 2

Ccawusa stumbles towards unity

10-16/3/84

From MONO BADELA
JOHANNESBURG —

The troubled Commercial Catering and Workers Union of South Africa (Ccawusa) started over the second last hurdle towards unity on Sunday — bruising their shins badly

This was after the Johannesburg branch's Annual General Meeting (AGM) held at the Standard Bank Arena and attended by 7 000 members

It is now by no means clear that the union will be able to re-unite after its eight-month long split. The national unity conference is scheduled to take place on or before May 15

With six of the eight branches already in favour, the Kganare group is assured of at least 40 votes at the forthcoming national unity conference

The previously dominant groupings in Ccawusa that centered on secretary Vivian Mwa has so far won one — the powerful Johannesburg branch at its AGM last Sunday

Because the May national conference will follow the 1981 Ccawusa constitution, each of the eight branches will have eight delegates to the national conference

Charter

Sources close to both groups indicated this week that the Vivian Mwa grouping may be further boosted by a win in Klerksdorp. The results in the Western Cape is expected to be very close

The division within Ccawusa re-surfaced at Sunday's meeting — only weeks after the two factions resolved their dispute through an out-of-court settlement

The rift came to a head when one faction, supporting the Kganare group, dissociated itself from the proceedings and sought observer status

The Johannesburg branch resolved, among other things, that the Freedom Charter was a divisive document and that "the minority of Ccawusa members supported it. That under no circumstances would officials who operated under Papi Kganare during the split be reabsorbed into the union or re employed in any code of our offices"

Singing garment workers arrive at the Atlantis meeting

PE hotel strikers fired

By MBULELO LINDA

PORT ELIZABETH - Wage strikes at three hotels here resulted in the firing of 150 workers this week

The last strike of hotel workers took place at Port Elizabeth's Holiday Inn on November 6 last year

This week's strike coincided with lunch-hour demonstrations held by workers belonging to the East Cape Congress of

South African Trade Unions (Cosatu) on Monday to protest the new Labour Relations Bill soon to be introduced by the government.

The firing of the 150 workers followed a simultaneous sit-in on Monday afternoon.

Police intervened after workers failed to comply with an ultimatum to return to work or vacate the hotels' premises within a

specified time.

No incidents were reported as workers packed their belongings and left the premises escorted by police

The South African Police liaison officer, Captain Cecil Vermaak confirmed the police action and the detention of a Beach Hotel wine steward, Mr Honest Sinana. Sinana was released hours later

The workers, are all members of the Commercial Catering and Allied Workers' Union of South Africa (Ccawusa) which represents the entire black workforce at the Beach, Walmer Gardens and Edward hotels.

The organiser for the Port Elizabeth branch of Ccawusa, Mr Patrick Klaas, said the strikers demanded joint negotiations for wages and working conditions at the three hotels. The sit-in was this week sparked off by management's refusal to hold joint talks with the representatives of the three hotels workers.

Management argued that the demands could be the same but all hotels had separate recognition agreements and felt that the matter should remain as it was.

Ccawusa said there would be a delay in resolving the strike if management insisted on holding separate talks.

Some of the joint demands of the workers from the three hotels were.

- That workers be paid a minimum living wage of R500 per month. The present minimum is R130
- A R100 across-the-board increase.
- A 45-hour working week. The present working week was 54 to 56 hours
- Maternity benefits, including six months off with half pay as well as a job guarantee after confinement.

In response to the demands, manager Mr Trevor Lombard said these were company matters which should be sorted out within the company. - PEN.

Gawu aims to campaign for a living wage

South

10-16/3/88

140A

ABOUT 2 000 workers attended the first general meeting of the Garment and Allied Workers Union (Gawu) in Atlantis last week.

The meeting, at the Saxon Sea Civic Hall last Thursday night, was the first of 12 meetings planned in different areas to discuss the union's decision to seek observer status with the Congress of South African Trade Unions (cosatu) and to launch a "living wage" campaign.

"The enthusiasm of the workers can be seen as a vote of confidence in the new direction the union has taken. It shows we have support for our goal to substantially improve the working conditions and pay of workers in the industry," said Gawu media officer Mr Ronald Bernickow.

He said the minimum figure on which a "living wage" for garment workers could be based would be discussed by workers throughout the country.

The campaign would include demands for a 40-hour working week, maternity rights, and for

May Day and June 16 to be paid holidays

"At the moment, the garment industry is one of the lowest-paying industries. The Atlantis meeting was a solid foundation with which to start our campaign, which was fully supported at the meeting," he said.

The meeting was addressed by Ms Florrie de Villiers, general secretary of the South African Domestic Workers Union (Sadwu), a Cosatu affiliate. Other speakers were Gawu national administrator, Mr Cedric Petersen, and acting regional secretary, Mr Lionel October.

Gawu was formed out of a merger between the traditionally-conservative Garment Workers Union of the Western Province and the Natal-based Garment Workers Industrial Union last year. It has a total membership of about 102 000.

It has about 4 000 members at 19 factories in Atlantis and two factories in Malmesbury.

Shop workers go on strike

Workers at 10 Triangle
Furnishers stores are on
strike over a wage dis-
pute, says Mr Mike Tso-
tetsi of the Commercial,
Catering and Allied
Workers' Union of South
Africa (Ccawusa).

The managing director
of Triangle Furnishers,
Mr Tom Roux, said: "Not
all the workers are on
strike. We don't agree
with the list of stores
mentioned by the union."

Lilford case:

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Ccawusa retrenchments

140A
BBA

EAST LONDON - The Commercial, Catering and Allied Workers Union (Ccawusa) has condemned the retrenchment of its members from American Flair Products earlier this month

A union spokesperson said 14 workers were retrenched after the firm was taken over by new management, and while negotiations for them to be employed permanently were still underway. The union was only informed of the retrenchments on the day they were implemented.

The retrenched workers, all promoters, said the management had on the first of this month issued them with retrenchment forms to sign. The workers had refused to sign.

The workers said management had complained of a lack of productivity, but said management itself was to blame. They had presented several grievances, including that the firm no longer gave them sample demonstrations. Mr Rob Korb, the new managing director refused to comment. - **ELNEWS**

South 10-16/3/88

Numsa rally next weekend

Scrub
140A
10/16/3/88

EAST LONDON. - The 130 000-strong National Union of Metal Workers of South Africa (Numsa) will hold its Border Regional Congress rally at Orient Theatre here next weekend.

The Border Region of Numsa was officially launched at a congress on February 14, and the rally is to be a report-back on the congress. - *ELNEWS*

Samwu 10-16/3/88

Samwu official killed in accident

14017

A PROMINENT member of the National Executive Committee of the South African Municipal Workers' Union (Samwu), Mr Elias Molema, was killed in a car accident on the road between Klerksdorp and Potchefstroom in the early hours of Monday 19 February.

The deceased and four fellow unionists were on their way-home from the first NEC meeting of Samwu.

Molema had been a leading member of the Transport and General Workers Union (TGWU) and played an important role in the formation of a national union for Municipal Workers. He helped to launch Samwu in October 1987.

His funeral will take place at Pietersburg on Saturday, March 12.

10-16/3/88

Big increase for knitting workers

14017

WORKERS at an Atlantis factory are to get an increase which is 37 percent higher than their Industrial Council minimum.

The increases were negotiated by the Amalgamated Clothing and Textile Workers Union of SA (Actwusa) for workers at the Rotex knitting company.

Lowest paid workers are to start with R85, which is R23 more than the Knitting Industrial Council rate.

Last year, Actwusa took the Rotex management to court when their recognition-agreement was cancelled in favour of the then Garment Workers Union.

14017

14017

TOUGH GOING IN PAY TALKS

Sowetan 10/3/88 *140A*

By LEN MASEKO

WAGE negotiations in the metal industry are expected to be "extremely difficult" this year, say employers.

The Steel and Engineering Industries Federation of SA (Seifsa), which represents 9 000 firms employing about 320 000 workers, is bracing itself for tough negotiations with 15 trade unions on March 15

Seifsa executive director, Mr Brian Angus, says "Seifsa is nevertheless determined to reach a fair settlement with the unions. One of

the key factors in determining the outcome of this year's proceedings will be whether the trade unions — and in particular the National Union of Metalworkers of SA (Numsa) — will be prepared to negotiate in good faith."

Seifsa hoped that confrontation would be avoided on either side "as this is counter-productive and even dangerous."

The International Metalworkers' Federa-

tion of SA (IMF) will table at the coming wage talks demands jointly formulated by — among others — the Steel Engineering and Allied Workers' Union and Numsa

IMF official, Mr Brian Fredericks, was not available for comment yesterday

A Numsa spokesman said they would demand, through the IMF, a minimum wage of R5 an hour and an across-the-

board increase of R1,50 an hour

He said "The manufacturing side of Seifsa increased profits by 56 percent during the 1986/87 period. So it is quite clear that the employer body is in a position to grant substantial wage increases which will go above the cost of living."

Mrs Jane Hlongwane, Seawu general secretary, said her union "had formulated joint demands with other IMF affiliates participating in the metal industry's industrial council

(140K) B/day 10/3/88

WS

THE importance of last week's meeting between Cosatu and six employer organisations is not what the meeting achieved in itself — which was little

Rather, the importance lies in the fact that it may have set in motion a process of dialogue and negotiation over the crucial labour, economic and, perhaps, political issues of the day between important SA interest groups

During the earlier part of the meeting — which consisted of little more than rhetoric and angry exchanges — it seemed unlikely that anything would be gained. By the end, though, it appeared that there was a recognition that there could be some value in further contact despite the mutual mistrust and dislike

Cosatu did, however, say it wondered whether it could rely on employers for support in the defence of political rights. But most employer organisations present — Assocom, the FCI, the AHI, the German Chamber of Commerce, the SA Federation of Civil Engineering Contractors and the SA Sugar Millers' Association — seemed concerned only that the inhibition of political rights did not interfere with "bona fide union activities"

What may be of more practical importance in the short to medium term, though, is the debate begun last Wednesday over

Labour talks' indirect results

ALAN FINE

the Labour Relations Amendment Bill and (informal) rules and codes of conduct

Cosatu's total rejection of the Bill is not easy to understand, given that it contains some aspects which are clearly advantageous to labour — such as the withdrawal of the Manpower Minister's power to decide whether to appoint a conciliation board

Nevertheless, there are also many provisions designed to weaken the union movement's muscle, such as the provision which facilitates litigation against unions for damages suffered during unlawful strikes

In the end, though — and some employers have agreed with Cosatu on this — government action in the labour field in 1988 threatens to put the whole system at risk. If both, as they claim, value a stable system within which to fight out their differences, there has never been a more crucial time for finding ways of maintaining and developing it

Cosatu, RMC to test govt ban court

Cape Times 11/3/88
14.0A

By PETER DENNEHY

SOUTH AFRICA'S largest trade union organization, the Congress of South African Trade Unions (Cosatu), yesterday issued a legal challenge to the state of emergency and last month's crackdown on 18 organizations.

Papers were lodged in the Supreme Court, Cape Town, by Cosatu, the Release Mandela Campaign (RMC) and the Detainees' Parents Support Committee (DPSC), according to Mr. Peter Harris, a Johannesburg attorney.

All three organizations gave notice that they

would challenge the validity of the state of emergency and of the February 24 orders restricting 18 organizations.

Mr. Harris added that the United Democratic Front had not yet filed papers in the same matter, but was expected to do so today.

The respondents were the State President, the Government of South Africa and the Minister of Law and Order, Mr. Harris said.

The validity of Regulation 6 (a) of the Emergency Regulations and the February 24 orders made in terms of it would be challenged.

Ms Andy Durbach, a local attorney, said the Deputy

Sheriff had told her he would serve the papers on the respondents yesterday afternoon.

The respondents would be given 14 days to indicate whether they would oppose the application, another 14 to file opposing affidavits, and the applicants would then be given seven days to reply.

The Supreme Court would be in recess from April 1 to April 17 so the matter could be set down for hearing late in April or early in May, she said.

The applicants sought orders declaring that the June 11 1987, state of emergency proclamation was "of no force and effect", that Regulation 6 (a) was beyond the powers conferred on the State President

by the Public Safety Act; and that the orders restricting Cosatu and the DPSC — government notices 335 and 334 respectively of February 24 — were "of no force and effect in law".

Cosatu and the DPSC are represented by Cheadle, Thompson and Haysom in Johannesburg and Bernadt, Vukic and Potash in Cape Town.

The RMC is represented by Priscilla Jana and Associates in Johannesburg and Mallimicks in Cape Town.

The UDF will be represented by Krish Nardoo in Johannesburg and E Moosa and Associates in Cape Town.

Ccawusa demands a R700 minimum wage

~~2/88~~ Blday 11/3/88 (140A)
BRONWYN ADAMS

THE Commercial Catering and Allied Workers' Union (Ccawusa) has demanded an across-the-board wage increase of R300 — advancing minimum wages from R400 to R700 — from OK Bazaars in the annual wage talks which began this week.

A union spokesman said other proposals included a five-hour reduction in the working week to 40 hours, an increase in commissions from 3% to 10% and a basic salary of R650 per month for commission-earners, a doubling of staff discounts from 12% to 25%, a full 13th cheque, and no PAYE deductions.

OK Personnel director Keith Hartshorne would not comment on the union demands.

Furniture shop workers strike

Sowetan 11/3/88

140A



By LEN MASEKO

DOZENS of Commercial Catering and Allied Workers' Union of SA members started a wage strike at nine Triangle Furnishers' outlets in the Transvaal this week.

Ccawusa official, Mr Mike Tsotetsi, said the strike followed the conciliation board's failure to resolve the dispute between the two parties

The union demands

- An across-the-board increase of R90 a month retrospective to January 1, 1987,

Increase

- A further increase of R80 to be back-dated to July 1, 1987;
- A minimum salary of R500 for all categories, and
- A 13th cheque

Mr Tsotetsi said "We believe that the company is bargaining in bad faith because they have

refused to disclose their financial position

"Our information is that the company can afford to pay the increases demanded by our members"

He said the union was willing to reopen negotiations to resolve the impasse

Bonus

Triangle Furnishers' spokesman, Mr Tom Roux, confirmed that the company's employees were participating in an industrial action

He said the company had — among other things — offered

- An across-the-board increase of R50 a month to be back-dated to January 1, 1987,
- A further back-dated increase of R50 a month across-the-board effective from July 1, 1987,
- A bonus of 10 percent of salary for each year's service



MR MIKE Tsotetsi . . Ccawusa.

Arbitration begins

ARBITRATION to decide the fate of thousands of National Union of Mineworkers members dismissed by Anglo American Corporation during the August strike was due to begin in Johannesburg yesterday.

The gold mines involved are Vaal Reefs, Western Deeps and Freegold. Mr

William Schreiner, SC, will preside over the hearings which are expected to last for 10 weeks.

Mr Schreiner will hear disputes over the dismissals and the non re-employment of an estimated 18 000 strikers at the three mines.

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Sowetan 11/3/88

Sowetan 11/5/88 140A

Cosatu fights curbs

THREE of the anti-apartheid groups affected by a South African Government clampdown filed legal challenges yesterday, calling the rules vague and unlawful.

Johannesburg lawyer Peter Harris said his firm filed applications in the

Cape Town Supreme Court on behalf of the 650 000-member Congress of South African Trade Unions (Cosatu) and the Detainees' Parents Support Committee

He said a third application was filed for the United Democratic Front, the country's

biggest opposition movement, which claims to represent about 2.5 million people

"We will argue that the new restrictions comprise so fundamental an inroad into the ordinary rights of citizens that they could never have been contemplated by

parliament," Harris said. Law and Order Minister Adriaan Vlok published regulations on February 24 prohibiting any activity by 17 anti-apartheid organisations and banning political activities by Cosatu, the country's biggest black labour federation

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Four metal unions unite on wage talks

By HILARY JOFFE

THE trade unions affiliated to the South African council of the International Metalworkers' Federation (IMF) will present a united front when national wage negotiations open in the metal industry's industrial council next week.

The four IMF unions, which represent 128 556 workers, most of them black, have co-operated in the past. But this year workers from all the unions have held general meetings to formulate joint demands and the unions will decide together whether to accept or reject the employers' wage offer.

The IMF unions are this year demanding an increase in the minimum hourly wage from R2,61 to R5 and an across-the-board increase of R1,50 an hour.

The more conservative ex-Tucsa unions in the industrial council, aligned with the Confederation of Metal and Building Unions, are demanding a 20 percent across-the-board increase.

Both unions and employers expect a tough battle.

Brian Angus, executive director of the Steel and Engineering Industries Federation of South Africa (Seifsa), says: "Employers are not of the view that these wage demands are realistic: they are out of all proportion to what the industry can afford."

But Geoff Schreiner, national organiser of the industrial council's largest trade union, the National Union of Metal Workers of South Africa (Numsa), says: "The economic situation should be favourable to substantial increases. Manufacturing sector profits increased last year by an average 56 percent and that applies equally in the engineering sector."

"That increase in profits was generated largely through increasing productivity and rationalisation — as a result of which a lot of our members have lost their jobs. Companies are in

Angry words at Ccawusa talks

BY MONO BADELA

THE troubled Commercial, Catering and Allied Workers Union of South Africa (Ccawusa) stumbled over the second-last hurdle towards unity on Sunday — bruising its shins badly.

At Sunday's annual general meeting of the Johannesburg branch, the largest in Ccawusa, one of the two rival factions dissociated itself from proceedings, describing branch elections at the meeting as "undemocratic and unfair".

The Johannesburg branch was the sixth of eight to hold AGMs before a national conference due on May 15. Two factions are contesting leadership of the union. A pro-Freedom Charter group under the leadership of Papi Kganare and an opposing group led by national secretary Vivian Mtwa.

It was the Kganare group which refused to participate in Sunday's proceedings, seeking observer status.

Five of the eight branches have elected delegates to support the Kganare group at the convention: the Pre-

torial, Northern Transvaal, Eastern Cape, Natal and Orange/Vaal regions. The Klerksdorp and Western Cape branches have yet to vote.

The division within Ccawusa resurfaced on Sunday, only weeks after the two factions had resolved their dispute through an out-of-court settlement.

The Johannesburg branch meeting on Sunday was characterised by intermittent angry exchanges between the two groups.

The Johannesburg branch resolved, among other things, that:

- The Freedom Charter was a divisive document
- Under no circumstances would officials who operated under Kganare during the split be re-absorbed into the union

Newly-elected treasurer Kaizer Thibedi said members of the Kganare group had realised they were a minority, hence their decision to abstain.

if they are not satisfied they will consider declaring a dispute.

They will also want to discuss the effective banning of opposition organisations and the latest restrictions on the Congress of South African Trade Unions.

The largest of the unions — the Metal and Allied Workers' Union (now merged with the National Automobile and Allied Workers' Union into Numsa) has declined to sign the industrial council main agreement every year since it joined the council in 1983. Last year it declared a dispute with employers and called a strike, which was halted when the minister of manpower gazetted the industrial council agreement and extended it to non-parties, making the strike illegal.

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The council secretary, Mr Cas Naude, reported that the council conducted inspections of dairies supplying

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DIP 12/3/88

Fort Jackson limpet blast: responsibility not claimed

Daily Dispatch Reporter
EAST LONDON — No one has claimed responsibility for the three limpet mines that exploded at a Fort Jackson electrical substation five days ago

spokesman, Colonel G A Ngaki, said it was not known who had planted the mines that destroyed a prefabricated shed and slightly damaged another building

planted, three exploded destroying the roof, an iron door and most of the wall panels of the pre-fabricated shed

No-one was injured during the incident, which occurred on Monday night

A Ciskei Police Of the four mines

DIP 12/3/88

King workers walk out after dispute with management

Daily Dispatch Reporter
EAST LONDON — Workers at the Anglo Cafe and Bakery in King William's Town staged a walkout this week after declaring a dispute with management over the mistreatment of workers

worker in the take-away department had complained to the owner of the bakery, Mr Reno Psiloyenis, of verbal abuse

He had been told to sort out the problem with the manager concerned

The manager, he added, then ordered a few of the take-away workers off the premises and 31 workers had walked out in sympathy

Mr Psiloyenis, who said he had laid charges of intimidation of customers and employees with police, denied that any of his staff had been fired

He said the workers had not followed the correct grievance procedure and no notice of dispute had been given

"As far as I am concerned they dismissed themselves by walking out," Mr Psiloyenis said

The regional organiser of the Commercial Catering and Allied Workers' Union of South Africa (Ccawusa), said a

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EL firm, union
sign agreement

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EAST LONDON — A recognition agreement has been signed between the South African Allied Workers' Union (Saawu) and Zimco Rubber.

The Saawu East London branch treasurer, Mr Sebenzile Mdyogolo, said the union had started to organise workers at the company from the beginning of 1986.

He said the agreement

applied to some 200 employees and covered disciplinary, grievance, dispute, retrenchment and appeal procedures, as well as a main recognition agreement

The Zimco factory manager, Mr W. A. Olivier, confirmed that the company had recognised Saawu and said he hoped the agreement would help the parties maintain a good working relationship. — DDR

BUSINESS

LABOUR
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Unions are likely to close ranks

IT'S very likely that there will be a closing of ranks in the "democratic" trade union movement following the Government's latest round of restrictions

These have effectively banned a series of community organisations and attempt to restrict the Congress of South African Trade Unions (Cosatu) to "trade union" matters, as distinguished from "political" matters

The movement does not accept that such a distinction is possible, as made very clear in a statement from the other major union federation, the National Council of Trade Unions (Nactu), after a central committee meeting last weekend

"Charterist"

The two federations roughly represent two tendencies within unionism and the broader black community

Cosatu represents the "Charterist" tendency which generally echoes the ANC line, while Nactu reflects, broadly speaking, the PAC/Black Consciousness tradition and supports the Azanian Manifesto

There is both rivalry and co-operation between affiliates of the two federations, but the Nactu statement makes it clear that although Cosatu is presently under attack this is viewed as an attack on the whole movement

And elements within the statement have strong parallels with the Cosatu living wage campaign

Challenging the Government to show where it draws the line in differentiating labour from political issues, Nactu says it was clear that addressing matters such as citizenship, taxation of voteless members, rent-

als, inferior education, the creation of "apartheid institutions" and Joint Management Committees are part of a union's day-to-day responsibilities

Most of these are also planks of Cosatu's living wage campaign, which also argues that these are not "political" issues but real concerns of any genuine trade union movement

Inferior education is seen as fitting the children of workers only to be workers themselves, inadequate wages as restricting opportunities for economic advancement, taxation of the voteless as an attempt to make them pay for their own oppression

And both federations would argue that these are factors which restrict equal opportunity, condemning those at the bottom of the economic pile to remaining there and leading, in their fight for existence, to a host of social ills such as gangsterism, crime and prostitution

"Macro" demands

It's likely that more and more "macro" demands (those relating to the overall situation of workers as opposed to "micro" demands relating to purely shopfloor issues) will form part of the negotiating agenda

Questions will be raised about what the company is doing to create equal opportunities and break the cycle of inferiority

With these and other issues in mind, the Institute for Personnel Management has put together a two-day equal opportunities seminar which will look at aspects of what it means, why it is necessary and how some firms have come to grips with it

Bookings can be made through Avril Ebbs at ☎ 64 2221

Wage

Sowetan

talks

15/3/88

set to

start

today

By LEN
MASEKO

THE metal industry's wage talks, which affect about 320 000 workers, are scheduled to take place today.

The employer body, the Steel and Engineering Industries' Federation of SA (Seifsa), will negotiate for a wage settlement with 15 trade unions

Among unions to be represented at today's talks are the National Union of Metalworkers of SA, the Steel Engineering and Allied Workers — who will table joint wage demands through the International Metalworkers' Federation of SA

A Numsa spokesman said their demands included a minimum wage of R5 an hour and an across-the-board increase of R1,50 an hour

Fourteen of the 15 trade unions involved in the industry's collective bargaining process agreed to wage increases of 17,7 percent "at general labourer level" last year, according to Seifsa

Numsa rejected the employer offer last year and refused to sign the wage agreement. The Metal and Allied Workers' Union (now Numsa) has constantly refused to sign the agreement since joining the industrial council in 1983.



Sowetan 15/7/88

FLASHBACK: Miners during a wage strike last year

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Mobil in dispute

TALKS on wages and working conditions between 236 Johannesburg Chemical Workers' Industrial Union members and Mobil Oil SA have broken down with the union declaring a dispute with the company, CWIU organiser, Mr B K Mosley, said in a statement yesterday.

These annual negotiations on substantive issues are national and involve 24 depots.

Workers are demanding a monthly increase of R200 across-the-board and a minimum of R910 a month.

Disturbing

They are also demanding that the company back-date the increases to March 1, this year, as well as offering a service

allowance of R5 a month for each year of service

"CWIU finds Mobil's attitude in the negotiations extremely negative and disturbing. The company's present offer of R155 a month has been rejected by members who say they cannot accept the same increase that they won last year.

"CWIU further believes that Mobil is not sincere in its attempt to reduce the salary-gap that exists between itself, Shell and Caltex"

Shell pays a minimum monthly salary of R780 a month and Caltex pays R735, both of these being above Mobil's minimum wage

"These companies are also in line for negotiations this year which

could further widen this salary gap," Mr Mosley said

CWIU will have a

dispute meeting with Mobil this Friday in an attempt to resolve the impasse — Sapa

Advocate W Schreiner, SC, is the adjudicator Mr John Myburgh is appearing for the Anglo mines → Vaal Reefs Exploration and Mining Co Ltd, Western Deep Levels and Free State Consolidated Gold Mines

Mr Martin Brassey, assisted by Mr J Strauss, is appearing for the NUM

The applicant is suing on its behalf and those of its members who were dismissed between August and September last year. Altogether 38 000 workers were involved

Unrest

In the statement of the case, it is submitted that in and during September the dismissed employees tendered to return to their employment but the respondents (AAC) refused to reinstate, alternatively re-employ them before September 12

It further states that because of the dismissal and failure to reinstate the employees they had been adversely affected

The employment opportunities, work security, economic and social welfare of the employees had been prejudiced or jeopardised

Labour unrest had been or may be created and the relationship between the applicant, its members and the dismissed employees on the one hand and the respondents on the other hand had been or may be detrimentally affected

"In consequence, by dismissing the employees, alternatively by failing to reinstate or re-employ them before

SAPA

September 12, the respondents have committed unfair labour practices," the statement said

On January 5 this year the applicant and the respondents submitted the dispute to adjudication

The respondents admitted yesterday that during August 18 to September 1987 about 38 000 employees were dismissed at the three mines

Refused

"During May, 1987 the applicant and the Chamber of Mines commenced their annual negotiations on the question of wages and other conditions of employment

The parties were unable to reach an agreement on wages and hours of work and the applicant declared a dispute and applied for the appointment of a conciliation board

"A conciliation board was appointed but was unable to resolve the wage dispute, the applicant having refused the final offer on wages and other conditions of employment

"The applicant gave notice of its intention to call for a strike of its members in order to induce the Chamber to accede to its wage demands.

"After holding a ballot among its members the applicant instructed its members to commence a strike on August 9 at the mines administered by Anglo American Corporation "

(Proceeding).

NUM Strike: Hearing begins

THE hearing in terms of the agreement between the National Union of Mineworkers and mines administered by the Anglo American Corporation following the dismissal of workers during the strike last year, opened in Johannesburg yesterday.

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CWIU talks break down

JOHANNESBURG — The Chemical Workers' Industrial Union (CWIU) has declared a dispute with Mobil Oil SA after talks on wages and working conditions broke down, a spokesman for the union, Mr

B K Mosley, said yesterday

The negotiations concerned workers at all Mobil plants throughout the country

"At issue are members' demands for a

R200 a month across-the-board increase with the minimum monthly pay increased to R910, a service allowance of R5 a month for each year of service, and the back-dating of the increases to March 1, 1988," Mr Mosley said

"The company's present offer of R155 a month has been rejected

"The Durban branch of CWIU negotiating with Mobil Oil Refinery (Pty) Ltd are also in dispute with the company

The company's public relations manager, Mr Barry Hurt, said the union had demanded an increase of R200 a month, and the company had offered R155

"Our offer represents an average increase of 18 per cent This is well above the forecast inflation for 1988

"Our minimum wage is R710 a month and the total monthly remuneration package for any employee will equate to R1 014, if we include other benefits such as housing subsidies and education assistance"

The talks are to continue — DDC

Anglo, NUM fail to settle dismissals

TALKS between Anglo American and the National Union of Mineworkers, aimed at an out-of-court settlement on the fate of 18 000 dismissed workers, forced the postponement of arbitration proceedings yesterday only an hour after they had begun.

However, the talks failed to produce a settlement and the adjudication process involving Vaal Reefs, Western Deep Levels and Freegold is to continue in Johannesburg today.

Yesterday was the sixth consecutive day of negotiations and, judging by the time both parties spent in caucus meetings, agreement appeared agonisingly close.

Earlier, John Myburgh, SC, outlined to adjudicator advocate William Schreiner the principles enunciated in the crucial 1985 Marievale case — that he should take cognisance of factors such as the duration and necessity of the strike, attempts to negotiate a settlement, and the behaviour of the parties during the strike, in determining the fairness of the dismissals and the failure to re-employ

ALAN FINE

The 18 000 workers were among about 40 000 dismissed during last August's wage strike

Myburgh said he would argue the recent *Sacwu v Sentrachem Industrial Court* judgment was wrong, and that the present case had, in any event, certain distinguishing facts

In the *Sentrachem* case, court member David John (who has since joined Anglo's instructing attorneys Webber Wentzel) said it was anomalous for legitimately striking workers to be penalised by dismissal

In pleadings submitted to the private court yesterday, the mines indicated they would oppose the NUM's application for an unfair labour practice determination on the grounds that the dismissals were fair, there were no longer jobs available due to restructuring, and/or new recruits had been employed

Another 2 412 workers were dismissed for alleged misconduct during a sit-in at Western Deep Levels' No 3 shaft.

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MBSA WORKERS STRIKE OVER PAY DISPUTE

Daily Dispatch Reporter

EAST LONDON — Production at the Mercedes Benz of South Africa (MBSA) plant here has been suspended since the weekend after some 1 000 hourly-paid workers downed tools over a pay dispute.

The MBSA public relations manager, Mrs Delene MacFarlane, said the production line halt had come as a result of "unlawful industrial action undertaken by employees in the paint and body shops".

She said employees in the paint shop at the plant had refused to complete the last hour of the afternoon shift on Thursday last week.

The local secretary of the National Union of Metalworkers of South Africa (Numsa), Mr Viwe Gxarisa, said more than 3 000 workers had been affected by the halt in production.

The late shift on Thursday had completed the number of units specified as a target by management an hour before the end of their shift, he said.

"They continued with their work, but were told by their supervisor that they were loitering and were not completing any further units."

"He then took away their punch cards and told them to leave," he added.

Mrs MacFarlane said management had attempted to persuade the

workers to work the full shift, but had not been successful.

"In accordance with agreed policy, the company applied the principle of no work, no pay," she said.

This had resulted in all the employees in the paint shop refusing to resume production the next day unless their colleagues were paid for the time not worked.

"Discussions were held between management and the shop stewards in an attempt to resolve the issue, but no finality could be reached."

"On Monday, employees in the body shops joined in the strike action."

"The company informed the shop stewards that where dissatisfaction existed, the proper procedures should be followed instead of resorting to unlawful industrial action," she added.

A spokesman for MBSA said yesterday that the decision to postpone the launch of the latest model of the Honda range had been taken more than a month ago and was not connected to the latest work stoppage.

"Due to numerous technical improvements in the new range and in order that we fully meet the local content requirements, we need to extend the introduction date by six to eight weeks."

OK in wage talks

THE Commercial Catering and Allied Workers' Union of SA and OK Bazaars are scheduled to meet next week for further wage talks which will centre on — among other things — the union's demand for a R300 across-the-board increase.

OK Bazaars is expected to respond to Ccawusa's wage demands at a meeting between the two parties on March 23

The union's demands include:

- A minimum wage of R700 a month,
- A 25 percent staff discount,
- June 16, May 1 and March 21 be regarded as paid holidays,
- Recognition of "traditional doctors";
- A 40-hour week,
- No Pay-As-You-Earn tax deductions, and
- Payment of 1987 bonuses to workers who were involved in the wage strike at the retail chain's outlet two years ago.

OK spokesman Mr Keith Hartshorne confirmed that the company would respond to the union's proposals next week

Meanwhile, wage negotiations between Ccawusa and Pick 'n Pay are continuing, a union spokesman said yesterday.

Ccawusa has declared a dispute with Pick 'n Pay over — among other demands — wage increases of R204 59 a month, against management's offer of R120.

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MBSA, union talks remain deadlocked

EAST LONDON — Mercedes-Benz of South Africa (MBSA) and the National Automobile and Allied Workers' Union (Naawu) remained deadlocked yesterday in their attempts to resolve a strike that began at the weekend.

Production at the MBSA plant here has been suspended since the weekend when 1 000 hourly-paid workers downed tools after a pay dispute.

The MBSA public relations officer, Mrs Delene MacFarlane, said intensive negotiations between management and Naawu were held yesterday in an attempt to resolve the issues in dispute but a settlement could not be reached.

The local secretary of the National Union of Metal Workers of South Africa, Mr Viwe Gxarisa, could not be contacted for comment yesterday.

— DDR

Unfair dismissal in King bakery

EAST LONDON. - The dismissal last week of 35 workers at the Anglo cafe and bakery in King William's Town has been called an unfair labour practice by the Commercial, Catering and Allied Workers Union (Ccausa).

The union warned it would fight the dismissal to the "bitter end".

The action came after a certain Mrs Grabner was appointed as a manager in the take-away department.

A union spokesperson said the workers in this department were not happy about the way she treated them.

17-23/3/88
According to the union spokesperson, the owner of the bakery, Mr Reno Psiloyenis, was approached by a workers' delegation earlier last week.

Psiloyenis said the workers had not followed the correct grievance procedure and no notice of dispute had been given.

"As far as I am concerned they dismissed themselves by walking out," he said. - ELNEWS

[Handwritten signatures and initials]

B/Day

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17/3/88

IMF wants R5 an hour minimum

Seifsa accused of racial wage gaps

THE International Metalworkers' Federation (IMF) group of unions have accused Seifsa of perpetuating a racial wage gap in the metal industry.

A statement issued by the National Union of Metalworkers of SA (Numsa) yesterday, following the first round of annual wage talks, said this had occurred through Seifsa signing agreements with the predominantly white Confederation of Metal and Building Unions and extending it to cover unskilled workers.

Numsa said this year the IMF represented as many, or more, workers than the CMBU in the engineering industry.

Seifsa said yesterday it had agreed to the principle of adjustments to specific wage categories to reduce anomalies in the wage curve.

ALAN FINE

Numsa said Seifsa had "predictably" claimed that the spiral of inflation could only be broken if wage increases were held down.

In its initial offer on Tuesday, Seifsa offered wage increases of about 8%, raising the minimum wage in the industry by 21c an hour to R2,82. At the top level Seifsa offered a 52c an hour increase to R6,12.

The IMF unions had commented that the real wages of metal workers had dropped drastically over the past five years, by up to 7% a year.

In contrast metal industry profits had rocketed in 1987 and 1988.

The IMF unions are demanding a R5 an hour minimum wage, and R1,50 across-the-board increases. The CMBU unions have proposed a package of 20% increases.

Labour update

A STRIKE halted production at the East London plant of Mercedes Benz after employees downed tools over a pay dispute, union and management officials said yesterday.

The National Union of Metalworkers of SA (Numsa) spokesman said about 2800 workers joined the strike in support of paint shop men whose pay was docked because they slowed work after meeting their daily shift target last Thursday.

The union said more

STRIKE HALTS BENZ WORKS

than 3000 workers had been affected by the halt in production

The company claims some paint shop workers refused to complete the last hour of their shift, while Numsa says the men had completed their shift target of 66 cars and had merely slowed

*some for
17/3/88*

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Mercedes strike

PRODUCTION at the Mercedes Benz East London plant remained at a standstill for the second consecutive day as management and union representatives spent the entire day locked in talks aimed at ending the work stoppage which began late last week.

Last night Mercedes and the National Union of Metalworkers of SA were continuing discussions, according to a Mercedes spokesman.

Friday 17/13/88
talks continue

~~1988~~ ALAN FINE ~~1407~~

The strike was triggered by an incident last Thursday when paintshop employees failed to complete the last hour of their shift because they believed they had reached their production target for the day.

When management decided not to pay them for that time, colleagues in various sections of the plant downed tools in protest.

Strike halts Mercedes production

By LOUISE FLANAGAN,
East London

MERCEDES-BENZ South Africa, which last year suffered the most expensive strike in South African history, has been brought to a halt again after a dispute over an hour's wage

The strike started late on Thursday in the paint shop and rapidly spread throughout the factory.

A representative of the National Union of Metalworkers of South Africa said employees slowed down after they reached the target of 66 cars per shift, while the company has accused the group of stopping work early. They were clocked off early, losing an hour's wage.

The union claims the entire workforce of about 3 000 is on strike, while management has said that only 1 000 are involved.

A nine-week strike over a minimum wage demand of R5 per hour, settled in October last year, cost the company about R300-million. Workers lost about R5-million in wages.

Now the stage seems to be set for another costly deadlock. The company has accused the shop stewards of not using the correct grievance procedures and said the union was not prepared to change its demands or allow its members back to work until they had been met.

Negotiations are continuing. — E-news

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P10 18/3/88

New bid today to end MBSA strike

(Handwritten initials)
Daily Dispatch Reporter

EAST LONDON — There were no negotiations between Mercedes-Benz of South Africa (MBSA) management and the National Automobile and Allied Workers Union (Naawu) yesterday toward ending the strike at the MBSA factory here

MBSA management yesterday expressed disappointment at the failure to reach a settlement to the strike, which began at the weekend, adding that negotiations would continue today

Mr Viwe Gxarisa, the local secretary of the National Union of Metalworkers of South Africa (Numsa), which is affiliated to Naawu, could not be contacted for comment yesterday

Production at the MBSA plant here has been suspended since the weekend when 1 000 hourly-paid workers downed tools after a pay dispute

The MBSA public relations officer, Mrs Delene MacFarlane, said the dispute arose when a "small number" of employees in the paint shop refused to complete the last hour of the afternoon shift on March 10

"The employees maintained that they had reached their production target for that particular shift although management had clearly informed them that they had incorrectly perceived the production target," Mrs MacFarlane said in a press statement issued yesterday

Management could not persuade the employees to work the full shift, so they applied the principle of "no work, no work pay"

"As a result of this, unlawful industrial action was taken by employees in the paint shop," Mrs MacFarlane said

On behalf of the striking workers, Naawu said they would not return to work until they were paid for the time not worked on March 10

Mrs MacFarlane said that, as a result of the strike, production was suspended in the entire plant from March 15

She said the company offered to refer the dispute to arbitration during the initial negotiations, but Naawu requested that the dispute be treated by management as a grievance

"In an attempt to resolve the dispute without prejudice to its rights, management agreed to these requests but stated that any monetary advances would be made under protest and recoverable from the employees in the event of the grievances being found to be invalid "

"It further required an immediate return to work by all striking employees, she said

Mrs MacFarlane said Naawu indicated that the proposed agreement was acceptable but, after a report-back, stated that they were not prepared to sign the agreement

"Management hopes to resolve the dispute as soon as possible as it affects the whole work force, the majority of whom are keen to work "

Employers reject demands

METAL industry employers this week rejected trade union demands at the start of annual wage negotiations and deferred further talks until April.

Employers are offering wage increases from 21c per hour for labourers to 52c per hour for artisans.

Trade unions affiliated to the SA Council of the International Metalworkers' Federation — the National Union of Metalworkers' of South Africa is the largest of these — are demanding a minimum wage increase from R2,61 to R5 and an across-the-board increase of R1,50 an hour.

Affiliates of the Confederation of Metal and Building Unions as well as the white Mineworkers' Union and

Weekly Mail Reporter

the SA Iron, Steel and Allied Industries Union want increases ranging from 52c per hour for labourers to R1,31 for artisans.

IMF union demands include shorter hours, increased employer contributions to industry pension funds and six months' paid maternity leave.

Employers have agreed to adjust specific wage categories: the IMF unions are demanding that anomalies in the wage curve, a legacy of job reservation in the industry, be eliminated.

Employers have agreed to CMBU unions demands for guaranteed minimum increases for apprentices.

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Anglo, union negotiate SA's largest dismissal settlement

JOHANNESBURG — Anglo American and the National Union of Mineworkers (NUM) yesterday agreed on the reinstatement and compensation of 9 500 dismissed workers, and at least 18 weeks pay for 6 000 workers who will not be re-hired, in South Africa's largest dismissal settlement

Anglo estimated the monetary cost of the package at R35 million. The NUM valued the deal, which came in the midst of private adjudication over the dismissals, at R60 million.

The workers are among 19 600 gold and coal miners who were dismissed during last August's wage strike and not subsequently re-hired.

Non-transferable job offers will be made to gold miners in three 3 000 strong groups over the next three three-month periods. The job offers will preserve the ratio of NUM to non-NUM membership existing at the time of the strike. All will receive "compensation" of at least 10 weeks pay.

Amcoal will re-hire 500 of 1 600 dismissed coalminers within the next three months.

About 6 000 workers not re-employed due to the restructuring of mining operations will receive at least 18 weeks pay.

Another 2 600 workers facing disciplinary inquiries will participate in an "inquisitorial" process. If their dismissals are found to be unfair they will receive the same payments as their redundant colleagues — DDC.

The gulf grows

Union eyes will be focused on the outcome of the AGM of the western Cape branch of the Commercial, Catering and Allied Workers' Union of SA (Cawusa) this Sunday.

It will be the last in a series of eight — essentially called to decide whether or not members support the pro-Freedom Charter position endorsed by the union federation, Cosatu. This has led to a serious split in a union which has always been riven by factions. It seems that only the respected former general secretary, Emma Mashinini, was able to hold them together.

Reflecting the cleavage, led by Vivian Mtwa's Johannesburg branch (by far the biggest) of Cawusa, the western Cape is also divided. There are two separate Cawusa offices there, each claiming about 4 000 members.

In terms of the Rand Supreme Court order of January, which reinstated the union's former constitution and recognised Mtwa as general secretary, each branch was required to hold these meetings. They will culminate in a national conference of the union by May 15, to finally decide the leadership.

Mtwa is against adopting any particular political credo, including the Freedom Charter (*Current Affairs* February 5). Results so far indicate that the faction led by the pro-Charterist Papi Kganare has the support of five of the eight branches. Pretor-

ia, northern Transvaal, eastern Cape and the Vaal. The count at the small Klerksdorp branch is still being made.

However, Johannesburg branch's Kaiser Thibedi disputes the Pretoria vote, as well as the procedures at the northern Transvaal meeting. The meetings were held under the aegis of Independent Mediation Services of SA (Imsa). Perhaps not surprisingly, Imsa's conduct of the Johannesburg branch meeting last Sunday, which backed Mtwa, has also been criticised by the opposing group for having been biased. The pro-Kganare group in fact dissociated itself from the stormy Johannesburg meeting after calling it undemocratic.

By agreeing to abide by the January court order, Mtwa seems to have put himself at a disadvantage. He had earlier proposed a change in the Cawusa constitution to accommodate proportional representation, which would obviously favour his group. And some observers believe the Mtwa faction did not do enough canvassing to ensure support. It was surprising, for example, that Pietersburg came out in favour of the Charterist position, as well as Natal, where Mtwa used to be the branch secretary.

Despite having majority support in numbers because of the size of the Johannesburg branch (which claims 40 000 members out of the national total of 70 000), Mtwa is likely to lose at the Cawusa indaba in May.

The big question then will be whether he decides to back off his principled stand, or, as rumour suggests he could, join Cosatu's rival, the National Council of Trade Unions.

MM 18/3/88

METAL INDUSTRY

Wage talks begin

Negotiation to set new wage rates and employment conditions in the metal industry for the year starting June, began in Germiston this week, with Seifsa batting on behalf of the industry

The negotiating forum is the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry. Currently, there are 50 employer and 50 employee representatives on the council. Their industrial agreement is given force of law by being gazetted and thus applies to all employers and workers in the industry whether or not they sign the agreement. This in effect prevented the strike called by the Metal and Allied Workers Union (Mawu) — which is now part of Numsa — last year.

The metal sector represented by Seifsa embraces more than 9 000 firms employing about 326 000 people — or more than a third of the work force engaged in all manufacturing activity in SA.

Two main union groupings are involved. There are the four affiliated to the SA Council of the International Metalworkers' Feder-

ation (IMF), which includes Cosatu and Nactu affiliates and speaks for 129 000 workers.

The second, smaller and more conservative group comprises nine older unions, including an independent, under the Confederation of Metal and Building Unions (CMBU), whose biggest member is the SA Boilermakers. The CMBU represents some 98 000 workers.

While Seifsa could not divulge its wage proposals before Tuesday's meeting, the unions' opening demands for amending the industry's Main Agreement have been announced.

The IMF unions are seeking a R2,61 increase to the minimum hourly rate, which would make it R5; and R1,50 an hour across-the-board. They also want the working week reduced to 40 hours from 45, more overtime pay; six months' paid maternity leave and two weeks' paternity leave, paid holidays on March 21, May 1 and June 16, and a guaranteed annual wage.

The CMBU wants a 20% increase all round. Seifsa's opening offer is, of course, unlikely to match the unions' demands — especially those of the IMF unions, which will also want employers to oppose the Bill amending the Labour Relations Act, as well as the latest restrictions on unions' "political" activities.

18/3/88

Oil companies skid over labour relations

WAGE talks involving some 1 600 workers in the petroleum industry this week ground to a halt as the Chemical Workers' Industrial Union (CWIU) declared a number of disputes that could lead to widespread work stoppages

CWIU branch organiser Pat Horn told the *Weekly Mail* deadlocked wage negotiations are fuelling worker dissatisfaction at plants owned by Shell, British Petroleum and Mobil in the Durban area, the Transvaal and the Eastern Cape

About 30 workers have voted in favour of strike action at Veelech Oil, a Shell subsidiary, where the union is demanding a minimum wage of R700 a month and a 13th cheque as an annual bonus

Horn said talks deadlocked after the company offered a minimum of R690 and refused the bonus demand

Shell had insisted on treating Veelech as an autonomous plant so that it could pay wages lower than the minimum in the Shell group, she said "Shell spends a lot of money on advertising their commitment to social responsibility but workers feel that charity begins at home and that the company should sort out relations with its own workers"

At the large Sappref refinery in Durban, owned jointly by Shell and BP, the union has applied for a conciliation board on behalf of some 700 workers after the company offered an across-the-board increase of 14,25 percent or R142 a month in response to the union's demand for 16 percent or R180

The CWIU has declared a dispute at Shell Chemicals, which employs 80 workers in Durban, claiming the company is refusing to negotiate

Social responsibility should begin at home, say workers at three major petroleum companies who have declared disputes over wages. By EDDIE KOCH

wages on the grounds that a full agreement with the union has not yet been signed. Horn said the union had applied for a conciliation board last month and the workers would consider legal strike action if the board did not meet within 30 days

A media representative for the company said "Shell maintains good and stable relationships with all the unions with which it deals. Of these, the CWIU is one of the most important. It has already negotiated a number of substantive agreements with them amicably

"Like any employer, however, it reserves the right to resist unreasonable demands when negotiating on wages and other substantial issues. It would not be fair to expect any employer to 'belly up' every time a union makes a demand

"Shell maintains an excellent wage policy and employee benefits package and will continue to do so. Any dispute which currently exists is taking place in the normal course of industrial relations interaction and collective bargaining procedures"

Meanwhile labour relations at Mobil Oil's refinery in Durban and its petrol depots around the country also ran into a shippery patch this week

Horn said Mobil's refinery refused to meet the union's demand for 16,5 percent or R215 per month increase across-the-board, offering 14 percent or R135. The union claims Mobil has

also refused to provide information on wages necessary for negotiations and has applied for conciliation over both issues

Talks to resolve a dispute with Mobil's depots in the Transvaal and Eastern Cape, where the union is demanding across-the-board hikes of R200 a month in response to an offer of R155 a month for some 360 workers, are due to take place today. CWIU's education secretary Blake Moseley has accused Mobil of paying wages below those of the other big petroleum companies

Asked to comment, Mobil Oil's public relations manager, Barry Housdon, confirmed that disputes had been declared by the union

He said Mobil was unable to comment on wages paid by other companies but his group undertook regular salary surveys and offered "a total package that was very competitive". Mobil's minimum wage was R710 a month and housing subsidies and educational assistance were available to employees

Housdon added that Mobil believed it had supplied the union "with adequate information to proceed with negotiations".

Miners make Anglo pay for dismissals

By HILARY JOFFE

SOME 9 500 miners dismissed in last year's wage strike are to be reinstated in terms of a settlement reached between the Anglo American Corporation and the National Union of Mine-workers yesterday

The NUM estimates that the agreement, which also makes provision for notice and severance pay for those not re-employed, will cost Anglo R60-million, making it the largest settlement of its kind in South Africa

"The agreement is a major concession by the country's largest corporation that dismissal is not the appropriate response to a lawful strike," the

NUM's Marcel Golding said
In terms of the settlement, Anglo gold mines will offer jobs to half the 18 000 workers dismissed during the strike and not re-employed, and Anglo coal mines will offer jobs to 500 of 1 600 such workers.

These workers will receive compensation for the period they were out of work. Workers not re-employed will receive one month's notice pay and severance pay.
In effect, the NUM says, the settle-

ment means no workers have been dismissed for participation in the 1987 strike

The settlement is likely to have an important influence on future bargaining relations between Anglo and the NUM — this year's round of wage negotiations begin in May

An important feature of yesterday's settlement is that the union and the mining house have both agreed to ne-

gulate a code of conduct and a procedure for resolving disputes arising from individual dismissals

Negotiations over mine violence broke down during the strike

According to Anglo's Michael Spicer, "AAC has long held the view that such a code will address the problems which have concerned it in labour relations over the past couple of years, namely those of workplace violence, coercion and union ac-

countability".
NUM and Anglo had agreed to an arbitration hearing, presided over by W Schreiner SC and empowered to act as an industrial court. The two parties settled after two days of the arbitration hearing.

A significant advantage of the settlement is that it covers all the dismissed Anglo workers, whereas a decision by the arbitrator would only have covered union members
Anglo sacked some 40 000 workers during the strike but 25 000 were subsequently re-employed.

D/D. 18/3/88
Union signs with King company (140A)

EAST LONDON — The South African Textile and Allied Workers' Union (Satawu) has signed an agreement on health and safety with a King William's town company, the union said in a statement.

A spokesman for King

Tanning Company, Mr Brian Blumrick, confirmed Satawu's statement

Satawu said they viewed the agreement as "a development of mutual understanding" between the company and the union to maintain

health and safety of the workers

(255)

"We hope that other companies will follow on the footsteps of King Tanning Company and build a worker management relationship" --

DDR

Blow
19/3/88
140A

Ccawusa, Pick 'n Pay wage talks near end

BRONWYN ADAMS

WAGE negotiations between the Commercial Catering and Allied Worker's Union and Pick 'n Pay are nearing an end, a union spokesman said yesterday. By late afternoon, Ccawusa had dropped its demand for an increase from R180 a month to R160. Management's

offer is an across-the-board rise of R122. The union said management's suggestion of an additional R5 a month rise is unacceptable. Talks continue today.

Mercedes still paralysed by Numsa action

14508 B/day

Widespread strikes, disputes by CWIU

18/3/88

BRONWYN ADAMS

THE Chemical Workers' Industrial Union (CWIU) is involved in several strikes and the Mercedes-Benz work stoppage entered its third day yesterday.

Production was at a standstill at Mercedes-Benz East London for the third day running after management and the National Union of Metalworkers (Numsa) failed yesterday to settle their dispute over production targets. Negotiations continue today.

Strikes at two refineries are among five disputes the CWIU has declared in the oil industry, union representative Pat Horn said yesterday.

In addition, CWIU members at chemicals company Unilever at Wadeville, have been on strike for three weeks.

Yesterday a strike involving all 26 employees at Shell SA-owned Vee-

tech Oil began after CWIU and management failed to resolve a wage dispute. CWIU is demanding a minimum wage of R700 and reinstatement of a 13th cheque. Management is offering R690 (23%). The issue has been referred to a conciliation board.

A dispute was declared yesterday between Shell Chemicals and CWIU over management's refusal to negotiate wages until all clauses in the recognition agreement being negotiated by the two parties had been accepted.

Also yesterday, management and workers reached a stalemate over wages at Sapref, the Durban-based refinery shared by Mobil and Shell. Application is being made for a conciliation board.

Discussions are set to continue today between Mobil Oil SA and CWIU on the wages and working conditions of 236 workers at 24 depots. Workers are demanding a monthly across-the-board increase of R200. Mobil is offering an increase of R155 (or an average of 18%).

Mobil Refinery and CWIU in Durban deadlocked on Monday over two issues, both of which have been referred by the union to a conciliation board.

The strike at Unilever's SCI Wadeville plant has entered its third week after the conciliation board failed to settle a wage dispute. However, a management member said talks were progressing well, with union and management only R2 and R1 apart on an across-the-board increase at the lower grades.

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DID 18/3/88 .
MBSA and union (140A)
reach agreement (B)

Daily Dispatch Reporter

EAST LONDON — An agreement was reached between Mercedes-Benz of South Africa (MBSA) management and the National Automobile and Allied Workers Union (Naawu) yesterday, and production will resume on Monday

The MBSA public relations officer, Mrs Delene MacFarlane, said the agreement made provision for monetary advances to the employees who had part of their wages deducted for stopping work before the end of their shift last Thursday.

The signed agreement makes further provision

for an internal grievance procedure to be followed to investigate the dispute

"If it is found that the employees concerned acted incorrectly, the monetary advance will be reclaimed," Mrs MacFarlane said

The local secretary of the National Union of Metalworkers of South Africa (Numsa) — who are affiliated to Naawu — Mr Viwe Gxarisa, was in Queenstown and could not be contacted for comment yesterday

Another union spokesman, who did not wish to be named, confirmed that an agreement had been reached

He donated a combi to button was "of great im- on the far left. — DDR

50 workers walk out after dispute at new EL firm

D/D 19/3/88
Daily Dispatch Reporter

EAST LONDON — About 50 workers at the newly-opened Shevil's Diamond and Polishing Company here walked out after a dispute about the dismissal of three shop stewards of the Commercial Catering and Allied Workers Union (Ccawusa).

Mr Robert Nassimov, who runs the plant with his brother Samuel, said yesterday that all the workers were back at work and "were happy again"

In an interview with the City Press newspaper earlier this week, Mr Nassimov said that blacks were babies and must be treated as babies and added that there was no place for a union in his plant

He said yesterday that his workers

were all working on a probation basis, but they "think they are well-qualified and when I tell them they are unsuitable, they go on strike"

One of the workers, a member of the Ccawusa Workers Committee, told the City Press that he and two other members had been dismissed and when the other workers protested, Mr Nassimov said that they should leave if they had joined the union

However, Mr Nassimov denied having fired any of his staff — "they all just suddenly said they wanted to go, so I said go"

"But they are happy and all back at work now," Mr Nassimov said No workers could be contacted for comment yesterday

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140A

D/D 21/3/88

(25)

(140A)

MBSA to resume production today

EAST LONDON — Production is due to resume as normal at the Mercedes-Benz of South Africa (MBSA) plant here today after the week-long strike was settled on Friday.

Work at the plant had been suspended since March 10 when 1 000 hourly-paid workers downed tools after a pay dispute.

An agreement was signed on Friday between management and the National Automobile and Allied Workers Union (Naawu) which made provision for monetary advances to the employees who had part of their wages deducted for stopping work before the end of their shift on March 10.

The signed agreement makes further provision for an internal grievance procedure to be followed to investigate the dispute.

Naawu confirmed that the agreement had been signed and MBSA management said work would resume this morning. — DDR

'Pay' definition must be agreed

ALAN FINE

DIFFERENCES between the National Union of Mineworkers and Anglo American over the meaning of the word "pay" in last week's massive dismissal settlement could lead to a new round of arbitration — over the interpretation of the agreement.

The disagreement also explains part of the discrepancy between the parties' widely differing estimates of the value of the settlement. Anglo said it was expecting the deal to cost R35m, while the NUM put the figure at R60m.

NUM assistant general secretary Marcel Golding said the union believed financial settlements should be based on workers' cash earnings plus non-monetary benefits — the cost of board, lodging and other fringe benefits. The latest Chamber of Mines figures put the value of these at R164 a month. Golding said the mining houses always used the all-inclusive figure at wage negotiations and he assumed the same applied here.

However, Anglo gold and uranium division spokesman Michael Spicer said the word "pay" clearly referred only to cash earnings.

Last week's agreement includes a provision that alleged breaches or unfair implementation of the agreement be referred to a joint NUM/Anglo committee, and, in the event that it cannot be resolved there, to a neutral umpire.

Redundant employees are to receive at least 18 weeks pay in notice, compensation and severance pay, depending on length of service. Re-hired workers will receive at least 10 weeks "compensation" pay.

A further explanation for the discrepancy between the two sides' estimates is that, unlike Anglo, the NUM has worked on the assumption that 2 800 workers facing disciplinary inquiries will win their cases and thus, eventually, receive redundancy packages.

Spicer explained there were numerous unknown variables which make it impossible to give an accurate estimate of the total value of the settlement.

Assuming all workers take up the job offers and payments due to them, a R600 average cash monthly wage (the chamber figure of R570 plus about another 5% to take into account higher wages at Anglo) and average service of four years — Business Day estimates the value of the package at R39,25m.

However, the NUM claim on non-cash benefits would increase the package by R10,65m. In addition, were all workers facing disciplinary inquiries to win their cases, this would represent a further R5,2m to R7,6m.

NUM, Anglo dispute settled

ANGLO American Corporation and the National Union of Mineworkers have negotiated a settlement in their dispute relating to dismissals during the 1987 wage-related strike, a statement from AAC said.

Somerset 21/3/88

In terms of the settlement, gold mines administered by Anglo American Corporation will offer jobs to half of the 18 000 workers dismissed during the strike who have not been re-employed.

AAC coal mines will offer jobs to 500 of the 1 600 workers dismissed who have not been re-employed.

The agreement provides for compensation and retrenchment payments.

Code

However, in respect of the 2 400 employees not re-employed because of misconduct at Western Deep Levels No 3 shaft, only those found, in an inquisitorial process to have been unfairly dismissed will qualify for the financial benefits agreed upon.

An important element of the settlement, in AAC's view, is an agreement to negotiate a code of conduct.

AAC has long held the view that such a code will address the problems which have concerned it in labour relations over the past couple of years, namely those of workplace violence, coercion and union accountability — Sapa

Triangle workers go on strike

By Mike Siluma, Labour Reporter

211388

About 450 workers are on strike at 12 stores and other concerns owned by Triangle Furnishers after a breakdown of wage negotiations between the Commercial, Catering and Allied Workers' Union (Cawusa) and management, the union said.

In a weekend statement, a Cawusa spokesman said talks had broken down after management had rejected a revised package of demands and ruled out a union suggestion of mediation.

The workers downed tools on March 8 at Johannesburg stores in Doornfontein, Harrison Street, Park Station and Wynberg.

Also affected were stores in Pietersburg, Pretoria, Uitenhage, Lichtenburg, Rustenburg and White River. The furniture chain's Johannesburg warehouse workers were also on strike, said the spokesman.

Triangle spokesman Mr Tom Roux could not be reached for comment at the time of going to press.

The union spokesman said workers had voted in favour of strike action after the failure of three conciliation board meetings following a declaration of a dispute by the company. The parties first met in July 1987.

The union's revised demands include:

- A R90 across-the-board monthly increase from January 1987 to June 1987, with a further R80 increase from July 1987 to December 1987.
- A guaranteed minimum wage of R600 a month.
- A 13th cheque and 12.5 percent commission for sales staff.

Cawusa says Triangle's present and final offer includes an across-the-board monthly increase of R50 from January 1987 to June 1987, followed by another rise of R50 for the period between July 1987 and June 1988.

The company has also offered a 10 percent bonus for each year of service to a maximum of 50 percent.

ultural

ADE ordered to reinststate workers

By RONNIE MORRIS

ATLANTIS Diesel Engines (ADE) has agreed in the Industrial Court to reinstate 16 dismissed workers.

In papers before the court, the workers — all members of the National Automobile and Allied Workers' Union (NAAWU) — said that from October 1986, their hours had been four 12-hour shifts.

ADE management had unilaterally changed the system without consultation or adequate notice, the workers said.

The union then appealed to the Industrial Court.

While the court case was pending, workers arrived at the factory in terms of the old shift system and were told they had to work according to the new shift system.

They refused and 16 workers were subsequently dismissed.

The union then launched a second Industrial Court action, asking that ADE's conduct in excluding workers from the premises constituted an illegal lock-out.

They asked further that the dismissal of the workers be declared illegal, that they be reinstated and that ADE's threat to dismiss workers who refused to work the new shift be declared illegal.

In the settlement, which was made an order of court, ADE agreed unconditionally to reinstate the dismissed workers retroactive to March '13, revert to the four 12-hour shift system and refrain from victimizing the workers involved in the dispute.

Mr P E le Roux SC and Ms A M de Swart were the presiding officers. Mr Norman Arendse, of Essa Moosa and Associates, appeared for NAAWU. Mr F P S Erasmus, senior human resources manager for ADE, appeared for the company.

D/D 22/3/88

MBSA strikers return to work

Daily Dispatch Reporter

EAST LONDON — Workers at the Mercedes Benz of South Africa (MBSA) plant here returned to work on schedule yesterday, ending a four-day strike

Production was back to normal when 1000 hourly-paid workers returned to work yesterday, after downing tools last week in support of paint-shop workers whose pay had been docked

The workers had part of their wages docked when they stopped working after completing their daily target one hour before their shift ended

Successful negotiations between MBSA management and the National Automobile and Allied Workers' Union (Naawu) ended last week, with management agreeing to make provision for monetary advances to the employees who had part of their wages deducted for stopping work early

The MBSA public relations officer, Mrs Delene MacFarlane, said from Johannesburg yesterday that production had returned to normal

Asked if there was 100 per cent worker attendance, she said there had been the normal absentee rate

There had not been any stayaway relating to Sharpeville Day, although workers had held a meeting during the course of yesterday morning

"After both the tea-break and lunch-break, production was normal," Mrs MacFarlane said

Mr Viwe Gxarisa, local secretary of the National Union of Metalworkers of South Africa — which is affiliated to Naawu — could not be contacted for comment

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Inkatha members blamed for union deaths

MARITZBURG — Nine Inkatha members were responsible for the deliberate killing of three Mpopomeni residents and the assault of a fourth at an Inkatha rally in December 1986, a Howick inquest magistrate found yesterday.

Mr Simon Ngubane and Mr Phineas Sibuya, both office-bearers of the Metal and Allied Workers' Union, and Miss Flora Mnikathi, the daughter of a Sarmcol worker, were killed on the Lions River road on the night of December 5, 1986. Their bodies were found in a burnt-out car the next day.

The magistrate, Mrs G Nieuwoudt, named Inkatha members Mr Joseph Mabaso, Mr Morris Thusi, Mr Nhlanhla Tshabalala, Mr Thulani Mchunu, Mr Bhekisisa Majosi, Mr Mzikayikani Cele, Mr Vela Mchunu, Mr Dumisane Mkhize and Mr Bhekinkwenza Mtshali.

She said the finding did not exclude the possibility that other Inkatha members could also have been responsible for the killings, but there was not sufficient evidence.

Lying

She found that Inkatha witnesses at the inquest — Mr Noses Majola, Mr Morris Thusi, Mr Andries Mncube and Slangspruit Inkatha chairman "Chief" Zuma — were lying.

The inquest findings would be referred to the Attorney General to decide whom to charge and what the charges should be.

Mr W Trengrove, who appeared for the families of the dead, argued that the instruction was to kill the four, that it was Mr Mabaso's order and that it was clear to all who witnessed the departure of the two cars carrying the victims and several armed security guards from the hall.

Mr Trengrove further submitted that all the security guards were guilty on the basis of executing Mr Mabaso's orders.

The union is pursuing a civil claim for more than R400 000 against Inkatha, the KwaZulu police and Mr Joseph Mabaso, a spokesman said — Sapa

VID 23/3/88

Employees at sweet factory return after settlement

EAST LONDON — Employees at the Candy Tops sweet factory here returned to work yesterday after signing a document accepting company proposals for wage increases and dispute procedures.

A lock-out was implemented at the factory, which is under judicial management, on Friday and some 60 members of the Food and Allied Workers Union (Fawu) were given notice of termination of employment unless they accepted the company proposal by 4 pm on Monday.

The chairman of the Fawu shop stewards at the factory, Mr Tobile Maninjwa, said although the workers had signed the document, they were not entirely satisfied with the settlement — which raised the minimum wage on the lowest grade from R58 to R80 a week — and regarded the issue of back pay as unresolved.

The workers originally demanded a R1,50 an hour across-the-board increase, but later compromised to 50c

an hour as their final demand

Mr Maninjwa said it was unfair for employees to be expected to make sacrifices to meet the financial situation at the company, which had come about through no fault of theirs

Employees were receiving a wage far below the minimum set for the the industry in the East London area

A spokesman for Candy Tops, Mr St. Elmo Wilken, confirmed that workers were paid below the industrial council minimum recommendation, but said a special exemption had been granted for the company while it was under judicial management.

He said the wage proposals accepted by Fawu members this week, had first been made at the end of last year, but had been rejected

The issue was referred to the industrial council in February and the company declined a proposal by the union for voluntary arbitration after negotiations deadlocked — DDR

140A

Cape Times, Thursday, March 24, 1988 19

Ccawusa AGM called off again

ATTEMPTS at unity within the Commercial Catering and Allied Union were dealt another blow at the weekend, when the Western Cape branch AGM was called off amid scenes of violent confrontation.

According to Ccawusa Western Cape branch acting secretary Mr Ben Peterson, supporters of the (Papi) Kganare faction — who hold a more conventional Cosatu view — had gained access to the AGM venue, collated false ballot papers and filled in blank membership forms to "rig the election".

The Western Cape branch — controlled by the (Vivian) Mtwana group — also accused its rival faction of swelling its numbers by including students, community activists and members of other unions to try to fraudulently obtain voting rights.

This led to an angry confrontation between the two groups in the Hotel Inn on the Plain, which was averted when the Mtwana group moved to another venue, Mr Peterson said.

Independent Mediation Services of SA director Mr Charles Nupen — who was in Cape Town to chair the AGM after conditions for the meeting had been agreed to by the three national office-bearers — was forced to withdraw, Mr Peterson said, and no AGM took place. — Sapa

Benz strike ends

EAST LONDON - All workers at Mercedes Benz SA are back at work after a week-long strike over an hour's pay.

Workers in the plant's paint shop recently had an hour's wages deducted after they were accused of working behind schedule. They downed tools and the strike spread to other parts of the factory.

The National Union of Metalworkers of South Africa (Numsa) said the workers started cleaning up after reaching their shift target of 66 painted cars when they were accused of working too slowly.

According to the union all 3 000 workers went on strike, but management claimed only 1 000 were involved.

In the union's agreement with management "they accepted our contention that they had unfairly deducted wages", a Numsa spokesman said - Elnews

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140A

A MEMBER of the Commercial Catering and Allied Workers' Union of South Africa employed by Shoprite in Pietersburg has alleged that he was kicked and assaulted.

Over 60 black workers employed at the store later went on work stoppage in protest against the alleged assault. This was on Monday.

Trouble

The assaulted worker, Mr Patrick Choshi, was later suspended for one day together with Mr David Moyaga — a co-worker.

The store's manager, a Mr du Preez, yesterday confirmed that there had been trouble at the store but said he had no comment on the allegations that Mr Choshi had been assaulted.

Cape Times
25/3/88 (1401)

Kganare group had majority at meeting

Staff Reporter

THE Kganare group within the Commercial, Catering and Allied Workers' Union of South Africa (Ccausa) said yesterday that their followers had outnumbered those in the Vivian Mwa grouping "by three to one" at Sunday's failed annual meeting.

The meeting, at which the two groups were supposed to have buried their differences and elected a single branch executive committee, could not proceed because of disputes between the two groups.

Mr Edward Hurling, secretary of the Kganare group, denied allegations published in the Cape Times yesterday that members of his group had tried to "rig" the election by bringing in non-members.

"The Mwa group were demanding that only those they had records of be admitted to the meeting," he said.

"The real issue behind all these last-minute demands was that we outnumbered them by three to one."

"They made allegations that we had mostly Cayco (Cape Youth Congress) members when in reality there were less than 20 members of other organizations who assisted in marshalling."

Suspect
in

BUSINESS



At the East London Chamber of Commerce seminar on labour relations yesterday were from left the technical director of the Daily Dispatch, Mr Len Beacom, Professor Dawie de Villiers, the president of the chamber, Mr Errol Sping, and Prof Piet Nel.

Union

D/D 25/3/88
targets warned

140A
targets warned

by Matthew Moonieya
business editor
EAST LONDON — Small and medium-sized businesses, especially those in the non-metropolitan areas, should be braced for concerted trade union action

That was the warning yesterday from two prominent labour relations academics, Professor Pieter Nel and Professor Dawie de Villiers, both of the University of South Africa

They addressed an East London Chamber of Commerce seminar on labour relations

Professor Nel, head of personnel and industrial relations at the university, said it was common knowledge that groupings such as the Congress of South African Trade Unions (Cosatu) had stated that their objective was to focus attention on the non-metropolitan areas

“Trade unions are making a concerted effort to operate in the areas outside the PWV, Durban-Pinetown, Port Elizabeth and Cape Town regions

“The reason is that they believe the smaller businesses are not sufficiently equipped to deal with trade unions at the level of their counterparts in the metropolitan areas

“Large businesses have gained their experience via formidable and lengthy interaction with trade unions over the last decade and are now operating at a level in which industrial relations managers are a good match for their trade union counterparts

“Medium and small-sized businesses are therefore attractive targets for trade unions since they are understandably not as well

skilled and experienced as their larger counterparts. The trade unions hope to have little opposition to increase their membership as well as extensive benefits for their members from smaller businesses”

Small businesses should note these facts, especially those in the Eastern Cape, because the trade union trend had been to focus attention on large companies such as Volkswagen, Ford, Mercedes Benz and Wilson Rowntree. Issues which small businesses would face were ones such as wages, leave, safe working conditions and fair dismissals

“Increased strikes and a more hardline approach can be expected,” he said

Prof De Villiers said small businessmen should acquaint themselves with their rights

and obligations under the Labour Relations Act as well as other labour legislation

“Only thorough knowledge of the issues which impact on labour relations, such as trade union politics, grievances and disciplinary procedures, the substantive and procedural fairness of retrenchments and dismissals will ensure survival for small businessmen, in particular during the present economic upswing”

Both professors said their views were supported by numerous occurrences in practice

They cited the Elleries lengthy strike by a Cosatu affiliate, CCA WUSA, last year in the Eastern Transvaal and said managers involved in such clashes stated that they felt a feeling of helplessness because of lack of expertise

DID 25/3/88
MBSA (1000)
workers
on (1000)
go-slow

EAST LONDON — A number of employees in the paint shop at the Mercedes-Benz of South Africa (MBSA) plant here have been participating in a go-slow over the past three days, it was reported yesterday.

The public relations officer of MBSA, Mrs. Delene MacFarlane, said yesterday that a number of employees had disregarded the agreement reached between management and the National Automobile and Allied Workers' Union (Naawu) signed last Friday.

The agreement made provision for monetary advances to be paid to the employees who had part of their wages deducted for stopping work before the end of their shift on March 10.

This followed a strike which had begun a week previously when 1 000 hourly-paid workers downed tools after a pay dispute.

Mrs MacFarlane said the employees who formed the second shift and were not responsible for last week's strike had "persisted in disregarding normal work standards and working hours."

"They have for three days this week either left their place of work or engaged in a go-slow which has caused minor shortages on the assembly line," she said.

The employees involved had been informed by the company that they were in breach of the agreement between Naawu and management on the matter, she said.

Shop stewards, responding to a letter from management calling for adherence to the agreement by the resumption of work at normal levels, have addressed their members in the paint shop on the issue.

"The large majority of employees have agreed to resume normal work at their normal shift starting time tomorrow," Mrs MacFarlane said, adding that management were monitoring the situation.

NUM describes Kinross judgment as scandalous

THE National Union of Mineworkers (NUM) has described as "scandalous" yesterday's court judgment in which Kinross mine and five employees were acquitted on all charges relating to the September 1986 disaster

One accused, welder Frederik Viviers, was fined R50 on each of two charges of contravening mining regulations

But NUM general secretary Cyril Ramaphosa said the union would send Viviers a R100 cheque to pay the fine, as his actions had nothing to do with the fire in which 177 miners died. The fire, he said, was the responsibility of management

He said the NUM would request the attorney-general to appeal

Ramaphosa said the facts were that the fire had been caused by the application of polyurethane foam under-

ground — a practice banned in the UK and North America.

Even if, as the magistrate found, the mine had been incorrectly supplied by a contractor with polyurethane rather than polyisocyanurate, there was no conclusive evidence to suggest the outcome would have been different

Ramaphosa said polyisocyanurate was also banned for underground application abroad. But Gencor had successfully shifted responsibility to the supplier of the material

An NUM legal representative said the union planned to go ahead with civil claims on behalf of members' dependants. He said he understood the Government Mining Engineer was now planning an official inquiry

Mine fire: acquittals

ALAN FINE

ONE man was yesterday fined R100, and Kinross mine and five other accused acquitted on all charges related to the September 1986 Kinross disaster in which 177 people died

Frederick Viviers was fined R50 for each of two contraventions of mining regulations in that he had failed to test for gas and had failed to get written permission before carrying out a welding job which caused the fire

Magistrate J V R Pietersen said in his judgment, however, that Viviers bore no responsibility for the loss of life, as he could not have foreseen a fire of that nature

All seven accused were acquitted on charges of culpable homicide

PARLIAMENT



Easter Egg Hunt" at Gold Reef City this weekend (10) will line up to welcome everyone seeking the the R15 000 in prizes — all for a good cause, Disabilities Week.

OK rejects union demands for rises

OK Bazaars has rejected demands by the Commercial, Catering and Allied Workers' Union (Ccawusa) for increases in monthly wages for non-managerial staff by R300 a month and an end to pay-as-you-earn deductions.

In a statement after two days of talks, OK personnel director Mr Keith Hartshorne said the company had rejected the union's R300 demand with an offer of R80 a month, payable in two stages over the next seven months.

"The company pointed out that the union demands, if accepted, would represent an additional cost of over R100 million — more than six times the company's total profits for 1987." — Labour Reporter.

Dunhill King Size

known to be the finest cigarette

Handwritten notes: "2/2/88" and "140A" with a circled scribble.



NUM appeal against court imposed fine

The National Union of Mineworkers (NUM) is to petition the Attorney-General to support the union in a request for an appeal against yesterday's Kinross disaster accident finding, which it described as "scandalous"

NUM general secretary Mr Cyril Ramaphosa said the union would pay the fine for Frederick Christoffel Viviers, the miner found guilty of contravening the Mines and Works Act.

"We will pay his fine because we feel that the entire Kinross management should have been found guilty. There is no sense in placing blame for the disaster on one welder who is way down in the mine's hierarchy and has little authority.

"The magistrate has pegged the lives of the deceased miners at R1,77 each. This is scandalous," said Mr Ramaphosa

OK rejects union

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By LEN MASEKO

25/3/88 (140A)
307 212

THE Congress of South African Trade Unions yesterday decried the closure of the *New Nation* newspaper, saying the suspension would be met with anger by the federation's membership.

Cosatu said it appeared that the Government was committed to "either eliminating or harshly restricting all democratic institutions" and to silence the voice of the democratic movement.

The federation was reacting to this week's three-month ban of *New Nation* by the Minister of Home Affairs, Mr Stoffel Botha.

Cosatu said it was time all South Africans realised that the Government would "stop at nothing" to impose its "unrealistic dreams of a country governed by and for a small minority on the country."

Their (Government's) aim was to create a "cloak of secrecy and ignorance" that would provide cover for more drastic and unconventional "counter revolutionary" measures, Cosatu said.

"We salute *New Nation* for the work it has done in reporting on issues of concern to the majority of people, in exposing repression and in giving a voice to democratic organisations like ours who are denied a say through the official media," the federation said.

9861 Buling 2001 pue and border during 1986
"It assumes that in the only to 10 year olds trying" orisnop urged

D 115 25/3/88

Daily Dispatch Reporter
EAST LONDON — Striking Border Wire and Metal Works employees were dismissed this week after demanding a R1,50 an hour across-the-board wage increase, a regional organiser of the South African Allied Workers' Union (Saawu), Mr Lawrence Tuluma, said

Some 56 workers represented by a workers' committee had been gathering at the works since a strike began on Friday last week, were given a statement of dismissal by management on Tuesday

Those who reported for work on Wednesday were told that they were no longer employed there, he said

Mr Tuluma added that the union, which is presently involved in negotiations for a recognition agreement, had contacted management to find out why they had not been informed of the decision to fire the workforce.

Workers fired after striking

"The strike was organised by the workers' committee, which felt it had a right to negotiate on behalf of the workers until the company had recognised Saawu"

A spokesman for Border Wire and Metal Works, Mr L Burgess, confirmed yesterday that the workers had been dismissed "after protracted attempts to resolve the dispute over a R1,50 an hour increase had failed"

Workers who ignored the call to stop work had been intimidated by striking employees, although he said no charges had been laid

Mr Burgess added that wages for the industry were presently being negotiated at industrial

council level and the minimum wage agreed to there would apply to Border Wire and Metal Works

The chairman of the Border Wire and Metal Works workers' committee, Mr Elliot Ganati, said in an earlier statement that Friday's strike had followed two unsuccessful meetings to discuss the wage increase demand

The minimum wage at the plant was R2,34 an hour and workers were demanding a R1,50 an hour increase

"Management refused to negotiate with the workers' committee, saying wages were negotiated at a national level, through the national industrial council for the steel, engineering and metallurgical industries

"From March 18 to 22, the workers reported at the premises, but did not resume work while waiting for management to concede to negotiation," he said

140A

11/20/88 1404

CITY/NATIONAL

Unions can't escape politics, managers told

The Argus Correspondent

JOHANNESBURG — The politicisation of the union movement is a natural consequence of the absence of channels for the expression of black political aspirations at the centre and is likely to continue to bedevil labour relations for some time, says the president of the Chamber of Mines, Mr Naas Steenkamp.

He said at the annual meeting of the Association of Mine Managers that as a result managers had to deal with unions driven by grievances rooted outside the workplace.

"It lies beyond our capabilities and beyond our legitimate role to address the problems of political participation, but this does not mean that we can in the meantime decline our share of responsibility for promoting the process of democratising our society.

"This we can do in several ways, not least by demonstrating continued faith in the collective bargaining process even when it, on occasion, imposes major strains on us."

Wage talks

Mr Steenkamp said the mining industry's approach was to try to resolve conflicts through collective bargaining.

"It is in this spirit that we enter the 1988 negotiations," he said, referring to forthcoming wage negotiations with the National Union of Mineworkers (NUM).

He said last year's strike was an unfortunate episode. It was hoped that an acceptable settlement would be reached this year without a repeat.

"Although the strike was interpreted in some quarters as a victory for the employers, there were no winners. For the industry, the strike was damaging and disruptive. For the strikers the lessons learnt were painful and expensive."

Profits

Recalling Mr Cyril Ramaphosa's statement that the 1987 strike had merely been a dress rehearsal for 1988, Mr Steenkamp said he hoped the NUM would enter this year's bargaining process in good faith.

He said industry profits were under extreme pressure and the viability of some mines was on the line as costs continued to spiral upwards.

He said the mining industry had to work for lower inflation and had to bear this in mind in its wage and salary reviews.

THE politicisation of the trade union movement is a natural consequence of the absence of channels for the expression of black political aspirations, Chamber of Mines president Naas Steenkamp said last week.

He said on present indications, it seemed the problem would continue to bedevil labour relations.

Referring to wage negotiations, Steenkamp said the gold mining industry would shortly be involved, once again, in talks with the National Union of Mineworkers (NUM)

He said last year's strike was an unfortunate episode and it had to be hoped that an acceptable settlement would be reached this year without the union finding it necessary to repeat last year's events.

"Although the strike was interpreted in some quarters as a victory for the employers, there were no winners. For the industry, the strike was damaging and disruptive. For the strikers, the lessons that were learnt were painful and expensive."

Recalling Cyril Ramaphosa's

Mines explain view on unions

statement that last year's strike had been merely a dress rehearsal, Steenkamp said he hoped the NUM would enter this year's bargaining process in good faith.

He said as a result of the lack of opportunity for blacks to express their political aspirations "at the centre", managers found themselves dealing with unions driven by grievances rooted outside the workplace.

"It lies beyond our capabilities and also beyond our legitimate role, to address the problems of political participation, but this does not mean that we can, in the meantime, decline our share of responsibility for promoting the process of democratising our society.

"This we can do in several ways, not least by demonstrating continued faith in the collective bargaining process even when it ... imposes major strains on us". — Sapa.

SEP 14/01 B/day 28/3/88

PAMPHLETS DENOUNCED

By LEN MASEKO

TWO trade unions have denounced mystery pamphlets distributed under their banner by unknown people on the Reef this week.

The unions are the Black Allied Mining and Construction Workers Union (Bamcwu) and National Union of Mineworkers of SA (Numsa)

Bamcwu stated and dissociated itself from a pamphlet which apparently attempted to promote hostility between the union and the National Union of Mineworkers

Purporting

Numsa condemned the "faked" pamphlet which — purporting to be from the union — extolled the Labour Relations Amendment Bill

The faked pamphlet — purportedly from

They're fakes say unions

Bamcwu — smeared a senior NUM official, Mr George Nkadimeng, and claimed the miners' union was bankrupt

Bamcwu said in a statement "Of fundamental essence, the pamphlet had hoped to instil hostility between ourselves and NUM Bamcwu and NUM have had a historical relationship based on the principles of unity as the working class and peaceful existence

"We can conclude that the finger of guilt could only point in the direction of those who have benefited in our exploitation and oppression and those that have actively promoted our

disunity by separating us on mythical grounds," the union said.

Numsa said the pamphlets, which "smear" the union and the Congress of SA Trade Unions, were distributed by unknown people on March 23

The pamphlets were a "crude forgery" aimed at confusing workers and "sowing distrust", the union said

Numsa said "This pamphlet has definitely not been written by

Numsa members Numsa believes this Bill is the most damaging attack against unions

"We see the Bill as part of a two-pronged strategy by the State and employers This attack is aimed at restricting unions from activities which they (the State and bosses) call 'political'"



W/C Affairs 26/3/81

Battle of Ccawusa continues in a cloud of confusion

THE drawn-out saga of the split in the Commercial, Catering and Allied Workers' Union, and the attempts to heal it, continues.

A third attempt to hold a Western Cape branch annual meeting in terms of the out-of-court settlement arrived at by the two parties fell apart last weekend.

In at least four regions settlement has been satisfactorily reached, but the final solution at national level cannot be settled until successful meetings have been held in four other regions.

It's something of a murky mess, and in the Western Cape two parallel structures appear to be operating, both claiming to be Ccawusa.

The faction which controls (at this stage) the union's head office supports general secretary Vivian Mtwana, while the other has come to be known as the "Kganare group".

The Kganare group was recognised by Cosatu (Congress of South African Trade Unions) some time back and in its statements this group has several times accused the Mtwana section of being "anti-Cosatu".

Part of this accusation (and possibly a strong factor in the split) appears to be grounded on Ccawusa's non-affirmation of the Freedom Charter, which Cosatu adopted at its congress last year.

But, for a journalist, the main problem is trying to extract some glimmerings of objectivity from conflicting statements made by either side.

As was expected, both sides came out with versions of what happened at last weekend's abortive branch annual meeting which left one in some doubt that the two had been at the same event.

Fight goes on

One can't help feeling that these conflicting accounts of events serve only to cloud the issues, confuse members and generally prolong the conflict — leaving the workers very much the losers (in the short-term anyway).

And so the fight goes on and newspapers are never invited to be present at the events about which they are asked to report on the basis of seriously conflicting statements.

S/D 28/3/88 (140A)

Court order restrains textile union workers

DURBAN — At least 300 workers at Romatex's Romayarns factory here downed tools last week in protest over the alleged demotion of a fellow union member, an Amalgamated Clothing and Textile Worker's Union of South Africa (ACTWUSA) spokesman, Mr John Eagles, said at the week end

The union will be served with an interdict, in effect, preventing workers from embarking on further illegal strike action, a management spokesman said.

Management has obtained a court order requiring union representatives to appear in court today and, if work-

ers have not yet resumed work, to provide justification for this.

According to the spokesman the worker was "promoted" on a temporary basis and returned to his normal position after a specified period of time had elapsed — DDC

the great...
were in detention. It
made me stronger."

accident. — Sapa.

and this...
up at some kind of cross-
roads while we wait for
whites to arrive there
and decide which direc-
tion they are going to
take."

40A

70 want jobs back in Sharpeville Day row

Labour Reporter

SM
29/3/88

About 70 members of the Transport and General Workers' Union (TGWU) are fighting for reinstatement after being dismissed by Intercity Parcel Service in a Sharpeville Day-related dispute, the union said.

He said those who reported for duty did so after an agreement that, due to anticipated transport problems, workers arriving late would not be punished.

The spokesman said management had declined to have further talks with the union. The workers are demanding reinstatement.

A TGWU spokesman said the workers had been sacked from the company's Wadeville operation after a dispute arose over clocking-in times, with management accusing workers who reported for work on Sharpeville Day of forging clock-in times after arriving late.

Company comment was unavailable at the time of going to press. However, the company confirmed in a newspaper advertisement yesterday that it was "experiencing manpower-related difficulties" at its Wadeville depot.

"I make the point," Chief Buthelezi said "that in re-considering our support in principle for the constitutional proposals of the kwaZulu/Natal Indaba, we must necessarily also have to re-consider our involvement in the Joint Executive Authority."

"We have never become involved in this authority as an end in itself. We have always seen as a first step towards establishing a joint legislative authority."

"If the second step is not possible, the first will be isolated in practical history as non-cal."

BOOKSTORE, UNION IN LAMINGAUAGE ROW

Sowetan 29/3/88

A WELL-known Pietersburg bookshop refused to deal with the Media Workers' Association of South Africa because of the union's refusal to write letters in Afrikaans, a Mwasa spokesman announced yesterday.

Labour Reporter

Mr Peter Mohlaka, administrative secretary of Mwasa's Northern Transvaal region, said Panorama Bookshop had informed the union that it would only respond to letters written in Afrikaans.

Failure to use Afrikaans in correspondence with the company, Mr Mohlaka added, would mean that no negotiations can take place between the two.

Panorama manager, Mr J Linde, said he had no comment to make on the allegation. But correspondence shown to the Sowetan from Panorama clearly indicated that the company insisted on Afrikaans as a medium of correspondence. "Please note that we shall not respond to any of your correspondence if the said correspondence is not in Afrikaans," Mr Linde wrote to the union in Afrikaans.

Closed

Mr Mohlaka said over 90 percent of the black staff at Panorama were members of Mwasa

Typographical Union, workers have to belong to this union in order to be employed. The secretary of the Industrial Council for the Printing and Newspaper Industry, Mr J Coetzee, confirmed that Review Printers had been ordered to pay the

Sixty four members of Union of South Africa (Ccawusa) employed by Pietersburg Wholesalers enter their 20th day of work stoppage today.

Internal

The workers are demanding an immediate stop to alleged summary dismissal, recognition of

the union and the opening of negotiations on wages. The Commercial Catering and Allied Workers' Department of Manpower ordered by the Department of Manpower to pay arrears to its workforce after it was found to be paying below the stipulated minimum wage. The company's manager, Mr Razak Ahmed, said he did not want to discuss the matter. "It is an internal problem," he told the Sowetan. The union announced that three of the workers were arrested by police last week.

Handwritten initials and numbers: (S), (L), (12019), (S)

Sharpeville Day stayaway: 90 workers jobless

MORE than 90 workers at the Inter-City transport company on the East Rand have been dismissed for staying away from work on March 21, the 28th anniversary of the Sharpeville shootings.

The workers, members of the Transport and General Workers' Union, went on strike after management threatened to take action against them for missing work last Monday. (1407) ~~28~~

The union's information officer, Ms Kelly Forest, yesterday said they viewed the matter in a serious light. The company had refused to negotiate the reinstatement of the workers with the union.

The company's managing director, Mr Gordon Glass, yesterday declined to comment. "I have no comment to make," he said and slammed down the phone. (152) Smetur 29/3/88.

(about R444 million).

ONE TRIPS
Wage agreement *3/3/81* *1404*

JOHANNESBURG — Pick 'n Pay and the Commercial Catering and Allied Workers' Union of SA (Ccawusa) agreed last night to an across-the-board wage increase of R140 a month effective from April 1. The agreement concluded annual wage negotiations, union spokesman Mr Johnson Mhlayivana said.

Reports by Staff Reporter, Own Correspondent, Sapa-Reuter-AP and UPI

(1) How many cases of assault on infants by parents were reported in respect of each race group in each province during the period 1 July 1986 to 30 June 1987.

(2) in how many cases in respect of each race group did the infant (a) die and (b) suffer serious injury as a result of the assault?

The MINISTER OF LAW AND ORDER

	(1)	(2)(a)	(2)(b)
Western Province	203	10	51
Natal	52	6	9
Orange Free State	35	1	8
Transvaal	63	6	25

Note Statistics of the race of persons are not kept, therefore, only the total with regard to all the race groups are being furnished

282 Dr M S BARNARD asked the Minister of Law and Order

(1) Whether any persons detained in police cells since 12 June 1986 have been hospitalized since 10 February 1987, if so, (a) how many, (b) in terms of what statutory provision was each being detained, (c) to what hospitals were they admitted, (d) for what reasons were they hospitalized in each case and (e) in respect of what date is this information furnished.

(2) whether he will furnish the names of the persons concerned, if not, why not, if so, what are their names?

The MINISTER OF LAW AND ORDER

(1) Yes

(a) 75 persons

(b) 25 persons in terms of section 29(1) of the Internal Safety Act, 1982 (Act 74 of 1982),

10 persons in terms of the emergency regulations,

40 persons in terms of section 50 of the Criminal Procedure Act, 1977 (Act 51 of 1977)

(c) Different hospitals country-wide

(d) For a variety of reasons *inter alia* —

- Ulcers
- Alcohol poisoning
- Low blood pressure

Heart disease
Pain in the chest
Appendectomy
Gastro-enteritis
Pregnancy
Pneumonia
Epilepsy
Tuberculosis
Asthma
Diabetes
Infection
Malnutrition
Kidney disease

(2) No It is not in the interest of the persons concerned to furnish the information

Thefts from cars reported/recoveries

298 Mr H H SCHWARZ asked the Minister of Law and Order

(a) How many thefts from cars were reported during the period 1 July 1986 to 30 June 1987 and (b) in how many cases were recoveries made?

The MINISTER OF LAW AND ORDER

(a) 62 707 cases

(b) Statistics of the articles that are recovered are not kept

Cosatu House, Johannesburg: investigation into explosion

306 Mr S S VAN DER MERWE asked the Minister of Law and Order

Whether, with reference to his reply to Question No 15, standing over, on 6 October 1987, the investigation into the explosion in Cosatu House in Johannesburg on 7 May 1987 has been completed, if not, why not, (a) what were the findings and (b) what action has been taken as a result?

The MINISTER OF LAW AND ORDER

No, because the guilty person/persons have not yet been identified and traced

Hillbrow/Norwood/Lombardy: offences

309 Mr H H SCHWARZ asked the Minister of Law and Order

How many case of (a) murder, (b) culpable

homicide, (c) assault with intent to do grievous bodily harm, (d) common assault, (e) rape, (f) robbery, (g) theft of vehicles and cycles, (h) damage to property, (i) housebreaking with intent to steal and theft and (j) possession of

THE MINISTER OF LAW AND ORDER

	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)
Hillbrow	61	12	246	960	94	596	4 126	551	1 829	3
Norwood	5	8	40	129	11	414	644	193	1 134	0
Lombardy East	6	6	24	67	15	51	377	101	757	0

Note I wish to point out to the honourable member that for the sake of efficiency, statistics were furnished for the period 1 January to 31 December 1987 All statistical reports will in future be furnished in calendar year periods

Labour disputes/work stoppages/strikes: SAP called to scenes

310 Mr J B DE R VAN GEND asked the Minister of Law and Order

In how many instances were the South African Police called to the scene of (a) labour disputes, (b) work stoppages and (c) strikes in 1987?

The MINISTER OF LAW AND ORDER

(a) 148 instances

(b) 142 instances

(c) 353 instances

Medical University of Southern Africa/Vista University: amounts received by students

362 Mr A GERBER asked the Minister of Education and Development Aid +

(1) Whether any students at (a) the Medical University of Southern Africa and (b) Vista University receive any (i) remuneration, (ii) allowances and/or (iii) bursaries on a monthly basis, if so, what amount per month is so received, in each case,

(2) whether all such students receive these amounts,

(3) whether the amounts so paid are proportionally reduced in the case of students who boycott classes, if not, why not, if so, what are the relevant details?

The MINISTER OF EDUCATION AND DEVELOPMENT AID

(a) Medical University of Southern Africa

(1) (i) (ii) and (iii) No

Salaries are paid to paramedical and nursing personnel in training by the hospital

drugs were reported at each specified police station in (i) Hillbrow, (ii) Norwood and (iii) Lombardy in 1987?

authorities on a monthly basis as remuneration

(2) and (3) Fall away

Vista University

(1) (i) Yes, R50 (ii) No (iii) Yes, R1 000

Remuneration is paid for 10 months from February to November

No Only a few selected senior students who render services as assistants in laboratories and with marking receive R50 per month To one honours student this year a bursary amount of R1 000 per month is paid for services to be rendered to the University (Remuneration is paid for 10 months from February to November)

Yes In all cases where prescribed services are not provided or cannot be provided, payment is suspended

Wards in State hospitals not integrated

404 Dr M S BARNARD asked the Minister of National Health and Population Development

(1) Whether any wards in hospitals administered by the State are integrated, if so, how many in each specified hospital, if not, why not,

(2) whether his Department plans to desegregate wards in State hospitals, if not, why not, if so, when,

(3) whether any studies have been carried out into the cost implications of desegregating wards in State hospitals, if not, why not, if so, (a) when, (b) by whom and (c) what were the findings,

(4) whether any wards in State hospitals are under-utilized if so, (a) in which specified hospitals and (b) to what extent;

140A

Building union to seek mediation

30/3/88

The Building, Construction and Allied Workers' Union (BCAWU) is to seek mediation to resolve its wage dispute with Gypsum Industries, a union spokesman said.

~~140A~~

He said three meetings aimed at resolving a dispute between 68 BCAWU members and the company had failed.

● The Hotel and Restaurant Workers' Union (Harwu) has declared a dispute with the Johannesburg Country Club, a union statement said. — Labour Reporter.

5/7/88

20/3/88

Wage talks concluded

Wage negotiations between the Commercial, Catering and Allied Workers' Union (Ccau-wu-sa) and Pick 'n Pay were concluded yesterday with the company agreeing to increase wages for non-managerial staff by R140 a month, a company statement said.

According to the statement, workers would now be entitled to four weeks' leave from the fourth year of continuous service, rising progressively for workers with more years of service.

The agreement covers the period from April 1 to February 28 next year.

D/D 20/3/88

Govt told: hands off industry, NUM

NUM
140A

Daily Dispatch
Correspondent

JOHANNESBURG — A call on the government to leave industry and the National Union of Mineworkers (NUM) to sort out their own differences, but to resolve the political problems that threatened to destroy South Africa's labour relations system, was made by the president of the Chamber of Mines, Mr Naas Steenkamp, last night

Addressing the South African Federation of Civil Engineering Con-

tractors, Mr Steenkamp said management had been disillusioned by last year's strike and its accompanying intimidation and violence

However, there remained a commitment to collective bargaining with representative leaders of black employees

"These leaders know it and have a duty to convey this to their following. Particularly, it calls for great forbearance when trade unionists plead for sanctions

and then deny their effect on job opportunities," he said

The future of the industrial relations system depended on management and workers alike setting enough store by their relationship and the system under which they operated to want to protect it against intrusion from the outside

Management should understand the pressures on the union leadership of unrealistic expectations from

members, and the pressures from within and without to subvert their organisations for political purposes

"But leaders in any area of politics are required to lead and to influence their following, not merely to pander to existing prejudices and resentments," he said

"I have confidence in the good sense of people and am optimistic that wisdom will prevail within the union and that this year we will reach agreement amicably."

Scarred woman wins R15 000 claim from MP

By CARMEL RICKARD,
Durban

A CLERMONT woman, badly disfigured from an attempt to cut her throat, has been awarded damages of over R15 000 against a KwaZulu MP whom she claimed was also linked to the murder of her unionist fiancé

Thokozile Shabalala, 26, alleged the MP for KwaMashu Jamile Mlotshwa — who did not defend the damages claim — “wrongfully and unlawfully” instructed others to assault her, permitted people employed by him to assault her and did not stop them although he could have done so

She said on the night of April 5 last year, Mlotshwa came with four other men to the house she shared with her fiancé Joseph Khumalo. Both she and Khumalo were members of the then National Union of Textile Workers. Mlotshwa woke them up and said they should go with him so he could show Khumalo how to use a gun.

The seven drove to a deserted and bushy area, “Mamba Valley” outside KwaMashu, where Mlotshwa told Khumalo to get out of the car and go with him and two of his men into the bushes. That was the last time Shabalala ever saw her fiancé. She later learnt he had been shot and killed and his eyes removed.

Some time after they left the car, she was ordered to go along the path to the same bushes.

“I could see Jamile — our eyes met. Then people behind me began assaulting me.”

She was hit on the head and fell to the ground. She said although she was hit many times, Mlotshwa did not come to her help.

“I heard one of the group say they should stop assaulting me as I was already dead. I must have lost consciousness because I did not hear the car pull away.”

She regained consciousness some hours later and was taken to hospital where she was treated for a serious loss of blood, a broken jaw, a fractured arm and other injuries.

Two doctors gave evidence about her injuries, she still has severe disfigurement under her chin where, according to expert medical evidence, her assailants cut her throat with a blunt panga-like instrument.

Lawyers for Shabalala told the judge that charges against Mlotshwa for murder and attempted murder had been withdrawn and that the Attorney-General, as is standard practice, had refused to give reasons for his decision.

The judge, who looked closely at her scars, awarded her damages of R15 365 for her pain and suffering and the MP was also ordered to pay her legal costs and the costs of two expert medical witnesses.

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1/00

3/1/3 - 7/4/71 - 3/1/3



THE STATE V. MOSES MAYEKISO

Why American Jurists Are Monitoring The Mayekiso Trial

Moses Mayekiso, a leading trade unionist, currently faces treason charges in a trial that resumed February 1 in a Johannesburg court. Widespread international attention has focused on this case, beginning with Mayekiso's arrest in June, 1986, and continuing during the onset of his trial last October.

A committee of prominent American jurists formed four months ago to monitor the Mayekiso trial, because of its worldwide importance. The jurists' group includes a former Justice of the United States Supreme Court (America's highest judicial body), a former Attorney General, a number of Appeals Court judges and other prominent legal figures.

One member of the Committee visited South Africa last year and acquainted himself with the facts of the case. It is hoped that one or more of this distinguished jurists' group will be permitted to enter South Africa to observe portions of the Mayekiso trial.

Mayekiso is general secretary of the National Union of Metalworkers of South Africa (NUMSA) - the second largest black trade union and an affiliate of the Congress of South African Trade Unions (COSATU).



He and four others - Paul Tshabalala, Richard Mdlakane, Obed Bapela and Mzwanele Mayekiso - are accused of undermining government administrative and judicial authority in Alexandra township through alleged support for rent and consumer boycotts and "people's courts".

Observers believe the Mayekiso case is crucial because it could determine the legal parameters of a number of political activities that have occurred throughout the country during the past few years.

The American Jurists Committee monitoring the case of Mayekiso convened at the invitation of United Auto Workers Union President Owen Bieber. The Committee will monitor fairly and accurately the quality of justice being administered in this trial and report to the American public on the proceedings as they develop.

The Committee believes the trial of Mayekiso and his four co-defendants raises critical questions about fundamental issues of justice and due process under law. The case is an unparalleled test for South Africa's legal system beneath the spotlight of international opinion.

MEMBERS OF THE AMERICAN JURISTS COMMITTEE MONITORING THE CASE OF MOSES MAYEKISO



GRIFIN B. BELL

Judge Bell is a former Attorney General of the United States. He now is a senior partner with the law firm of King & Spalding based in Atlanta and Washington. For nearly 15 years he served on the U.S. Court of Appeals for the Fifth Circuit until late 1976. Formerly he was the President of the American College of Trial Lawyers.



WILLIAM T. COLEMAN, JR.

Formerly the Secretary of the U.S. Department of Transportation during the Ford Administration. Mr. Coleman is currently Board Chairman of the NAACP Legal Defense and Educational Fund and is a partner in the law firm of O'Melveny & Myers based in Los Angeles and Washington.



ARTHUR J. GOLDBERG

Justice Goldberg served on the U.S. Supreme Court from 1962 through 1965 following two years as Secretary of the U.S. Department of Labor during the Kennedy Administration. He has served as the U.S. Ambassador to the United Nations and as a law professor, and currently is in private practice in Washington.



MARVIN E. FRANKEL

For 13 years Judge Frankel served on the U.S. District Court for the Southern District of New York and since 1978 has been in the private practice of law in New York City. He also has been a law professor at his alma mater, Columbia University, and a prolific writer of legal articles.



ELIZABETH HOLTZMAN

Following her eight years as a Member of the U.S. Congress representing part of New York City, Ms. Holtzman in 1981 was elected the first woman District Attorney (for Brooklyn) in the history of the city. She served on the House Judiciary Committee during the impeachment hearings of Richard Nixon and on the House Budget Committee.

DAMON J. KEITH

For the past 10 years Judge Keith has served on the U.S. Court of Appeals for the Sixth Circuit. A former President of the Detroit Housing Commission and Chairman of the Michigan Civil Rights Commission, he has won dozens of public service awards and holds more than 20 honorary doctoral degrees.



ABNER J. MIKVA

Judge Mikva since 1979 has served on the U.S. Court of Appeals for the District of Columbia. Previously for 10 years he served as a Member of the U.S. Congress representing north Chicago, serving on the Judiciary and Ways & Means Committees. Judge Mikva currently also teaches law at Georgetown University and is the co-author of a political science textbook on Congress.



ELEANOR HOLMES NORTON

Professor Norton serves on the faculty of the law school at Georgetown University. She is the former chair of the U.S. Equal Employment Opportunity Commission. An authority on affirmative action, labor law, race and sex issues, she also serves on the Board of the Rockefeller Foundation and other institutions.



STEPHEN REINHARDT

Since 1980 Judge Reinhardt has served on the U.S. Court of Appeals for the Ninth Circuit. Previously he was a partner in a Los Angeles law firm where he also was President of the Los Angeles Police Commission. Judge Reinhardt served as the Secretary of the 1984 Los Angeles Olympic Organizing Committee and currently is a member of the executive committee of Yale Law School.



BENNO C. SCHMIDT, JR.

In 1986 Benno Schmidt became the 20th President of Yale University. Formerly the Dean of the Columbia University Law School, he is a legal scholar specializing in constitutional law and American law concerning mass communications and the history of race relations. Schmidt served as a law clerk to U.S. Supreme Court Chief Justice Earl Warren.



This ad is sponsored by the American Jurists Committee Monitoring the Case of Moses Mayekiso, and is paid for by the United Auto Workers Union, 1757 N Street N.W., Washington, D.C. 20036 U.S.A. Telephone (202) 828-8500.

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Cape Town 31/3/88
**Protest: 124
workers held**

Staff Reporter

POLICE on Tuesday arrested 124 workers who were demonstrating against the Labour Relations Amendment Bill in Industria, Johannesburg

Eyewitnesses said about 500 factory workers took to the streets during their lunchtime — singing, dancing and waving placards

Shop stewards of the Paper, Printing, Wood and Allied Workers' Union, Food and Allied Workers' Union, and the National Metalworkers' Union of SA co-ordinated the demonstration, a union official said

Those arrested appeared in Johannesburg Magistrate's Court yesterday morning, and were granted R200 bail each

Ccawusa 'crisis'

By MARC DOBSON
HOSTILITIES between rival factions of the Commercial, Catering and Allied Worker's Union of South Africa (Ccawusa) are about to tear the 70 000 strong union apart.
 Both groups claimed this week that the worsening bad blood between them now amounted to a "crisis" situation.
 The Vivran Mtwa group

has accused the Papi Kganare group of trying to hijack the union. The Kganare camp in turn has threatened to take disciplinary action against the Mtwa camp over its actions at the recent Western Cape AGM.
 The AGM was supposed to forge unity between the groups and elect a single branch executive committee. But it was aborted af-

ter angry confrontations at the venue and accusations by the Mtwa group that the Kganare group had tried to rig the elections.
 The possibility of a complete split from Ccawusa by the Mtwa group — probably to form an independent union affiliated to the National Congress of Trade Unions (Nactu) — is being discussed in the Kganare circles.

But the Mtwa group shot down this week any speculation that they are about to go it alone.
 If any people are going to split from Ccawusa it will be the breakaway group said spokesman Mr Oscar Malgas.
 They claim we are the breakaway group which is rubbish. They left our Johannesburg and Cape Town branches to form

their own wings and they opened their own head office. So how can we be the breakaway faction?"
 According to Mr Edward Hurling, branch secretary of the Western Cape branch of the Kganare group, the stand taken by the Mtwa group at the AGM was in contravention of the union's recent out-of-court settlement.
 The Mtwa group must

now face disciplinary action from the Johannesburg head office or opt for a total break from Ccawusa he said.
 He believed the group would decide to split from the union before the Ccawusa national conference on May 15.
 Malgas dismissed the threat of disciplinary action as ridiculous.
 They are only a second

nary structure. How can they discipline us?" he said.
 Hurling said the out-of-court settlement had allowed for recognition of parallel structures within the union. No agreement had been reached on marshalls.
Marshalls
 At the AGM the Mtwa group had refused to allow registration to be conducted by joint marshalls and had insisted on only members recorded in their books to be admitted.
 What about all the members on our records? They took that stand knowing they were outnumbered three to one.
 However, Malgas claimed the Kganare group had failed to comply with the terms of the out-of-court settlement which stipulated that they must submit their documents — with membership details — to the head office before January 31.
 We couldn't agree to their demands because that gave us no proof that the members we would let in would be bona fide members.
 He said the Kganare group had gained access to the AGM venue at 7am so they could collate false ballot papers and fill in blank membership forms to rig the election.
Students
 The Kganare group, he said, had boosted its numbers by allowing Cape Youth Congress activists, University of the Western Cape students and members of the Cape Liquor and Catering Trades Employees Union to fraudulently obtain voting rights.
 Unauthorised people were being registered as Ccawusa members only hours before the AGM.
 Attempts by the International Media Services of South Africa (Imssa) to resolve the deadlock failed and Imssa withdrew. A potential fracas between the two groups was averted when the Mtwa group moved to another hall at the venue. The Kganare group continued with their meeting in the original hall.
 Workers at the Mtwa meeting had condemned the rival group as Stalinist and power hungry opportunists, according to a statement released by Mr Ben Peterson, acting branch secretary of the Western Cape branch supported by the Mtwa group.
 Reacting to this Hurling said Mtwa clearly wanted to break the settlement and impose their control on general worker democracy.
 It was ridiculous to claim the Kganare group had gained access to the AGM venue when they were participants and fully entitled to be there.
 The Cayco members and students alleged to have posed as Ccawusa members had been invited by the Kganare group to act as marshalls and had never intended to participate in the voting.
 It was a complete and utter lie to claim the elections would have been rigged as the Kganare marshalls had been extremely vigilant about only registering fully paid up Ccawusa members.

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 PO Box 156
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ATTACKS ON COSATU

THE Congress of South African Trade Unions (Cosatu), which was restricted by the Pretoria government last month from taking up any political issues, has been subjected to a series of stepped-up repressive actions since early March.

The national congress had been scheduled for April 9 and 10, but was postponed to give affiliates an opportunity to consult more broadly with their members.

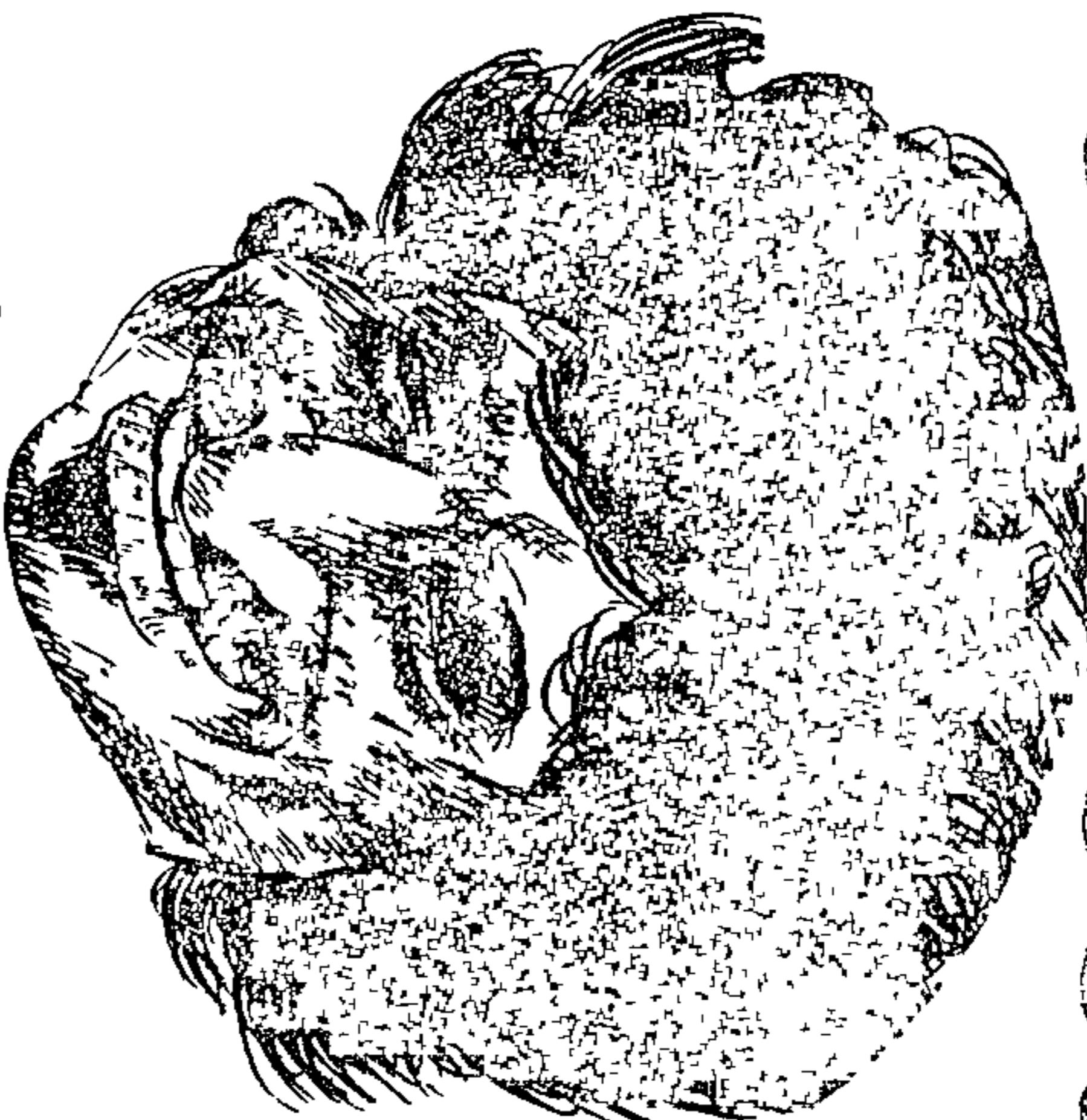
Meintjies said the Cosatu's public relations officer, Mr Frank Meintjies, said in an interview that since March 9 Cosatu affiliates and their members had been subjected to no less than nine "repressive" actions.

Meintjies said these actions, the new Labour Relations Amendment Bill that aims to deprive trade union of their bargaining rights and the recent restrictive measures would be part of the issues for discussion at Cosatu's national congress in Johannesburg on May 7 and 8.

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Cosatu's Jay Naidoo

Included in the attack on Cosatu are thousands of fake pamphlets saying "Cosatu We don't want to strike" and "Pay us a living wage while on strike" were distributed on the East Rand. A Cosatu shop stewards' meeting in Grahamstown was raided and all present were detained and kept in an SAP armoured car for half the night before being released. Four of the shop stewards were not released.

The Vereeniging Cosatu offices and those of its affiliates were raided and a range of posters and 12 boxes of pamphlets calling for opposition to the Labour Relations Amendment Bill were confiscated.

Raids were also carried out on Cosatu offices in SA News Agency

Welkom and Pretoria.

Three Fawu members were detained in Johannesburg. They are Mr Ernest Buthelezi, treasurer of the Johannesburg branch, Mr Phillip Sigubu and Ms Sibongile Ndlovu.

A Cosatu regional secretary, Mr Jacob Mabena, and two NUM members were arrested at a roadblock and told they were to be charged with assault and robbery. The men were told to remove their clothing bearing the Cosatu logo.

The Western Transvaal Cosatu regional secretary was detained for three hours after stopping at a roadblock in Klerksdorp. He was released after parting with four T-shirts and a Cosatu file on education - Press Trust of SA News Agency

BRAND

★ FACTORY

Cosatu's special congress postponed

Labour Reporter

The Congress of South African Trade Unions (Cosatu) said earlier this week that it had postponed its special congress scheduled for April to discuss the Labour Relations Amendment Bill and the recent emergency restrictions on the organisation.

In a statement, Cosatu said the decision to reschedule the congress from April 9-10 to May 7-8 had been taken by the federation's national executive committee, including two delegates from 13 unions.

This would enable Cosatu's affiliated unions to "undertake the broadest consultation with membership".

The special congress would, according to the statement, "formulate a short and long-term response to the new conditions facing the labour movement and decide on a nationally co-ordinated response to the union-bashing Labour Relations Amendment Bill, and a response should the Bill become law".

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UNION STRIKES DEAL

Sowetan 31/3/88
THE Commercial, Catering and Allied Workers' Union of South Africa and Pick 'n Pay group this week agreed to a wage increase of R140 across the board effective from April 1.



BY LEN MASEKO

• The National Union of Wine, Spirits and Allied Workers is scheduled to meet managements in the liquor industry today for further wage negotiations.

Bosses

Numsaw president, Mr November Nkosi, said the employers are expected to respond to the union demands. Numsaw members have rejected an undisclosed management offer.

• The Chemical Workers Industrial Union has applied for the appointment of a conciliation board to resolve the dispute between the union and Mobil Oil.

The dispute revolves around the union's demand for a wage increase of R180-a-month across the board, against management's offer of R155 a month.

The union also demands an allowance of R5 a month for a year's service, and that the increases should be back-dated to March 1.

A Mobil spokesman confirmed yesterday that the two parties had reached deadlock over wage increases.



RAYMOND Ackerman
... boss of Pick 'n Pay.

In terms of the agreement, Ccawusa members employed by the retail chain will receive the pay hike over a 11-month period

The two parties also agreed on a four-week leave to apply from the fourth year after a continuous service; an additional week in the 10th year; two extra weeks in the 15th and 20th years.

Labour

Sacked men get jobs back

Source: 31/3/86
ATLANTIS Diesel Engines has agreed in the Industrial Court to reinstate 16 workers dismissed from its metal melting department earlier this month for refusing to work a new shift.

In papers before the court, the workers — all members of the National Automobile and Allied Workers' Union — said from October 1986, they worked a rotation day and night shift system of four 12-hour shifts in terms of their contracts of employment

ADE management had unilaterally changed the system to a six eight-hour shift system without consultation or adequate notice, the workers said

They said in terms of the old system, they had worked on Saturdays and Sundays without being paid overtime

By means of a notice in February this year, workers in the metal melting department were told that the new shift system would be implemented on March 13

The union then launched an application in the Industrial Court asking for an order restraining ADE from implementing the new system — Sapa


100 unionists to seek

Sowetan

31/7/88

bail

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bail application. 
They were arrested in
Industria on Tuesday
and appeared with

blood-stained clothing
while others had
bandages on their heads,
arms and legs.

MORE than 100 members
of the Food and Allied
Workers' Union appeared
in the Johannesburg Mag-
istrate's Court yesterday.

They were charged
with intimidation.

They appeared before
Mr. J J B Esterhuizen,
and were not asked to
plead. Their case was
postponed to today for a

Cosatu claims union officials are held in 'campaign of repression'

Labour Reporter

The Congress of SA Trade Unions (Cosatu) has claimed that at least 12 officials of unions affiliated to the federation have been detained this month as part of a "campaign of repression" against the union umbrella body

Cosatu listed the following as being part of the campaign against it

- Thousands of fake pamphlets declaring "Cosatu, we don't want to strike," and "Pay us a living wage" while on strike" distributed on March 9 to 10

- Security police briefly detained everyone at a Cosatu shop stewards' meeting in Grahamstown on March 16
- Commercial, Catering and Allied Workers' Union organiser Mr Johnson Ndou detained at Warmbaths and National Union of Metalworkers

- Security police briefly detained Mr Stanley Tyeln-tombi held at Vereeniging.
- Security police raid on the Vereeniging offices of Cosatu and its affiliates on March 18 and posters confiscated

In a statement, the police denied acting against anyone for belonging to a particular

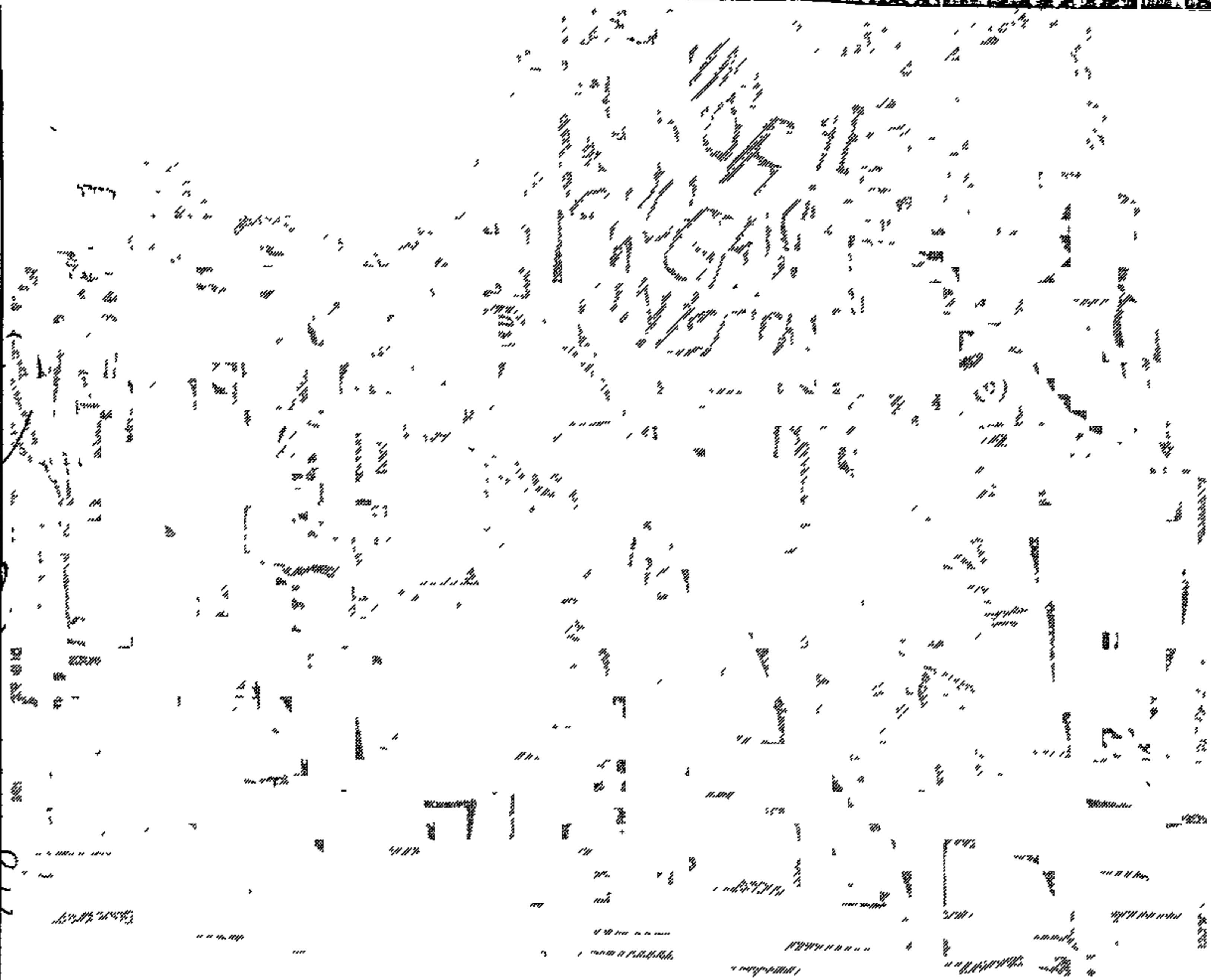
organisation. They also said they "do not comment on routine police duties".

None of the 12 union activists listed by Cosatu as detainees was being held under security legislation, the police said.

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Johannesburg workers chant, sing and dance in protest against the Labour Relations Amendment Bill. The demonstration was broken up by police and 21 were arrested

Picture: SANTU MOFOKENG, Afrapix

Workers' poster march stopped

By EDDIE KOCH

POLICE this week broke up a demonstration in Johannesburg by about 300 workers protesting at proposed legislation designed to limit the power of their trade unions

Workers from four factories in Industria marched through the industrial area, singing and carrying placards denouncing the Labour Relations Amendment Bill

A contingent of about 50 policemen cordoned off the street and dispersed the workers after warning that their march was illegal. Editor of the *South African Labour Bulletin* Karl Van Holdt and a photographer from *Learn and Teach* magazine, Jacob Mokolabate, were arrested along with at least 20 workers

A spokesman for the South African Police in Pretoria confirmed yesterday that "police used batons and patrol dogs to disperse an illegal gathering" and said 21 people had been arrested. He was unable to give the names of those held or say whether they would be charged. He said no injuries had been reported

Van Holdt and Mokolabate said they were released after police developed film of the photographs they had taken and then returned the negatives. Mokolabate said he had been bitten by a dog and beaten on the back with a baton.

Workers from the Paper Print Wood and Allied Workers' Union (Ppwawu), the Food and Allied Workers' Union (Fawu) and the National Union of Metalworkers of South Africa (Numsa) took part in the protest, the first in a recent spate

of lunchtime demonstrations against the Bill to spill out of factory premises onto the streets.

The three unions are part of the Congress of South African Trade Unions (Cosatu), which announced this week that a special congress it has called to discuss the Bill and the recent banning of anti-apartheid organisations has been postponed from April 9 and 10 to May 7 and 8

A Cosatu press statement said the delay was to "allow affiliates to undertake the broadest consultation with membership". The 750 000-strong federation confirmed plans to conduct three days of protest action if the congress is banned and said this would take place in the week after the new date of the congress.

The statement listed a "chronology of repression" allegedly directed at Cosatu this month. The list included:

- The distribution of thousands of fake pamphlets on the East Rand saying "Cosatu we don't want to strike" early this month

- The detention of all shop stewards at a meeting in Grahamstown on March 16. After they were released four shop stewards remained in custody. Their names were given as Joseph Mantla of Numsa, Canon Maasdorp of Fawu, Pumla of the Transport and General Workers' Union (no other details known) and Mandinda of the National Education Health and Allied Workers' Union (no other details known)

- The detention of Commercial Catering and Allied Workers' Union organiser Johnson Ndou in Warmbaths and Numsa organiser Stanley Tyelentombi in Vereeniging on March 18. Cosatu's offices in Vereeniging were raided on the same day.

- Offices of the National Union of Mineworkers (Num) in Welkom were raided on March 18. May Day and Living Wage Campaign posters were confiscated as well as minutes of a meeting.

- Cosatu offices in Pretoria were raided on March 18 and material on the Labour Relations Amendment Bill confiscated.

- Three Fawu members were detained in Johannesburg on March 19. Their names were given as Ernest Buthelezi, Phillip Siqubu and Sibongile Ndlovu.

- Cosatu's regional secretary for the Eastern Highveld, Jacob Mabena, and two Num members were detained at a roadblock on March 20 and told they would be charged with assault and robbery. They appeared in court last week and are out on bail.

- Fake pamphlets issued in Numsa's name were distributed on the East Rand on March 23. They condemned Cosatu's militancy and called for acceptance of the new Bill.

A police spokesman said the SAP public relations directorate had received a list of the alleged raids and detentions and would issue a response to Cosatu's claims later. This had not been received at the time of going to press

INDUST. RELATIONS — WORKERS' Organisation
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recruited. Research on stone-cutting which is seen as an
employment - generating project.

15-21/4/88

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Ramaphosa on deafening silence' over labour Bill

By GAYE DAVIS, Cape Town
IT is no surprise that business has greeted the Labour Relations Amendment Bill with an almost deafening silence, says Cyril Ramaphosa, general secretary of the National Union of Mineworkers

He told a conference on "Laws against trade unions and political organisations", organised at the weekend by the University of Cape Town Labour Law Unit, that the first draft of the Bill had hit union leadership like a bolt from the blue — before they recognised something "strangely familiar" about some of its clauses

"They had almost all been demanded by various managements during recognition agreement negotiations an end to sympathy strikes, no-strike clauses for the duration of an agreement, unions to be responsible for management losses during industrial action"

Brought up on short term profit incentives, South African businessmen were not known for their



NUM's Cyril Ramaphosa

ability to take the long-term view. "It is then no surprise that business has greeted the Bill, on the whole, with a deafening silence"

There could be no doubt that capital generally supported the Bill, which tilted the balance of power in favour of management in a blatant attempt to breathe new life into employer prerogatives, Ramaphosa said

"No state would be able to pass such a Bill in the face of stern opposition by both labour and management, particularly in South Africa where both groups are very powerful ones"

However, for those employers opposed to state interference in the collective bargaining arena, he could offer two courses of action

The first and most obvious was to lobby the state, either directly or through employers' associations, to ensure its more noxious aspects did not become law

The second course would be to enter into a new series of collective bargaining arrangements with unions

In turn, trade unions would have to ensure strikes were orderly and would have to address the pressing question of violence, Ramaphosa said

"The right to strike has to be established, rules for the regulation of strikes need to be accepted, forums for the resolution of disputes outside the Industrial Court — most crucially arbitration — would have to be a part of this new deal"

limits their effectiveness, and makes it easy for the government to use divide and rule tactics

And business people tend to be rather under educated when it comes to politics and society (and even macro-economics)

But the question then is whether South African business leaders, eschewing public platforms, are doing much about change in private, either in their own organisations or in the communities from which they draw employees and customers ("stakeholders" is the popular term)

Social responsibility programmes have certainly been boosted in the 1980s — one estimate put social spending at R500 million last year

But there is also evidence that not enough is being done, and not fast enough

Even if Tucker's colleagues disagreed with him, it would serve his purpose if his speech re-opened the now rather neglected debate on business' political role — whether it be high or low profile

BOSSSES' EARS BURN DOWN NEW LABOUR BILL

Sowetan 20/4/88

EMPLOYER organisations and Cosatu met this week to discuss the Labour Relations Amendment Bill due to be tabled in Parliament in the near future.

Although there was considerable difference of opinion on the Bill, the employer organisation agreed to change their detailed attitudes towards the Bill and said that once documents

have been studied by the organisations and Cosatu, further discussions may take place.

At the meeting Cosatu explained their total opposition to the proposed Amendment Bill based on their understanding of the Bill's intention and consequences.

The employer organisations said in a statement yesterday that their understanding of the intent of the Bill

was different and they therefore did not share Cosatu's attitude of total rejection.

They said that they believed that all trade unions and union federations should be free to pursue bona fide trade union activities within the law as applied by the courts.

They were concerned that Cosatu or any other union federation should not

be obstructed in the pursuit of peaceful union activity

The organisations expressed their concern at workplace violence and intimidation which they saw as a serious obstacle to industrial relations.

The organisations at the meeting were Assocom, FCI, AHI, SA Sugar Millers Association, SA Federation of Civil Engineering Contractors and the German-SA Chamber of Commerce

3 000 strike at Samcor

Sowetan 21/4/88
MORE than 3 000 National Union of Metal Workers of South Africa members employed at Samcor in Pretoria are out on strike following the transfer of their shares to a trust.

The workers downed tools after an announcement last week that Numsa has resolved to approve the transfer by Ford of 24 percent of its shares in Samcor to an employee controlled trust. The shares were donated by Ford last year when it withdrew from operating in South Africa.

The *Sowetan* was yesterday reliably informed that workers were against the decision to have the money transferred. They instead

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felt that the only way the money would benefit them would be to have it divided among themselves.

A source further revealed that a Ford representative was in the country to "resolve this complicated situation".

Mr F Motsepe, Numsa's regional secretary for the northern Transvaal, would not comment. He said a statement was due to be released after a meeting with the concerned parties later in the day.

The public's affairs manager for Samcor, Mr Reuben Els, said the company was not prepared to release details of the strike. However, he confirmed that a strike was in progress.

Samcor strike halts production

By Claire Robertson
and Mckeed Kotlolo

A wildcat strike by about 3 000 workers at the Samcor motor plant in Pretoria entered its seventh day today, leaving vehicle production at a standstill according to a company spokesman.

The strike is a three-cornered affair, with the workers making demands of both Samcor management and the National Union of Metalworkers (Numsa).

Yesterday, after workers heckled a union organiser visiting the plant, they indicated they were to seek legal representation of their own, sources told The Star.

Workers have ignored union pleas to return to work since Monday.

The strike centres on the distribution of dividends from shares given to the workforce at Samcor by the Ford motor company when it divested from South Africa last year.

The company donated 24 percent of its shares in Samcor to the workforce. After negotiations with Numsa, an employee-controlled trust was set up to channel the dividend earnings into community development projects.

Numsa rejected a proposed share-participation scheme as an attempt to weaken the unions and "divert the workers' attention from their more militant but justifiable demands", a Numsa spokesman said.

The strike apparently began when word spread last Friday that the dividend earnings would be used on township projects, including buying the local football team Mamelodi Sundowns, and a plan to install public telephones in the township.

Workers are maintaining their demand that management give a written undertaking to pay the dividends to the workers on a set date at the end of this financial year, and undertake not to fire any of the present workforce until that date.

A spokesman for Samcor confirmed that the entire hourly-rated workforce was on strike, and that this had meant no new cars were being produced.

210 22/4/68

Samcor strike costs company millions

JOHANNESBURG

The ongoing Samcor strike, now in its sixth day, has cost the company millions of rands

The strike, which began last Friday, involves more than 3 000 workers and has brought production of Ford, Mazda and Mitsubishi products to a standstill

Although company spokesmen would only confirm yesterday that the strike was still on, it is understood that it could be some time before the situation is resolved

No one was available at the National Union of Metals Workers (Numsa) for comment

Part of the problem is that workers appear to be ignoring efforts by Numsa to bring the strike to an end

According to reports, workers were asked to return to work on Wednesday but failed to do so. And when a Numsa spokesman attempted to address a meeting he was booed down

The dispute has arisen over how dividends on shares held in a trust fund for workers is to be paid.

The 24 per cent holding in Samcor was given to them when Ford sold its interest in South Africa. — Sapa

'Move will lead to chaos and conflict'

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29/1/88

By Mike Siluma,
Labour Reporter

The promulgation of the Labour Relations Amendment Bill would destroy the South African industrial relations system and lead to conflict and chaos on the factory floor, Congress of SA Trade Unions (Cosatu) president Mr Elijah Barayi said yesterday.

At a Labour Day rally at the University of the Witwatersrand, Mr Barayi also attacked State policies on privatisation and deregulation which, he said, would lead to freer profits for capital while impoverishing most South Africans.

Referring specifically to the Amendment Bill, Mr Barayi said it sought to destroy the gains the unions had won over the years and had the support of employers.

'DESTROY LABOUR RELATIONS'

"This Bill will destroy the labour relations system. The result will be chaos and conflict in the factories," he said.

The State President's economic programme, including the wage freeze, privatisation and deregulation, would lead to a deterioration of living standards for black and white workers.

In particular, privatisation in the public sector would cost thousands of black and white jobs, Mr Barayi said.

Despite repression by the State, the workers' demands — including an end to apartheid and starvation wages and the establishment of a democratic society — remained, he said.

The meeting was also addressed by the president of the National Education, Health and Allied Workers Union, Mr Robert Mkhize.

Cry

NOW that the censors have cleared *Cry Freedom*, the movie based on the so-called friendship between Bantu Steve Biko, the martyred Black Consciousness leader, and Donald Woods, the oppressed, rather than making whoopee, should wince and "cry mental" slavery" as their children fall prey to yet another "white lie on celluloid."

It is my favourite pastime to go on a nostalgic trip to my childhood whenever I want to determine the amount of psychological brainwashing done, on these days' children by such lies

So, if you do not mind, I beg your patience as I bore you with the highlights of my childhood

On second thoughts, with the benefit of my relative maturity, I prefer to make that "low-lights of my childhood"

Here is why

Plunder

As a teenager, nothing brought as much joy and ecstasy to my youthful heart as the bam-bam, boom-boom and doom-doom of a cowboy and Indian movie, or "Westerns" as we used to call movies of that sort.

My peers and I rejoiced as our cowboy heroes like "Trinity" and "Starblack" — if I remember them correctly — vanquished many a befeathered, spear-wielding "Red Indian" That, we were made to believe, was how the so-called wild west was won.

Now, with retrospect, I realise that we were being mentally enslaved by those "Westerns" glorifying the ruthless plunder of the "Wild West" from the indige-

MUCH has been said about *Cry Freedom*, the film on Steve Biko produced by Sir Richard Attenborough, since it was launched. It has not yet appeared on the local circuit but is already the subject of a controversy among local activists. In this article DR GOMOLEMO MOKAE, former president of the Azanian Students Movement, gives his opinion.



Mental Slavery

OPINION

nous people of colour, the "Red Indians"

My eyes have been freed of scales implanted by Hollywood movie moguls. I realise that "Red Indians" were in the same boat as my forebears who were ruthlessly dispossessed of Azania

Hence, rather than cheering "Starblack" and "Trinity," I should have jeered them!

Besides "Westerns," one was also passionately fond of what we called "Agents" — movies like those of James Bond 007

Formula

We used to be thrilled by a gun-toting antics of Sean Connery and other white heroes, oblivious of the subservient, lousy roles of our black brothers and sisters in such movies

It did not strike us as peculiar that blacks should always play pimps, prostitutes, drug-peddlers and thugs as whites played suave Romeos, ace cops and scheming PIs (Private

Investigators)

An appraisal of present-day movies reveals that the tried and tested movie formula geared towards authenticating the "white" lie that "black is vice, white is virtue" is still very much in use

As an objective, personal mental exercise, consider these days' favourite TV movies like *Dallas*, *Knight Rider* and *The A Team*

In all honesty, would *Dallas* have been so popular with an all-black cast?

Would *Knight Rider* have been a favourite of black and white TV viewers if its leading actor had been black?

Very classically, would Mr T have been your personal favourite if he was a brilliant team leader — like the show's lead actor, Hannibal and not the brawny but non-brainy zombie who, despite his muscles, is very paranoid about flying?

Vice

Even the all-time favourite, *The Cosby Show*, is not free of this formula

The show authenticates the lie — in its own way — in two fashions

Firstly, it follows the old racist recipe that, if a black actor wants to attract both a white and black audience, he should be virtually apolitical — despite the poster in his son's bedroom, denouncing apartheid He should be an apolitical clown

This point can be understood better if one notes that the dictionary definition of a clown is "one who amuses people by acting in a foolish

Secondly, the setting of the show is too good to be true

How many black American families have a father who is an obstetrician and a mother who is a lawyer?

Despite his recent attempts to join the anti-apartheid struggle, Bill Cosby with his show, is as guilty as other "Uncle Tom" American black entertainers of "the lie of omission" — not big lies about politics, but little lies that suggest that all that is happening on this globe is kissing and dancing . . ." (Nelson George, writing liner notes for Gil Scott-Heron's LP, *The Best of Gil Scott-Heron*)

Cowboy

Coming closer home, one observes with disgust the latest in the enslavement of our minds by white produced, written, edited and favourably reviewed movies, *Cry Freedom*

The movie is a white vice pertaining to black virtue — Donald Woods pertaining to Bantu Steve Biko!

Woods is the latter-day John Wayne, a trigger-happy (figuratively, that is) cowboy out to shoot his way to stardom and then ride into the sunset on his white horse, leaving black pride sprawled on the ground

He is a dyed in the wool liberal who thinks he can upstage Steve Biko as a martyr of the black liberation struggle

Those who know will tell you that Biko numbered among his friends some of his colleagues in SASO-BPC (South African Students' Organisation and Black Peoples Convention) like Aubrey Mokoape, Muntu Myeza, Saths Cooper and Strini Moodley plus the last black man to see him alive, Peter Cyril Jones. Yet it is now claimed

Biko had an intimate bosom pal, it was none other than Donald Woods

The relationship that has been termed a "relationship of mutual abuse" by one of Biko's comrades is suddenly deeper than the Caledon River

It is now history that Donald Woods went on to write two books about his "friendship" with Biko, books on which *Cry Freedom* is based

Boast

Peter Jones states that whatever little friendship existed between Biko and Woods, it was of a mutually abusive nature, Biko gained access to Woods' newspaper, *Daily Despatch*, whereas Woods gained something to boast about to his fellow-liberals, an access to the exclusive BC movement

But what is the truth? To find the truth, study the philosophy that Biko helped found, Black Consciousness, particularly Biko's definitive essay on liberals, *Black Souls in White Skins*

Biko provides the strongest indictment to a movie that seeks to distort his image "What of the claim that the blacks are becoming racists? This is a favourite pastime of frustrated liberals who feel their trusteeship ground being washed off from under their feet

"These self-appointed trustees of black interests boast of years of experience in their fight

To Page 5



Lest we forget
THE Sowetan today remembers journalists around the country

Cosatu lashes out at 'threat of wage freeze'

The Congress of South African Trade Unions (Cosatu) yesterday rejected the State President, Mr P W Botha's threat to impose a wage freeze.

Cosatu was alarmed that he intended to enforce a wage freeze in the private sector, said a statement from Cosatu information officer Mr Frank Meintjies

Government attempts to bully employers demonstrated that Mr Botha was prepared to bulldoze those who stood in the way of his solutions

"Employers will have to decide whether they will be browbeaten or use their clout to oppose the wage freeze. For it is they who will have to deal with consequences on the shop floor," the statement said.

Cosatu rejected the view that wage increases were inflationary

"The basis of our arguments in most negotiations is not that management should give money which they do not have. Rather unions take pains to analyse company statistics in order to prove that the demands we make can be easily met," the statement said — Sapa

140A

20/4/88

Alloy

Union strike ballots at 3 oil companies

DURBAN — The Chemical Workers' Industrial Union (CWIU) has started conducting strike ballots among its 1 250 members concerning wage disputes at three major oil companies.

CWIU information officer Pat Horn said ballots started at Mobil, Shell and South African Petroleum Refineries (Sapref) on Monday and results were expected on Friday.

The CWIU is meeting a conciliation board next week about its Sapref dispute, and a board has been appointed in one of the union's two disputes with Mobil.

The disputes arose over the CWIU wanting average increases of about 16%, or R180 a month, and management at the three companies offering about 14%. — Sapa

Old wounds re-open in Samcor dispute

BY EDDIE KOCH

THE reasons why more than 3 000 workers shut down the SA Motor Corporation (Samcor) assembly plant last week in protest at their union's involvement in the company's share ownership scheme are not easy to unravel.

The National Union of Metalworkers of South Africa (Numsa) agreed in November last year to set up a trust in which workers would hold 24 per cent of the company's shares on condition that the dividends be used for community projects.

At the time the agreement was seen by Numsa as a victory for the union. Numsa had opposed Ford's original plan to give shares to workers on an

individual basis.

The union saw the Samcor share ownership scheme as going some way to meeting Congress of South African Trade Unions policy that investment should take place in such a way "that the social wealth of the country remains the property of the people of South Africa for the benefit of all".

So why did the work force object so vehemently to a seemingly sound agreement? Reasons put forward by workers so far don't help to clarify the issue.

Press reports have quoted striking workers as saying they did not want to be "muni-capitalists" participating with management in the running of the company.

Other reports cited worker dissatisfaction at a rumour that the fund would be used to buy the Mamelodi Sundowns football club.

Samcor officials have refused to comment on the issue.

Asked to explain the confusion, a senior Numsa representative told the *Weekly Mail* the activities of a group of workers from a rival union at the Samcor engine plant in Port Elizabeth

was the main cause of the dispute. Fred Sauls, national secretary for Numsa's motor section, said the group had been campaigning against the agreement for more than four months.

The dissident group, he said, was made up of former members of the Motor Assembly and Component Workers' Union of South Africa (Macwusa) who were reluctant to accept the merger between Macwusa and other metal and motor unions last year that led to the formation of Numsa.

Three weeks after the agreement was signed, he said, the rival group announced its opposition to the fund and in February this year "instructed their attorneys to stop all further dealings on the grounds that the union had no mandate for the agreement".

Sauls insisted Numsa's decision that the trust use dividends for community projects was taken at general meetings of workers who had given the union the go-ahead to sign the agreement.

The Macwusa faction then launched an "Anti Trust Campaign" in which petition forms were circulated at both plants telling workers their share of the company's assets amounted to

R187-million and that if this amount were divided among the 4 000 workers it would give each worker at least R40 000, said Sauls.

"Workers did not realise that for this to happen the company would have to sell its entire plant and stock. In their minds it was a chance to get R40 000 and the idea spread like wildfire.

There has been a long history of rivalry in the Eastern Cape between Macwusa and the National Automobile and Allied Workers Union (Naawu), the biggest motor workers' union to join Numsa.

Asked if the Samcor strike had undermined the ability of Cosatu unions to implement this policy, he said Numsa's model was still the best option for unions faced with a disinvesting company.

"We don't believe it (the strike) poses a problem of direction for us. But we must be careful to have much more intense discussions and seminars on a grassroots level instead of a few mass meetings that last for one hour each. Workers must be made fully aware of what they are entering into and we have been sadly lacking in doing that."



ANGLO-AMERICAN PROPERTY SERVICES

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W/Mail
29/4-4/5/88

140A

29/7/88
The South African
General Workers' Union
has appealed to the State
President, Mr P W Botha,
to reprieve the "Sharpe-
ville Six".

(407)
The union's organiser,
Mr Russel Gumede, said
they supported calls by
local and international
organisations that the five
men and a woman should
not be hanged.

Mr Gumede also said
the union has appealed to
the State President to
reprieve all political
prisoners on Death Row;
to release jailed leaders
and to lift the state of
emergency.

(149A)
A REPRESENTATIVE
from the National Union
of Metalworkers of South
Africa asked for comment
on wages paid by BTR
Dunlop's Port Elizabeth
factory — where the
minimum wage was R476
a month, compared with
the EEC requirement of
R682,60 — during the
annual shareholders'
meeting of BTR Dunlop in
Durban on Monday, a
statement from the union
said. *Continued in 146*

Rallies to mark May Day

STEN 27141 88
Labour Reporter

The Labour Relations Amendment Act will be the focal point at Labour Day meetings set for Sunday by the National Council of Trade Unions (Nactu).

Nactu said the weekend meetings would also address the State clampdown on community organisations and the alternative press.

"Nactu will celebrate May 1 as Labour Day, and not P W Botha's Workers' Day (on May 6) Workers have won hard-fought battles for May 1 to be recognised as a paid holiday. Nactu's position is that May 6 will be a normal working day," said Nactu.

The Congress of South African Trade Unions (Cosatu), which also plans to hold nationwide rallies to celebrate Labour Day, says it has been refused permission to hold an outdoor meeting in the Secunda region.

May Day *Soweto* ~~Services~~ Services

29/4/88

140A

[Handwritten mark]

THOUSANDS of workers throughout the country are expected to turn up for rallies organised by two of South Africa's major trade union federations to commemorate May Day on Sunday, writes JOSHUA RABOROKO.

The rallies, organised by the Congress of South African Trade Unions and the National Council of Trade Unions, will focus on various aspects of labour, political and economic life in South Africa.

Cosatu's May Day rallies will be held at the following places:

- Johannesburg: The Witwatersrand Technikon Building in Wanderers St. at 9am,
- Cape Town: University of Western Cape's Main Hall at 12 noon,
- Port Elizabeth: Centenary Hall, New Brighton, 12 noon,
- Durban: Umlazi Cinema, 12 noon, and

• Maritzburg: Wadley Stadium (if magisterial permission is granted).

Nactu rallies will be in

• Soweto: Regina Mundi, 12 30pm. Speaker Mr Pandelani Nefolovhodwe,

• Durban: YMCA, 9.30am: Speaker Mr Motshomi Mokhuni,

• Maritzburg: Lotus Hall, 9 30am — speaker Ms Agnes Molefe,

• Vaal Triangle: Methodist Church, Sharpeville, 1pm, speaker Mr John Siza,

• Pretoria: St Peter's Seminar, Hammanskraal, 11am, speaker Mr Raymond Khoza;

• Cape Town: St Francis Hall, Langa, 10 am, speaker Mr Phanbili Ntloko,

• Pietersburg: Nkowa Cinema, 10am, speaker Mr Sithembele Khala, and

• Stellenbosch: AME Church, 1pm, speaker William Makhunga

The Johannesburg branch of the Commercial, Catering and Allied Workers Union of SA will hold a rally at Lekton House on Sunday at 9am.

LAST WORDS OF A SATS WORKER

THE South African Transport Services employees on strike, among them some of the 18 on trial, told an official who criticised their action: "An injury to one is an injury to all", a Rand Supreme Court judge heard yesterday.

Mr O J Strydom told the court that on March 23, last year, he found a group of employees in the tearoom on Sats premises at Union Square, (Park Station)

When he asked them why they were not at work, they told him to phone City Deep. When he asked what that meant, they told him "an injury to one is an injury to all"

Mr Strydom said this when cross-examined by one of the defence team, Mr Eric Dane.

By **MANDLA
NDLAZI**

Mr Strydom said he did not phone City Deep because it was not under his jurisdiction.

Examined by Mr C B Ferreira, for State, Mr Strydom said later, four employees said they wished to work. That was on April 28, and the next day, one of them never returned.

The witness said he knew Mr Joseph Mulaudzi. He was the man who did not return to

work on April 29. He said Mr Mulaudzi wore spectacles and did the same job as Mr Johnson Mogosi, who is one of the accused.

Mr Strydom said the spectacles exhibited in court were similar to those that Mr Mulaudzi wore.

Earlier, a police video recording of the alleged murder scene was shown in court. It showed four partly burnt bodies, one of them still burning. Detective Sergeant D Coetzee had told the court that some of the bodies — three black men and one coloured man, had ropes around their necks and limbs and also had stab wounds.

Murder

Appearing before Mr Justice T T Spoelstra and two assessors, are Mr Johannes Joja Ngcobo (24), Transvaal's secretary of the South African Railways and Harbours Workers' Union and 17 members of the union.

They have pleaded not guilty to charges of murder, abduction, attempted murder, assaults, robbery and intimidation. The State alleges they committed the offence during a strike on the Witwatersrand on March 13 and April 28, last year.

OK declares dispute

Somelem 24/4/88

1400A

By JOSHUA RABOROKO

THE OK Bazaars has declared a dispute with the Commercial Catering and Allied Workers' Union following several weeks of negotiations on wages and working conditions for 1988.

The company's spokesman, Mr Keith Hartshorne, yesterday said the company regretted the move, but was left with no option after the union refused to move significantly from its demands.

He said the demands would cost the company R110 million in the next 12 months or six times the company's entire profit for the previous financial year.

Union's demands

"The company therefore believes that there is little point in continuing with the current negotiations and it is now appropriate to commence using dispute-resolving (mechanisms) in an effort to reach settlement," Mr Hartshorne said in a statement.

The union's current demands include

- an across-the-board increase of R218 a month,
- 20 percent discount, and
- doubling commission for furniture salesmen.

The company's current offer includes an across-the-board increase of R110 a month in two branches or R77 a month backdated to April, a new agreement on June 16 and 15 percent increase in minimum wages.

A union spokesman yesterday said they did not want to comment on the dispute at this stage.

ON Sunday, May 1, many trade unions will commemorate May Day, which has been very significant in the lives of workers throughout the world for 132 years

In South Africa the day was recognised officially for the first time in 1987, when the State President, Mr P W Botha, announced that the first Friday of May would be a public holiday

This was a result of pressure from two labour federations, Cusa/Azactu, now called, the National Council of Trade Unions, and the Congress of South African Trade Unions

After making numerous unsuccessful calls to the Government to declare May Day a public holiday, the two federations decided in 1986 that they would observe the day as a holiday in defiance of the Government

In a show of worker solidarity the wheels of commerce and industry were ground to a halt when about 1,5 million workers stayed away from work, costing industry millions of rands in lost production

Mr Botha's decision to bow to workers demands last year was not greeted with joy by the workers His gesture fell short of satisfying the labour movement and May Day seems likely to remain controversial for some time in the future

The workers expressed two objections to Mr Botha's decision That the holiday be on the first Friday of May and that it be called Workers' Day They wanted the day to be called May Day and that it be observed on May 1

Consistent

The Government's reason for choosing the first Friday of May was that the holiday would not interrupt working days The Government argues that if the holiday was on May 1, it would not be consistent and would fall on different days of the week each year

Another advantage, argued some employers, was that workers would be guaranteed a long weekend every year



MAY DAY rally at Khotso House, Johannesburg, in 1985

FOCUS



instead of having awkward midweek holidays

But for many workers May Day is as much a political issue as it is a labour one

They believe that observing the day on any day other than May 1 and calling it by a different name would undermine its international significance as a symbol of the workers' struggle for their rights

The Government probably had this reason in mind when it moved away from May 1 In America the day is observed on the first Monday of September and is called Labour Day

The current controversy surrounding May

Day is a repetition of one in 1926 Also in response to mounting pressure from white workers, who had been holding rallies to commemorate the day since 1904, the Government tabled a Bill in Parliament proposing that the first Monday of May be declared a public holiday Workers protested against this proposal and the Bill was dropped

Although the history of May Day started in Australia when the workers staged a national strike in support of their demands for an eight hour day on April 21, 1856, American workers can be credited with popularising the day internationally

Revolutions

For many decades May 1 was recognised worldwide as a day of spring festivals when the renewal of fertility was celebrated For the Americans, Labour Day was to celebrate the necessity of hard work to achieve success in life

During the industrial revolutions that swept the western world late in the 19th century workers started organising themselves to improve their working lot

In 1844 American workers chose May 1 as the day on which workers would campaign for an eight hour working day

But it was not until 1886 that they organised strikes and street demonstrations to mark the start of a nationwide campaign for an eight-hour day

During the demonstrations a bomb exploded at

MAY DAY 132 YEARS OLD

Sweetan 29/4/88

(132) (140A)

Chicago's Hypermarket Square, killing eleven people and wounding hundreds of others

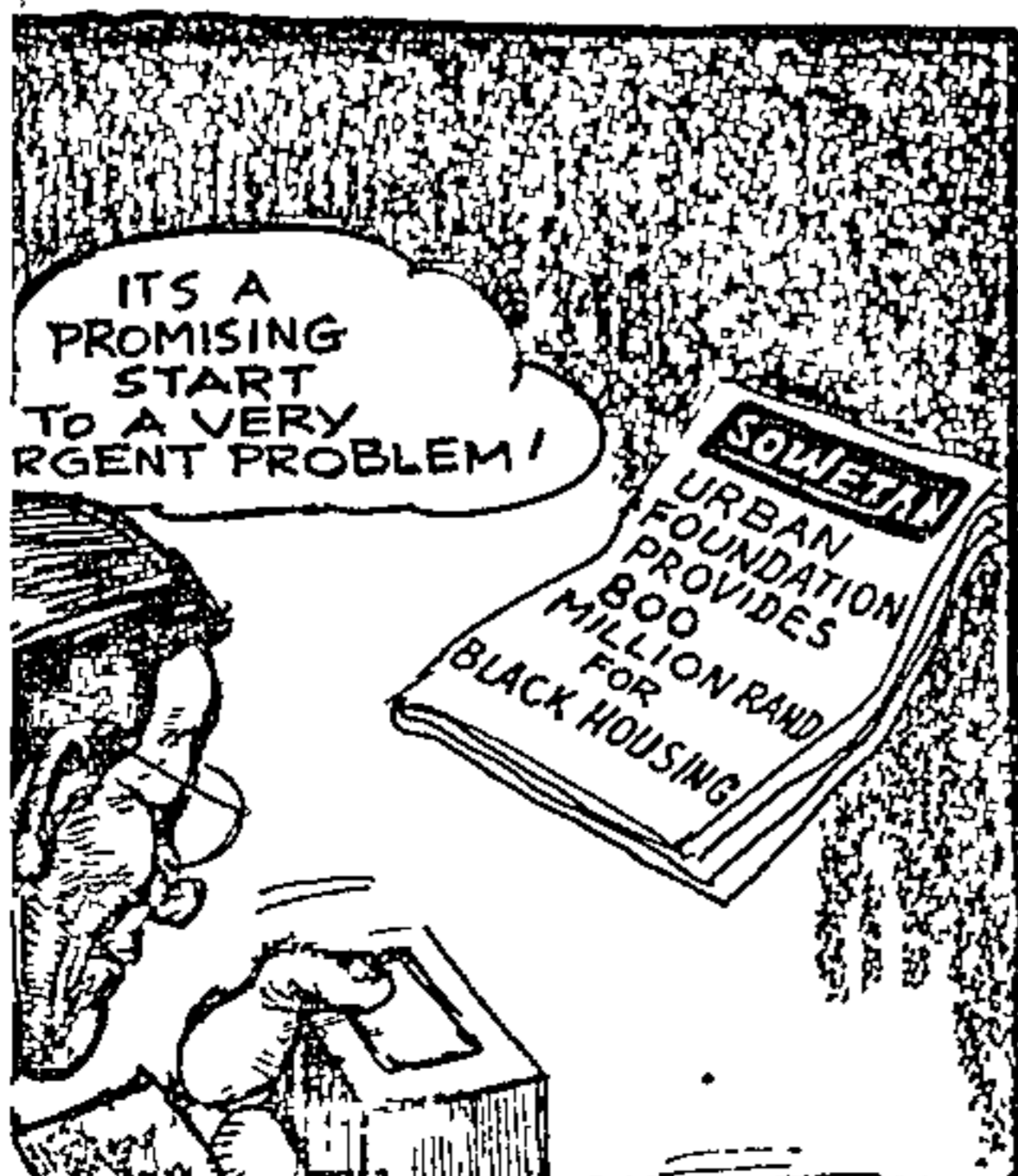
The incident received widespread publicity and won American workers the sympathy of their colleagues in other parts of the world Militant demonstrations were held in most capitals of the industrialised countries all over the world

Solidarity

The Chicago incident also instilled awareness among workers who worked for up to 18 hours a day under unbearable conditions

In 1889 May Day was given international recognition when a meeting of socialist movements who called themselves the Second International, met in Paris, France, and declared May 1 an international day of

workers solidarity In 1890 the day was celebrated internationally for the first time by most countries of the world Rallies were held in Australia Great Britain, Spain Italy Germany, Hungary Denmark, Belgium, Sweden and Norway



THE Sowetan today remembers journalists around the country who are in detention
 • Zwelakhe Sisulu, Editor of the New Nation, who has been in detention under the emergency regulations for 499 days,
 • Brian Sokutu, Eastern Cape freelance journalist has b

Dismissed supervisor in court for 'intimidation'

A SUPERVISOR, who had been dismissed by Berg River Textiles in Paarl, appeared briefly in the Paarl Magistrate Court this week on a charge of intimidation.

Mr Solomon Kika, 40, on R100 bail, had been working at the factory for 16 years.

He was dismissed earlier this month after a disciplinary hearing between management and officials of the Amalgamated Clothing and Textile Workers Union (Actwusa).

Kika is Western Cape regional chairperson of the union.

Solomon was charged with intimidating a colleague, Mr Jeremy Maralack, during a strike at the factory in February this year.

Maralack claimed Solomon forced him to join Actwusa or have his wife and children kidnapped and his house damaged.

His wife, Sarah Kika, was also dismissed after she allegedly assaulted Maralack

The case was postponed

28/4-4/5/78 Sarah Kika

Smear campaign denied

THE National Council of Trade Unions has denied any involvement in the distribution of leaflets and posters against the Congress of South African Trade Unions (Cosatu) in the Vereeniging area.

A letter was also allegedly written by the general secretary of Nactu, Mr Piroshaw Camay, attacking Cosatu's Mr Elijah Barayi.

Nactu said these "fraudulent and malicious" actions could only emerge from the one source that would not like to see unity among workers.

"Nactu remains committed to the struggle of the working people of our country and the unity of the trade union movement."

28/4-4/1988

Arson attempt at union offices

From FRANZ KRUGER EAST LONDON - An unsuccessful attempt was made to burn down the offices of the South African Railway and Harbour Workers Union (SARHU) here last week.

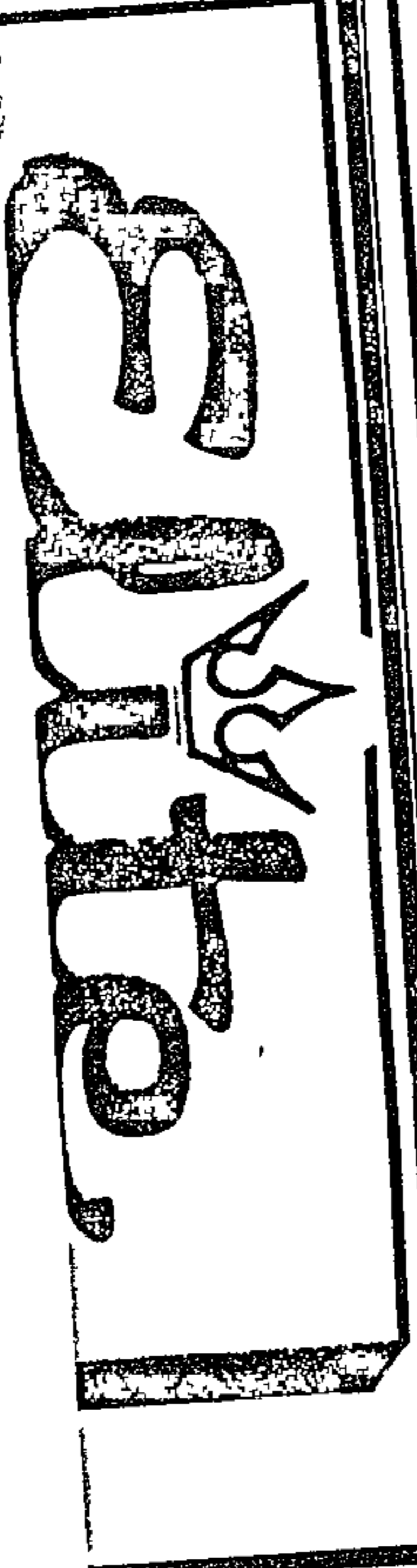
Union officials found on Thursday that office windows had been broken, and an attempt had been made to set fire

to the offices.

A plastic wastepaper basket, files and desk drawers were piled up on the floor and set alight, but little damage was done.

The union's regional organiser, Derrick Smoko, said a book with a list of members' names, a telephone and several copies of the Government Gazette were stolen. - *Elnews*

28/4-4/1988



Shop at ...

Thursday April 28 1988

18 on trial as court sees videos of burnt bodies

140A



Star 28/4/88

By Bruce Anderson

A police video recording of an alleged murder scene which showed four partly burnt bodies — one of which was still burning — was shown to a Rand Supreme Court yesterday during the trial of 18 members of the South African Railways and Harbours Workers Union.

The 18 men had earlier pleaded not guilty before Mr Justice T T Spoelstra and two assessors to four charges of murder, one charge of attempted murder, five charges of abduction, four charges of assault, two charges of robbery and a charge of intimidation. The 18 are being held in custody.

The two tapes showed the burnt bodies of the four murder victims arranged in the shape of a "U".

According to testimony by Sergeant Dirk Coetzee of the Jeppe police, the bodies were found in a patch of veld off the Heidelberg Road near Prolecon, after police had received a report on the night of April 29.

Sergeant Coetzee said "one body was still burning" when he arrived at the scene. Burnt pieces of rope were found around the wrists and ankles of some of the victims, which seemed to indicate that the men had been tied up. One of the bodies had a rope around its

neck.

A large boulder — produced in court as an exhibit — was found resting on one of the bodies, said Sergeant Coetzee.

The blade of a butcher's knife and an empty plastic petrol container were also found near the bodies of the four men.

Under cross-examination by Mr Martin Luitingh, who appeared for a number of the accused, Sergeant Coetzee conceded that certain aspects of his evidence were not based on facts but on his own speculative opinion.

STOPPED WORK

Another State witness, Mr Ockert Strydom, a deputy director of the South African Transport Services (Sats), told the court that one of the men on trial, Mr Johnson Mogesi (36) had stopped working on March 23 last year.

When Mr Strydom asked Mr Mogesi and a number of his colleagues why they were not working he was told "Phone City Deep and they will tell you what is going on".

Mr Strydom said he was aware that workers had gone on strike at the Sats City Deep depot on March 13 last year and that the strike had spread to the rest of the Reef shortly thereafter.

The hearing continues.

D10 28(4)88

OK Bazaars declare dispute with union

Daily Dispatch
Correspondent

JOHANNESBURG — OK Bazaars declared a dispute with the Commercial Catering and Allied Workers' Union (Cca-wusa) after annual wage negotiations became deadlocked yesterday, the OK personnel director, Mr Keith Hartshorne, said here.

He said the company regretted this development, but it was left with no option after the union's refusal to move significantly from a set of demands that would cost the company six times the value of its entire profit for the pre-

vious financial year.

He said the union's demands included an across-the-board increase of R218 per month, a doubling of commission on furniture sales, and 20 per cent staff discount.

The OK proposed a single monthly increase of R110, or two increases of R77 at six-monthly intervals, and a 15 per cent increase on minimum wages.

Mr Hartshorne said Cca-wusa refused to accept the declaration of a dispute; the parties would meet again on May 10.

140A

Police officer tells of finding bodies in a ditch smelling of petrol

HOW UNION 4 DIED

A POLICE officer told a Rand Supreme Court judge yesterday that he found four burnt bodies, some with ropes around their necks and limbs in a ditch that smelt of petrol opposite Kazerne, Johannesburg.

This was evidence at the trial of 18 members of the South African Railways and Harbours Workers Union

(SARHWU) They pleaded not guilty to charges of murder, attempted murder, abduction, robbery and intimidation at the beginning of their trial yesterday.

Detective Sergeant D Coetzee stationed at Jeppe said this in evidence at the trial of Mr Johannes Joja Ngcobo (24) Transvaal secretary of SARHWU and 17 members of the union.

He said the place was dark and he had parked his car and walked to where he found the bodies. It seemed the alleged killers knew the place very well, he said.

The State alleges that the 17 men who were employed by the South African Transport Service (Sats) allegedly committed the crimes during a strike on the Witwatersrand on March 13 and 28 last year.

Sgt Coetzee told the court that he went to City Deep at midnight on

BY MANDLA
NDLAZI

April 28 last year as a result of information he had received. He then went to a ditch where he found bodies.

Police took pictures of the bodies at the scene. He said he saw bodies of three black men and one coloured man. He took notes of everything he saw and took away weapons found at the scene.

Sgt Coetzee said he found one burnt body with the jacket pulled over its head. The other body had stab wounds and a rope around its neck and another with the hands tied behind its back.

He said he collected documents and other items that seemingly

belonged to the victims. He said the area smelt of petrol and the head of one victim was placed on a big stone that was among the exhibits in court.

Earlier, one of the defence counsel, Mr Martin Luitingh successfully applied to the court that the numbers identifying the accused should be removed from the dock. He had submitted that the numbers would prejudice the accused and make it easy for witnesses to identify them.

Mr Luitingh also successfully applied to the court that the notes made by the police during investigations and signed by the accused should be made available to the defence team (Proceeding)

Union warns Samcor workers

REBEL Samcor motor plant workers who want to elect a new workers' committee today were warned by their union, Numsa, yesterday the election would be considered null and void.

The rebels dismissed their shop stewards during a wild-cat strike last week in protest against Samcor's 24% share participation scheme

A Numsa official in Pretoria said yesterday the union was disassociating itself from the elections, saying they would violate Numsa's constitution.

Numsa issued its warning when the workers formally announced they in-

tended going ahead with the elections.

The rebels alleged the union has sold them out by involving them in a share scheme without a mandate from them.

The union said yesterday it was adopting a wait-and-see attitude.

"No disciplinary action will be taken against the workers even if they go ahead with the elections and continue to rebel against the union until such time that we are sure they understand the share deal perfectly well."

BB/day (TEOA) SIPHO NGCOBO

Rex strike vote

ABOUT 3 000 Rex Trueform workers at three plants in Salt River, Atlantis and Wynberg voted overwhelmingly in favour of a legal strike this week.

A definite date for the strike has not yet been decided on. Last Friday more than 2 000 workers at Rex Trueform in Salt River downed tools in protest at management's refusal to enter into plant-level negotiations with the Garment and Allied Workers Union (Gawu).

The previous day 350 workers had downed tools. Gawu declared a dispute with management last month.

Rex Trueform brought an urgent application to the Industrial Court against Gawu, stating shop stewards had no right to declare a dispute and that the Clothing Industrial Council should not hear the dispute.

Application dismissed

The application was dismissed.

Worker demands include that management negotiate in good faith with elected worker representatives, a R15 across the board wage increase, an increase in travelling allowances, and a service award of R1 a week for every year of service.

"Gawu supports the demands of the workers who had been for too long the Cinderella of the manufacturing industry in South Africa.

"The time has come to put things right. We call on Rex Trueform management who have made before tax profits of over R10 million to enter into negotiations with worker representatives," a Gawu statement said.

Several efforts to get comment from Rex Trueform personnel manager James O'Brien were unsuccessful.

OK in dispute with Ccawusa

OK BAZAARS declared a dispute with the Commercial, Catering and Allied Workers' Union (Ccawusa) after annual wage negotiations became deadlocked yesterday, OK personnel director Keith Hartshorne said.

He said the company had been left with no option after the union's refusal to move significantly from demands that would cost the company six times its entire profit for the previous financial year.

140A
Bronwyn Adams 28/1/88

He said the union's demands included an across-the-board increase of R218 per month, doubling of commission on furniture sales, and a 20% staff discount.

The OK had proposed a single monthly increase of R110, or two increases of R77 at six-monthly intervals, and a 15% increase in minimum wages.

Ccawusa officials were unavailable for comment.

Plea to women on labour issues

7214-4/5/88

140A

JOHANNESBURG — Almost 300 women delegates from Congress of South African Trade Union (COSATU) affiliates resolved at the weekend to form local level structures to look at women's issues

The three-day conference recommended that the unemployment insurance fund should be extended to domestics as well as to farm workers.

UIF benefits should be also be restricted.

Resolutions were taken on sexual harassment, maternity and paternity leave, jobs security, relationship with women's community organisations,

living wage campaign, unemployment and education

On violence and women, the conference resolved that Cosatu should conduct education programmes on rape and its effects on women and their families.

Cosatu should also campaign for rape to be taken seriously and for life sentence on anyone found guilty of the crime

Cosatu should strongly condemn the practice of men beating their women and there should be a program of education for men and women on this issue.

nesday, April 27 1988

Application in Sarhwu murder trial

1409
B/day
27/4/88

State ordered to give details

THE Rand Supreme Court yesterday ordered the State to give defence counsel further particulars on three aspects of the allegations against 18 SA Railways and Harbours Union (Sarhwu) members charged with the murder of four co-workers during the Sats strike last year.

At the start of the trial on Monday, counsel for the 18 applied for an order compelling the State to give further particulars on 38 points of the allegations.

Mr Justice Spoelstra refused the application on 35 points, finding that the State was not obliged to furnish the information.

The points on which he ordered the State to furnish further particulars were on the allegations against one of the accused, Mafemane William Rikhotso, and the identities of people alleged to have been intimidated.

All but one of the accused were employed by Sats at the time of the strike early last year.

The other accused, Johannes Joja Ngcobo, was Sarhwu Transvaal regional secretary.

All 18 have been charged with the

SUE RUSSELL

murder of four non-strikers and the attempted murder of a fifth.

They have also been charged with four counts of murder, one count of attempted murder, four counts of assault with intent to do grievous bodily harm and two of robbery with aggravating circumstances and intimidation.

The State alleges that during the period from March 13 to April 28, the 18 men conspired and formed a common purpose to identify non-strikers, mobilise strikers and persuade, encourage, instigate and/or intimidate non-strikers to join the strike or withhold their labour.

It is alleged that on April 28, the 18 kidnapped Vhulani Joseph Mulaudzi, Kati John Sebopelo, Mulalelo Petrus Moremane, Albert Phuluw and Jerry Goodman and took them to Cosatu House.

After allegedly being assaulted and robbed there, the five were driven to a place where all except Phuluwa were allegedly stabbed and had a 31kg rock dropped on them before being doused with petrol and set alight.

Phuluwa managed to escape.

The trial continues today.

Samcor workers in row with union

140A

WORKERS at the Samcor motor plant in Pretoria, angry at their union's role in the company's share participation scheme, said yesterday they had fired their Numsa shop stewards and would elect a new workers' committee tomorrow.

The shop stewards were "dismissed" during an eight-day strike which ended last Friday. The strike was not sanctioned by Numsa.

A spokesman for the Numsa shop stewards' committee rejected by the workers said it was still negotiating with management on share participation issue. He declined to comment on Numsa's dismissal, saying tension at the plant remained high following the strike.

Workers yesterday accused Numsa leaders of "selling them out" by signing an agreement, in terms of which 24% of Samcor equity is to be held by an employee trust. The deal was agreed to by Anglo American, Samcor and Ford when Ford disinvested from SA under political pressure last year.

27/4/88 SIPHO NGCOBO B/day

"We do not want to be mini-capitalists. It is just not in keeping with our worker-policy. We are plain workers, and not businessmen. The union did not get a mandate from us. They just entered into an agreement without consulting us," said an electrician, who introduced himself as Thandekile.

Workers said a meeting would take place tomorrow to elect the new shop stewards' committee.

The "dismissed" shop stewards' committee said, however, the meeting was being held to report back on management's response.

The workers denied they ever agreed that their holdings should be paid into a trust for community development.

"That does mean that we are not committed to contributing to the upliftment of our people. We were just not consulted. And as far as we are concerned it is

● To Page 2 →

Samcor workers in disagreement with union

the duty of the government to engage in community development and not us," said one worker.

One of the workers said he was sure that he was worth about R60 000.

"Should our shares be paid to us, I am sure I will be about R60 000 richer. I demand that the money be paid to me," said the man.

Some of the workers claimed their money was being used to upgrade a township near Pretoria.

According to an organiser at Numsa's Pretoria office, discontent among the workers originated from the Port Elizabeth plant.

"All was well until sometime in February when a petition, the brainchild of Port Elizabeth workers, was signed by Pretoria workers demanding the money. This surprised us as the workers had initially agreed that the money would be paid into the trust. It is also surprising

← ● From Page 1

for them to claim that they were not consulted," a Numsa organiser in Pretoria said.

ALAN FINE reports William Broderick, Ford's Detroit-based chief negotiator of the disinvestment deal and presently in SA, said in Johannesburg last night the employee trust is in the process of being finalised, and the 24% of Samcor equity will be transferred to it "soon".

He said the internal union dispute was not holding up this process. But he declined to elaborate on the question of who would comprise the board of trustees should employees be unwilling to elect representatives in terms of the agreement.

Numsa motor section chief Fred Sauls said union leadership would meet this week to discuss the problem.

140A
B/day
27/4/88

Changes to Act condemned

140A
1/12/31

THE Amalgamated Chemist Association (ACA), a pharmaceutical wholesaler in Montagu Gardens, has condemned the proposed amendments to the Labour Relations Act.

ACA sent a letter addressed to Mr Pièrre du Plessis, Minister of Manpower, to the Chemical Workers Industrial Union (CWIU), asking the union for its comment.

Wide support for chemical workers

THE majority of workers at Butt-Trim Manufacturing Company have expressed support for the Chemical Workers Industrial Union (CWIU) in a poll held at the plant.

More than 100 workers are employed by Butt-Trim. A union spokesperson said they had been organising the workers since 1986. But management refused to start negotiations with the union saying the majority of workers were not in favour of the union.

"As the company refused to negotiate for recognition, we challenged them to hold a secret ballot," the spokesperson said.

Butt-Trim's personnel manager, Mr Steven Carolus, denied the company refused to recognise the union.

"A secret ballot was held on the company's premises and it is clear most workers are in favour of the union. The company has no reason not to recognise the union."

70 at women's congress

MORE than 70 Western Cape women attended a women's workshop held by the Congress of South African Trade Unions (Cosatu) at Community House in Salt River last week.

The workshop was held to discuss problems encountered by women at work and elsewhere.

The issues discussed will be raised at the National Women's Conference from April 22-24 in Johannesburg.

A decision was made that a permanent women's committee be formed within Cosatu, and a planning committee was formed to start working towards it.

Deadlock looms in wage talks

A NATIONAL wage settlement has been reached between Pick 'n Pay and the Commercial, Catering and Allied Workers Union of South Africa (Ccawusa), increasing monthly wages by R140 across the board and raising the minimum wage to R632.

The union is still locked in negotiations with two other major supermarket chains, Checkers and OK Bazaars.

Negotiations with OK Bazaars appear to be heading towards a dispute following the company's offer of a R50 increase and a minimum wage of R400.

The offer has been described as an "insult" by union members, who said they would almost certainly

14-20/4/88
declare a dispute.

The union is demanding an across the board increase of R330 and a minimum wage of R700.

Negotiations with Checkers have been clouded by the company's plan to retrench about 1 600 workers.

Mr Humphry Oliphant, human resources manager at the Checkers head office in Johannesburg, confirmed the planned retrenchment.

"The union has notified us that they will be making their wage demands. If they want to talk about the retrenchments as well, they have the right to do so," he said.

— Concorde

~~632~~ ~~140~~ 140A South

Hotel ^{sowetan} workers 'strike' ¹⁴⁰⁹

HOTEL and Restaurant Workers Union members yesterday took part in a country-wide strike.

According to sources, the work stoppages affected the Karos Hotels and were staged in protest against management's refusal to meet workers' demands.

The demands, sources said, included improved working conditions.

The Manhattan Hotel's management in Pretoria denied that there had been a stoppage yesterday.

However, managers at the Johannesburg Hotel and the Safari Hotel in Rustenburg referred the *Sowetan* to Mr M Winter whom they said had been appointed to comment on the matter.

Attempts to reach Mr Winter for comment were unsuccessful.

Labour Update

NUM, Anglo settle

Sowetan

14/1/88

140A

A SUPREME Court battle between the National Union of Mineworkers and Anglo American over the interpretation of an agreement — which provided for reinstatement and compensation for workers fired during last year's mine strike — has been averted by Anglo's agreement that differences in interpretation be referred to a neutral umpire.

Last month's agreement provided for the compensation of about 18 000 workers on Anglo gold and coal mines and the effective reinstatement of about half of

them
The union had launched court action after a dispute arose over whether the term "pay" included the value of the workers' fringe benefits

It maintained that compensation for lost pay included fringe benefits, a view rejected by management.

Anglo spokesman Mr Michael Spicer said that

Anglo had sent a letter to the NUM informing it that it would implement the agreement "according to our definition of the settlement, particularly with reference to

NUM assistant general secretary Mr Marcel Golding said Anglo's decision "confirms our belief that this matter falls within the jurisdiction of the agreement

WAGE negotiations between employers and trade unions in the metal and engineering industries deadlocked again this week.

A spokesman for the employers said the talks, which took place on Tuesday, "showed progress with movement on both sides of the negotiating table."

Among those participating in the annual negotiations are the employers body, the Steel Engineering Industries Federation of SA, four unions belonging to the SA Council of the International Metalworkers' Federation (IMF) and seven affiliates of the Confederation of Metal and Building Unions (CMBU).

The Seifsa spokesman said the IMF and CMBU affiliates as well as the Mineworkers' Union and the SA Iron, Steel and Allied Industries Union

Wage

talks

stall

again

Source: 14/4/88

1409

presented revised wage demands at the talks.

The IMF unions demanded across-the-board increases of R1 an hour for all categories of employees and a minimum wage rate of R4 an hour. The IMF affiliates include the National Union of Metalworkers of SA and the Steel Engineering and Allied Workers' Union.

The two parties will resume further negotiations on May 10.

CAP
T.A.P
13/4/88

Strike on race unity demand

1404

A COMPANY's refusal to bargain nationally with a trade union because it had workers of different races performing different jobs at its 30 depots has led to an 11-day strike.

13/4

13/4

The dispute, between the Transport and General Workers' Union and U-Freight, arose after management refused to recognize the union's demand for a national bargaining unit, a union spokesman said yesterday.

The spokesman said 100 workers at the company's Johannesburg plant are set to join another 100 legally striking in Cape Town.

CMS
Trucks
13/4/88
1409
182

Worker rehired after strike

A "SNAP" strike last week by 50 African workers at a city coal depot led to the reinstatement of a dismissed coloured truck driver.

A spokesman for the Commercial, Catering and Allied Workers' Union of SA, which represents workers at the Cape Coal depot in Maitland, said yesterday that the workers downed tools for three hours last Friday in protest at the dismissal of a coloured truck driver following an accident.

The dismissed worker was reinstated after negotiations between management and union officials.

Hotel workers strike over wage dispute

Workers at Karos group hotels in the Transvaal, Cape and Natal staged a three-hour stoppage yesterday as the Hotel and Restaurant Workers' Union (Harwu) declared a wage dispute with Karos management.

The union said about 700 workers at eight hotels took part.

RETROSPECTIVE

Union spokesman Mr Alan Hurwitz said negotiations between the union and Karos had begun in January, but were being held up by a management rejection of a union demand that any wage agreement reached be implemented retrospective to March 1. Management wanted the agreement to be effective from September 1 1988. — Labour Reporter.

Union's new plea

Some fear 13/4/81

THE Chemical Workers' Industrial Union has applied for a conciliation board to resolve the wage dispute between the union and Mobil, Sapref, Shell Oil and Shell Chemicals.

A CWIU spokesman said the union would be holding a number of

meetings ^(140A) with its members next week, "to plan and discuss strategies".

The union has resolved to form a joint shop stewards council consisting of members from Mobil, Sapref, Shell Oil and Shell Chemicals.

This council would negotiate jointly with the petroleum sector

The union spokesman said the petroleum refineries in South Africa were "highly profitable" and could afford the wage increases demanded by the workers.



Deadlocked wage talks resume again

1400

~~1400~~
~~1400~~

Sowetan
12/4/88

**MR Daniel Dube . . .
Numsa president.**

ANOTHER round of wage negotiations in the metal industry is scheduled to resume today

The talks will focus on a deadlock reached by metal industry employers and unions at a previous industrial council meeting. Participating in the negotiations are the Steel Engineering Industries Federation of SA (Seifsa) and 15 trade unions

Four unions affiliated to the International Metalworkers Federation (IMF) demand — among other things — a minimum wage of R5 an hour. The IMF affiliates include the National Union of Metalworkers of SA (Numsa) and Steel Engineering

and Allied Workers Union

Also taking in the industrial council are seven unions affiliated to the Confederation of Metal and Building Unions, which have proposed increases ranging from 52 cents an hour for labourers to R1,31 an hour for artisans

Seifsa, which represents 9 000 firms employing about 320 000 workers, has offered wage increases ranging from 21 cents an hour for labourers to 52 cents an hour for artisans

Meanwhile, Numsa has tabled a number of wage proposals to the motor industry's industrial council, including a minimum rate of R4,50 across-the-board

Numsa also demands six months' paid maternity leave, 14 days' paternity leave and a 40-hour week

Unionists charged with murder, attempted murder, abduction, assault, robbery

SATS STRIKE

18 APPEAR

Sowetan 12/4/88

140A

Body flung out of plane

LARNACA — Hijackers of a Kuwaiti airliner at Larnaca airport threw a body from the plane yesterday after threatening to kill a member of the Kuwaiti ruling family, witnesses said

Photographers, watching the scene through telephoto lenses from about 400 metres away said the body was wearing shorts and a shirt. It appeared to be that of a man.

The hostage was the second killed by the hijackers since they commandeered the Kuwait Airways Boeing 747 over the Arabian Sea seven days ago.

They are still holding about 50 passengers and crew after releasing 57 non-Kuwaitis in the Iranian town of Mashhad, where the plane first landed before flying on to Cyprus on Friday.

One of the photographers said the head of the body lying on the tarmac under the plane was covered in blood.

THE Transvaal secretary of the South African Railways and Harbour Workers Union and 17 members of the union appeared briefly in the Rand Supreme Court yesterday on various charges — including abduction and murder — relating to last year's mammoth railway strike.

Mr Johannes Joja Ngcobo and

By MANDLA NDLAZI

the 17 members appeared before Mr Justice Spoelstra and the case was postponed at the request of the defence team, advocates Mr Eric Dane, Mr Martin Luitingh and Mr Gus Rautenbach.

The team said they needed more days to prepare for their case.

The State represented by Mr C B Ferreira did not object and the judge postponed the case to April 25.

The accused, all members of Sarhwa, face four counts of murder, five of abduction, four of assault with intent to do grievous bodily harm, two of robbery with aggravating circumstances and intimidation.

The State alleges that on April 28 last year they kidnapped Mr Katu John Sebopelo from his workplace in Braamfontein to Cosatu House where they held him before taking him to a place where he was killed.

Kidnapped

It is alleged they also kidnapped Mr Vhulani Joseph Mulaudzi from his workplace in Newclare to Cosatu House where he was also held in custody before he was taken to a place where he was killed.

They also allegedly kidnapped Mr Muliato Petrus Moremane from his workplace in Braamfontein to Cosatu House where he was also held in custody until he was taken to a place where he was killed.

They allegedly kidnapped Mr Jerry Rudolf Goodman while he was in transit from Miamlanakuzi, Soweto to Johannesburg. They allegedly took him to Cosatu House where he was also held in custody until he was taken to a place where he was killed.



PART of the crowd outside the Rand Supreme Court yesterday when 18 members of Sarhwa appeared on charges of murder. The crowd included friends and relatives of some of the accused who have been in detention since last year.

PW expected to clarify govt policy — P6

REPORTS, pictures and comment in this edition may be censored in terms of the Government's state of emergency.

One Team, One Goal...

Join the Team. Rose Sitsele did.

"It really pays to go to the professionals when you are a professional cook like me. When I am not spending my days testing recipes for Tribute or catering for private parties, I'm teaching other housewives how to cook. That's why for my own kitchen I choose Mr Cupboard. With their 2 year guarantee Mr Cupboard is unbeatable for service, quality and value."



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Royner-Francis Pope 4015

WORKERS in the petroleum sector of the Chemical Workers' Industrial Union have resolved to negotiate jointly with employers including Mobil and Sapref Refineries, Shell Oil SA, Shell Chemicals and Veetech Oils.

The Southern Natal Shop Stewards Council, which represents 1360 workers, said in a statement yesterday that all the companies collaborated with one another in a cartel-like strategy and it was "a waste of time to treat them as separate disputes" 140A

"They (the companies) all refuse to grant our demands, not because they cannot afford them, but because of 'market

CWIU takes a new line

Sowetan 12/4/88
related considerations.

"However, they themselves create this market and have collaborated to set "market-related" wage levels for 1988 prior to commencing wage negotiations with the CWIU," the statement said — Sapa

Anglo softens stance

ANGLO American yesterday notified the National Union of Mineworkers (NUM) it would accept that any dispute over the interpretation of the term "pay" in last month's dismissal settlement could be referred to arbitration.

The move appears to make it unnecessary for the NUM to proceed with litigation initiated in the Rand Supreme Court last week.

The two parties are in dispute over whether financial settlements due to up to 19 600 workers who are re-employed or retrenched should include the value of fringe benefits. The dispute involves an amount of more than R10m.

Anglo spokesman Michael Spicer said the corporation had told the NUM it

B/day ALAN FINE

12/4/88

would go ahead with the implementation of the agreement, using its own interpretation, and any dispute can be regulated in terms of the agreement — which provides for referral to a neutral umpire any alleged breach or unfair implementation.

The NUM proceeded to court when Anglo did not initially agree the interpretation dispute fell within the terms of this provision.

NUM assistant general secretary Marcel Golding said he was pleased "Anglo's good sense had prevailed", thus obviating the need for costly litigation.



140A

6/day
12/4/88

Four deaths: '18 face charges

SUE RUSSELL

EIGHTEEN members of the SA Harbours and Railways Union charged with the murder of four workers who did not take part in the Sats strike last year, appeared briefly in the Rand Supreme Court yesterday.

Among the 18 accused is Johannes Joja Ngcobo who was the union's regional secretary at the time of the alleged offences.

They have also been charged with five counts of kidnapping, one count of attempted murder, four counts of assault with intent to do grievous bodily harm and two of robbery with aggravating circumstances and intimidation.

The State alleges the 18 accused murdered Vhulani Mulaudzi, Kati Sebopelo, Mulalelo Moremane and Jerry Goodman during the Sats strike on April 28 last year.

None of the men was asked to plead and the trial was postponed until April 25.

Strike: Court hearing begins

1409
Sowetan 11/4/88

THE trial of 18 members of the South African Railways & Harbours Workers' Union (Sarhwu) begins today in the Rand Supreme Court.

The accused, all employees of the South African Transport Services (Sats) face charges of murder, abduction, assault, robbery, attempted murder and intimidation.

The State alleges that they took part in a strike in the Witwatersrand last year and kidnapped five Sats workers who were not striking on April 28 last year.

The accused are: Mr Bongisi Sibisi (33), Mr Wilson Mtshali (33), Mr

By MANDLA
NDLAZI

David Dzevhe (30), Mr Jacob Thapelo Machaka (33), Mr Patrick Molefe (27), Mr Phineas Nitshitungulwale (25), Mr Takalane David Mamphaga (35), Mr Mafemane William Rhikotso (33).

Mr George Magedza (36), Mr Daniel Khandilizwe Mkhokotho (36), Mr Freddie Mothisi (30), Mr Isaac Mogorosi (30), Mr Jacob Mmaltoa (33), Mr Wilson Mushainshano (33), Mr Johnson Mogesi (36), Mr Johannes Joja Ngcobo (24), Mr Simon Molomoni and Mr Michael Ikaneng.

Dispute

takes

a new

turn

Seveta

11/7/58

140A

THE dispute between the Commercial, Catering and Allied Workers Union (Ccausa) and Pietersburg Wholesalers took a new turn at the weekend when the union filed papers in the Industrial Court applying for the reinstatement of 69 dismissed workers.

The dispute started on March 9 when workers downed tools and demanded that the company, owned by an Indian family in the town, should recognise the union, stop alleged dismissals and open talks with the union on wages

Wages

The applicants allege that the respondent also violated basic minimum wage levels set by the Department of Manpower, forced workers to work overtime without pay, used racist swear words in his dealings with workers, assaulted workers and refused to discuss worker grievances with their representatives

The applicants have asked for the appointment of a conciliation board or immediate and unconditional reinstatement of the workers. The company has until April 21 to file replying affidavits

11/11/48 (40A) (51) (46)

Union denies worker strike

Daily Dispatch Reporter

EAST LONDON — The National Union of Metalworkers of South Africa (Numsa) has denied that workers at the Tek group held a strike on Thursday

The union's regional secretary, Mr Viwe Gxarisa, accused the company of dismissing more than 900 union members because of a breakdown in discussions

He said the union had demanded that the company hold discussions with its shop stewards' committee and union

representatives, following the dismissal of 20 of their colleagues

Tek management, however, had refused

Report-back meetings were held in various plants to discuss the "outdated attitude of the company," he said

The company's human resources manager, Mr Gerrie Uys, said on Thursday that workers declined to work after four ultimatums and negotiations at plant level

Mr Gxarisa said there were no ultimatums and attempts to organise a

meeting on Thursday and Friday had failed

Mr Gxarisa denied that the 20 workers had been fired because they would not accept conditions of employment

He said they were dismissed because they had refused to sign individual agreements which they felt should be discussed at union level

"Since Tek started operating in Wilsonia in 1974, the workers have not had a representative union and have been exposed to naked exploitation," he said

Strike: group fires workers

DD. 9/4/88

127
123
140A

Daily Dispatch Reporter
EAST LONDON — Workers involved in a dispute with the Tek group of companies were dismissed on Thursday after they ignored an ultimatum to resume production or lose their jobs.

The regional secretary of the National Union of Metalworkers of South Africa (Numsa), Mr Viwe Gxarisa, said more than 900 union members had stopped work to demand that the company reinstate 20 of their colleagues, and had been locked out of the premises.

He said the union had been involved in negotiations with Tek when management issued all the workers with booklets listing the general rules of the company, as well as health and safety, grievance and disciplinary procedures

Some of the workers had refused to sign — saying the issues were being discussed at union level and any agreement should be signed by the parties involved, not individual workers — and

were fired, Mr Gxarisa said.

The company's human resources manager, Mr Gerrie Uys, said, however, that Tek did not employ as many as 900 people and put the number dismissed at 700.

He said they had been involved in an illegal strike and had declined to work after four ultimatums and negotiations at plant level.

"Industrial action occurred on numerous occasions. The work stoppage was in breach of their employment contract and management had no option but to dismiss the workers."

Mr Uys said the 20 workers who were fired had all been on probation and had been dismissed because they would not accept conditions of employment.

Mr Gxarisa said: "Tek have delayed signing an agreement recognising Numsa because they want to wait for the passing of the Labour Relations Amendment Bill, which will compromise the position of the union."

8-14/4/88

(140K)

(S)

WEEKLY MAIL, AP

NUM deal not binding - Anglo

By HILARY JOFFE

ANGLO American Corporation does not consider the settlement it signed with the National Union of Mine-workers last month, in terms of which it agreed to reinstate or compensate workers dismissed in last August's strike, binds it to any particular course of action, Anglo representative Michael Spicer said this week.

The union has hailed the settlement as "a major concession by the country's largest corporation that dismissal is not the appropriate response to a lawful strike". NUM set it alongside the recent industrial court judgement in terms of which Sentrachem was compelled to reinstate workers dismissed while on a legal strike. But Anglo does not regard the settlement as setting a precedent,

Spicer said. Its main thrust in agreeing to settle was to preserve its working relationship with the union and to avoid the costs, for both sides, of a protracted court case.

NUM is now taking Anglo to court over the interpretation of "pay" in the settlement — an issue worth millions of rands to the dismissed workers.

The union this week filed an urgent application against Anglo in the Rand Supreme Court alleging breach of the strike settlement reached on March 17.

In terms of the settlement, Anglo agreed to reinstate and provide back pay for 9 500 workers dismissed during the strike and to provide re-

franchisement pay of at least 18 weeks for those not rehired.

About 2 600 face disciplinary hearings and become eligible for compensation only if they are found not guilty of alleged transgressions.

Within days of the signing of the settlement it became clear that NUM and Anglo differed over the interpretation of pay in the settlement.

The union takes it to include the miners' board and lodging. Anglo is interpreting it as basic pay only, Spicer said.

Thus NUM said the settlement was worth R60-million while Anglo said it was worth about R35-million.

Spicer said the union was asking the court to find Anglo in breach of the settlement, in terms of which dis-

putes over the implementation of the agreement should be referred to a joint NUM/Anglo committee. If agreement was not reached, the dispute should then be referred to a neutral umpire for arbitration.

The union and Anglo had failed to reach agreement at a meeting held recently, Spicer said.

Anglo is now considering its response to the NUM application. The corporation has until next week to file papers in return. The court hearing is scheduled for April 19.

Spicer said Anglo hoped to go into the forthcoming round of mine wage negotiations "in good faith, leaving all that has happened behind us". NUM could not be reached for comment.

Mystery burglary ^{140A}

at union offices

By CHRIS MABUYA, *W. J. Maul*

East London

CONSTRUCTION and Allied Workers Union (CAWU) officials said this week they suspect a mysterious break-in at their office in East London was part of an attempt to gather information on their union.

The union's branch chairman, Mac Kebeni, said the damage was discovered when the office was opened on March 28

He said the burglars broke through the asbestos roof. Nothing was removed and the chairman said the break-in was not reported to police.

The offices of a number of organisations occupying the building have been burgled on a number of occasions

The organisations include the East London Youth Congress (Elyco), which in 1986 was also hit by burglars who came through the roof. On that occasion, files were found scattered all over the place. An attempt was made by the burglars to steal a typewriter which was later found on the roof not far from where the burglars made their entry. — eNews.

8-144488

Metal Box pull-out startles the unions

WORKERS at Metal Box are surprised and concerned that they were given no indication of the disinvestment move by UK-based Metal Box, National Union of Metalworkers' organiser Bobby Marie said this week.

The British multinational last week said it had sold its 25 percent stake in Metal Box South Africa to Nampak, a Barlow Rand subsidiary, for R114-million. Nampak previously owned 54 percent of the company.

"It came as rews to us," said Marie. "And we are concerned that management did not have the courtesy to mention it to us and explain its implications."

As yet it's unclear whether there will be any implications, since the British company only had a minority holding. The technical agreement between the two companies will be continued.

But Numsa was surprised that it was not informed of the disinvestment, since Metal Box SA has adopted a progressive approach to industrial relations. It consults with shop stewards and union organisers on a range of issues, including, for example, its social responsibility projects.

The company is aware of Cosatu affiliates' policy on disinvestment, which includes a call for disinvesting companies to negotiate disinvestment issues with unions in organised plants.

Marie says the union will be approaching Metal Box management to discuss the issue.

In its R148,4-million disinvestment, British company Metal Box also sold its 25 percent stake in Robor Industrial Holdings for R34,4-million to Barlow Rand, which already owns 60 percent of Robor. Barlow Rand is thus the ultimate beneficiary of the pullout.

Despite a Cosatu call to disinvesting companies to inform unions, Metal Box, which has a liberal reputation on labour matters, pulled out quietly. HILARY JOFFE reports

A Metal Box spokesman was reported from London as saying the sale of the multinational's South African assets was based on commercial rather than political considerations.

The number of British companies which have disinvested from South Africa is relatively small compared with the 140 US companies which have pulled out over the last three years. Barclays Bank and Standard Chartered Bank were among the biggest British moves.

From London, British Industry Committee on South Africa (Bicsa) spokesman Nick Mitchell said this week he believed the Metal Box disinvestment was not part of a pattern, although "one can't exclude the possibility of other companies saying the economic advantage of staying in South Africa is outweighed by the disadvantage."

"By the beginning of this year there was less pressure but events in South Africa over the past few weeks have made life more difficult."

Bicsa's members comprise 40 of the largest British companies which have South African investments, making up an estimated 70 to 75 percent of the value of total investment. The committee was set up in January 1986 with combatting the sanctions campaigns as one of its primary aims.

Altogether there are about 160 British companies with South African investments. British direct investment in South Africa was estimated at £6-billion in 1984. With the decline in the value of the rand and some disinvestments since, this figure has probably remained at about that level, Mitchell estimates.

He adds that British associated companies in South Africa were spending more than R100-million a year on social investment, according to research done last year. The money was being allocated primarily towards education, housing and job creation.

● British industry's "Marshall Aid" plan for South Africa, reported in the press last year, never really existed, says Mitchell. A proposal was circulated for collective action on social change by British companies operating in South Africa. But Bicsa members rejected this in favour of continuing and expanding individual companies' social spending programmes.

in fifty years

the rice, cotton, and soya revealed the full extent of US market power. In the case of rice, US action cut world prices from \$230 to \$170 a ton.

The EC has not been above pursuing agricultural policies with a disastrous developmental impact. Thanks to the CAP, the Community has become a major exporter of agricultural goods marketed with the aid of export subsidies.

Overall, CAP export subsidies are estimated to reduce the prices of temperate foodstuffs by 16 percent.

Attempts to resolve the international food crisis are focused on Gatt where the Reagan administration remains committed to complete free trade in farm produce by the year 2000.

For the majority of developing

278
140A
W/Mail
8/1/86

15

'Afrikaans please' row raging on

Sowetan 8/4/88
14019
~~14019~~

TRADE unions operating in the conservative Northern Transvaal towns of Pietersburg and Potgietersrus have had correspondence with various companies unanswered with demands that the letters be written in Afrikaans.

This treatment has angered the unions and organisations who have threatened that the attitude must stop or "it will unleash a series of actions that will have dire consequences for industry in the towns"

In one instance a letter from the Northern Transvaal Advice Office was returned by a bookkeeping firm with the following scribble on it "Skryf Afrikaans asseblief dankie (write Afrikaans please thank you)

Other responses include "if the letter was meant for our organisation we want to request you to write all future correspondence in Afrikaans as our home language is Afrikaans"

Another company wrote "please note that we shall not respond to any of your correspondence if the said correspondence is not in Afrikaans"

The unions involved are two Natcu affiliates Mwsa and the Building Construction and Allied Workers Union,

We're going to act say trade unions

the Cosatu affiliated Construction and Allied Workers Union and the Northern Transvaal Advice Offices

A Mr Geldenhuys of B H Kruger General Bookkeepers, which was acting for Lusitano Food Market in their dispute with Ntao, yesterday said he could not comment on the scribble on Ntao's letter and referred queries to a Mr Kruger who was not available

Partners

Mr Geldenhuys said both partners in the firm understood English and he could not explain why Afrikaans was being demanded

Another company's spokesperson, Mr F S Moolman of Moolman Boukontraksie, at first denied having demanded that letters be written in Afrikaans. But when he was told that copies of his letters were in our possession, he retored "We are an

Afrikaans company and we are entitled to demand Afrikaans"

A Panorama Bookshop spokesperson said the company had no comment to make on these allegations. The company is in dispute with Mwsa

Mr Khangale Makhado of Ntao summed up the feelings of many when he said "We were not the ones who declared English as one of the so-called official languages. We are using it to facilitate understanding between ourselves and various companies

"In fact, if it was up to us we would write our letters in Swahili or any other South African language. This thing can only anger the workers"

Officials of the various unions also confirmed that tensions were high among members employed at the affected firms. "It is a delaying tactic that is being used by management to dodge negotiating with a representative union. Workers are getting impatient," one of them said

An official at the Department of Manpower in Pietersburg yesterday said there was nothing his department could do about the Afrikaans issue because "the department does not interfere in negotiations between unions and companies"

Saawu in wage deadlock

Sowetan 2/4/58

1401

THE South African Allied Workers' Union and Bergvlei Chicks have deadlocked over wage increases, a Saawu spokesman said yesterday.

Saawu official Mr Shadrack Mkhwanazi said the union demanded a minimum wage of R500 a month and an additional increase of 49 cents an hour.

He said the company, a subsidiary of the Premier Group, had offered a monthly increase of R31,54 (lowest category) and R33,84 (highest).

Bergvlei Chicks' managing director, Mr A J Saunders, referred the *Sowetan* to the Premier Group. By late yesterday, Premier had not responded to our enquiries.

Workers call for national talks

SEVENTY workers at the U-Freight transport company in Stikland went on strike last week after management refused to negotiate with their union on a national level.

U-Freight is associated with the Unity Longhails, a large transporting company in Johannesburg.

The 70 workers, members of the Transport and General Workers Union, are demanding that wage negotiations take place with all depots countrywide.

A union spokesperson said management insisted to negotiate with individual depots only.

The general manager of U-Freight, Mike Purves, confirmed workers were on strike.

"Negotiations are taking place," he said.

Sathy (40)

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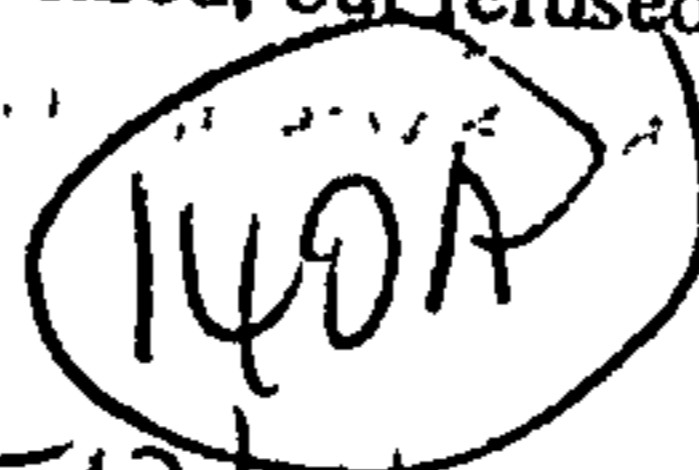
Mwasa disputes retrenchment

THE Media Workers Association of South Africa (Mwasa) declared a dispute on retrenchment procedures with Allied Publishing Company last week.

Mwasa's provisional agreement spelling out retrenchment procedures in detail was rejected by Allied.

The provincial manager of Allied, Mr J A Rayner, confirmed a dispute had been declared, but refused to elaborate.

South



7-13/4/88

Sow 7/31/88

'Comrade' given second death sentence

GRAHAMSTOWN - A 22-year-old Comrade who was forced to join the organisation and rose to become a "general" has received his second death sentence after he was found guilty of the murder of a police informer.

Vuyani Jacobs, who was told by the Comrades that he would be killed for guarding the homes of policemen unless he joined the organisation, was found guilty of murdering Michael Thozamile Dondashe on October 24 1985.

He had already been sentenced to death for another murder and received a 17-year prison sentence for a third murder. He also received a ten-year sentence for attempted murder.

Gilindoda Gxekwa, 22, who appeared with Jacobs, received his third death sentence.

SOUTH 7/31/88
140A

Mwasa worker held, no charges

AN organiser for the Media Workers Association of South Africa (Mwasa), Mr Joseph Malumbazo, 28, was released from police custody early this week after being held for a day.

Malumbazo, a father of three children, was picked up in Guguletu by kitskonstabels on Monday morning and taken to the Guguletu police station.

He was released on Tuesday without being charged.

He said he was on his way to the bath-rooms in NY 12 with a team of City Aces soccer players, when a police van full of kitskonstabels stopped.

A spokesman for the South African Police, Major Jan Calitz, refused to comment.

Union office burgled

South
140A
7-13/4/88

EAST LONDON - Burglars who broke through the asbestos roof of the Construction and Allied Workers Union (Cawu) offices last week are still unknown.

The union's branch chairperson, Mac Kebeni, said the damage was discovered when the office was opened on March 28.

Nothing was removed and the break-in was not reported to the police.

"We think whoever broke in only wanted to steal information," said Kebeni. - *ELNEWS*

Hex-tex dispute ends

South
25

A WAGE dispute at Hex-tex Pty (Ltd), a textile company in Worcester, was averted when 1 200 workers agreed to accept wage increases offered by management.

The workers, all members of the Amalgamated Clothing and Textile Workers Union of South Africa, accepted increases of between R20 and R25.

A union official said an agreement on wages and paid holidays on May 1 and June 16 would be signed this week.

None of the workers would now earn less than R100 a week. The previous minimum was R80.

Hex-tex personnel manager, Mr JM Marx, said the agreement would be signed in the Industrial Council this week.

South
7-13/4/88

**LABOUR
BRIEFS**

**Boland
workers
strike**

7-13/4/58

Santa

MORE than 70 workers at D J Bosman Transport in Grabouw went on strike this week in support a dismissed shop steward.

The workers are members of the Transport and General Workers Union.

The shop steward was dismissed last week with no reasons given, said union official David Lewis.

Workers claimed the shop steward was dismissed because he had a long-standing feud with management. The union would meet with the management soon, Lewis said.

The manager, Mr Manie Bosman, said he would not discuss the matter with the Press.

"If there is anything to say, I will do it through my lawyer," he said.

1401A

'Harassment' denied

140A

THE SA Police do not act against people because they belong to certain organisations, police have said in response to allegations of police action against members of Cosatu made by the trade union federation.

Nor do the SAP comment on "routine police duties" (such as the visiting of premises, confiscation of property) the SAP Public Relations Division said in a telex to Sapa

Cosatu listed incidents of state "repression" allegedly perpetrated against members of Cosatu's affiliates during March.

These included detentions, security police raiding of offices and removal of union property and records.

None of the 12 union activists listed

by Cosatu as detainees were being held under security legislation, police said.

"We wish to re-affirm previous statements that the SA Police do not act against people because they belong to certain organisations but that any steps we take are aimed at the actions of individuals," the police telex said.

Responding to the arrest at a roadblock for assault and robbery of Cosatu regional secretary, Mr Jacob Mabena and two other National Union of Mineworkers members, the police said "we cannot understand why Cosatu should consider this to be worthy of mention.

"After all, nobody is above the law and assault/robbery are criminal offences."

140A
SAP

Sowetan 5/4/86 (1407)

TGWU members

THE Transport and General Workers Union has pointed out that a story that appeared in the *Sowetan* on March 29 about more than 90 workers dismissed by an East Rand firm was inaccurate.

The correct version, according to the union's spokesperson, Ms Kally Forrest, is that seven workers were dismissed on March 21 after allegations of false clocking on that day. On March 22, about

90 workers went out on strike in sympathy with the seven.

The union and the company, Inter-City, are trying to resolve the dispute.

Y 4 1988

South LABOUR

*South 26/4/78
1988*

By **AYESHA ALLIE**

THE spirit of about 400 members of the South African Railway and Harbour Workers Union (Sarhvu) was not dampened by the presence of police at a commemoration service held last week for six of their colleagues shot dead by police in Johannesburg on April 22 last year.

Speakers did not pull punches at the service at Community House, Salt River.

Many policemen were posted in the courtyard, at the main door, in the foyer and inside the hall. More policemen were inside the building.

An organiser of Sarhvu, Mr Suleiman Isaacs, was detained after the meeting when police raided the building and confiscated documents.

The service was addressed by a union organiser and workers who discussed working conditions and low wages.

Police presence fails to dampen spirit

"The death of those comrades was not in vain. It is up to us to continue the fight for justice as long as we are oppressed," a shop steward said.

A spokesperson for the South African Domestic Workers Association (Sadwa) said women were fighting for justice alongside their husbands and brothers.

"Men are not alone in the struggle. We are all oppressed in our own land."

She pointed to the police and said they did not know what it was to be

oppressed and to have children suffer because there was not enough money for proper medication.

Singing and toyi-toyi-ing continued throughout the meeting. Some of the attacks on the government left policemen in the hall red-faced.

A minute of silence was observed for those who died in the fight for justice.

Police liaison officer Lieutenant Arnie Laubscher said police were

present at Community House between 10am to 1pm.

He said it was a routine police investigation and refused to comment on the number of policemen involved.

Asked to comment on the detention of Isaacs after the service, he referred SOUTH to the Emergency Regulations.

He would not comment on allegations that documents were confiscated at Community House.

Associated Press

Anglo-NUM pay gap

1/4/87
Anglo American Corporation and the National Union of Mineworkers (NUM) last week failed to agree on the meaning of the word "pay". Such an agreement is central to implementing the March 17 adju-

1/4/87

cated settlement between them over the fate of the 18 000 strikers dismissed last August. As the FM went to press, Anglo was due to tell the union formally how it interprets the settlement and how, accordingly, it intends implementing it.

Anglo's Gold and Uranium Division spokesman, Michael Spicer, says the company is sticking to its view that pay refers to "cash earnings" only, and not the additional benefits, worth around R164 a month, that miners receive in the form of board and lodging and which the union wants included in the deal.

The discrepancy leads to a massive difference in the amount the parties reckon will be paid out in terms of the settlement. Anglo is looking at about R35m, whereas the union's calculation is R60m. Either way, it is the biggest ever compensation for dismissal in South African labour history.

"Coupled with the Sentrachem judgment" (*Current affairs* March 4), says NUM assistant general secretary Marcel Golding, "this is a major concession by capital that dismissal is not an appropriate response to lawful strikes. The message should be clear to employers — there's a high price to pay for dismissing workers."

Unless the NUM backs down on the pay question, it seems likely that a "neutral umpire," in terms of the settlement, may have to be called in to adjudicate. The wrangle is holding up implementation of the rehiring process.

The settlement entails the reinstatement of 9 500 of the dismissed miners, who will receive at least 10 weeks' pay, and some 18 weeks' pay for about 6 000 workers who are not to be rehired. The rehiring offers will be made to groups of 3 000 gold miners over three, three-month periods, with those rehired last receiving a month's additional payment.

Anglo's coal subsidiary, Amcoal, is to re-hire 500 of the 1 600 dismissed coalminers by mid-June. Some 6 000 have effectively been retrenched as a result of rationalisation, but will receive 18 weeks' pay.

Concerning the 2 400 workers not re-employed because of misconduct at Western Deep Levels' Number 3 shaft, only those found to have been unfairly dismissed will qualify for financial benefits agreed upon.

The company regards Clause 8 of the settlement, which requires the parties to formulate a "code of conduct" regulating strike activity and an agreement to deal with individual dismissals, as historic. It will attempt to lay down guidelines for problems of violence and intimidation during strikes, as well as union accountability. ■

D/D 1/4/88

Pick 'n Pay, union reach agreement

~~DDR~~ (140A)

EAST LONDON — Agreement has been reached between Pick 'n Pay and the Commercial Catering and Allied Workers' Union of South Africa (Ccausa) on wage and employment amendments.

A spokesman for the supermarket chain, Mr Frans van der Walt, said in a statement the terms of the agreement, which covered the period from April 1, 1988, to February 28, 1989, included a wage increase and an amendment to the annual employee leave allowance

"Wages are to be increased by R140 per month for the 11-month duration of the supplementary wage agreement. This is equivalent

to R128,33 per month over a 12-month period" Mr Van der Walt added that four weeks leave would apply from the fourth year of continuous employment, with an additional week of long service recognition leave in the 15th, 20th and 25th year of continuous service.

The union's position on wage increases prior to the settlement was a demand for an increase of R1,05 for hourly paid staff, R47,22 for weekly paid staff and R204,59 for salaried staff.

The company had indicated it would be prepared to grant increases of 62c per hour, R27,69 a week and R120 a month. — DDR

COSATU

Crucial congress

Cosatu this week repeated its intention to "conduct three days of national protest" if the authorities ban its forthcoming special national congress "to discuss the bannings and restrictions" imposed on various anti-government organisations and the union federation itself

The warning, which does not specify what form the protest might take, accompanies an announcement that the congress, originally set for April 9, will now take place on May 7 and 8. This will allow its affiliates "to undertake the broadest consultations with membership," says Cosatu's Frank Meintjies

In view of the restrictions on Cosatu's "political" activities, the question is whether government will view the union's special congress as indeed political. Called to "formulate a short- and long-term response to the new conditions facing the labour movement, it will also decide on a national co-ordinated response to the union-bashing Labour Relations Amendment Bill, and decide on Cosatu's response should the Bill become law"

The dividing line between legitimate union matters and politics is, of course, very fine. According to one labour lawyer, however, "neither matter would seem to me to fall foul of the restrictions, such a congress seems the appropriate place to discuss these matters in order to seek a mandate"

8/4/88

140A

FM

"Living Wage" posters and stickers were confiscated, offices were also raided. The SAP replies. "This office cannot comment on routine police duties (such as the visiting of premises, confiscation of property, etc), and consequently we are not prepared to make inquiries in this regard"

On another Cosatu allegation, the SAP tells the FM "While we have not checked the alleged arrest of Mr Jacob Mabena and two NUM members as mentioned, we cannot understand why Cosatu should consider this to be worthy of mention. After all, nobody is above the law, and assault/robbery are criminal offences"

The union regards the Mabena case as one of wrongful arrest and plans to take legal action

May Day, of course, is a week before the scheduled congress which, in turn, is a day after Workers' Day, the officially sanctioned labour holiday. While Cosatu is not reacting to the latter (factories will be closed anyway), labour-State tension could rise as it plans to hold May Day rallies that day, which falls on a Sunday. Celebrating May 1 may well be a contravention of the restrictions, and the union is not sure it will get permission, which was refused last year.

In other developments, the union has drawn attention to a "chronology of repression" against Cosatu during March. Once again, for example, thousands of fake pamphlets saying, "Cosatu, we don't want to strike," and "Pay us a living wage while on strike" were distributed on the East Rand

On March 16, the union alleges, security police raided a Cosatu shop stewards' meeting in Grahamstown, detaining all those present. They allegedly spent half the night in an SAP armoured car before being released. Thereafter, four shop stewards were detained, including Joseph Mantla of Numsa and Canon Maasdorp of Fawu.

The SA Police responded: "As far as can be established according to our present records, none of the persons mentioned and who have allegedly been detained is being held under security legislation. We wish to reaffirm previous statements that the SAP does not act against people because they belong to certain organisations, but that any steps we take are aimed at the actions of individuals."

On March 18, the union alleges, the security branch raided the Vereeniging offices of Cosatu and affiliates and confiscated a range of posters from walls and 12 boxes of stickers calling for opposition to the Labour Relations Amendment Bill. The NUM offices in Welkom were allegedly raided and May Day

Labour Bill demo: Workers arrested

ABOUT 160 workers were arrested at a demonstration against the Labour Relations Amendment Act in Industria, Johannesburg last week

They appeared in court and were released on R200 bail

The 160 workers, members of Congress of South African Trade Union (Cosatu) affiliates, were arrested while carrying placards during a lunch-time protest.

The action was part of a Cosatu call for demonstrations against the Labour Relations Bill which aims at drastically curbing the power of progressive trade unions

Cosatu media officer Mr Frank Meintjies condemned the arrests as "an undue infringement on our legitimate activity"

7-13/4/88



A VAST and rapid increase in unlawful and unregulated strikes would occur if the proposed Labour Relations Amendment Bill was passed, Mr Cyril Ramaphosa, general secretary of the National Union of Mineworkers, said yesterday.

At a conference on laws against trade unions and political organisations organised by the Labour Law Unit at the University of Cape Town Mr Ramaphosa said other consequences would be that unions would adopt a "hands off" approach in strike situations for fear of being held liable for damages caused by the

STRIKE WARNING

... if new law is passed

strike and employers would lose valuable skilled employees because of strike dismissals

The bill was aimed at the Congress of South African Trade Unions (Cosatu) and its affiliates, he said Cosatu was attacked because it formed alliances with progressive organisations and coordinated and participated in political campaigns

Interests

The affiliates were attacked because through their tight organisation they had aspirations of members and the communities in which they lived

It was those unions which had best served their members' economic interests which had been best able to articulate their members' political views

Mr Ramaphosa said the bill was a blatant attempt to breathe new life into employer prerogative. It had not been widely condemned by employer organisations and there could be no doubt that capital as a whole supported the bill. Employers who did not like it could either

Mr CYRIL Ramaphosa

lobby the State directly or enter into a new series of agreements with trade unions in which "no attempt is made to buttress employer power with the coercive aspects of state legislation"

These agreements would establish rights not given by the statutory system

Mr Ramaphosa said the most crucial among these were the right to strike once conciliation procedures had been exhausted, the right to picket and the entrenchment of majoritarian trade unionism

Trade Unions would in turn have to undertake that strikes take place in an orderly fashion and they would particularly have to address the question of violence

Any industrial system involved in profit-making had conflict built into it. The interests of workers and management were seldom the same, even on small issues, said Mr Ramaphosa. "The Labour Relations Amendment Bill cannot and will not conciliate the tension between labour and management in South Africa. No matter the short term gains for employers, it can only exacerbate tension and heighten conflict. As we know in this country it is a sad fact that where we have conflict we often have bloodshed"

CHALLENGING VLOK

Cosatu's challenge to the State President's recent Public Safety Act restrictions on trade union "political" activity, is expected to be heard in the Cape Supreme Court in about two months' time

The union federation is challenging the State of Emergency itself, as well as the enabling clause 6(A) of the Act, in terms of which the State President surrenders to the Minister of Law and Order the absolute discretion to restrict any organisation from doing any acts

Cosatu's lawyers will argue that the emergency regulations are so important that parliament only gave the power to make them to the President. Therefore, delegating that power to the minister is improper and unlawful. Furthermore, no guidelines are laid down for the exercising of that power. Clause 6(A) is being

challenged on the basis that the power given to the minister makes so fundamental an inroad into citizens' ordinary rights that it could never have been contemplated by parliament. Thus, it will be contended, they are grossly unreasonable and the President could not have applied his mind properly to them

The case will also raise specific aspects of the restrictions on Cosatu, like the prohibition on commemorating deaths. What happens, for instance, when Cosatu wishes to mark the deaths of members in a mine blast, which raises questions of mine safety? The regulations also forbid commemoration of important events in the history of an organisation. May Day, for example, is celebrated by certain unlawful political organisations, but is also an important symbol to the trade union movement.

1 850 jobs to go in textile group's reorganisation

AKGWS 21/4/88
By DICK USHER
Labour Reporter

THE Frame Group, the largest textile manufacturer in the southern hemisphere, plans to retrench about 1 850 employees in a reorganisation programme.

The cuts will affect mills in Durban, New Germany, East London and Ladysmith.

Frame employs about 21 000 people.

Group human resources director Mr Peter Richardson said the retrenchments were to forestall the "very real possibility of damage to the business" which could lead to forced closure in certain areas of operation.

COMPENSATION

Formal notice of the retrenchment plan was given to the Amalgamated Clothing and Textile Workers Union yesterday.

Mr Richardson said the programme had been discussed at great length with the union.

All retrenched employees would get

197
140A
compensation but the effective date of the cuts was still being discussed.

The action had to be taken to arrest the group's spiralling cost base, said Mr Richardson.

"The Frame Group's return on capital is abysmally low compared with other industries and particularly when compared with competitors in the industry.

"PAINFUL"

"This is a legacy of years of benign neglect in which the group lost its ability to perform efficiently in terms of local and international standards.

"Local competitors have a far better ratio of performance to number of employees, simply because they went through the same painful exercise years ago.

"We have to catch up, particularly if we are going to compete against international opposition."

The reorganisation is part of a programme started when a new management team took over the running of the group in 1986.

CAPE TOWN's municipal workers are inundating their union with further claims of "racist employment practices" in the City Council

This follows a recent expose in SOUTH of job discrimination in the City Council which revealed that it had spent more than a million rand on recruiting immigrant white staff from Britain - some of whom later absconded

It also showed that only 150 African workers are employed by the council in a staff complement of 15 000

According to officials of the South African Municipal Workers Union (Samwu), the council's messengers met again last week to discuss their grievances

This follows an earlier petition in which they claimed they had been overlooked for promotion to posts which were later filled by whites

Union officials said the latest reports from workers rebutted the assertions of the Town Clerk, Dr Stanley Evans, that it was fair to all workers

Evans said in a previous statement the council resisted "any form of racial discrimination"

He said all appointments were based primarily on merit and that there was equal pay regardless of sex or race

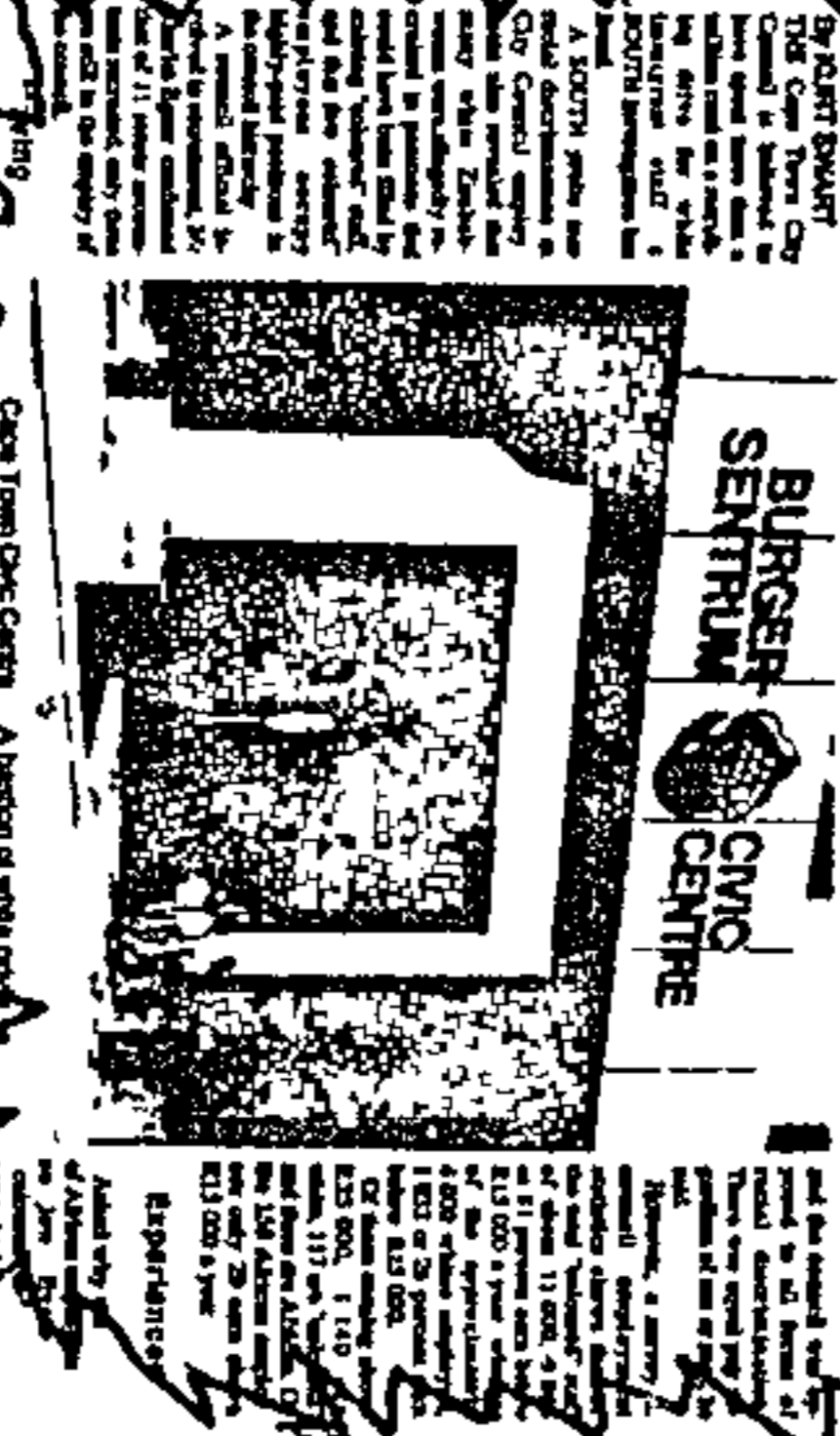
Union officials said, however, the reports that emerged indicated that council's workers were "far from happy".

The workers have now instructed the union to take up the matter in a "serious way".

Union to fight 'racism'

Council messengers protest over promotion

Recruits 'in a million' abscond



Flashback SOUTH'S expose on racism in the City Council

The general secretary of too serious and the union Samwu, Mr John Ernstzen, said the union had fought discrimination in the council for over 20 years

He said the formation of a national union had immeasurably strengthened the Cape Town branch

"The matter was getting

"Racism will no longer be tackled as an isolated issue but as part of a national problem

"If this causes tension with the City Council, then just too bad. But we cannot tolerate racism and discrimination in any form any longer," he said

The union officials said the stand taken by the messengers was "fully in line with the policy of the union"

"The union is opposed to all forms of discrimination

on grounds of colour, race or sex. The union's view is that the municipal sector has been a victim of the whole apartheid structure in South Africa as well as apartheid practices"

They said the workers' demand that appointments be made on a nonracial basis and they were not prepared to recognise "racial divisions"

They said the council's implementation of "the

laws passed by the Government" was reflected in its employment structure which "is based on discrimination"

The officials said the council had never recruited black immigrants

"Council often rushes to point out that blacks do not have the qualifications or experience

"The answer to that is that they have never been allowed to get the qualifications or the experience because of the

practices of the City Council and other employers," officials said

They said the chances of qualified blacks getting jobs "are remote"

"In addition, look at the council's grading schedule and salary scale. Why does it always benefit those who are at the top who all happen to be white? Why do council's lowest paid workers, who happen to be black, have to beg and fight for a living wage?"

FLY TO

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W/Ment 22-28/4/88 1140A

Metal unions' target: colour-blind pay

By EDDIE KOCH

UNIONS representing the majority of organised black workers in the metal industry say they are fighting to end racial discrimination in salaries during this year's wage talks.

Brian Frederickse, chairman of the South African Council of the International Metalworkers' Federation (IMF), said this week that anomalies existed in wage rates for different grades of workers in the industry and these discriminated against the mainly black unskilled workforce.

The IMF is representing three affiliates of the National Council of Trade Unions (Nactu) and the National Union of Metalworkers of South Africa (Numsa), an affiliate of the Congress of South African Trade Unions (Cosatu).

The unions have for the first time tabled joint demands during their annual wage talks with the Steel and

Engineering Industries Federation of South Africa (Seifsa). The move marks an unprecedented alliance between members of the rival union federations.

"The anomalies in wages have arisen because, historically, Seifsa has negotiated wage increases with mainly white unions, that are primarily concerned with the interests of their members, and then extended these to unskilled workers who are mostly black," said Frederickse.

Seifsa director Brian Angus agreed that anomalies in the system of wage rates existed and said an in-principle agreement had been reached with the unions to investigate ways of eliminating these.

He also acknowledged that most

workers at the lower end of the skills categories were black but denied any racial discrimination in the wage system. "Each rate is for the job done and this is paid irrespective of race."

He rejected the IMF unions' argument that increases had been unilaterally imposed on black workers in the past and said the Nactu affiliates had been party to last year's agreement.

The other major issue likely to arise at the next round of talks, due to take place on May 10, is the IMF unions' demand that Seifsa sign an agreement that will bypass provisions of the Labour Relations Amendment Bill that are designed to contain the strength of militant unions.

Frederickse said Seifsa was expected to reply in writing by the end of the week to complaints about the Bill that had been drawn up by IMF unions.

EAST LONDON — The Frame Group has revealed that 390 workers at the East London plant will lose their jobs as part of a move to re-trench 1 850 employees nationwide

The group's director of human resources, Mr Peter Richardson, said the figure represented approximately 9 per cent of the 4 100 people employed at the Chislehurst plant

He said the move was intended to reorganise work practices at Frame factories all over the country without affecting production

Discussions would be

10 22/4/88
Frame Group says 390 will lose jobs in EL

initiated at a local level with the Amalgamated Clothing and Textile Workers Union of South Africa (Actwusa) within the next two weeks, in accordance with agreed retrenchment procedures, Mr Richardson added

The general secretary of Actwusa, Mr John Copelyn, confirmed that formal notice of retrenchment had been served on the union

He said some discussion had taken place

with Frame management, although no agreement had been reached on severance packages, selection criteria or the date of implementation of the purge

"We are obviously extremely disturbed by the plans and have made proposals which we believe will best serve our members' interests

"Our first priority is to our members and it is our duty to protect their continued employment," he said

Mr Copelyn said a national meeting of Frame Group shop stewards had been arranged for Saturday, April 23, to "determine Actwusa's position in respect of Frame's plans and to adopt a plan of action"

Meanwhile, the Amalgamated Clothing and Textile Workers Union of South Africa is convening a meeting of all Frame group shop stewards at the weekend to discuss the company's retrenchment plans

Mr John Eagles, a

spokesman for the union, said yesterday that the union's position in respect of the Frame Group's plans would be determined at the meeting and a plan of action would be adopted

Park on Tuesday night reaped such a high dividend

ANC funeral is restricted

Police have imposed restrictions on the funeral of an African National Congress insurgent, Mr Vuyisile Bixa, who was killed in a shoot-out with the South African Defence Force on March 25

Mr Bixa (23) is due to be buried in Katlehong near Germiston tomorrow. The East Rand Divisional Commissioner, Brigadier JP Olivier, ordered that the funeral take place between 7 am and 10 am and the ceremony must be conducted indoors

He also ordered that political speeches and the singing of political songs by mourners were prohibited, the coffin is to be transported to the ceremony by vehicle on the shortest route to the Roman Catholic church from where the funeral is to be held, not more than 200 mourners may attend and no flags, pamphlets or posters should be displayed

Brigadier Olivier said the funeral should be conducted by an ordained minister and the procession is to move by car from Mr Bixa's house at 8 Credi Section to the church in Nthlapo Section. No photographs or videos will be permitted

Mr Bixa was killed near Thabazimbi with two other insurgents.

'Right-wing' head is backed

Staff Reporter

Parents at Pretoria's Hoerskool HF Verwoerd — whose headmaster is facing a disciplinary hearing — decided last night to consider taking legal action against the Transvaal Education Department (TED)

About 300 parents and teachers attended a protest meeting at the school in support of the headmaster, Mr Johan van Niekerk. He appeared at a disciplinary hearing in the Pretoria Magistrate's Court this week on charges arising from a speech given by a former church minister to a Standard Nine youth-preparedness class last year

Speakers at the meeting claimed Mr van Niekerk was being used by the education department to show what would happen to anyone who allowed "right-wing politicking in schools"

Several parents told how their children were asked questions by TED inspectors about their parents' political views after the "right-wing" lecture by the Reverend G A Cruywagen to a class in the presence of Mr van Niekerk

Samcor strike enters 8th day

By Claire Robertson, Pretoria Bureau

About 3 000 workers at the Samcor motor plant are on strike for the eighth day today as their union leader arrived in Pretoria in response to their request for "an explanation" of a deal struck over the distribution of share dividends

A Samcor spokesman confirmed that workers were again on strike today, but refused to comment further. Production at the plant is at a standstill

Mr Fred Sauls, general secretary of the National Union of Metalworkers (Numsa), travelled to Pretoria from union headquarters in Port Elizabeth yesterday in an attempt to defuse the strike. He is expected to meet workers today

The strike centres on the apparent dissatisfaction of workers over an agreement signed by Numsa last week in which the dividends from shares bequeathed to the workers by the disinvesting Ford Motor Company last year would be channelled into a community development trust

Numsa rejected having the shares go to the workers as this would weaken the union

Workers at Chrysler Park said yesterday they had told union officials to send Mr Sauls a telex requesting him to "explain the agreement he signed with management without our knowledge"

Numsa officials insist, that they signed the agreement with the support of members

THE WEATHER

TRANSVAAL — Fine and mild.
JOHANNESBURG CENTRAL — Today: 8 am 10 deg C; yesterday: max 21 deg C; min 7 deg C; rainfall — mm; so far this month 24,9 mm; so far this year 390,2 mm; average rainfall for April over 92 years 54 mm; average annual rainfall 769 mm.

Workers vow to fight bans

Sowetan 22/4/88

THE 31 000-strong Construction and Allied Workers' Union resolved at its national congress in Bloemfontein to fight against restrictions imposed on 17 political organisations, including the Congress of South African Trade Unions, writes SY MAKARINGE.

The four-day congress, held at Molemela Hotel in Mangaung, Bloemfontein, was attended by about 150 delegates from throughout the country. It was addressed by Mr Elijah Barayi, president of Cosatu and Mr James Motlatsi, president of the National Union of Mineworkers (NUM).

The union also resolved to adopt the Freedom Charter as its guiding document.

Other resolutions taken at the congress are:

- To fight against the Labour Relations Amendment Bill; and
- To revive Cosatu's "living wage campaign."

Mr David Ngcobo, who was re-elected president of the union, told the meeting that construction workers have come of age. He said they would "seize the time" to strongly fight employers in the construction industry.

Other executive members elected at the congress are Mr Simon Majola (first vice-president), Mr Mululeki Mali (second vice-president), Mr Lawrence Maduna (general secretary), Mr Desmond Mahasha (assistant general secretary), Mr Fred Gona (treasurer), Mr Tshinyalane Mulo-nde (national organiser) and Mr Dumisani Ntuli (education officer).

Workers appoint 'observers'

Sowetan 22/4/88
THE more than 3 000 Samcor employees yesterday appointed some of their colleagues to act as "workers' observers" at a meeting between the National Union of Metal Workers of South Africa and management.

Sources close to the workers also told the *Sowetan* that workers were considering seeking legal advice in connection with a deal involving the 24 percent shares which the Ford Motor company left for the workers when it quit South Africa that year

Numsa recently agreed that the shares be transferred to a community development trust. (140A)

Workers are on the other hand, demanding that their shares be given directly to them — a move which Numsa said would "divert workers' attention away from their militant but justifiable and legitimate demands"

At the Samcor plant yesterday, workers were seen milling around the premises. Shortly before those representing them went into a meeting, some of the observers appointed by the strikers

~~NUMSA~~ addressed the workers who had gathered inside the company premises

"Workers have told a Numsa official, who had come to address them, to go ahead with his meeting with company officials. They have refused him an opportunity to address them saying they would rather have some of the affected employees acting on their behalf at the meeting," a source said

A spokesman for Numsa would not release details of the strike yesterday. He said his office was still awaiting a report from field workers

A day after railway union members hold a commemoration service to seven workers who died during last year's bitter strike, eighteen rail workers will appear in court on charges of murder

IN the latest in a series of court cases arising from the bloody events of last year's three-month-long railway strike, 18 members of the South African Railways and Harbours Workers' Union (Sarhwu) will appear on Monday on charges of murder and abduction in the Johannesburg Supreme Court.

The case will mark the third court appearance of the 18. Earlier bail applications were refused, and all the accused have spent almost a year in detention.

According to the indictment, the 18 are accused of kidnapping, assault, robbery, murder, attempted murder and intimidation.

The state alleges that between March 13 and April 28, 1987, they "conspired and/or formed a common purpose to encourage and/or instigate or incite, and/or intimidate" non-strikers to join the strike and withhold their services to the South African Transport Services (Sats).

It is alleged that such a meeting took place at Cosatu House — the building which then housed the offices of affiliates of the Congress of South African Trade Unions.

The accused are charged with the abduction and murder of Vhulani Joseph Malaundzi, Kati John Sebopelo, Mulateo Petrus Moremane and Jerry Rudolph Goodman. They are further charged with the abduction and attempted murder of Albert Phuluwa.

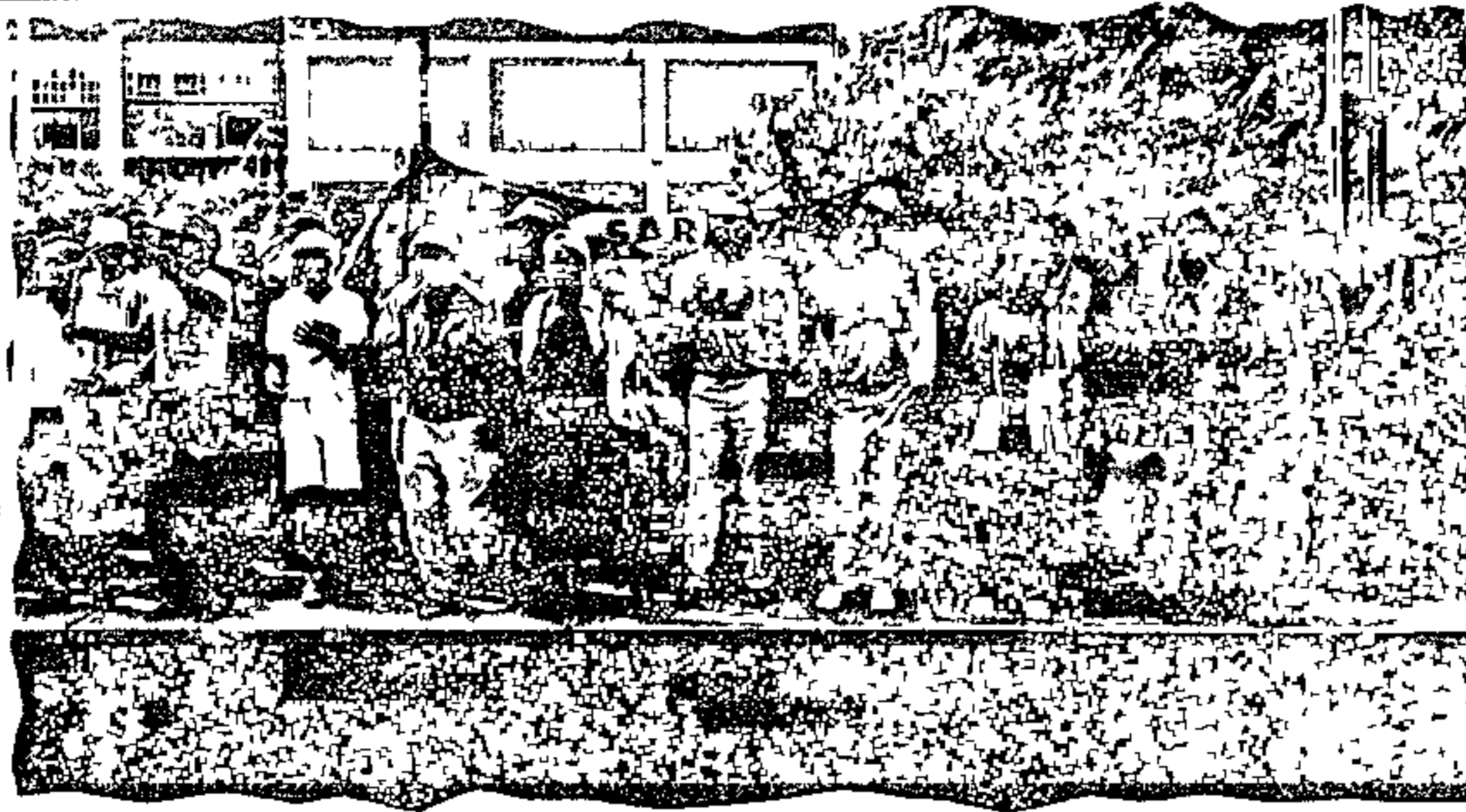
Additional charges include the "intimidation of workers during the strike, in that they forced or encouraged the employees of Sats to continue with the strike and not to make application to be re-employed by Sats."

In terms of the charges, the 18 could face the death penalty. There have been previous cases of trade unionists receiving the maximum penalty in South Africa. In 1964 three leading members of the South African Congress of Trade Unions (Sactu) were hanged. They were convicted on charges of the murder of a police informer, and sabotage.

Another such case involved Commercial, Catering and Allied Workers' Union (Ccaawusa) shop steward William Ntombela, who led the Nels Dairy strike early last year. He was sentenced to death in November last year for the murder of a Nelspruit Dairy delivery van driver in Parkhurst.

In separate trials to that of the 18 Sarhwu members, 14 other members of the union have been convicted of offences relating to the strike.

Nine workers were convicted on charges of public violence arising from the confrontation between police and workers at the Johannes-



Height of the strike. protest at a railway station. Picture: SANTU MOFOKENG, Atrapix

A year after the bloody rail strike, 18 on trial for murder

VUSI GUNENE reports

burg's Doornfontein station in April last year. Five workers were shot dead in the incident.

Fifteen workers were initially brought to trial, but charges against four of them were later withdrawn.

The nine convicted workers were granted bail of R5 000 each pending an appeal against their eight-year sentences.

Four workers were convicted of intimidation, while another was found guilty of making a subversive statement. These workers have also appealed against their conviction and sentences.

By late last year a further 13 Sarhwu members were facing charges of assault, conspiracy, incitement and

intimidation at the Germiston Magistrate's Court. Bail was refused.

The entire leadership of Sarhwu spent almost a year in emergency detention and were released early this year. Among those detained were Sarhwu's president, Justice Langa and treasurer Thami Mbanxa.

In the Johannesburg Supreme Court next week, the events prior to and after the eight-hour siege of Cosatu House in April last year — and the killing of eight members of Sarhwu — will be recalled.

The strike was triggered by the dis-

missal of a driver, Sarhwu member Andrew Nenzanda, who did not immediately hand in the sum of R40 received from a customer. He was subsequently rehired, but fined R80. Sarhwu rejected the imposition of the fine and demanded the driver's unconditional reinstatement.

Barely two weeks after a dispute with Sats had been declared, a special government gazette was published empowering Sats' general manager summarily to dismiss the striking workers. The strike had meanwhile spread to other areas in the Witwatersrand and Pretoria. Sats experienced serious backlogs in deliveries.

An estimated 14 000 workers joined the strike as it entered its second

week. White workers were used in a bid to ease crippling congestion at railway stations. Workers assembling at Johannesburg station were allegedly teargassed by police.

Cosatu made repeated calls to Sats to negotiate with Sarhwu but management refused — saying it did not recognise the union.

At this time, strikes began in the postal and mining sectors in a major escalation of industrial unrest.

As the Sats strike escalated, worker demands increased, including calls for full strike pay and the recognition of their union. Sats only recognised the rival Black Trade Union (Blatu).

By the third week of the strike Sats' losses were estimated at over R15-million. Workers in hostels and compounds were threatened with eviction if they did not report for duty.

Other unions and organisations such as the United Democratic Front launched support initiatives for the estimated 16 000 Sats workers then on strike.

A month into the strike more than 300 railway workers were detained under Emergency regulations at Ogies for holding an "illegal meeting".

The strike ended with an agreement between the legal representatives of Cosatu and Sarhwu, and Sats management. It had been the longest-ever strike in the public sector, and Sats losses were reported to be in the region of R40-million.

The settlement held that no worker would be victimised, or lose benefits. Reinstatement began in June 1987. However, reports from the union alleged that Sats had not re-employed all workers, and that some had been transferred to other depots.

● A Sarhwu representative told the *Weekly Mail* that workers have decided to hold commemoration services this weekend for the seven railway workers who were killed in Johannesburg on April 22 1987.

Cosatu ^{140A} women's congress

THE Congress of South African Trade Unions will hold a women's congress at Nasrec, Johannesburg from today until Sunday.

The congress, which is a sequel to the education conference held in September last year will focus on four themes: women at work, women in the unions, women in the community, and women and health safety.

Cosatu's information officer, Mr Frank Meintjes, said about 250 delegates, mostly women from all Cosatu affiliates and regions, are expected.

Oppression

He said the congress would also discuss the nature of women's oppression in broader society and within organisations, plan actions to tackle specific issues facing women and provide an impetus for the creation of women's structures.

He said the first congress call for the establishment of a national committee to co-ordinate action to educate members and promote leadership of women had not been implemented.

88/4/88
22/4/88
S. MEINTJES

Trade unionist is fined R500

140A

A MEMBER of the South African Textile and Allied Workers Union, Mrs Eva Thobatsi, was yesterday fined R500 or six months imprisonment in the Johannesburg Magistrate's Court when found guilty of assault with intent to do grievous bodily harm.

Sowetan 22/4/58

The magistrate, Mr A G A du Toit, gave her an additional 12 months suspended for five years. She was acquitted on a

charge of intimidation. Her co-accused, Mrs Elizabeth Mdaweni, was acquitted on both charges. They are both 24 and of Naledi, Soweto and former employees of Skipper International company in Johannesburg.

The State had alleged they assaulted and intimidated Mrs Caroline Ndlovu during a strike at their place of employment on September 29 last year.

1 000 oil workers vote to strike

By EDDIE KOCH

WORKERS at the biggest oil refineries in South Africa have voted to go on strike if their demands for a wage increase are not met.

The Chemical Workers' Industrial Union (CWIU) announced yesterday that more than 1 000 workers at the Sapref and Mobil refineries in Durban voted during ballots held this week to go on strike if deadlocked wage talks at the plants are not resolved.

CWIU information officer Pat Horn said the union had asked for mediation in a bid to resolve the dispute at Mobil and that a conciliation board will meet next week to consider the deadlock at Sapref.

The union is also conducting a strike ballot at the Shell distribution depot in Durban, which employs 100 workers, and is expecting a result today. The union has applied for a conciliation board to hear the dispute.

The union has said it will coordinate

any action taken by its members at the three plants. The ballot results thus open the way for a joint legal strike that could close down the bulk of South Africa's petroleum industry. The Sapref refinery, jointly owned by Shell and British Petroleum, is the largest in Africa and the Mobil refinery is the second largest in South Africa. The only other refineries in the country are the Caltex plant in Cape Town and Saso's Natref plant in Sasolburg.

Horn said the union would only resort to strike action if mediation and the conciliation boards failed to break the deadlock, which arises out of a demand by the workers for a wage hike of R180 a month across-the-board or 16 percent. Management's last offer at the three plants was an average offer of about 14 percent.

(Handwritten initials)

(140A)

W/Ment 22-28/4/88

r a market

FM 22/4/88

and Industries (BTI) and the Industrial Development Corporation (IDC)

But the DoF is stalling Director General Chris Stals notes the jewellery ad valorem issue was not mentioned in the Budget and so rests with his department He refuses to be drawn on when changes will come

"The White Paper on the Margo Commission (WP) stated ad valorem tax remains a valuable source of revenue and must be gradually phased out We are studying the implications of the WP, but there is no special focus on the jewellery industry," he says.

On Tuesday, Reserve Bank Governor Gerhard de Kock supported the idea of a larger local industry, noting "considerable value could be added to South African gold sales if part of the gold were converted into jewellery as well as alloys and sheets"

Politicians, too, see the need for speeding up implementation of the Cabinet recommendation. The Third Report of the Standing Select Committee on Finance, dated 25 March, 1988, stated. "Beneficiation processes for new materials to obtain the benefit of a larger added value for local industries, should receive specific and urgent attention

"In this regard, reference is especially made to the jewellery industry and it is recommended that the results of the inquiry into the industry be made public and that urgent steps be taken to bring relief"

To date, details of the inquiry have not been made public BTI Chairman Lawrence McCrystal says the matter rests with Stals, while an Economic Affairs and Technology spokesman maintains the Department of Trade and Industry cannot comment "until the DoF makes its official views public"

JCSA executive director Tim Davidson estimates total annual ad valorem revenue in SA amounts to R350m, a fraction of annual budgetary requirements By scrapping the tax on jewellery — a fraction of a fraction — the massive growth potential of the industry could be released

"The rationale for this tax is different from that imposed elsewhere Most ad valorem tax is on *imported* luxuries, but here it was imposed on a *locally* produced 'luxury' by the late Finance Minister Nico Diederichs The local industry is penalised and the whole economy suffers," says Davidson. ■

(CWIU)

Just as the US-owned company was negotiating with would-be local buyers, the CWIU suddenly demanded the right to vet any potential deal It doesn't want Sterling to sell its assets either to management or another company without its approval Further, it warns it will consider strike action if ignored

Sterling Drug of the US confirmed its divestment plans to the FM this month, following its acquisition by Kodak, which took flight from SA last year

Several companies have their eye on Sterling's modern plant at Mobeni, near Durban, and its range of well-known products like Panado, Beserol and Andrew's Liver Salts CWIU general secretary Rod Crompton



says in the event of a sale to a local company, the union will demand full details including company valuation, purchase price, franchise and technology transfer arrangements It will also demand regular disclosure of profits and guaranteed conditions of employment

"If disinvestment is supposed to help workers, it shouldn't simply be 'corporate camouflage' and allow the company to go on as before with local management," he says

Among local companies negotiating with Sterling are South African Druggists and Twins Pharmaceuticals It is unclear whether licences to manufacture all Sterling's products will be passed on, although one prospective buyer says "We wouldn't be negotiating unless something was up for sale"

Companies have mixed views on the Cosatu-affiliated CWIU's intervention. Twins Pharmaceutical MD Abe Krok says "If we negotiate with Sterling, I don't see why we should also be obliged to talk to the union" But he adds. "I can understand their concern for jobs, so I can say we wouldn't retrench anyone as we need the capacity of the plant"

Another potential buyer says "Any pur-

DISINVESTMENT

Union specific

The disinvestment from SA of Sterling Drug has run into problems with the intervention of the Chemical Workers' Industrial Union

140A

79 PTO

2

chaser would be imprudent if he didn't consider the labour relations implications of such a purchase "

Kodak, which controls Sterling, has made no attempt to spell out its intentions and hasn't replied to union demands for a meeting Crompton says there is growing frustration with the American company

"Kodak claims to have an open door policy when it comes to employee relations But the door is so open that when you knock, there's no answer " ■

DID 22/4/88

EL trade union offices broken into 140A

EAST LONDON — Intruders broke into the North End offices of the South African Railway and Harbour Workers' Union on Wednesday night and destroyed union documents, a spokesman said yesterday.

The union's regional organiser, Mr Derick Smoko, said that when union employees arrived at work yesterday morning they found three windows panes broken and one window open

The ashes of documents were found in the dustbin, drawers had been opened and membership application forms were scattered around the room

A book recording union membership, as well as a telephone and several copies of the Government Gazette, had been stolen, he said

Mr Smoko said the incident had been brought to the attention of the police — DDR

Union rejects Frame retrenchment

THE Amalgamated Clothing and Textile Workers Union of SA (Actwusa) has rejected the Frame groups decision to retrench 1 850 workers as "fraudulent".

Shop stewards rejected the retrenchments at a national council on Saturday and resolved to oppose the plan vigourously.

The 1 850 workers to be entrenched represent about 9% of the Frame group's 21 000 strong work force.

The group's human resources director Peter Richardson was reported as saying last week the re-

tranchments arose from a legacy of benign neglect in which the group had lost the ability to perform efficiently.

Actwusa general secretary John Copelyn said yesterday the problem was not that Frame was not making profits but rather they were not making sufficient profits.

"It is not a matter of life or death for Frame," he said "It is a matter of them being jealous of the position of the other manufacturers in the industry."

"We do not believe the prestige which the group is trying to elicit is a sufficient reason to justify this king of suffering

"The jobs of these workers are going to have to be done by the remaining workers"

Copelyn said in the absence of an agreement between them, Frame had threatened to conduct the retrenchments without the union

"That will be Frame's biggest mistake," he said "They do not realise the anger and bitterness which is boiling up inside of people"

25/4/88
SUE RUSSELL

Wildcat strike over payout of Samcor's dividends ends

Pretoria Bureau

About 3 000 Samcor workers returned to work today after a week-long wildcat strike involving a dispute over the distribution of dividends from shares in the company.

The workers had demanded a guaranteed payout of dividends after their union, the National Union of Metalworkers (Numsa), negotiated a deal whereby the dividends would not go to the workers but to a community development trust controlled by them.

The shares involved are the 24 percent of Samcor holdings given the workforce by the Ford Motor Company when it pulled out of South Africa last year.

Numsa rejected a direct share-participation scheme as an attempt to weaken the union.

A spokesman for Samcor would confirm only that the strike was over.

A spokesman for Numsa said the union was preparing a statement on the reasons for the ending of the strike.

It is believed that Numsa general-secretary Mr Fred Sauls flew from Port Elizabeth at the weekend for talks in Pretoria.

1 600

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lose

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*Sowetan
25/4/88*

140A

THE Commercial Catering and Allied Workers' Union of South Africa said that about 1600 workers faced retrenchment from Checkers stores because of "unsatisfactory profit margins."

The union said in a statement to Sapa on Friday it was told this by Checkers' management during the course of negotiations over shop floor conditions which are currently in progress.

As a response to this, the union handed petitions signed by thousands of Checkers workers throughout the country objecting to the retrenchment threats to management.

Security

"As an alternative to retrenchment the union tabled a package proposal interlinking a number of areas which would ensure job security for all Checkers workers.

"In response the company stated they are prepared to withdraw their retrenchment programme on condition that it receives concrete proposals of measurable action that the union will take on four areas.

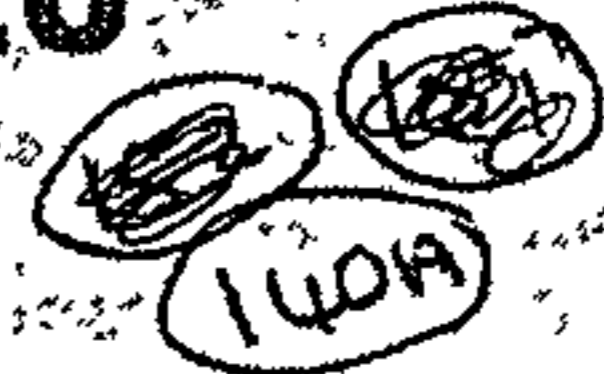
• Shrinkage, customer service, unconstitutional work stoppages and staff transfers," the union statement said.

The union said it was considering the company's proposals and it will hold a meeting of all shop stewards at Checkers' branches on April 27. — Sapa

CWIU vote for strike

Sowetan

25/4/88



ABOUT 1250 members of the Chemical Workers' Industrial Union have voted in favour of taking strike action in support of the union's demands over wage disputes at the Mobil Refining Company, Shell, BP South Africa Petroleum Refineries and Shell Oil SA in Durban, the union said in a statement.

At Mobil, the parties have agreed in principle first to try and resolve the dispute through mediation while awaiting the appointment of a conciliation board.

Should no resolution be achieved in this way, workers will meet again to consider their next step in terms of the strike ballot result.

At SAPREF a conciliation board meeting is scheduled for April 27, where the parties will attempt to resolve the

dispute. If they fail, workers will meet again to consider their next step.

At Shell, the union is awaiting the appointment of a conciliation board, but in the meantime the parties have met in an attempt to resolve the dispute, and will be meeting again during the next two weeks. At that meeting the union is expecting another offer from the company, and members are prepared to await the outcome of negotiations at that meeting before making any further plans.

The CWIU sees the results of the strike ballot as a mandate from its members in the petroleum sector that they are prepared to struggle for their demands for better wages, the union's statement said. — Sapa.

SARHWU 18

GO TO COURT

140A

Sowetan 25/4/88

THE trial in which 18 members of the South African Railways and Harbours Union face charges of murder, robbery, abduction and assault, starts today in the Rand Supreme Court.

The State alleges that on April 28, last year, they kidnapped Mr Kati John Sebopelo from his workplace in

Braamfontein to Cosatu House where they held him before taking him to a place where they killed him

It is further alleged that they kidnapped Mr Vhulani Joseph Mulaudzi from his workplace in Newclare and took him to Cosatu House where he was also held in custody before being taken to a spot where he was killed

**SOWETAN
Reporter**

They also allegedly kidnapped Mr Mulatelo Petrus Moremane from his workplace in Braamfontein and took him to Cosatu House, held him in captivity and later killed him.

The men also allegedly kidnapped Mr Jerry Rudolf Goodman while he was in transit from Mamlankunzi, Soweto, to Johannesburg

The accused are Mr Bongisi Sibisi (33), Mr Wilson Mtshali (33), Mr David Dzevhe (30), Mr Jacob Thapelo Machaka (33), Mr Patrick Molefe (27), Mr Phineas Nitshitungulwale (25), Mr Takalane David Mamphaga (35), Mr Mafemane William Rhikotso (33), Mr George Magedza (36), Mr Daniel Khandilizwe Mkhokotho (26), Mr Freddie Mothisi (30), Mr Isaac Mogorosi (30), Mr Jacob Mmatloa (33), Mr Wilson Mushamshano (33), Mr Johnson Mogesi (36), Mr Johannes Joja Ngcobo (24), Mr Simon Molomoni and Mr Michael Ikaneng

Anglo 'rounded up, teargassed' strikers

CAPE TOWN 25/4/88

140A

Own Correspondent

JOHANNESBURG. — A miner described on Friday how a group of black miners were rounded up with armoured vehicles, teargassed, shot at with rubber bullets and driven to work at gunpoint by Anglo American's Western Deep Levels security personnel during last year's strike.

Mr Ben Felanto, described as a respected member of the National Union of Mine Workers (NUM), was testifying before Mr Jules Browdie, SC, in an inquisitorial proceeding regarding the dismissal of 2 600 workers last August.

Mr Felanto, who was vice-chairman of the shaft committee at the time of the strike, told the court he was hit with the butt of a gun, kept for a night under arrest and later taken to the Carletonville police station, where he was detained for a week without trial.

The case has been postponed until a date to be decided.

house. No crime is suspected.

Retrenchment of 1 600

CAPE TOWN 25/4/88 *1600*
JOHANNESBURG. — The Checkers group has told the Commercial Catering and Allied Workers' Union that it is considering retrenching 1 600 workers, a union spokesman said at the weekend. Checkers management has said it was necessary because the company profit margins were unsatisfactory.

THE WITNESS

11665 . 25/4/88

Textile union to oppose proposed retrenchments

DURBAN. — The Amalgamated Clothing and Textile Workers' Union has decided to oppose the Frame Group's decision to retrench 1 850 workers.

A special national council meeting of the union was called at the weekend after Frame's human resources director, Mr Peter Richardson, said last week that unless the company took action by cutting staff to arrest a spiralling cost base, there was a "real prospect of structural damage being done to the business", which could lead to "forced closure in certain areas of operation".

The union's general secretary, Mr John Copelyn, said it

wasn't that Frame was not making a profit but that it was not making enough profit.

"The jobs of these workers are going to have to be done by the remaining workers," Mr Copelyn said.

It was a typical case of tightening the screws on workers who were already over-exploited.

Mr Copelyn said that in the absence of an agreement between them Frame threatened to conduct the retrenchments without the union.

The Frame Group's industrial relations manager, Mr Keith Robson, said the company was disappointed with the union's statement. — Sapa.

Murder trial of 18 ^{DID} 26/4/88 unionists adjourned ^{140A}

Daily Dispatch Correspondent

JOHANNESBURG — The trial of 18 South African Railways and Harbours Union (Sarhwu) members charged with the murder of four co-workers during the Sats strike last year began in the Rand Supreme Court yesterday, with defence counsel applying for further particulars of the allegations against their clients

It was argued before Mr Justice T T Spoelstra that the allegations were vague and embarrassing and that further particulars were necessary for the 18 to answer the case

The state, which alleges that the 18 acted in common purpose, opposed the application

All 18 have been charged with five counts of kidnapping, four of murder, one of attempted murder, two of robbery with aggravating circumstances, two of assault with intent to do grievous bodily harm and intimidation

It is alleged that they kidnapped five co-workers who had not joined the strike — Vhulani Joseph Mulaudzi, Kati John Sebopelo, Mulalelo Petrus Moremane, Albert Phuluwa and Jerry Rudolph Good-

man — on April 28 last year and took them to Cosatu House

There, according to the allegations, they were assaulted and robbed before being driven from Cosatu House

It is alleged that four of the kidnapped workers, Mulaudzi, Sebopelo, Moremane, and Goodman, were stabbed, and had a 31 kg rock dropped on them before being doused with petrol and set alight

Phuluwa managed to escape

Among the 18 accused is the Sarhwu regional secretary for the Transvaal, Johannes Joja Ngcobo

The other accused are Bongisi Sibisi, Wilson Matshili, David Dzevhe, Jacob Thapelo Machaka, Patrick Molefe, Phineas Netshitungulwane, Takalani David Mamphaga, Mafemane William Rikhotso, George Maungedzo, Daniel Candilizwe Mkhokotho, Freddie Mothisi, Isaac Mogorosi, Jacob Mmatloa, Wilson Mushaishano, Johnson Mogesi, Simon Mulomoni and Michael Ikaneng

Mr Justice Spoelstra reserved judgment on the application, for further particulars, until today

D/D 25/4/88

Retrenchment decision rejected as fraudulent

(14019)
(604)
(605)

Daily Dispatch
Correspondent

DURBAN — The Amalgamated Clothing and Textile Workers Union of South Africa (ACTWUSA) has slammed the Frame Group's decision to retrench 1 850 workers as "fraudulent".

Shop stewards rejected the retrenchments at a national council meeting at the weekend and resolved

to oppose the plan

The workers to be retrenched represent about nine per cent of the Frame's 21 000-strong workforce

The group's human resources director, Mr Peter Richardson, was reported as saying that the need for the retrenchments arose from a legacy of benign neglect in which the group had lost the ability to

perform efficiently

However, ACTWUSA's General Secretary, Mr John Copelyn, said the problem was not that Frame was not making profits but rather that they were not making sufficient profits

"It is not a matter of life or death for Frame. It is a matter of them being jealous of the position of other manufacturers

"It is a typical case of tightening the screws on workers who are already over exploited"

Mr Copelyn said that Frame had threatened to conduct the retrenchments without notifying the union

"That will be Frame's biggest mistake," he said "They do not realise the anger and bitterness which is boiling up"

(140A) (103) B/day 26/8/88

Govt controls give common ground

Unions back employers in opposing Bill

SPOKESMEN for SA's two largest trade union federations have said recent government threats of wage and price controls highlighted a limited area of common interest between employers and organised labour.

Nactu general secretary Phiroshaw Camay warned that any direct or indirect attempt to impose these controls would create an alliance between capital and labour — a development State President P W Botha may live to regret.

He said the timing of this development was particularly unfortunate, as after ten years employers had begun to develop a realistic approach to wage negotiations.

Merger of interests

Cosatu spokesman Frank Meintjies believed talk of an alliance was overstating the position.

But threats of controls had produced a limited merger of interests.

"Conflict between business and labour will continue to exist.

"But we should both work to isolate government on this issue," he said.

He added government did not realise how sensitive an issue wages were, and that the deteriora-

ALAN FINE

tion of economic conditions in townships could cause heightened political tensions.

He described the draft Control of Harmful Business Practices Bill as a direct attack on business, which now had to decide whether it was prepared to be bullied by government.

Such policies were contrary to employer interests and it was time for them to take a stand.

Blacks are victims

In the event of a wage freeze, it would be employers who would have to face the consequences of worker anger on the shopfloor, he added.

He said it appeared some employers had realised the seriousness of the situation.

"Black workers are historically victims of a system of cheap labour.

"This still applies to all sectors but is most crudely evident in the mining, construction, domestic, agricultural, service and the public sectors.

"They will certainly not accept any notion of a wage freeze," said Meintjies.

STRIKE OVER 140A

Soweto 26/4/88

THE strike at a Pretoria-based motor manufacturer is over. A Samcor spokesman said that all 3000 striking workers returned to work yesterday morning.



He declined, however, to give any details of the settlement reached with the National Union of Metalworkers of South Africa. The union was

not available for comment.

The strike began on Friday, April 15 over what was to happen with dividends paid on the 24 percent of Samcor owned by the workforce. The production line at the plant came to a complete halt for a week. The strike is said to have cost the company millions of rands. — Sapa.

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Cosatu reject wage freeze plan

25 October
26/14/68

140A

THE Congress of South African Trade Unions rejected the State President, Mr P W Botha's plan to impose a general wage freeze, Cosatu said yesterday. It was alarmed that Mr Botha intended to enforce a wage freeze in the private sector, a statement from Mr Frank Meintjes, Cosatu's information officer, said

Government attempts to bully employers demonstrated that Mr Botha was prepared to bulldoze those who stood in the way of his solutions

"Employers will have to decide whether they will be brow-beaten or use their clout to oppose the wage freeze.

For it is they who will have to deal with consequences on the shopfloor

"Employers, must realise if a wage freeze were implemented, the exercise of labour relations could easily become meaningless

"Because recognition agreement will be worth little if unions are unable to negotiate on wages, by far the most pressing issue facing our members," the statement added.

Union rejects plan

THE Amalgamated Clothing and Textile Workers' Union of SA has rejected the Frame group's decision to retrench 1850 workers.

Shop stewards rejected the retrenchments at a special national council meeting at the weekend and resolved to oppose the plan.

Last week, Frame's human resources director, Mr Peter Richardson, said unless the company took action by cutting staff to arrest a spiralling cost base, there was a "very real prospect of structural damage being

done to the business and this could lead to forced closure in certain areas of operation."

The union's general secretary, Mr John Copelyn, said the problem was not that Frame was not making

profits but rather that it was not making enough profits.

Mr Copelyn said it was not a matter of life or death, but a matter of Frame's being jealous of the position of the other manufacturers in the industry.— Sapa.

26/4/88
Sowden

1407

Charges against union 18 vague defence

THE State needs to substantiate allegations made against 18 members of the South African Railways and Harbours Workers Union who are charged with murder, robbery, abduction and assault, the Rand Supreme Court heard yesterday.

Counsel for the defence, Mr E Dane, argued before Mr Justice R Spoelstra sitting with two assessors that the preamble to the indictment as provided by the State was prejudiced and vague.

He said the indictment did not say when and where the accused joined the common purpose of inciting and encouraging others to intimidate non-strikers by having them kidnapped.

He said if the State was unable to provide the exact dates on which the alleged crimes were committed then the State should not make the allegations.

14019 Killed

The 18 men's appearance is a sequel to the SARHWU strike last year when a number of people were killed.

They have not been asked to plead because the defence has indicated that the State needs to furnish further particulars about the allegations.

The accused are Mr Bongisi Sibisi (33), Mr Wilson Mtshali (30), Mr David Dzevhe (30), Mr Jacob Machaka (33), Mr Patrick Molefe (28), Mr Phineas Netshitungulwani (25), Mr Takalani Maphaga (35), Mr William Rikhotso (33), Mr George Mangedza (36), Mr Daniel Mkhokho (26), Mr Freddie Mokhisi (30), Mr Isaac Mogorosi (30), Mr Jacob Mmatloa (33), Mr Wilson Moshainshano (33), Mr Johnson Mokgesi (36), Mr Johannes Ngcobo (24), Mr Simon Molomoni and Mr Michael Dikaneng. The hearing continues today.



FRIENDS and relatives of the 18 accused outside the Rand Supreme Court yesterday.

Cap
26/4/88 (160A)

1 600 Checkers workers face axe

Staff Reporter

ABOUT 1600 Checkers workers face being axed from their jobs following a company admission that it was achieving "unsatisfactory profit margins".

This was announced in a statement released at the weekend by the Commercial, Catering and Allied Workers' Union of SA (Cawusa). The union said the company was considering the retrenchment of the workers.

Thousands of employees had signed petitions protesting against the proposed retrenchments, the union said.

Cawusa said it had tabled a package proposal that would ensure job security for all Checkers workers.

In response, the company stated that it was prepared to withdraw the retrenchment programme if it received concrete proposals that the union would take "measurable action" in the areas of shrinkage, customer service, unconstitutional work stoppages and staff transfers.

The union said it was considering the company's proposals, and all Checkers shop stewards would meet to discuss the proposals on April 27.

Strikers are back but will fight on

C/M T. J. S.
26/4/88

1407

Own Correspondent

JOHANNESBURG — Workers at Samcor's Pretoria plant returned to work yesterday after an eight-day strike, but their rebellion against the union-supported company share scheme is not over

The head of the National Union of Metalworkers of SA motor section, Mr Fred Sauls, said yesterday, after a visit to the plant, that it appeared some workers wanted their share of company assets (estimated by them at R40 000 each) liquidated and paid over to them

Others wanted the dividends from their holdings paid over to them personally rather than into a trust fund to be used for community development projects

Mr Sauls warned that unless the issues were satisfactorily resolved they could threaten the future of Samcor

In terms of the deal agreed between Anglo, Samcor, Ford and the union, 24% of Samcor equity is to be held by an employee trust

Ford's continued relationship with Samcor — which includes a licensing arrangement in terms of which Samcor continues to build Ford products — hinged on the agreement

Another key part of the deal was a \$61-million (about R170m converted in

financial rands) cash injection to wipe out Samcor debts and transform it into a profitable concern. The money has already been paid over

Mr Sauls said most workers did not participate in discussions while he was there and it was hence unclear how the silent majority felt. Numsa leadership would have to take decisions on the situation this week.

He believed workers demanding the liquidation of their share of the assets — assuming this could be done at all — did not understand this may mean the closure of the company

Mr Sauls said the rumblings originated in Port Elizabeth earlier this year, and then spread to Pretoria. A group of Samcor employees in PE had threatened legal action if their demands were not met. It was unclear against whom such action would be directed

He said the union had received a mandate from Samcor members at mass meetings to sign the agreement last November. This had been preceded by a number of meetings and seminars where details of the deal were explained

"We thought we had a good agreement. However, if the members wish to withdraw or alter their mandate we will go along with them," he said

Samcor chairman Mr Leslie Boyd declined to comment.

400 down tools 14-20/4/88 SOUTH (NCOA) in one-hour protest

MORE than 300 workers at the Airflex Purchasing Corporation, a furniture factory in Epping, staged a one-hour protest last week because of management's refusal to recognise their union.

The workers, all members of the Paper Wood and Allied Workers Union, are demanding that their union be recognised and that management stop forcing workers to join the National Union of Furniture and Allied Workers of South Africa (Nafasa).

be settled: We are more than 113 000 tons on 1986. Manganese-
er prices — 30% to ore production fell from 3,7-million
s is still subject to tons in 1986 to 2,8-million tons.

Union murder case application

SUE RUSSELL

THE trial of 18 South African Railways and Harbour Workers Union (Sarhwu) members charged with the murder of four co-workers during the Sats strike last year began in the Rand Supreme Court yesterday with defence counsel applying for further particulars of the allegations.

It was argued before Mr Justice T T Spoelstra that the allegations were vague and further particulars were necessary. The State opposed the application.

The accused are charged with five counts of kidnaping, four of murder, one of attempted murder, two of robbery with aggravating circumstances, two of assault with intent to do grievous bodily harm and intimidation.

It is alleged they kidnapped Vhulani Joseph Mulaudzi, Kati John Sebopelo, Mulalelo Petrus Moremane, Albert Phuluwa and Jerry Rudolph Goodman on April 28, took them to Cosatu House, where they were assaulted and robbed, and that four were later murdered.

The accused include Sarhwu Transvaal regional secretary Johannes Joja Ngcobo, Bongisi Sibisi, Wilson Matshili, David Dzevhe, Jacob Thapelo Machaka, Patrick Molefe, Phineas Netshitungulwane, Takalani David Mamphaga, Mafemane William Rikhotso, George Maungedzo, Daniel Candilizwe Mkhokotho, Freddie Mothisi, Isaac Mogorosi, Jacob Mmatloa, Wilson Mushaishano, Johnson Mogesi, Simon Mulomoni and Michael Ikaneng. Judgment on the application was reserved until today.

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Wage rise
for the ^(140A)
~~3/18~~
Star 26/1/58
paper men

A new wage agreement giving Transvaal employees in the newspaper distribution industry a minimum wage of R600 a month has been reached between Allied Publishing and the Commercial, Catering and Allied Workers' Union, an Allied spokesman said yesterday.

The managing director of Allied, Mr J C Mould, said in a statement that as part of the settlement, employees will receive an across-the-board increase of 17 percent.

A similar agreement was signed last week with the United Workers' Union - Sapa.

D10 2714188

Settlement in Queenstown dispute

Daily Dispatch Reporter (140A)

EAST LONDON — Settlement has been reached in the dispute between a Queenstown company, Baldwin's Steel, and the National Union of Metalworkers of South Africa (Numsa), a union spokesman said yesterday

The regional secretary of Numsa, Mr Viwe Gxarisa, said 24 employees who were dismissed on March 9 and 10, would be reinstated as a result of the agreement

The workers had refused to work overtime after the company would not negotiate with them on their demands of a R4.50 per hour wage and a means of transport after work, he said

A spokesman for the holding company that negotiated on behalf of Baldwin's Steel Company, Mr Neville Jordan, was not available for comment yesterday

Mr Gxarisa said the reinstatements would not entail any monetary compensation and would be in effect from May 2. The replacement workforce would be given notice to shorten their contract of employment from June 17 to June 1, while 25 would be employed at the company permanently

The rest of the workforce would be given first preference if the company were to employ additional labour, he said

"The reduction of working hours as well as an overtime ban is one of the union's resolutions with the aim of creating more jobs for the unemployed

"Management saw the ban on overtime by the workers as a strike, while it was not necessarily a strike action from the union's point of view"

The dismissed employees had a period of grace until until June 1 to return to work, Mr Gxarisa added

DID 27/4/88

May Day rallies planned 140A

Daily Dispatch
Correspondent

JOHANNESBURG — Cosatu said yesterday it had planned a number of rallies to commemorate May Day on Sunday.

Some members would also report for work on May 6 as a form of protest against the State President's proclamation of the day as Workers' Day.

Indoor rallies would go ahead in Cape Town and Johannesburg. But permission for a meet-

ing in Secunda had been refused and replies were being awaited regarding a Port Elizabeth gathering.

Permission for a meeting in Durban was granted subject to various undertakings from Cosatu on issues like crowd control, curbing of violence, non encouragement of educational boycotts and unlawful strikes, and that the State of Emergency would not be mentioned.

"We have agreed to these conditions, but refused to agree that

police be allowed inside to monitor and film the meeting." A reply from the magistrate was being awaited.

Regarding May 6, the spokesman said some affiliates had negotiated for members to work on this day in exchange for another holiday, such as March 21.

Others will attempt to attend work as normal, while most will stay home, but not as an alternative to May Day being a paid public holiday, he said.

STRIKE AT 3 PLANTS

THREE major Rex
Truform plants have been
hit by a strike in spite of an
interdict taken out against
the strikers.

Rex Trueform chair-
man Stuart Shubb said
that workers had struck
at the plants at Salt
River, Wynberg and
Atlantis. *50 ex 2714/68*

He said the Supreme
Court had granted an
interdict on Monday
restraining employees.

and the strike on condition

Unionist 'held'

140A

SOUTH African Railways and Harbours Workers Union organiser Mr Sulaiman Isaacs, who was detained at Community House on Friday, is being held under the emergency regulations, according to his mother, Mrs Faeza Isaacs. *Sowetan 27/4/88*

Police detained Mr Isaacs (25) after the union held a memorial service for members killed during last year's railway strike.

"Police informed me on Friday night," she said. — Sapa.

'Enough evidence' in Sarhwu trial

ST 21486 By Bruce Anderson

The State was not obliged to supply further details of a common purpose which 18 SA Railways and Harbour Workers Union (Sarhwu) members allegedly entered into before the killing of four men last year, a Rand Supreme Court judge ruled yesterday.

Mr Justice Spoelstra was giving judgment in a defence application for further particulars in the case of 18 Sarhwu members who face four charges of murder, a charge of attempted murder, five charges of abduction, four charges of assault, two charges of robbery and a charge of intimidation.

The 18 men have not yet pleaded to the charges and are being held in custody.

The charges relate to the alleged abduction and murder of four men on April 28 last year during the SA Transport Services strike.

The defence counsel for the 18, Mr Eric Dane, had asked the court to order the State to supply further details of the allegations against the men, including

particulars of a common purpose alleged by the State in the preamble to the indictment

The preamble describes the alleged common purpose as an agreement among the 18 to persuade Sats workers not to return to work

The judge ruled that the indictment, read together with the preamble, contained "sufficient information to apprise the accused of the nature of the State's case in relation to the existence of the alleged conspiracy and common purpose"

The court has, however, ordered the State advocate, Mr Brink Ferreira, to reply with further and better particulars to three of the 38 paragraphs in which the defence requested more particulars.

The accused are: Mr Bongisi Sibisi (33) of Soweto, Mr Wilson Matshili (33) of Krugersdorp, Mr David Dzevhe (30) of Germiston, Mr Jacob Machaka (33) of Johannesburg, Mr Patrick Molefe (27) of Alberton, Mr Phineas Netshitungulwane (25) of Soweto, Mr Takalani Mamphaga (25) of Johannesburg, Mr Mafemane Rikhotso of Soweto, Mr George Maungedzo (36) of Soweto, Mr Daniel Mkhokotho (36) of Soweto, Mr Freddie Mothisi (30) of Soweto, Mr Isaac Mogorosi (30) of Johannesburg, Mr Jacob Mmatloa (33) of Johannesburg, Mr Wilson Mushaishano (33) of Soweto, Mr Johnson Mogesi (38) of Krugersdorp, Mr Johannes Ngcobo (24) of Johannesburg and Mr Michael Ikaneng (38) of Soweto

State must give details

19/1/42
Soweto
27/1/42

THE State was yesterday ordered by a Rand Supreme Court judge to furnish more particulars requested by the defence in the trial of a trade union official and 17 other accused who are employees of the South African Transport Services (Sats) facing charges relating to a strike last year.

Mr Justice Spoelstra, sitting with two assess-

sors, ordered the State to furnish more particulars on three of the 38 paragraphs dealing with the defence request for more information.

The judge said what the State alleged against accused number 8, Mr William Rikhotso (33), was ambiguous. More information was needed, said the judge.

On the other two paragraphs relating to victims, the judge said the identity of the victims was known by the State and should therefore furnish such particulars.

He said the State had furnished particulars on the other 35 paragraphs. The accused were not asked to plead and the case was postponed to today.

Appearing are Mr Johannes Joja Ngcobo (24), Transvaal secretary of the South African Railways and Harbours Workers' Union and the 17 members of the union who were employed by Sats during the alleged strike.

They are facing four counts of murder, five of abduction, one of attempted murder, four of assault with intent to do grievous bodily harm, two of robbery with aggravating circumstances and intimidation.

1407

Y & S ONLY LARK
19543

Sowetan
21/1/88
Fawu official released *(1401A)*

A FOOD and Allied Workers Union branch treasurer, Mr Ernest Buthelezi, was released from detention on Tuesday, the union said in a statement.

Fawu said its Johannesburg chairman, Mr Phillip Ziqubu, and Mr Raymond Sibanda, were still in detention.

Both are shop-stewards at Farm Fare at Wynberg and live in Alexandra. — Sapa.

DID 21/4/88 (108)
140A
(108)

Frame Group to retrench 1 850 workers

Director: cuts will affect East London
Daily Dispatch Correspondent

JOHANNESBURG — The Frame Group is to retrench 1 850 employees — about nine per cent of its 21 000-strong workforce — as part of a programme of reorganisation to become competitive in local and international markets, according to a statement released yesterday.

The human resources director, Mr Peter Richardson, said the need for the layoffs arose out of a legacy of benign neglect in which the Frame Group lost its ability to perform efficiently.

"We know it will create hardship and it's not an easy decision to make, but unfortunately there is no viable alternative

"The group's operating company, Consolidated Frame Textiles, has an abysmally low return on capital compared to other industries and competitors,"

Mr Richardson said

A spokesman for the Amalgamated Clothing and Textile Workers' Union of South Africa (Actwusa) said retrenched workers would receive compensation of at least one week's pay per year of service, or part thereof

In addition, they would receive both their employer contributions to the company's provident fund, plus interest, he said

The retrenchment programme has been discussed with Actwusa. No date has been set for the implementation of

the job cuts

Mr Richardson said the cuts would affect staff at Jacobs, Mobei New Germany, East London and Ladysmith

The retrenchments follow restructuring of the group since new management took over in 1986

A complete reorganisation has simplified the complicated system of cross holdings and interlocking minority shareholdings of the various companies making up the group

The group's return on capital is 10,3 per cent at historical costs, or 5,7 per cent allowing for depreciation of plant and machinery.

This compares unfavourably with competitors' returns at 34,3 per cent for Mooi River and 33,9 per cent and 31,8 per cent for Da Gama and Romatex respectively.

The financial director, Mr Stephen Leggat, said yesterday the group aimed to achieve a 25 per cent return on capital in the next two years

Given Frame's R300 million property portfolio, this would enable it to compete effectively, as property tends to hold or appreciate in value compared with as opposed to machinery

The intention is to produce the lowest priced cloth in the country, Mr Leggat said

Tight cost controls and the introduction of a new management team in 1986 have already been showing benefits

"At the interim stage for the 1988 financial year pre-tax profits were up 27 per cent to R14,9 m."

Mr Leggat says the group is looking for pre-tax profits of R55 million for the current year

Strike looms

South

21-27/9/88

(DPR)

(DPR)

POSTMEN who disrupted post and telecommunication services when they downed tools for six weeks last year are geared for another confrontation with their bosses this year.

This time the bones of contention are the government's plan to privatise the public sector, the decision to freeze wage and salary increases in the public sector, and the Post Office Amendment Bill now before parliament.

Post and Telecommunications Workers Association (Potwa) president Vusi Khumalo spoke to SOUTH about the looming industrial action.

"We are mortally opposed to privatisation of the public sector for a number of reasons. Firstly, we believe that the results of such a move would mean the majority of our members are going to lose their jobs."

The government might use the private sector to eliminate apartheid so as not to be seen doing it themselves.

The postal side of the post office has so far been subsidised by the engineering section and privatising the postal section meant that whoever took over had to run it on a profitable basis, Khumalo said.

Private business would

reduce the number of workers and increase tariffs astronomically to ensure a profit.

Potwa not only feared that many of their members might lose their jobs but that white management would be retained, thereby preserving discriminatory practices.

Khumalo said privatisation meant the black community would be hardest hit.

Post Office workers last year won their battle against the government's Post and Telecommunication Department.

For nearly six weeks the 20 000-strong Potwa struck in support of equal pay for equal work, equal promotional opportunities, and an end to unfair dismissals and the racist attitudes of the management.

They are expecting an increase at the end of this month but blacks were still not allowed to supervise whites irrespective of

qualifications.

"Blacks are still being transported in open trucks like animals whereas buses are provided for white workers," Khumalo said.

Promotional opportunities were still fraught with apartheid and discrimination.

The government was pushing a Bill through parliament which would make striking illegal for Post Office workers.

"We regard the amendment to the Post Office Services Act equivalent to the new Labour Relations Bill. It means if we go on strike the Minister of Posts and Telecommunications is empowered to sue Potwa and its leadership for any loss they may suffer. However, we are determined to resist this Bill," Khumalo said.

By freezing wage and salary increases the government was denying workers in the public sector their legitimate right to earn a minimum living wage. The entire public sector fought for better wages and better working conditions last year.

The Government was either deaf to the demands of the workers or did not recognise their legitimate right to a living wage, Khumalo said.

Management agreed during settlement talks to pay labourers R380 a month subject to review. The minimum demanded by workers is R450.

Potwa, established in October 1986, has 22 000 paid-up members.

"Our target for the end of 1988 is double this figure. To reach it we have to organise unorganised areas. We feel every postman should be a unionist."

DID 21/4/88
T40A

Union claims workers detained after dispute

Daily Dispatch Reporter

EAST LONDON — The National Union of Metalworkers of South Africa (Numsa) has accused the Tek group of appealing to the Ciskei government to intervene in its dispute with the union

The company denied any knowledge of security police action

The chairman of the local Numsa branch, Mr Mtutuzeli Tom, said eight former Tek employees had been detained at their Mdantsane homes by Ciskei security police last week

The names of those allegedly detained are Shadrack Busika, William Mbovane, Mxolisi Bhisholo, Vakele Kraqa, Odwa Dyani, Mpumzi Mkosu, Julius Sleku and Sarah Mabhija

The Ciskei police public relations officer, Colonel Avery Ngaki, said he could not comment until he had received a telex from the security police confirming or denying the alleged detentions

The Tek group human resources manager, Mr Gerrie Uys, denied any knowledge of security police action and said there had been no contact with Numsa since the workforce of almost 700 was dismissed two weeks ago

Mr Tom said the detentions had occurred when the workforce was locked out of the factories by management after demanding the unconditional re-instatement of dismissed union members

He accused Tek of employing "scab labourers" through an East London employment agency

Mr Uys confirmed that Tek was on a recruitment drive and said staff figures were "close to full strength"

Mr Uys said none of the former workforce had been re-employed, although some 350 new workers had been signed up for the television factory alone

Ccawusa strike

ABOUT 100 members of the Commercial Catering and Allied Workers Union at Empisal in Village Deep have been on a wage strike for the past three weeks.

Organiser Mr Abe Ramalope said yesterday that the workers were demanding a minimum of R600 a month and an across-the-board increase of R300 a month.

They also demand a 13th cheque, extra week's leave, 35 hours a week without loss of pay, housing subsidy and May 1; March 21 and June 16 as paid holidays.

Resolve dispute

Mr Ramalope said the strike began after mediation talks to resolve the dispute failed in December.

The company yesterday said it was firm on its R80 across-the-board offer and a monthly minimum R450 a month.

A company spokesman said yesterday that Empisal offered Ccawusa members 7,5 percent for every year of service in respect of the union's demand for a 13th cheque.

The company also said it also offered workers one day in May with regard to the paid holiday demand.

P/D 20/4/88
**Strike by
Samcor
workers**

PRETORIA — All 3 000 hourly-paid workers at Samcor's Pretoria plant have been out on strike since Friday and production has been at a standstill, a Samcor spokesman said yesterday

Negotiations were in progress with union representatives, and it was hoped a return to work would occur today, the spokesman said

Samcor declined to comment on the reasons for the strike, and on reports that workers were unhappy with aspects of the share scheme announced late last year

Spokesmen for the National Union of Metalworkers of South Africa could not be reached for comment —
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Chemical union holds strike ballots

THE Chemical Workers' Industrial Workers' Union yesterday began a series of strike ballots among its 1250 members at three major oil companies following disputes over wages

Labour Reporters

The union declared disputes with the companies after it rejected management's offers of increases of R140 or 14 percent while CWIU demanded a R180 or 16 percent increase a month

The union declared minimums at R700 from R558 and a guaranteed bonus of 25 percent

The companies involved are Mobil, Shell and South African Petroleum Refineries (Sapref)

A WAGE strike involving about 7000 workers at 150 hotels in Natal is looming after the Natal Liquor and Catering Trades Employees Union declared a dispute with management

CWIU spokesman Miss Pat Horn said in a statement that the results would be announced on Friday

A spokesman for the National Council of Trade Unions, to which the union is affiliated, Mr Siza Ntshakala, said

The companies involved are Mobil, Shell and South African Petroleum Refineries (Sapref)

The workers are demanding a R200 across-the-board increase a month which the employers have rejected

CWIU spokesman Miss Pat Horn said in a statement that the results would be announced on Friday

He said the minimum workers in the region were earning was R205 a month

The companies involved are Mobil, Shell and South African Petroleum Refineries (Sapref)

Mr Ntshakala said the strike would be the biggest if members were to vote favourably in a ballot to be decided upon

CWIU spokesman Miss Pat Horn said in a statement that the results would be announced on Friday

THE results of the February elections for the branch executive members of the Commercial Catering and Allied Workers' Union of SA in Pietersburg were released last week — with the "old" Ccawusa sweeping the boards

CWIU spokesman Miss Pat Horn said in a statement that the results would be announced on Friday

In a statement released by the newly elected branch secretary, Mr Abraham Sekonya, the union said "old" Ccawusa under Mr Vivian Mtwa had also

CWIU spokesman Miss Pat Horn said in a statement that the results would be announced on Friday

Mr Sekonya lashed at earlier Press reports that claimed the region had voted in favour of the splinter Kganare group "We wish to correct the statement by the Kganare group claiming

CWIU spokesman Miss Pat Horn said in a statement that the results would be announced on Friday

to have won this branch and to have adopted the Freedom Charter These claims are false"

CWIU spokesman Miss Pat Horn said in a statement that the results would be announced on Friday

The Johannesburg branch of the union issued a statement welcoming the election results "We salute the stand of these workers — which is a stand for democracy and worker control At a time when worker unity is vital, a time when the State and bosses are attacking the working class more than before, this worker is vital," the statement said

CWIU spokesman Miss Pat Horn said in a statement that the results would be announced on Friday

Spokesmen of the Kganare group could not be reached for comment yesterday

CWIU spokesman Miss Pat Horn said in a statement that the results would be announced on Friday

THE Media Workers' Association of South Africa is to host a meeting of journalists today to discuss means of combating restrictions placed on the media and the harassment of newsmen

CWIU spokesman Miss Pat Horn said in a statement that the results would be announced on Friday

The meeting to be held at Lekton House, Wandereers Street, Johannesburg, will begin at 5.30pm

CWIU spokesman Miss Pat Horn said in a statement that the results would be announced on Friday

A spokesman for Mwasa said all journalists, including editors, were invited

CWIU spokesman Miss Pat Horn said in a statement that the results would be announced on Friday

THE proclamation made by the State against the Congress of South African Trade Unions and 17 organisations can be described as being not only a political tragedy but also a rebuff by the State of 10 years of progress in collective bargaining through the private sector

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So wetan 19/4/88

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Assault alleged

Sowetan 19/4/88
A WOMAN was hit on the head with a bottle and her face cut with glass when she defied orders to go on strike, a Johannesburg Regional Court magistrate was told yesterday.

Appearing before Mr A G A du Toit on charges of intimidation and assault with intent to do grievous bodily harm were two members of the South African Textile and Allied Workers Union, Mrs Eva Thobat-

By **MANDLA
NDLAZI**

si and Mrs Elizabeth Mndaweni, both aged 24 and former employees of Skipper International Company in Johannesburg

**140A
Strike**

They have pleaded not guilty. The company's managing director, Mr K Lack told the court that his employees went on

strike on July 6 and 24, August 13 and October 16 last year.

Mrs Caroline Ndlovu told the court that she was hit with a bottle on the head by Mrs Thobatsi and her face was cut with glass by Mrs Mndaweni. She said this happened on September 29 in the change room at the company where she has worked for 17 months as a presser.

She said she was insulted and assaulted when she wore her overall to go on duty. Employees had been told not to wear their overalls as they were to go on strike.

Mrs Ndlovu said she fell after she had been struck with a bottle and bled profusely. She was later treated at a clinic and she reported the matter to the police.

Workers end Veetech Oil strike

WORKERS at Shell SA's Veetech Oil have returned to work, ending a four-week strike over wages, Chemical Workers' Industrial Union representative Pat Horn said at the weekend.

Management accepted the CWIU's demand for a minimum wage of R700 a month and a bonus of 25% of monthly pay in 1988, she said.

Disputes in the rest of the petroleum industry are reaching a head

with about 1 250 workers at Shell, Mobil and Sapref agreeing to hold strike ballots this week regarding wage disputes. The affected companies are offering monthly increases of R140 (14%), while the CWIU is demanding R180 (16%).

Finally, conciliation boards have been appointed at Mobil and Sapref.

BRONWYN ADAMS

5/10/88
18/11/88

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w/mail

Employers, unions disagree over minimum wages

THE second round of metal industry wage negotiations has ended with some compromise on both sides, but no agreement between employers and unions

The four affiliate of the SA Council of the International Metalworkers' Union made revised demands, for across the board increases of R1 per hour and a minimum hourly wage of R4 for labourers (up 53 percent) and R7,96 for artisans (22 percent)

The seven member unions of the Confederation of Metal and Building Unions, the white Mineworkers' Union and the Iron, Steel and Allied In-

dustries Union demanded 13 percent increases for both labourers and artisans

Employers offered to increase labourers' hourly minimum wage by 12 percent to R2,93 and that of artisans by ten percent to R7,19.

In the motor industry industrial council, which covers motor workers other than those in vehicle manufacturing, employers and unions have failed to reach agreement on wages and working conditions.

The National Union of Metalworkers, which represents most of the industry's semi-skilled and unskilled

workers, is demanding a minimum hourly wage of R4,50. Employers have offered minimums ranging from R2,30 in big cities down to R1,26 in small country towns.

Employers have agreed to transfer auto workers' pension funds to provident funds but have rejected Numsa's demands for a 40 hour working week. In response the union's demand for six months' paid maternity leave, they have offered six months unpaid leave.

Metal industry wage talks continue on May 10 and motor industry talks on April 18

140A

OK reacts to union demands

OK Bazaars said yesterday that to agree to the 1988 wage demand by the Commercial, Catering and Allied Workers' Union (Ccawusa) would cost the company more than R58 million.

In a statement following the third round of talks with the union, OK Bazaars personnel director, Mr K Hartshorne, said the company had responded in detail to the union's demands.

Mr Hartshorne confirmed that OK had offered a monthly increase of R102, payable in two phases over the next seven months, alternatively R72 a month, payable from April.

Ccawusa said yesterday that OK's R72 a month increase offer was "totally unrealistic".

15/4/88

UN updates its athlete blacklist

15/4/88

The Star Bureau

NEW YORK — The United Nations (UN) has issued an updated list of athletes considered to have contravened its provisions by competing in South Africa.

The list contains no real surprises, except for an unusually caustic reference to Zola Budd in the section headed "Athletics".

The UN Centre against Apartheid, authors of the report, said: "The South African athlete Zola Budd, who now uses a British passport of convenience, continues to train in her native South Africa."

"In fact, she only returns to the United Kingdom during the athletics competitive season. This has provoked protests by anti-apartheid organisations worldwide," it said.

The register named as "among the best known" athletes to have competed in South Africa — Americans Vitas Gerulaitis, Brad Gilbert and Billie-Jean King, Pat Cash of Australia and Henri Leconte of France and golfers Ian Woosnam of Britain and Severiano Ballesteros of Spain.

American golfer Jack Nicklaus and tennis champion Ivan Lendl were de-listed, having undertaken not to play in South Africa again.

The 92-page UN document said that, in spite of a \$100 million (about R220 million) campaign by South Africa, "with the exception of some top golfers and tennis players and a few others, the calibre of players participating in South Africa has been mediocre".

Police act on Group Areas in Pretoria

By Craig Kotze and Own Correspondent

A major Group Areas Act clampdown in the northern Transvaal was announced in Pretoria yesterday, but police denied the move heralded tighter countrywide enforcement.

Northern Transvaal Divisional Inspector Brigadier Chris van Niekerk said the move was in response to "countless complaints", mainly by residents of Pretoria's eastern suburbs.

But a spokesman in the office of the Minister of Law and Order, Mr Adriaan Vlok, denied yesterday that the action was part of a national clampdown in terms of the Group Areas Act.

However, Mr Vlok's press secretary, Brigadier Leon Mellett, told The Star that the Group Areas Act "was law".

Brigadier van Niekerk said he would, in response to complaints, move to stamp out cases where people of other race groups were illegally allowed to stay on a property in areas zoned for a different population group.

"There is general dissatisfaction among residents. Where we used to warn people, we are now going to take criminal steps," he said.

Citing Sections 26 and 46 of the Group Areas Act (Act 36 of 1966) and proclamation 112 of June 22 1986, Brigadier van Niekerk said those contravening them could expect a fine of R400 or two years' imprisonment.

15/4/88

THE WEATHER

TRANSVAAL — Partly cloudy and warm with isolated thundershowers except over the lowveld.

JOHANNESBURG CENTRAL — Today: 8 am 16 deg C; yesterday: max 22 deg C; min 14 deg C; rainfall — mm; so far this month 3,8 mm; so far this year 369,1 mm; average rainfall for April over 92 years 54 mm; average annual rainfall 769 mm.

By Sally Sealey

Child abuse, Aids, paternity leave, cervical cancer and abortion were some of the topics discussed at the Congress of South African Trade Union's (Cosatu) women's congress at the weekend.

At least 250 women attended the three-day conference in Johannesburg which focused on "Women at Work", "Women in the Unions", "Women in the Community" and "Women - Health and Safety".

Delegates expressed serious concern over the spread of Aids and proposed that Cosatu urgently implement an education and information campaign amongst its members with the help of progressive health organisations.

The women also passed a resolution on cervical cancer, noting that it was a major killer of women and that Government family planning clinics no longer provided free pap smears.

It also noted that the Government had declared cervical cancer a disease associated with black women

Cosatu women concerned over spread of Aids

The women recommended that the Government provide free information, counselling and pap smears.

The women's congress was a sequel to Cosatu's education conference in September last year, which noted the lack of progress with issues on women within the union.

The congress also discussed the nature of women's oppression in the broader society.

At the conference it was resolved to form women's forums at a local level, which would facilitate the greater participation of women in Cosatu.

Cosatu's National Education Committee chairman, Mr Chris Seopisengwe said

"The women's issue is not an easy issue to take up in the federation because it involves criticising ourselves and the social attitudes and prejudices of our

members as much as it involves building the liberation of women into our struggle to fundamentally transform this apartheid and exploitative society".

RESOLUTION

He said that in 1985 Cosatu passed a resolution to fight against discrimination, to fight for the equality of women, for child care and maternity rights, for health and safety, for safe transport and against sexual harassment.

However, with the formation of forums, it is hoped that this problem will be resolved.

Cosatu information officer, Mr Frank Meintjes said many of Cosatu's affiliates have held seminars on women and have made important gains in the struggle for maternity rights and equal pay for equal work.

3 000 workers back at work

140A

Sowetan 27/4/88

RD

MORE than 3 000 members of the National Union of Metalworkers of South Africa employed at Samcor, Pretoria, returned to work yesterday after an eight-day strike.

This was confirmed by Mr Reuben Els, public affairs manager for Samcor. He would, however, not discuss settlement details.

Workers downed tools on April 15 in protest against the Numsa/Ford agreement to channel their shares into a community development trust.

The decision was reached following the 24 percent shares which the Ford Motor Company left for the workers when it disinvested from South Africa last year.

According to a Numsa spokesman, the strike was called off after an agree-

ment between the trade union and Ford was discussed with the workers at the weekend. He blamed the strike on "certain elements" who misled workers into believing that the shares donated by Ford were hard cash and not assets.

He added that the dispute was aggravated by rumours that Numsa intended donating money to Mamelodi mayor, Mr Zikhali Ndlazi, for Mamelodi Sundowns, a local soccer team.

The spokesman said the workers agreed to end the strike on condition that they conducted their own investigation into the agreement reached by Numsa and Ford. He said it was also explained to them that it was unfair to strike against Samcor while the agree-



NUM petition over Kinross

THE National Union of Mineworkers has circulated 250 000 pamphlets asking its members to support a petition asking the Attorney-General to appeal against the Kinross Mine disaster judgment.

Last month seven Gencor employees were acquitted of culpable homicide and other related allegations following the Kinross fire in October 1986. The fire, the worst disaster at a South African gold mine, killed 177 men.

NUM's safety officer, Dr Denis Rubel, said the

union wanted to appeal against the judgment.

Petitions were being circulated at mines throughout the country, and he said it was hoped most of the union's 250 000 members as well as friends and supporters would give their signatures.

The pamphlet says "An appeal against the finding of the magistrate can be made, but the families of the dead cannot appeal and the NUM cannot appeal.

"Only the State can make an appeal because it brought the case to court" — *Sowetan Correspondent*

Sowetan 27/10/88

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(NDA)
SAP 14/4/88

OK, union talks continue

Wage negotiations between the Commercial, Catering and Allied Workers Union of South Africa (CCAWUSA) and OK Bazaars have entered the sixth week

CCAWUSA's demands are now for a wage increase of R223 per month and a company minimum wage of R623 per month. The union originally demanded a wage increase of R300 per month and a company minimum of R700 per month.

OK Bazaars has offered a wage increase of R72 per month across the board and has also made an alternative offer of R102, but split into two instalments — R51 in April and R51 in November, according to a CCAWUSA statement.

The union said management's latest offer of R72, taken against this background, was totally unrealistic and made "no contribution towards the rocketing cost of living".

"Already in Pick 'n Pay, this year's wage negotiations have resulted in a minimum wage of R630 per month," said CCAWUSA.

Negotiations will continue from April 25 to 27. OK Bazaars could not be contacted for comment last night. — Sapa.

Oil strike ends in big pay deal

By EDDIE KOCH

A FOUR-WEEK strike at Shell's Veetech Oil Company in Durban ended yesterday after management agreed to increase the minimum wage from R558 to R700 a month and pay an annual bonus of 25 per cent to all workers.

However wage disputes at major oil refineries in the Durban area threatened to escalate this week as members of the Chemical Workers' Industrial Union (CWIU) met to consider holding strike ballots at Mobil Oil, Shell Oil and Sapref Refineries. Wage talks with the union have deadlocked at the three plants.

CWIU organiser Pat Horn said a meeting of the union's shop stewards' council for the petroleum sector last week decided to deal with the disputes on a joint basis. As a result workers from all three refineries had attended joint meetings over the past three days in an attempt to take a united decision on whether to hold strike ballots.

In the Transvaal, the union is involved in a separate wage dispute with Mobil's oil depots, which employ some 200 workers. Annual wage talks for workers in the Cal-tex and BP depots in the Transvaal are also due to take place in the next few weeks.

15-21/4/88

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15-21/4/88

140A

D/P 15/4/88

Daily Dispatch
Correspondent

GRAHAMSTOWN —
Factory workers from an East London furniture manufacturer were interdicted yesterday by the Grahamstown Supreme Court for refusing to work overtime without first complying with the provisions of the pre-strike procedure in the Labour Relations Act.

Mr Justice Mullins ordered that 178 employees of Bebel Investments be restrained from refusing to work normal overtime with the intention of persuading the firm to reinstate employees it had retrenched.

The judge also ordered that the Paper, Printing, Wood and Allied Workers' Union be interdicted from instigating, inciting or taking part in any refusal by the workers to continue to work normal overtime.

Court grants interdict against EL workers

The judgment was the outcome of an urgent application brought in February by Bebel Investments against the Paper, Printing, Wood and Allied Workers' Union, a union organiser, three shop stewards representing the workforce in the factory and 175 factory workers.

In a judgment handed down yesterday, Mr Mullins said on December 4 last year the firm had given written notice to approximately 36 of its employees that they were to be retrenched one week later.

The retrenchment led to correspondence and meetings between the firm and the union's organiser, Mr D

Mabhengeza, as to the legality of the retrenchments and what form of action would be taken by the union on behalf of the workers.

However, before the question of the retrenchments could be resolved, the remainder of the workforce decided to refuse to work overtime until the retrenched workers were re-instated.

The reason given for this ban on working overtime was that the firm had not complied with a dispute procedure prescribed by a Recognition Agreement entered into between the firm and the union.

The judge said in his view, it was quite clear

the the overtime ban imposed by the workforce was in protest against the retrenchments and was intended as a form of pressure on Bebel Investments to reinstate the retrenched workers.

The argument in court centred principally around the definition of the word "strike" in the Labour Relations Act.

Mr K R McCall, SC, for the applicant argued that the conduct of the employees in refusing to work overtime fell squarely within the definition of "strike".

Mr McCall said that the collective action of a number of employees in refusing to work with the purpose of pressur-

ising the employer was unlawful unless it was preceded by a procedure provided for in Section 65 of the Act.

The judge said he found this argument not only appealing but sound.

He said he trusted that the union would explain to the workers that the effect of the judgement was not to compel them individually to work overtime, but to restrain them from collectively refusing to do so without first complying with the pre-strike procedure.

He left open the question of whether it was a term of their contract to work overtime.

Mr McCall was instructed by Bate, Chubb and Dickson in East London and Whitesides in Grahamstown.

Appearing for the defence was Mr Van Niekerk. He was instructed by the Bax Partnership in East London and Wheeldon, Rushmere and Cole in Grahamstown.

OK, union to meet again

Sowetan 15/4/88

140A

THE Commercial Catering and Allied Workers Union of SA and OK Bazaars — currently locked in a stalemate over wage increases — meet for further talks on April 25.

Ccawusa has reduced its original demand of R300 across-the-board wage increase to R223 a month. The union also demands a minimum wage of R623 a month and recognition of March 21, May 1 and June 16 as paid holidays.

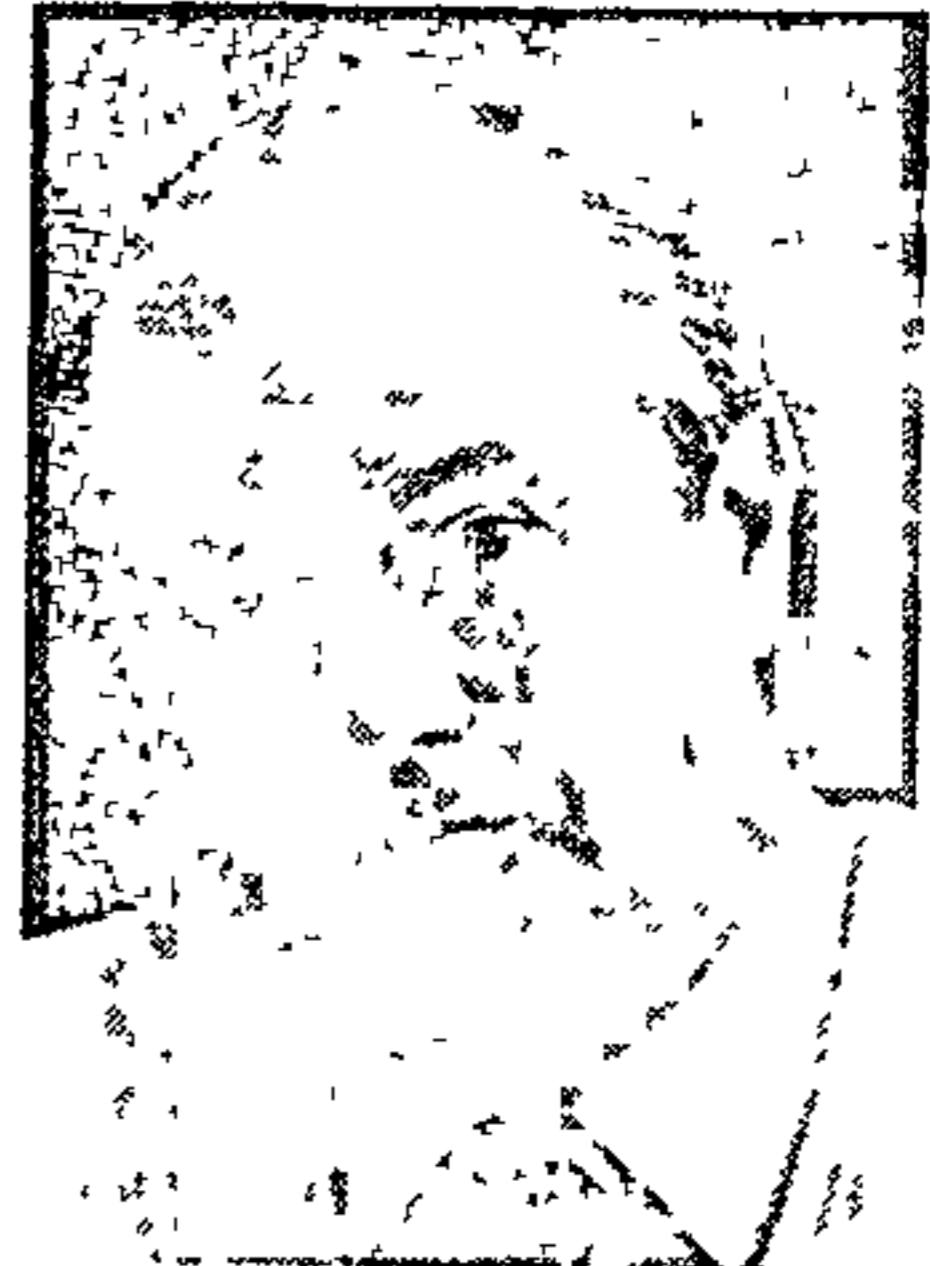
A spokesman for the union said the retail chain had offered a wage increase of R72 a month across-the-board and alternative offer of R102 a month split into two instalments — R51 in April and a further rise in November 1988.

The Ccawusa spokesman said: "The company has also offered a minimum wage of R410 in April, but only for existing employees. Their alternative offer is R450 a month, but without adjustments to the minimum wage in



CCAUSA'S general secretary Vivian Mtwa.

April." He said the current minimum wage at OK was R400 and that this excluded employees who joined the company after "the 1987 wage strike." He said these workers earned less than R400 a



OK's managing director Gordon Hood.

month. "The most contentious of the union's demands are the commemorative days and the payment of the 1987 bonus withheld from those who went on strike," the union spokesman said.

NUMSA YES TO SHARE DEAL

Sowetan
15/4/86

THE National Union of Metalworkers of South Africa has resolved to approve the transfer by Ford of 24 percent of its shares in Samcor to an employee controlled trust, a Numsa statement said. 1409

The dividends on these shares would be used for community welfare and development activities.

The central committee of Numsa also unanimously rejected share participation schemes.

"The CC unanimously rejected such schemes as deliberate attempts by companies to weaken unions and to divert workers' attention away from their more militant but justifiable and legitimate demands," Numsa said.

Where disinvestment gave workers a choice of shares, Numsa said such shares should be held in trust for the benefit of the community. — Sapa.