

INDUSTRIAL RELATIONS - WORKERS' ORGANISATION -  
COSATU

1988 ~~1988~~

MAY — JUNE

# OK, union in dispute

*Some fear 24/5/88*  
THE Commercial Catering and Allied Workers' Union of South Africa is to seek a new mandate from union members employed by OK Bazaars following the failure by the two parties to reach an agreement over wage increases.

*140A*  
A spokesman of the union said Ccawusa demanded an across-the-board increase of R150 a month while the com-

pany offered R88 a month. Initially the union had demanded a rise of R218 a month.

OK Bazaars has declared a dispute with the union, saying Ccawusa's demands would cost the company over R100 million over a 12-month period.

The dispute will be discussed at a meeting of OK employees in Middelburg on May 29.

CAPE TOWN — Trade union leaders, speaking at May Day rallies, accused the South African Government of launching a systematic attack on workers' rights.

The secretary-general of the Congress of South African Trade Unions (Cosatu), Mr Jay Naidoo, said unions were threatened by government efforts to impose a wage freeze and legislation which would curtail union activities.

"We must resist attempts to criminalise our activities."

Mr Naidoo was speaking to 2000 people at a rally at the University of the Western Cape.

Similar accusations were made at Cosatu meetings in Johannesburg and other centres

Violence erupted at May Day demonstrations around the world yesterday

# May Day call accuses govt of attacking rights

day, while in Moscow a giant parade took place in an atmosphere of glasnost or "openness".

In Gdansk, Poland, riot police lashed out with kicks and truncheon blows to break up one of several marches that ended in violence.

While, in Seoul, 3000 students and workers braved tear-gas before fighting riot police.

In Istanbul, security sources reported the deaths of two militants in a police crack down on "illegal" Labour Day activities

An Israeli army officer was suspended after

the fatal shooting of a Palestinian youth taking part in May Day rallies against the Israeli occupation of the West Bank and Gaza Strip.

Protestors in South Korea were demanding free trade unions, while Polish demonstrators heard a call from the banned trade union leader, Mr Lech Walesa, for mass action in support of striking 'steelmen.

Traditional labour concerns were absent from the floats that passed through Red Square in Moscow, where many slogans

praised the Soviet Government's economic restructuring programme.

The Soviet leader, Mr Mikhail Gorbachev, appeared with colleagues rumoured to be unenthusiastic about his reform policies.

Western ambassadors were also persuaded to attend the parade by a promised pullout of Soviet troops from Afghanistan, ending a decade-long boycott of Soviet May Day celebrations.

The Libyan leader, General Muammar Gaddafi, said workers should seize factories rather than listen to statements that perpetuated their enslavement.

In a May Day message, Pope John Paul said unemployment was a major social evil which could not be justified by economic policies

# Sarhwu case pictures 140A

Sowetan 2/5/88

PICTURES of the offices of the headquarters of the Congress of South African Trade Unions in Johannesburg and those of the four men who were allegedly abducted and murdered during the South African Transport Services strike, on the Witwatersrand last year, were among the exhibits submitted to the Rand Supreme Court on Friday.

They were submitted by Mr C B Ferreira, appearing for the State, as material that will form part of the State's evidence in the trial of 18 members of the South African Railways and Harbours Workers Union (Sarhwu) who are appearing on charges of murder, abduction, attempted murder, assault, robbery and intimidation.

They have pleaded not guilty to all

the charges and are defended by advocates Eric Dane, Martin Luitigh and Gus Rautenbach. The State is represented by Mr Ferreira and Mr J J W Hayes.

The accused are Mr Johannes Jojo Ngcobo, Transvaal secretary of Sarhwu, Mr Bongisi Sibisi (33), Mr Wilson Mtshali (33), Mr David Dzevhe (30), Mr Jacob Machaka (33), Mr Patrick Molefe (27), Mr Phineas Netshitungulwane (25), Mr David Mphanga (25), Mr William Rikhotso (33), Mr George Magedza (33), Mr Daniel Mkhokotho (36), Mr Freddie Mothisi (30), Mr Isaac Mogorosi (30), Mr Jacob Mmatloa (33), Mr Wilson Mushaishano (33), Mr Johnson Mogosi (36), Mr Simon Mulomoni, no age given, and Mr Michael Ikageng, also no age given.

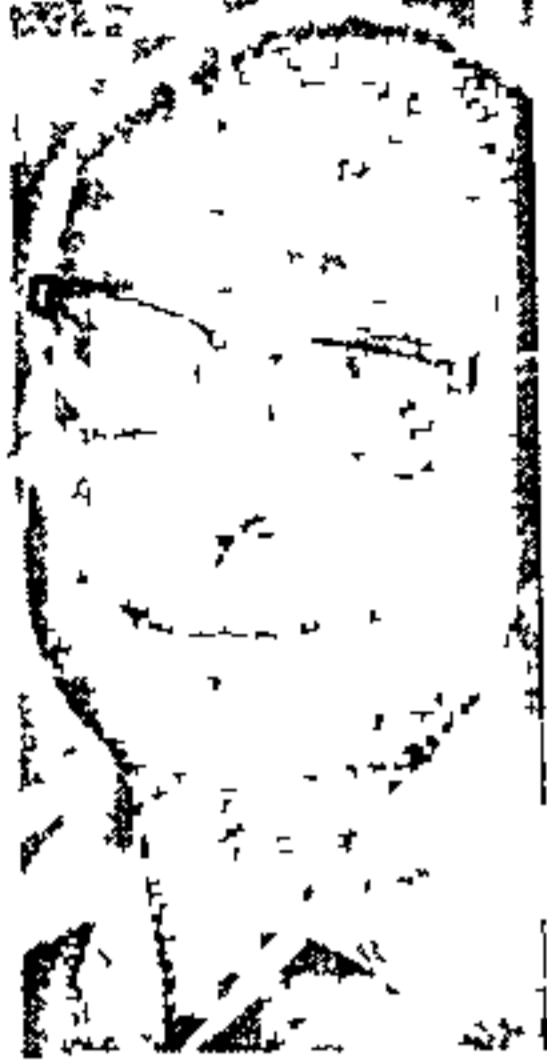


# AFRICANS IN A BID

Sowetan 2/5/88

# TO UNITE COSATU, NACTU

183  
140A  
183



Mr ROBERT Mugabe

By SAM MABE  
reporting from Harare

A GIANT African labour federation based in Ghana, the Organisation of African Trade Union Unity have offered to host a meeting between South Africa's rival federations, the National Council of Trade Unions and the Congress of South African Trade Unions to explore possibilities of unity between them

Announcing the unity talks offer which was immediately accepted by the two federations in Harare, Zimbabwe, at the weekend, Oatuu general secretary, Mr Hassan Adebay Sunmonu, said his federation would also be willing to host unity talks between the Pan Africanist Congress and the African National Congress

The offer was made during an historic meeting on the eve of May Day at which Nactu and Cosatu shared the platform for the first time at a two-day labour seminar in Harare

The seminar, hosted jointly by Oatuu and the International Labour Organisation (ILO) and attended by Namibian, Zimbabwean and Mozambican trade unions, was to prepare for a three-day tripartite ILO conference on action against apartheid which is to be opened on Tuesday by Zimbabwean President, Mr Robert Mugabe

Shortly after Mr Sunmonu's unity talks offer, the two federations also started talking and their representative gave an account of their differences and of events leading to the formation of the two federations when the initial intent was to form one

Mr Saomunu said "What I find most interesting is that both sides agreed that there is need for unity in the labour movement and are committed to that common goal. How the unity is to be achieved is a matter to be negotiated when the two parties come together to talk

"We can only hope that unnecessary division could be mended because it sometimes poses difficulties for us when we have to deal with divided groups from South Africa"

## Assurance

Speaking immediately after the seminar, Nactu's president, Mr James Mndaweni, said Nactu appreciated the categorical assurance given by assistant director general for Africa, that the organisation would always act to assist in the struggle against apartheid by ensuring that all trade union organisations are treated equally and in a non-sectarian fashion and that no organisation will have veto rights on its activities

Mr Mndaweni, who led a five-man delegation to the seminar, said the Harare meeting was significant, in that it gave Nactu an opportunity to correct a number of historical distortions of the labour and political situation in South Africa

## Campaign

He also said Nactu was going to use every available opportunity to counter the disinformation campaign that has been launched internationally about Nactu, and on political tendencies within the labour movement

The Cosatu delegation was led by Miss Thulisile Madonsela. Comment could not be obtained from the Cosatu delegation about the unity talks

X

X



# CALLS

# FOR

Workers observe May Day

# UNITY

Sowetan 2/5/88

1409

[Signature]

THOUSANDS of workers throughout the world attended May Day rallies yesterday to listen to union leaders' call for human rights, more pay and an end to exploitation of workers.

In South Africa, a

## SOWETAN REPORTERS

number of commemoration meetings were held under police surveillance. The Congress of SA Trade Unions (Cosatu) had a number of its rallies banned at the 11th hour. Rallies scheduled to have been held at Curries Fountain (Durban), New Brighton and Witbank

were cancelled by the federation after permission to book the venues was refused by local authorities. In a May Day message, the Pan Africanist Congress called for greater working relations between the National Council of Trade Unions and Cosatu based on

democratic discussions. Zimbabwean workers marked May Day with nationwide rallies and a call by President Robert Mugabe to support "your brothers and sisters" in South Africa, South West Africa and Palestine. A contingent of policemen stood outside the Regina Mundi Church in Rockville, Soweto, where a May Day service was held yesterday.

The service, which attracted close to 200 people, was disrupted for about 10 minutes when a police crew came into the church and started filming the proceedings.

The chairman of the meeting, Mr Pandelani

REPORTS, pictures and comment in this edition may be censored in terms of the Government's state of emergency.

# Ultimatum for rent defaulters — P2

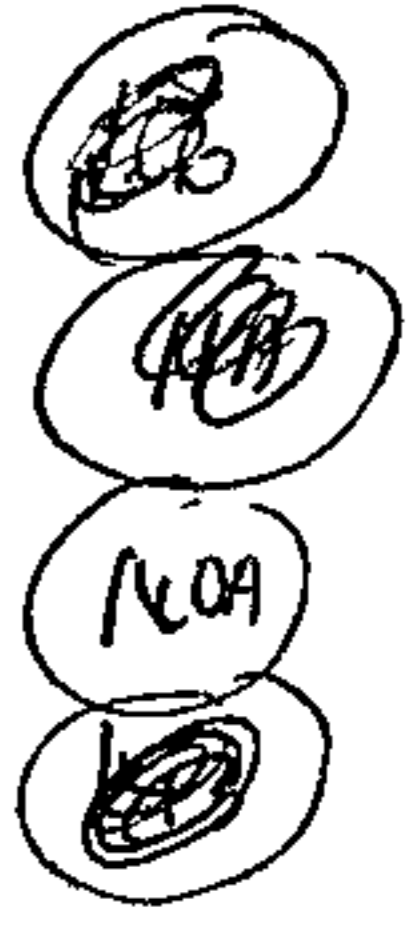
To Page 2  
P.T.O.



Police at Soweto meeting, but . . .

Star 2/5/88

# Peaceful protest marks May Day



South African union leaders celebrated May Day yesterday by rejecting the Labour Relations Amendment Bill as a threat to industrial relations.

Rallies organised by the main union groups, the Congress of SA Trade Unions (Cosatu) and the National Council of Trade Unions (Nactu), went ahead peacefully.

However, at Soweto's Regina Mundi Church police intervened during a Nactu-organised meeting attended by about 200 people.

Police who sat in on the meeting and filmed proceedings had to be persuaded by the organisers to allow a workers' play to continue.

Several police vehicles were parked outside throughout the meeting.

Addressing the meeting, Nactu's assistant general secretary, Mr Pandelani Nefolouhodwe, called on the labour movement to prepare to defend itself against "State attack" in 1988.

"The State has banned organisations, closed down newspapers and attacked the workers in the form of the Labour Relations Amendment Bill.

## State backing

"The Bill, aimed at seriously restricting trade union activities, will cause a lot of strain in the industrial relations field as it gives employers an upper hand, especially as its application will be backed by the might and brutal force of the State."

At the University of the Witwatersrand, Cosatu official Mr Kgetsu Lehoko told more than 1 500 people that the State's actions against unions came at a time when workers' living standards were under increasing attack by the State President's "Bothanomics"

economic programme.

"The wage freeze will increase poverty, starvation and hunger," Mr Lehoko told the meeting, his speech punctuated by worker slogans and songs.

The Fedtraw (Federation of Transvaal Women) spokesperson, Ms Amanda Kwadi, told the meeting that South African workers had a tradition of celebrating May Day and continued to do so despite the restrictions placed on opposition organisations and leadership.

## Inseparable struggle

"In South Africa, the struggle of workers cannot be separated from that of the community because workers are equally affected by the same problems affecting their communities," said Ms Kwadi.

These problems included the eviction of rent defaulters, the enforcement of the Group Areas Act and the education crisis.

At a meeting called by the Johannesburg branch of the Commercial, Catering and Allied Workers' Union, a National Council of Trade Unions spokesman, Mr Paul Plaatjies, described the Labour Relations Amendment Bill as an attack on the entire labour movement.

At the University of the Western Cape, Cosatu general secretary Mr Jay Naidoo told a 2 000-strong audience that the labour movement was under systematic attack from the Government through the imposition of a wage freeze and attempts to curtail union activities.

● Cosatu said it had been refused permission to hold an indoor meeting in Port Elizabeth. Permission had been refused for an outdoor rally in Natal — Staff Reporters and Sapa

May 2 1988

40% pay increase, R350 monthly minimum

# NUM gears up for talks

THE NUM has tabled proposals for a 40% across-the-board wage increase and a R350 monthly minimum as from July 1 with the Chamber of Mines.

No date has yet been set for the first session of the most closely watched wage negotiations of the year. The talks usually begin in the second half of May. The eventual settlement will formally apply to job categories on chamber-affiliated gold mines and collieries where the NUM is recognised.

The 40% demand compares with the NUM's opening 55% proposal last year.

ALAN FINE

The chamber will not disclose its minimum rate for the lowest job category. Working on the amounts disclosed in 1985 and taking into account increases negotiated in the interim, the R350 proposal represents a 47% increase on the estimated R238 minimum.

## Leave

However, it is just over 20% above the rate paid by the mining houses, which pay the highest minimum.

The NUM proposals provide for improved annual leave, a 100% leave

allowance, an 80-hour working fortnight and June 16 as a paid holiday.

The proposals also contain a memorandum outlining suggested rules for a new benefit scheme. The scheme would be of the nature of a provident fund and pay death, retirement, retrenchments and incapacitation benefits as well as funeral expenses.

It is proposed the fund should make available loans for housing and educational purposes.

NUM assistant general secretary Marcel Golding declined to discuss the proposals as he "did not wish to initiate negotiations through the media".

1404  
B/Day  
2/5/88

# Workers to demand stake be liquidated, paid out

Daily Dispatch  
Correspondent

PORT ELIZABETH — Workers at Samcor's engine plant in Struandale here, are to demand the full 42 per cent Ford stake in the company be liquidated and paid to employees.

They are due to meet the managing director, Mr Spencer Sterling, next week to present their demands.

The workers' representative, Mr Victor Vala, said yesterday they hoped to discuss the demand with their counterparts in Pretoria before the meeting with Mr Sterling.

"Workers in Port Elizabeth feel the 24 per cent trust fund is valueless because we would not be shareholders."

Ford and the National Union of Metal-workers of South Africa (Numsa) officials last year agreed to the formation of two community trusts, each worth R6 million, in Port Elizabeth and Pretoria.

Mr Vala said workers rejected the trusts, and instead wanted to be paid out.

Workers would agree to the 24 per cent being liquidated and paid to them, if they were also

given a 100 per cent housing subsidy

Mr Vala said he and other representatives were to be shown the deeds of trust at next week's meeting with Mr Sterling. Trustees of the 24 per cent fund would also attend the meeting.

Samcor employed about 400 ex-Ford workers in Port Elizabeth, he said.

The other 18 per cent of the 42 per cent is held by Anglo American, Amic and associates, who also hold the remaining interest in Samcor.



# Unions in unity bid

Sowetan

3/5/88

183

1401

143

**HARARE —** Four South African trade unions met here this weekend to explore trade union unity both inside and outside the Republic.

A National Council of Trade Unions (Nactu) statement released to Zimbabwe's news agency, Ziana, yesterday said the meeting was held on Friday and Saturday and consisted of Nactu, the Azanian Trade Union Co-ordinating Committee (Atucc), the Congress of South African Trade Unions (Cosatu) and the South African Congress of Trade Unions (Sactu).

The meeting was jointly hosted by the Organisation of African Trade Union Unity (Oatuu) and the International Labour Organisation (ILO) in preparation for an ILO conference against apartheid which opens here today.

The four trade unions concerned accepted an offer by Oatuu's secretary general, Mr Hassan Adebay Sunmonu, to explore trade union unity.

"The offer was accepted on behalf of Nactu by its president, James Mudaweni. The Cosatu and Atucc delegation also endorsed the offer.

"The Sactu delegation, led by veteran trade unionist Mark Shope and international secretary, Aaron "BB" Pemba, acknowledged and stressed the need for trade union unity and agreed "there are more issues that unite us than divide us," the statement read. — Sapa.

# Murder trial told of 'humiliation'

By Joe Openshaw *Stey 31/3/88*

Accusations of white railway employees swearing at black workers and humiliating them, and of workers being charged with being cheeky and disrespectful if they objected, were included in the Rand Supreme Court yesterday at the trial of 18 members of the SA Railways and Harbours Workers Union. *140A*

The 18 have 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 men are in custody.

Two police video recordings of the alleged murder scene — taken by

torchlight at midnight on April 28 and just before 8 am on April 29 — showing the burnt bodies of the four alleged murder victims were watched on monitors by the judge and his assessors, the State and defence counsel, the *in court and a crowded public gallery*

## TRIVIAL ACTIONS

Both Mr M Luitingh and Mr E Dane, for the defence, yesterday quoted examples of "trivial" disciplinary actions against black employees to show that there was a general atmosphere of grievance and dissatisfaction among workers before the strike in 1987, which had been aggravated by the subsequent actions of the police and the army.

Mr Justice Spoelstra asked during cross-examination of Mr Cecil Mitchell, a Sats personnel supervisor, what relevancy legal or legal, fair or unfair, disciplinary actions had to do with what was at issue in the trial.

Mr Dane said the petty disciplinary actions were a sore point with workers and contributed to an atmosphere that gave rise later to their behaviour.

There were railway workers, he said, who had 20 years' service but had not been viewed as permanent staff.

He said the situation had changed since the strike.

The chief district surgeon of Johannesburg, Dr Vernon Kemp, gave evidence of bruises he had found on the buttocks of Mr Albert Phuluwa, a railway worker who escaped from the alleged murder scene.

CAPE TOWN 3/5/88 (1600)

## Bonanza for rebel workers

Own Correspondent

JOHANNESBURG — Rebel Samcor workers, all Numsa members, were in high spirits yesterday as they prepared ballot papers to elect a new shop stewards' committee — so much so that some were already talking of retiring if they got their share, estimated by them at between R40 000 and R60 000 each.

"With so much money, I will be in a good position to retire. I will leave the company and start a new life," said "Joseph", attached to the engineering section of Samcor.

Workers claim the ousted committee "sold them out" by involving them in a share deal without a mandate.

Numsa motor section chief Mr Fred Sauls said yesterday the shop ste-

wards' committee at the plant had resigned. "Union leadership would not interfere with the work of the newly-elected committee which could, in the face of realities, try and achieve a new deal," he said.

Most workers interviewed were optimistic about getting their share. They were optimistic the new committee they were preparing to elect would not let the money elude them by signing "ill-explained" documents that would result in their share being paid into a trust fund they knew little about.

The workers are demanding the 24% share of the Samcor equity left for them by Ford Motor Company when it disinvested last year be liquidated and paid directly to them.

# Refinery row resolved

THE long-running dispute between the Chemical Workers' Industrial Union (CWIU) and Matthey Rustenburg Refiners over the relocation of the Wadeville platinum refinery to Bophuthatswana has been resolved

The move triggered several work stoppages over the last 18 months. However, in the end employees were forced to accept the settlement reached at mediation last month, according to a CWIU official.

One factor which caused unhappiness is Bophuthatswana's labour law, which bars "foreign" unions from operating in the territory, and thus

1408 4/1/88  
ALAN FINE *Stacey*  
fears about future wages and working conditions

A union/management sub-committee has been established to investigate the question of the CWIU's status after the move, said union branch secretary Chris Bonner.

She said members had been given job guarantees at Wadeville until the end of the year, and all will be offered jobs at the new R250m refinery.

It was not yet clear how many would take up the offer.

D10 415/88

# Cosatu ready to work on Friday 1407

DURBAN — Most workers belonging to the Congress of South African Trade Unions (Cosatu) are prepared to work on Friday, Workers' Day, the South African Government's official May Day

A Cosatu spokesman said yesterday that a decision to work would depend entirely on the employers. If they wanted their employees to work, they would do so. If they gave their workers a

holiday, this, too, would be accepted

"We have already observed May Day on Sunday"

The national education officer of the National Union of Metalworkers of South Africa, Mr. Alec Irwin, said "We do not accept Friday as May Day. It is something for the employers to decide upon. Our membership will work, but if they are given a day off, then they will take it" — Sapa



# Labour Upda

## Workers are streaming back — Triangle

*Sowetan*  
*4/15/88*  
*TRC*  
*14011*

WORKERS at Reef branches of Triangle Furnishers, where a strike by members of the Commercial, Catering and Allied Workers Union has entered its ninth week, are drifting back to work, Triangle's managing director, Mr Tom Roux, told Sapa yesterday.

He said there were no figures for the return to work and the numbers would not significantly affect the estimate of 45 percent of the workforce reported last week to be out

But, Mr Roux said, "there has been a drift back to work."

### Stoppage

He added that some branches have experienced more workers returning than others but declined to name them.

The stoppage came over Ccawusa demands for an across-the-board increase of R130 a month for the company's non-commission workers and a minimum basic salary of R500 and 10 percent commission for sales staff.

Triangle offered a R115 a month increase to non-commission staff, effective from January 1 for nine months after

which a new real would be negotiated.

Mr Roux said today his company had contacted Ccawusa on Friday on labour matters but had not yet received a reply from the union

Union comment was not immediately available.

REUTERS

# Unions no to holiday

TWO of the country's biggest labour federations have rejected the State-proclaimed Workers' Day (May 6).

They are the Congress of South African Trade Unions (Cosatu) and the National Council of Trade Unions (Nactu).

Cosatu yesterday said Workers' Day was part of the Government's ploy to "strip May Day (May 1) of its political and international significance"

The federation said the State President, Mr P W Botha, had proclaimed Workers' Day as a public holiday without consulting the workers.

"Workers will conti-

nue to press for a full victory — that is the official recognition of May 1 as a paid holiday," Cosatu said

Cosatu said although a majority of its members would be treating this Friday as a public holiday "this did not mean they took Workers' Day as a substitute for May Day" In future, the federation said, employers would be faced with a dilemma "with workers having two holidays in a

week"

The National Council of Trade Unions said its members would ignore the holiday and report for work "as usual"

Nactu said "The South African Government has attempted to undermine the significance of May 1 by declaring the first Friday of May as a paid holiday in 1987. The militant power of the workers has seen some companies agreeing to defy the

State's call and recognise May as a workers' holiday"

On the other hand, the Department of Manpower appears to have adopted a cautious stance over the matter.

Whether factories open on Friday should depend on agreements between employers and unions, Manpower director-general, Dr Piet van der Merwe, was quoted as saying in reports this week

Sowetan  
4/5/88

140A

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# Cosatu to hold congress

THE Congress of South African Trade Unions, whose activities have been severely hampered by Government restrictions, holds its national congress in Johannesburg on May 14 and 15.

About 1 500 delegates from all over the country are expected to attend the congress

The meeting comes in the wake of the virtual banning of 17 community organisations and a clampdown on Cosatu. It will focus

— among other things

on:

• The labour relations

By LEN MASEKO

Amendment Bill;

- Poor participation by affiliates in many Cosatu structures, and
- Local and regional structures and leadership within Cosatu.

## Statement

Cosatu said in a statement "The federation is under attack like never before — as is the entire mass democratic movement.

"The question millions of people are asking is how will we continue to march

towards a democratic society, free of apartheid and exploitation," the federation said

• The Media Workers' Association of SA is to hold a meeting in Soweto tomorrow, to protest against "the government's onslaught on the media".

Mr Joe Thlooe, the *Sowetan's* deputy editor, will analyse "The Onslaught Against the Media" at the meeting

The meeting will be held, at Ipelegeng Community Centre, White City at 7pm

# May Day holiday: 'it is up to employers'

DURBAN → Most workers in the Congress of South African Trade Unions are prepared to work on Friday, Workers' Day — the Government's official May Day (14019) STAV 415735

A Cosatu-spokesman said yesterday that it would depend entirely on the employers. If they wanted their employees to work, the employees would do so. If they gave their employees a holiday, this too would be accepted.

"We do not recognise the first Friday in May to be May Day. We have already observed May Day on Sunday and some of the workers have made special arrangements with managements already," the Cosatu spokesman said. — Sapa



**A worker on crutches leads 100 Mono Pump SA employees during a disinvestment demonstration outside the firm's plant on the East Rand yesterday.** *Star* Picture by Stephen Davimes.

140A [Signature]

By Adele Baleta

The disinvestment battle between Mono Pumps SA employees and the British Gallaher company continued yesterday when 100 employees demonstrated outside the firm's East Rand plant, at the same time as the issue was being raised with shareholders of the parent company in the US

#### LUNCHTIME PROTEST

The lunchtime protest by members of the National Union of Metalworkers of SA (Numsa) was held to support demands for the establishment of a trust fund by American Brands' British subsidiary, Gallaher, as well as for severance pay.

A Numsa spokesman said although Gallaher had assured the union that a trust would be set up, workers had become angered by the company's refusal to disclose the amount.

Other demands included the right to strike and the right to hold wage negotiations at plant level.



# Work stoppage

WORKERS at a supermarket run by the Tongaat Hulett Group for its employees stopped work on Monday in support of their demands for more pay, but returned to work soon afterwards.

Mr Isaacs Ngcobo, a spokesman for the South African Allied Workers' Union, said the workers resumed their duties at 12.30pm after the management had agreed to meet union representatives tomorrow to discuss wage demands.

He said the union had requested an increase of R180 a month, but the company had offered one of R60 a month.

Mr Ron Phillips, a spokesman for the Tongaat Hulett Group, said wage negotiations were continuing.

He confirmed that there has been a work stoppage but added that all the workers were back at their jobs by midday.

About 40 workers were involved in the stoppage. —  
Sapa. Sowetan 4/5/88

# Court is told of burnt bodies

Sowetan  
5/5/88  
140A  
~~22~~

A MIXTURE of petrol and fish oil prolongs the burning of a human body, a Rand Supreme Court judge was told yesterday at the trial of 18 members of the South African Railways and Harbours Workers Union.

Doctor Hans Bukofzer, the principal district surgeon for Johannesburg, was giving evidence on the post-mortems he performed on the bodies of four men who were allegedly abducted and murdered during a strike by South African Transport Services (SATS) employees on the Witwatersrand last year.

Mr C. B. Ferreira, appearing for the State, had asked Dr Bukofzer whether petrol and fish oil prolonged the burning of a body.

Dr Bukofzer, who told the court that he had conducted many post-mortems on burnt bodies, said the mixture does prolong the burning of the body.

## Petrol

Mr Ferreira had said containers of petrol and fish oil were found at the scene of the alleged crime.

Earlier evidence was that one of the four bodies was found burning a day after it was set alight. The bodies were found in a ditch covered by tall grass and blue-gum trees opposite Kaserne, Johannesburg.

Appearing before Mr Justice T. T. Spoelstra and two assessors are Mr Johannes Joja Ngcobo (24), the Transvaal secretary of Sarhwi, and 17 members of the union.

They are charged with four counts of murder,

By MANDLA  
NDLAZI

five of abduction, one of attempted murder, two of robbery, intimidation and assault.

The State alleges they committed the offences during a strike by SATS employees between March 13 and April 28 last year.

They have pleaded not guilty.

The four men — one coloured and three blacks, who were allegedly kidnapped and murdered on April 28 last year are Mr Joseph Mulaudzi, Mr John Sebopelo, Mr Petrus Morenane, and Mr Jerry Goodman.

Dr Bukofzer, who performed the post-mortems on the bodies, said the men died as a result of burning, stabbing and the dropping of rocks on some of the men's heads and bodies. Some of the bodies had charred ropes on their ankles.

## Clerk

In earlier evidence, Mr Sechaba Makgetha, a booking clerk at Mzimhlophe station, said he knew Mr Jerry Goodman. They worked together and both did not participate in the strike, he said. Mr Makgetha said he last saw Mr Goodman on April 28 last year.

Mr Makgetha recalled a day when he was confronted by a group of men, some wearing red Sarhwi tee shirts. He said he drew a knife and threatened them when they told him to go to Cosatu House. He said he refused because he was a member of a rival trade union.

Mr Makgetha said he carried a knife to protect himself from groups that intimidated workers who did not join the strike. He had heard that the intimidators would injure those who did not join the strike.





# Pull-out Mono faces demos

By MUSA ZONDI

ST 2/5/88  
140A

ABOUT 100 workers at Mono Pumps this week staged a demonstration at the company's East Rand factory demanding management — now finalising details of a sell-out to a Gencor group company — negotiate a package for workers with the union.

Members of the National Union of Metalworkers of South Africa (Numsa) marched in the street outside the factory on Tuesday carrying placards saying "Look after the the welfare of Mono SA employees".

Mono Pumps, owned by Gallaher, a British subsidiary of the multinational American Brands Inc, is selling out to Fluid Holdings.

Numsa is demanding the sellers, Mono Pumps, ensure that:

- Fluid Holdings guarantee job security for the workers
- Service bonuses of one month's wages for each year of service be paid "in recognition of the workers' contribution to the company".
- Malbak continue to recognise Numsa and practice Mono Pumps' non-discriminatory employment.
- A trust be set up for the benefit of the workers in South Africa.

George Coucourakis, Fluid Holdings chairman, said yesterday job security for the Mono Pumps workers had been guaranteed by his company.

# Talks on 'unfair' dismissals

(140A)  
STE 5/57.88 (all res)

The Paper, Printing, Wood and Allied Workers' Union will meet the management of Afcol today following a dispute over the dismissal of 340 Star Furniture workers in Johannesburg, the union said yesterday.

The workers were dismissed on April 20 after a stoppage in protest at the allegedly unfair dismissal of four workers.

## ARMED GUARDS

"They were dismissed despite an agreement regarding a return to work. Workers were prevented from returning to work by armed security guards," the union said.

It is demanding the reinstatement of all the workers.

Afcol spokesman Mr George Kenmont yesterday confirmed today's meeting. — Sapa.



By Mike Shuma, Labour Reporter

The confusion surrounding tomorrow's Workers' Day holiday has prompted industrial relations experts to urge the State to review the situation, which could cost the economy millions of rands without satisfying the demands of many workers.

One of the flaws in President Botha's declaration of a Workers' Day is that it excludes large sections of the working population in the factories and mines, and covers only shop and office workers.

The reason is that Workers' Day was declared in terms of the Public Holidays Act, which does not regulate holidays in industry.

Industrial workers fall under the scope of the Basic Conditions of Employment Act while mining holidays are regulated by the Mines and Works Act.

# Confusion surrounds declaration of Workers' Day

Star  
Day 5/5/88

Thus tomorrow will be a normal working day for workers in the mining and manufacturing industries. On the other hand, in terms of an Industrial Council agreement, metal industry workers will be entitled to a public holiday tomorrow.

Most organised labour has already rejected Workers' Day and continues to demand May 1 as Labour Day.

Affiliates of the Congress of SA Trade Unions (Cosatu) and the National Council of Trade Unions (Nactu) have entered into agreements with many employers recognising May 1 as a paid holiday. A Nactu spokesman said any dilemma concerning

May Day was of the employers' own making as they had refused "to come out in concert against the declaration of Workers' Day". As far as members were concerned, tomorrow would be a normal week day.

Cosatu spokesman Mr Frank Meintjies said some workers, such as those in the metal industry, would try to go to work tomorrow.

But Steel and Engineering Industries Federation (Selfsa) director Mr Brian Angus said the industry would shut down and any employer wishing to work would have to pay workers holiday rates, which were higher than workers trying to go to work "wasting their time", he said.

The Star Thursday May 5 1988 11

before next year, the Government re-thinks issues on some of the holidays

"The Government does not tend to negotiate with any parties within the private sector, including unions, on such issues. This is a rather disturbing factor."

The chairman of Independent Mediation Services and an industrial relations consultant, Mr Theo Heffer, also called for clarification of the issue before next year.

"The large number of employers who have negotiated this day as a paid public holiday with their workers could face a three-day working week and a great deal of disruption," he said, pointing out that research had shown organised labour preferred May 1 as Labour Day.

The Government, for its part, has not helped clarify the issue by suggesting that industrial workers arrange with individual employers on how they should treat the holiday.

It is estimated that each public holiday costs the economy between R200 million and R400 million in lost production and remuneration.

In view of this, and that, next year, both the Government's Workers' Day and May 1 fall on a week day, labour experts have called for a Government re-think on the issue.

Institute for Industrial Relations executive director Mr Mike Miles said: "It would really help if,

DID 6/5/88

# RU students vote to back workers

1409

GRAHAMSTOWN — Students who worked in the kitchens during the strike at Rhodes University were paid more R3 an hour than the regular kitchen staff, hundreds of students and workers at the university heard yesterday.

At a meeting to discuss what action students should take in future strikes, a Rhodes worker, Mr Sizwe Ntlokwana, appealed to students not to work in the place of workers.

The four-day strike, which took place while wage negotiations between the Transport and General Workers Union and the university were in progress, ended on

Tuesday after the university administration agreed to bring forward negotiations to today.

One of the issues is a union demand for a minimum wage of R680, in line with University of Cape Town wages, which Rhodes has rejected as "non-negotiable".

At present staff in residences earn an average of R219 a month, including their annual bonus. The average for non-residence staff is R399 a month (including bonus).

The meeting unanimously resolved to support the workers in their demands for living wages. — DDR

arsonists. — Sapa

# Court told of burnt bodies

**JOHANNESBURG** — A mixture of petrol and fish oil prolongs the burning of a human body, a Rand Supreme Court heard yesterday at the trial of 18 members of the SA Railways and Harbours Workers' Union, reports said yesterday.

Dr Hans Bukofzer, principal district surgeon for Johannesburg, was giving evidence on the post-mortems he performed on the bodies of four men who were allegedly abducted and murdered during a strike by SATS employees on the Witwatersrand between March 13 and April 28 last year.

Appearing before Mr Justice T T Spoelstra and two assessors are Mr Johannes J Ngcobo, 24, the Transvaal secretary of Sarhwu, and 17 members of the union. They are charged with four counts of murder, five of abduction, one of attempted murder and two each of robbery, intimidation and assault.

They have pleaded not guilty. — Sapa

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controversy  
6/5/88

# Ford payout: Union quits

Own Correspondent

SOME rebel Samcor motor plant workers are threatening court action against the leadership of their union, Numsa, and Samcor management if their 24% Ford disinvestment deal is not liquidated and paid directly to them

The workers, who said they had raised more than R10 000 for legal action against the two parties, also said they would have to go on a one-year strike if their legal battle fails

"We have amassed over R10 000 for a legal fight. We will accept nothing except our money which we demand must be paid directly to us," said the workers

## No mandate

The workers also reiterated their stand that the union signed the agreement without a proper mandate from them which resulted in the resignation of Numsa's shop steward committee.

The workers also dissociated themselves from Samcor chairman Mr Leslie Boyd's statement yesterday that the employee trust had been established last week in terms of the agreement between Anglo American, Ford, Samcor and Numsa

Numsa regional organizers, met by reporters at the Samcor plant, yesterday said the union had decided not to involve itself any more in the 24% share participation deal

"We are out of it. We have accepted that the workers should handle negotiations themselves," the organizers said



poned. The present and the meeting had been post-

new sports complex to re-  
place the present rugby  
stadium in East London

DD 7/5788

# Numsa, Tek to meet over mass dismissal of workers

1407

**Daily Dispatch Reporter**  
EAST LONDON — Representatives of the National Union of Metalworkers of South Africa (Numsa) and the Tek Group of companies will meet later this month to discuss the mass dismissal of Tek employees a month ago, a union spokesman said.

The Numsa regional secretary, Mr Viwe Gxarisa, said the meeting scheduled for May 20 had been arranged as a result of a union application to the industrial

council that the group should "urgently consider convening a meeting for reconciliation between the parties".

"This will be the first formal discussion with Tek management since the dismissals on March 7," Mr Gxarisa said.

The workforce of over 700 was fired after what Tek management termed "an illegal strike and repeated ultimatums to return to work".

The workers claimed that management refused to negotiate the

reinstatement of 20 colleagues and locked them out of the premises when they downed tools to demand a meeting

The union denied that any ultimatums were issued and said they had not been consulted on the group's decision to dismiss the workforce.

The Tek Group has since embarked on a recruitment drive and claims that staff figures are close to full strength — although none of the former employees have been re-employed.

# Cosatu urges worker unity

14 PA

City Press 8/5/88

By KERRY CULLINAN

WITH the government and bosses out to smash the labour movement, it is crucial that workers strive for unity, Cosatu representatives said at a May Day meeting at Wits University on Sunday.

"We stand for one industry, one union, but we must also stand for one attack, one defence," a Numsa representative told some 1 500 assembled workers.

"May Day is a day of worker unity. Let us build a single spirit of opposition," he added.

Defence, said worker leaders, was needed against the Labour Relations Bill, privatisation of parastatals like the railways, which they said would cause thousands to lose their jobs, and deregulation, which made certain areas exempt from laws protecting workers.

Cosatu Education Officer Khetsi Lehoko called on workers to build organisation and leadership on many levels.

Federation of Transvaal Women spokeswoman, Amanda Kwadi, called for united action between unions and community organisations.

"We women, who are directly affected by starvation wages and high food prices, stand with you in your campaign against apartheid and for a living wage," she told the workers.

# NACTU AGREES TO UNITY TALKS WITH COSATU

1988  
140  
Sowetan  
9/5/88

THE African National Congress and National Council of Trade Unions, in a historic two-day meeting in Harare last week, discussed unity among all "democratic" organisations operating in South Africa.

Nactu's five-man delegation, led by president, Mr James Mndaweni, and the ANC national executive committee members led by secretary general, Mr Alfred Nzo, agreed, among other far-reaching resolutions, that the Freedom Charter was not a prerequisite for unity.

The meeting, on May 2 and 3, took place on the eve of the International Labour Organisation conference against apartheid.

## Role

In exploring the basis of unity the two organisations also agreed that

- All the "legitimate" organisations of whatever persuasion had a direct and meaningful role in the liberation struggle,
- Such a role had to evolve on a democratic and principled basis,
- Unity within the opposition forces, including the trade union movement, was essential,
- Nactu reiterated its commitment to the establishment of unity of the working class, and that
- There were more issues on which the parties agreed than those they disagreed on.

The ANC and Nactu released a joint commun-

By THEMBA MOLEFE

ique in which the organisations agreed it was imperative for the labour movement inside the country to strive towards unity with eventual objective of a single labour federation.

Both organisations reiterated their commitment to the creation of a "united democratic country, free of racism".

- The ANC-Nactu meeting followed another historic move in which the Ghana-based Organisation of African Trade Union Unity (OATUU), offered to host a unity meeting between South Africa's rival federations, Nactu and the Congress of South African Trade Unions.

The announcement was welcomed by Nactu while Cosatu has said it would study the proposal. It was made by OATUU secretary general, Mr Hassan Adebay Sommonu.

## 600 STRIKERS RETURN

A STRIKE by about 600 ATC employees ended yesterday following an agreement with management.

A spokesman for the workers said they returned to work after management agreed that Mr Phillip Bokaba, chairman of the shopstewards committee, should be allowed to attend all meetings without his pay being affected.

He said it was found out that a departmental head who refused to authorise Bokaba's leave had done so without management's approval.

Workers at the telephone cable manufacturing company, went on strike on Monday after Mr Bokaba was refused permission to represent them at a meeting. They are all members of the National Union of Metal Workers of South Africa.

Mr Jan Nel, Human Resources manager at ATC, confirmed that the strike was over. He said both parties have undertaken to avoid incidents such as this week's strike in future.

140A



# Union wins R400 000 for its workers

14011  
CPE Trusts 9/5/88

Own Correspondent

JOHANNESBURG. — The National Union of Metalworkers of SA (Numsa) has negotiated a R400 000 disinvestment deal with UK-based Gallaher Ltd, which has just sold off its subsidiary Mono Pumps to Malbak's Fluid Corporation.

After an all-day negotiating session last Thursday with Gallaher representative Mr Michael Kettle, it was agreed Gallaher would finance a R200 000 trust fund, while a similar amount would be paid out in equal portions to the firm's 350 employees, said shop steward chairman Mr Abraham Motha.

The settlement followed a union campaign locally and overseas since the sale was announced in March.

Mr Motha said the total payout was not as much as was hoped for. However, members were satisfied with the deal as, till Thursday, Gallaher had resisted any immediate payout to workers at all. "The R575 per person half-loaf was better than none," he said.

The trust fund, to be established after lawyers draw up a set of rules, will be administered by one person elected by hourly-paid employees, one union official, one representative of salaried staff and two nominees of an investment company.

The intention is to allow the fund to build up its capital for about a year. Thereafter, Mr Motha expected, funds would be used mainly as housing loans to employees.

Mr Kettle left for the UK on Friday morning and could not be reached for comment.

## Armcor No 5 in sales of weapons

Pretoria Bureau

Armcor is the world's fifth largest defence contractor with current orders for more than R9 billion, according to an article in the international news magazine *Time*

In its latest issue, *Time* details Armcor's decade of growth from "only two small factories" in the late Seventies to an exporter of R1,8 billion-worth of armaments to 23 countries last year.

Armaments are South Africa's third largest export after gold and coal, according to *Time*.

"The weapons that South Africa produces are mostly modernised and rebuilt versions of systems the armed forces imported or built under licence in the pre-embargo days.

"In many cases, however, Armcor's experts have introduced so much new technology that the result is almost a different product," says the article.

South African arms have surfaced in Sri Lanka, Morocco and are on order by Iraq, says *Time*

## Amcoal workers now own shares

By Michael Chester

As many as four in every five of the 25 000 miners and staffers employed by the Anglo American Coal Corporation have joined the elite ranks of shareholders on the Johannesburg Stock Exchange

Amcoal chairman Mr Graham Boustred disclosed in an annual review today that over 80 percent of employees had elected to accept invitations from the board of directors of the Anglo American Corporation to join the group employee shareholder scheme.

The scheme, seen by the directors as a radical

new approach to better industrial relations and black advancement but still a controversial issue inside trade union circles, allows employees to become shareholders as soon as they have been on the payroll two years or longer

Mr Boustred said the scheme would allow employees "to experience wealth as a resource and will show how money invested in well managed enterprises creates wealth for the community in addition to providing a worthwhile reward to the investor"

But Mr Boustred, in a wide review of industrial

relations issues, voices concern about the lack of progress by the Government in abolishing the statutory job reservation provisions of the Mines and Works Act (140A)

Referring to last year's strike by members of the National Union of Mineworkers, he adds "While Amcoal remains committed to a policy of constructive relationship with trade unions, such unions must accept that the best interests of their members cannot be served by policies and actions which threaten the long-term viability of the industry."

## SADF chief going to Lisbon?

The Star's Africa News Service

The chief of the South African Defence Force, General Jannie Geldenhuys, will travel to Lisbon in a few days time, the Mozambique News Agency, AIM, reported from Lisbon

No comment was available from the South African Department of Foreign Affairs at the time of going to press. The Defence Force referred inquiries to Foreign Affairs

AIM linked General Geldenhuys's visit to the current peace negotiations on Angola, but some observers say it could be connected with negotiations on security arrangements for the Cahora Bassa dam

AIM said General Geldenhuys will meet the Portuguese armed forces chief of staff, General Lemos Ferreira,

and may also hold talks with officials of the Portuguese foreign ministry

The agency did not give any further details on the talks, but said a number of political and diplomatic figures connected with the Angolan issue will visit Portugal within the next few days

Cuban Deputy Foreign Minister Mr Roaul Roa is expected in Lisbon today for a meeting with Portuguese Foreign Minister Mr Joao Pinheiro, AIM said

Later this month, Soviet deputy foreign minister Mr Anatoly Adamishin, who has been the Soviet Union's main negotiator on African affairs, will also visit Lisbon

The Prime Minister of Cape Verde is also visiting Portugal at the moment and there has been speculation that a conference on Angola could take place on Cape Verde

**Metalworkers  
and UK firm  
make a deal**

The disinvestment dispute between the National Union of Metalworkers of SA and British-based Gallaher Ltd has ended in a R400 000 deal between the company and the union. *Star 10/5/88*  
Gallaher has agreed to finance a trust fund for its former employees to the tune of R200 000 while workers will each receive a payout of R575.

# Miners' strike hit gold output

10/15/88  
140A  
142  
144

Gold production in South Africa fell by 33 tons in 1987 — mainly as a result of the National Union of Mineworkers strike last year says the Chamber of Mines

In its latest newsletter the Chamber states that production fell by 5,2 percent to 605 tons compared with 638 tons in 1986

The Chamber states "That the industry did not continue to expand — in terms of ore throughput that has characterised it over the past 11 years — was due primarily to the effects of the strike instigated by the National Union of Mineworkers in August 1987

"Some, but by no means all of the gold mines, members of the Chamber, were affected while others maintained full production"

The Chamber added "Aside from the unchanged tonnage of ore milled, the principle reason for the declining output was the fall in the average grade mined, down to 5,28 grams per ton (g/t) in 1987 compared with 5,63 g/t milled in 1986 — a fall of 6,2 percent almost exactly matching the fall in gold output

## GRADE DOWN

"This reduction in grade milled reflects the greater amount of surface tonnage at the lower grades milled to make up the shortfall caused by the strike as well as the tendency to reduce grades following the improvement in the rand gold price in 1987 to R904 per ounce"

The Chamber also says that the rate of increase in working costs of 19,6 percent was well above that of the rate of inflation which is a cause of concern for the industry

In spite of an increase in the rand price of gold of 8 percent, profits fell by 14,6 percent because of the 25 percent increase in working costs per kilogram of gold produced

Total profit, states the Chamber, declined by 14,6 percent and dividends were trimmed by 9,6 percent while the State's share of profits and taxation fell by 20,5 percent on the 1986 figure

—Sapa



# Labour Update

# CLASHING VOICES

Sowetan  
10/5/88

GALLO/CNA and the Commercial Catering and Allied Workers' Union are headed for a confrontation after reaching a stalemate in their dispute over wages and working conditions involving more than 5 000 workers throughout the country.

A spokesman for Ccawusa, Mr Abe Ramalope, said yesterday that a conciliation board hearing, appointed by the Minister of Manpower, Mr Pietie du Plessis, failed to settle the matter after the union declared a dispute with the company on May 2.

Industrial Relations spokesman for Gallo/CNA, Mr Byron Zylinder, yesterday declined to comment but said the company would issue a statement later.

Ccawusa demands a R300 a month across-the-board increase and the company has stood firm on its offer of R100 a month across-the-board, according to Mr Ramalope.

MR PIETIE du Plessis . . . the Minister of Manpower.

## Union and Gallo/CNA

### hit discord

1400  
#1  
300

291 stores countrywide had shown considerable profitability between 1986 and 1987 and that research had shown an upward trend in annual earnings.

Meanwhile, Ccawusa said it would ratify a decision of about 100 members at Empisal, Village Deep, who accepted management's offer of a R110 a month increase which would be backdated to February.

The increase would bring the workers' monthly minimum to R460 a month.

Mr Ramalope said the workers at Empisal had downed tools after conciliation board hearings failed to

resolve a dispute in which they initially demanded a minimum of R600 a month and an across-the-board raise of R300 a month.

A spokesman for Empisal, Mr L Banducci, said yesterday that as far as the company was concerned the matter had been resolved following the workers' acceptance of the offer.

He denied that the company had acceded to a demand that May Day be declared a paid holiday because management was awaiting a Government's inquiry into public holidays, a report of which would be available next year.

Ccawusa and Anbeco in Denver yesterday signed a recognition and wage agreement which involves about 170 workers.

Mr Ramalope said the company agreed to give the workers a wage increase of R175 a month which would take the new monthly minimum to R520

2  
140A  
**600**  
**on strike**

ABOUT 600 National Union of Metal Workers of South Africa members employed at ATC in Brits, are on strike in protest against management's refusal to allow a shop steward to attend meetings.

89/5/01

Workers at the Telephone Cable Manufacturing factory told the *Sowetan* yesterday that the decision to down tools was taken last Thursday after management allegedly issued a directive that Mr Phillip Bokaba, chairman of the shop stewards committee, would not be allowed to attend some of their meetings.

Mr Jan Nel, ATC's Human Resources manager, confirmed the strike yesterday.

NON-RACIALISM was "not one of the criteria" for anti-apartheid organisations to participate in a conference aimed at forging an alliance against repression, the Congress of South African Trade Unions said this week. *Sowetan*

19115188  
Cosatu was correcting a statement it had issued earlier about resolutions taken at the federation's special congress last weekend

The congress resolved to support the call for a conference of a broad

# Cosatu indaba open to all

140A  
range of anti-apartheid organisations "to focus on opposing apartheid repression." This conference would work on the basis of "disciplined mandates, democracy and free and open debate"



# Rare honesty about Cosatu weaknesses

By EDDIE KOCH

140A

THE build-up to Cosatu's congress this weekend has been marked by an unprecedented degree of open debate about the strengths and weaknesses of the labour federation.

Much of the debate has been sparked by a report from Cosatu's head office, published in the latest edition of *Cosatu News*, that highlights a range of key weaknesses in the federation.

"Criticism of organisational practice especially from rank-and-file members — is critical in guaranteeing the militancy and dynamism of our organisation," the report says.

Some of the problems it lists include

- Negligence that led to the dismissal of a number of head office staff last year.
- Weakness in the structures of some Cosatu unions and debilitating internal conflicts in others.
- Lack of worker control over union officials in some instances.

- The inability of the central executive committee (CEC) to ensure full participation by all affiliates in campaigns launched by Cosatu.

The report says "narrow union interests" have undermined attempts to "build the CEC as a vehicle of unity and struggle within the federation. As a result we have seen endless decisions remaining just on paper — from our resolution on the new pass laws to (our resolution on) the Labour Relations Amendment Act."

Lack of co-ordination and "serious weakness in our campaigns", results from unions consistently failing to attend Cosatu meetings, says the report.

"The truth is that only the Highveld and Western Cape function as active regions. The majority of our regions are paralysed by the lack of discipline by office bearers.

"Workers are in many cases not able to effectively control structures. Cosatu offices are inundated with reports of workers complaining of the lack of servicing. Instances of financial corruption have also occurred."

Clashes that have split the Commercial Catering and Allied Workers Union (Ccaawusa) are mentioned as an example of divisions that "paralyse our affiliates and effect the whole of Cosatu".

Solutions to these problems, says the report, must include a more disciplined approach to the CEC, more respect for the regional structures of Cosatu and curbs on divisive tendencies within and between unions.

"A failure to understand each other, to accommodate each other's views, to respect the views of the majority, will cripple our liberation struggle," it says.



# DURING THE BLEAKEST PERIOD IN RECENT UNION HISTORY, COSATU CALLS AN EXTRAORDINARY CONGRESS ...

ABOUT 1 500 workers from around the country will cram into the Flower Hall on the campus of Wits University in Johannesburg this weekend to attend a two-day congress called by the biggest labour federation in the country.

The 750 000-strong Congress of South African Trade Unions has convened the extraordinary meeting to discuss proposed changes to the country's labour laws, the banning in February of 17 anti-apartheid organisations and government restrictions on Cosatu's political activities.

Cosatu general secretary Jay Naidoo said in an interview this week that the congress would take place in the context of a "massive attack by the state and capital on anti-apartheid organisations."

"We cannot separate the Labour Relations Amendment Bill and the banings from the wage freeze, privatisation, vigilante attacks on activists, the

law to control foreign funding and the increasing use of lock-outs and interdicts by employers to smash unions," he said.

The main tasks of the delegates will be to discuss

● Cosatu's immediate response to the banning and restrictions.

● A short-term response to the labour Bill and what action to take if the Bill becomes law.

● "How to fight to defend and regain legal space for democratic opposition."

● "The need to create the broadest unity against apartheid repression and ways to defend ourselves against repression and to create the democratic space in which to continue operating."

● "How we can continue to take forward the relationship between Co-

**An extraordinary meeting of Cosatu considers a series of blows to the trade union movement, from the new labour Bill to privatisation to vigilantes**

satu and other mass democratic organisations in the struggle against apartheid and exploitation,"

● "How to consolidate our unions and cement a stronger unity between Cosatu affiliates"

The meeting has twice been postponed to allow union members to discuss the issues and Cosatu's head office has published a frank analysis of the organisation's weaknesses to encourage debate

The result has been a ferment of thinking in the ranks of the federation

## From the Flower Hall, the voice of labour

Most observers expect the congress to agree on some form of immediate protest action against the Bill and the banning. In the past, such protests have taken the form of work stay-ways and the congress will probably examine the possibility of using this tactic

Cosatu is also expected to commit itself to the idea of building a broad alliance of organisations opposed to apartheid. Considerable debate is expected over whether such an alliance should include organisations such as the National Council of Trade Unions (Nactu) and the Azanian People's Organisation (Azapo)

Another controversial question will be whether Cosatu should defy the restrictions imposed on the organisation in February. These include prohibitions on campaigns for the un-

banning of illegal organisations, the release of detainees and opposition to the system of local government.

Some unions are likely to argue for a programme of defiance that will ignore the restrictions. This may include demands for a boycott of the local government elections.

Others, adopting what has been called a "survivalist" approach, are likely to argue that Cosatu is too weak to effectively mount such defiance and that a long-term plan to strengthen the unions and community organisations must be implemented before the government can be confronted in such a way

"Rigorous debate is going on at the moment as to what should be done," said Naidoo. "We don't anticipate there will be any major differences in the positions that the unions will put forward. All will provide some way to devise a creative response to the new set of conditions that face us"

140A

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page

swelam 13/5/88

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**NACTU fraternal  
greetings to the  
COSATU congress**



Comrades,

You meet at a crucial moment of our struggle.

The State has attacked Cosatu in a special way. At the same time it is conducting a campaign against Nactu in a different way.

We in Nactu believe that unity in action in the labour movement is possible. It is Nactu's recognition of our collective strength that confirms our understanding that working together we can succeed in our goal.

We in Nactu pledge that the cause of the working class cannot be compromised.

Our belief is that Nactu and Cosatu need to act together at this time to secure a permanent militant and dynamic role for the labour movement in our country.

We in Nactu pledge ourselves to act in unity with Cosatu/others in the labour movement, church and community organisations.

**VIVA COSATU!**

**VIVA NACTU!**

Inserted by P Camay, 5 Wanderers Street, Johannesburg

S 20446



WJH 13-19/5/88

# Two die in mines demo

Bloody clashes between union and non-union miners during labour protests

By EDDIE KOCH

TWO workers at Matla colliery in the eastern Transvaal were killed this week in clashes between union and non-union members as thousands of black mineworkers staged demonstrations in protest against changes to the country's labour laws

The National Union of Mineworkers (Num) reports that its members have been demonstrating against the Labour Relations Amendment Bill on gold mines and collieries in the Free State and eastern Transvaal

At Anglo American's huge Vaal Reefs gold mine near Klerksdorp, which employs some 40 000 workers, the union reports that miners staged underground demonstrations and distributed pamphlets opposing the Bill

Num general secretary Cyril Ramaphosa told the *Weekly Mail* that up to 18 000 workers were involved in the demonstrations on mines owned by Anglo American, Gencor, Goldfields, JCI, Rand Mines and Eskom.

But an Anglo representative said he had not received any reports of worker demonstrations on the group's mines, including Vaal Reefs

Gencor spokesman Harry Hill said last night that he had also not received reports of protests on Gencor-owned mines, other than Matla

Goldfields representative Attie Roets said he had not been informed of any demonstrations

"This is a spontaneous worker reaction against the Bill," said Ramaphosa. "It is quite clear that workers are not prepared to accept this draconian piece of legislation. These demonstrations are a sign that workers are determined to ensure this Bill is not put into effect."

A representative for the Matla colliery said two workers were killed in sporadic fighting between union and

●To PAGE 2

The contents of this newspaper have been restricted in terms of the Emergency Regulations

140A

## Two die in mine clashes

non-union members at the mine hostel near Kriel. Another 22 workers were injured and the violence has halted production at the mine

The protests, which erupted days before a special congress called by the 750-000-strong Congress of South African Trade Unions to protest against the Bill and the banning of 17 anti-apartheid organisations, appear to have hit all the major mining houses in the country

At Matla mine, security has brought the fighting under control and management and worker representatives were yesterday locked in talks to try and resolve the conflict.

A Num shop steward at Matla claimed the dead workers were members of Inkatha who had opposed the "a peaceful demonstration" on Tuesday and attacked union members in their hostel on Wednesday night.

A management memorandum said the clashes occurred after Num members had prevented non-union men from using company transport in order to return to their hostels from the number 2 and 3 mines after the day shift on Tuesday

The miners then marched back to the hostel, displaying Cosatu banners and protesting against the Bill. On Wednesday night "two non-union members were attacked and murdered"

Police are investigating the killings and the names of the dead men have not yet been released.

A Num official in the union's Klerksdorp office reported that the morning shift at the number 4 shaft of Vaal Reefs, the biggest mine in the

●From PAGE 1

world, staged an underground demonstration and distributed pamphlets opposing the Bill

Demonstrations at the mine's number 2 and 3 shafts have also been taking place since Wednesday

According to reports received by the union, the President Steyn, Saaiplaas, Western Holdings and Harmony gold mines and the Ernest Oppenheimer mine hospital have been hit by demonstrations in the Free State

In the eastern Transvaal the union reports that demonstrations have taken place at the Matla, Tavistock, Phoenix, South Witbank, Vandyksdrift, Wolwekrans, Douglas, Blinkpan, Arnot, Kriel and New Clydesdale collieries

Members of the National Union of Metalworkers of South Africa (Numsa) on Tuesday staged lunch-time demonstrations against the labour Bill, while four unions affiliated to the International Metalworkers' Federation were holding annual negotiations to discuss wage increases and differences of opinion over the Bill

The four unions have declared a dispute with the Steel and Engineering Industries Federation of South Africa after failing to agree on wage increases and the parties are deadlocked over the issue of the Bill, with the IMF unions claiming that management had refused to withdraw their support for the proposed law

The country's two biggest labour federations are bitterly opposed to the Bill, which they claim is intended to roll back gains that organised workers have made in the last 10 years



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AGE 16



13/1/78

The Congress of SA Trade Unions has, in the past far beyond the factory floors, with an im-

More than 1 400 delegates, representing nearly a million workers in 13 affiliated unions, are expected to focus particularly on State actions against the federation and other anti-apartheid organisations in 13 affiliated unions, are

On the political front, Cosatu will discuss re-strictions that prevent it from, among other things, campaigning against the October municipal elections, and demanding the release of political prisoners.

Another crucial aspect of the federation, and are demanding that the United Democratic Front, to which they also belong, be unbanned and its members were angered by the formation of "a broadest of the congress and 16 other organisations" - this in the light of the re-formation of a single, "progressive" national body But they point out that Cosatu is unlikely to abandon the Freedom Charter as the basis of its political direction

the formation of "a broadest of the congress and 16 other organisations" - this in the light of the re-formation of a single, "progressive" national body But they point out that Cosatu is unlikely to abandon the Freedom Charter as the basis of its political direction



# Refineries wage dispute ends

THE Chemical Workers' Industrial Union (CWIU) has reached agreement with Sapref — the petroleum refinery owned jointly by Shell and BP — and with the Mobil refinery in Durban, nearly two months after the CWIU declared wage disputes

A union official yesterday called the agreement a victory for Cosatu's "living wage campaign", especially since conciliation boards had been appointed in both cases and there had been overwhelming worker support for strike action.

Both settlements guarantee minimum increases of 15% but workers on the lower pay scales will receive in-

B/d 14/11

13/5788

BRONWYN ADAMS

14/01

creases of up to 22%. The agreement reduced the working week to a maximum of 42 hours

Mobil has guaranteed its 458 workers a monthly increase of R155, raising the minimum wage to R865, while the 700 Sapref workers will receive at least R150 more, bringing minimum wages to R870

Sapref has improved long service awards, given shift workers an extra holiday a year and improved overtime rates. Mobil has upped shift allowances and overtime rates

(140 P) ~~140 P~~  
Sowetan 12/5/64

# Officer quizzed on AWB

A SENIOR police officer was quizzed in the Rand Supreme Court on whether the Afrikaner Weerstandbeweging was against black trade unions, writes MANDLA NDLAZI.

The officer was also asked in the Rand Supreme Court whether the AWB was against black organisations and whether its members had infiltrated the police force

This was at the trial of 18 members of the South African Railways and Harbours Workers' Union (SARHWU), appearing before Mr Justice T T Spoelstra and two assessors on charges relating to a strike by employees of the South African Transport Services (SATS) in the Witwatersrand last year.

Captain Schutte, second-in-command of the riot squad based in Diepkloof, was being cross-examined by defence counsel, advocate, Mr Eric Dane

## Unions

Captain Schutte said he had no opinion on whether the AWB was anti-black trade unions or black organisations. He said he also had no opinion on whether the AWB members had infiltrated the police force.

When showed a photograph of a police vehicle that had an AWB insignia on its bonnet, Captain Schutte said he had seen the picture in the *Sowetan* and *New Nation* newspapers. According to him, it was a swastika and made of black tape. He said police were investigating how it got onto the bonnet of the vehicle

Captain Schutte said SATS did not inform the riot squad but the Security Branch police about the strike. He denied that there was co-operation between the riot squad and the SATS

When Mr Dane gave him a paper to draw an AWB insignia, Captain Schutte drew a swastika

Mr Johannes Joja Ngcobo (24), Transvaal secretary of SARHWU and 17 members of the union are appearing on charges of murder, abduction, attempted murder, assault, robbery and intimidation. They have pleaded not guilty. The case continues today.

# Cosatu talks ~~1409~~ 1409

THE Congress of South African Trade Unions is to focus on the restrictions placed on it by the Government and is to respond to other burning issues including the proposed Labour Relations Amendment Bill at its special national congress which begins at the Wits University, west campus tomorrow

12/5/68  
Cosatu president, Mr Elijah Barayi, will give the opening address and general secretary, Mr Jay Naidoo report on the current situation

Soweto



# Old foes circle warily, as talk turns to unity

10/mail  
13-19/5/88

UNITY between the country's two biggest trade union federations has emerged as a key issue for the Congress of SA Trade Unions (Cosatu) mass meeting that begins tomorrow

After the unprecedented meeting in Harare last week between the African National Congress (ANC) and the National Council of Trade Unions (Nactu), South Africa's second biggest labour federation, both parties issued a joint communique saying "it was imperative for the labour movement inside the country to strive toward unity with the eventual objective of a single labour federation"

Before the meeting, the Organisation of African Trade Union Unity (Oatuu) made an offer to host unity talks between the rival federations during a seminar in Harare arranged by the International Labour Organisation and attended by Cosatu and Nactu delegates. Both federations have close links with Oatuu.

ANC national executive committee member John Nkadimeng this week told *Weekly Mail* that the ANC believed "unity on the ground" between members of the rival federations could be built through "grassroots" participation in common campaigns.

Nkadimeng is also general secretary of the exiled South African Congress of Trade Unions (Sactu).

The main differences between Cosatu and Nactu revolve around disagreements over the Freedom Charter, adopted by the ANC and allied organisations as a key policy document in 1955. Cosatu last year adopted the Charter while Nactu has been more sympathetic to the rival policies of the Pan-African Congress (PAC).

"Certain people think it is a prerequisite that anyone who wants to join a new united front must support the Freedom Charter. We say that is incorrect. Support for the Freedom Charter is not essential in order to join such a front," Nkadimeng said.

Asked if this meant that the ANC believed groups like the Azanian People's Organisation (Azapo) and Nactu, who oppose the Freedom Charter, should co-operate with Cosatu and the United Democratic Front (UDF), who have adopted the Freedom Charter, Nkadimeng said "That is exactly what the united front stands for. It is something that brings people together to face a common enemy. They do not have to agree 100 percent with each other."

However he stressed the ANC and Sactu recognised Cosatu as the official union federation in South Africa. "Cosatu is the main organisation," he said. "There is no question of chang-

Following the surprise Harare meeting last week between the ANC and Cosatu's biggest rival, Nactu, the talk on all sides is unity. Whether the rank and file will agree is another matter.

By EDDIE KOCH

ing names or forming new structures"

Nkadimeng's statement confirms Nactu's claim, made in a separate statement after its delegation had returned from Harare, that both parties had agreed the issue of the charter should not be a stumbling block to cooperation.

The ANC delegation to the talks was headed by secretary general Alfred Nzo and Nactu president James Mndaweni led his team — an indication of the importance both sides attached to the meeting.

The ANC has refused to meet Nactu on at least two previous occasions and it is significant that it finally agreed to hold the talks just days before Cosatu's congress.

Cosatu general secretary Jay Naidoo confirmed this week that the issue of trade union unity would feature on the congress agenda.

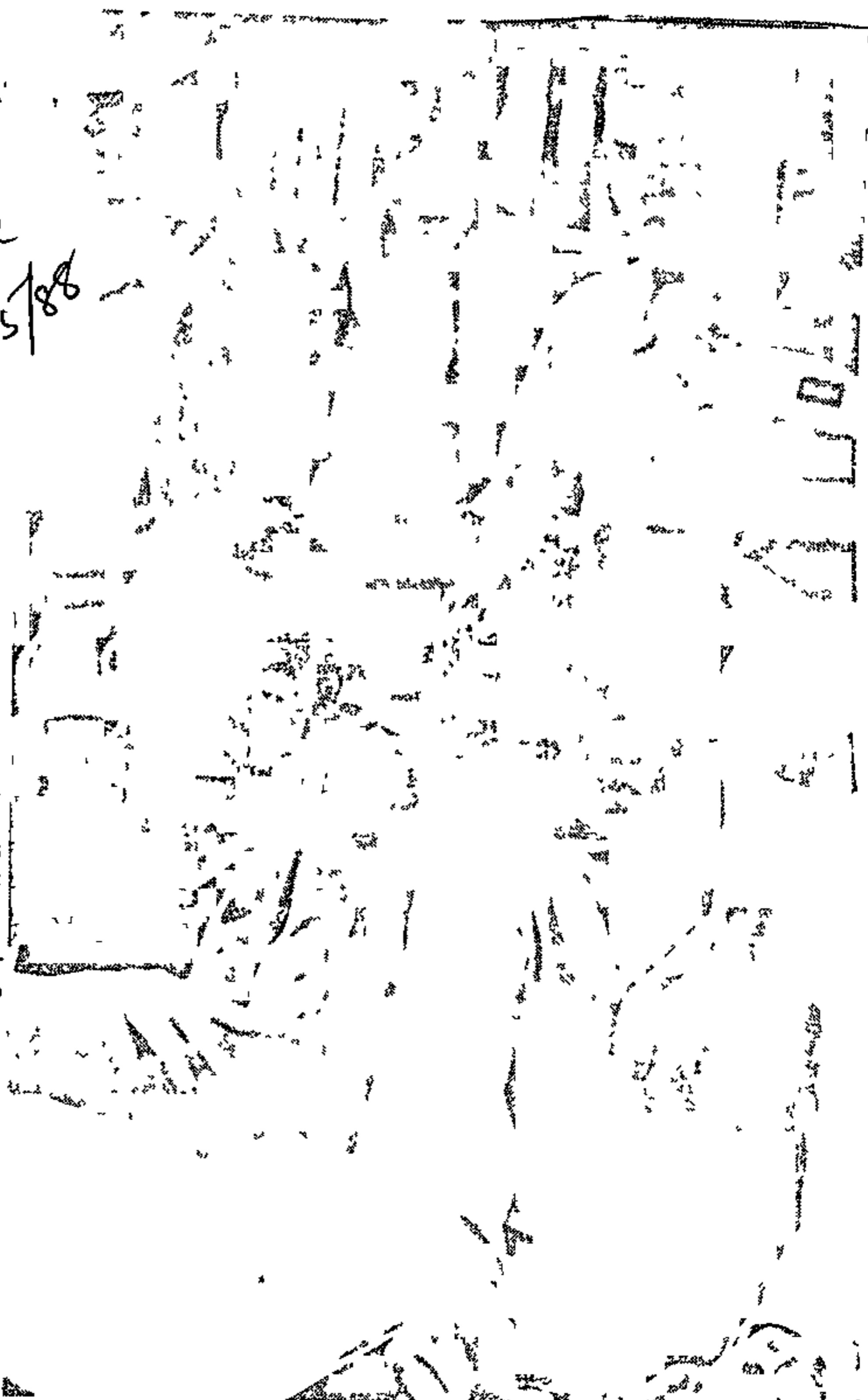
"We have always been committed to the principles of unity and 'one country, one federation'," said Naidoo. "We see that as the surest way of protecting the interests of workers and the control that monopolies have over our lives."

But he cautioned that any accord between the rival federations would have to deal with the disagreements that caused unions now in Nactu to leave the merger talks that led to the formation of Cosatu in late 1985. The main issue that kept Nactu unions out at the time was their disagreement with Cosatu's principal of non-racialism in favour of a notion of black leadership.

"The starting point of any unity initiative will be the policies and principals of Cosatu," said Naidoo.

Since its launch Cosatu and most of its member unions have adopted the Freedom Charter as policy — and it is possible that some delegates to the congress will be less flexible than the ANC on the issue of the charter.

Naidoo said no formal approach had been made to his federation by Oatuu or Nactu and if this was made it would be "considered by Cosatu's



Cosatu's Jay Naidoo and Elijah Barayl discuss tactics

appropriate structures"

Cosatu has a paid-up membership of 750 000 and says it has 1-million signed up members, Nactu says it has 450 000 signed-up members and produces no figures for paid-up membership, which some consultants put at 150 000.

Two large affiliates of Cosatu have already submitted resolutions to the congress that call for "the establishment of a broad front of all organisations committed to working actively and unreservedly for the immediate dismantling of apartheid."

But some Cosatu and Nactu unions have recently been involved in extensive competition for members and the experience of such conflict on the factory floor is likely to make rank-and-file members of both federations less willing than their leadership to consider cooperation.

Cosatu's biggest affiliate, the National Union of Mineworkers (Num), also has a history of bitter conflict with Nactu leadership. In 1985 Num broke with the Council of Unions of South Africa (Cusa) over Cusa's refusal to continue participating in unity talks that led to the formation of Co-

satu later joined forces with the Azanian Confederation of Trade Unions (Azactu) to form Nactu.

Num's delegation will be the biggest and most influential at the congress and its members will be wary of any rapport with their old foes.

Nactu general secretary Piroshaw Camay agrees that it is unrealistic to expect a merger between the two federations in the near future. But he pointed out in an interview this week that a degree of co-operation is already taking place between Cosatu's National Union of Metalworkers of South Africa and three metal unions affiliated to Nactu during wage talks in the industry.




He also said the policy of black leadership was no longer a divisive issue as it made allowance for whites to join Nactu unions and work their way into leadership positions from the factory floor.

"A process of unfreezing of Nactu's and Cosatu's positions has to take place," said Camay. "This process we see taking place through unity in action over specific issues like the Labour Relations Amendment Bill which could then bring workers together and create an awareness of the need for one federation."



CHE  
Tanks  
13/5/88

## Union settles dispute with oil refineries

DURBAN — Chemical Workers' Industrial Union (CWIU) members have settled their disputes with two petroleum refineries in Durban this past week, a statement from CWIU's Southern Natal branch said yesterday

"A ballot revealed that members voted overwhelmingly in favour of taking strike action if their demands were not met, and a conciliation board meeting was convened with Shell BPSA Petroleum Refineries (Sapref) which ended in a settlement yesterday, directly affecting about 700 workers

"Negotiations with the Mobil refining company were also reopened by way of a mediation, which yielded a settlement affecting 458 workers on Tuesday."

Both settlements guarantee a minimum wage increase of 15%

Workers on the lower pay scales will get raises of at least 21% — which is an increase of R155 to R865 a month, while at Sapref the minimum rate will rise to R870 a month — Sapa

## Settlement

CHEMICAL Workers Industrial Union members have settled their disputes with two petroleum refineries in Durban, a statement from CWIU's Southern Natal branch co-ordinator, Ms P Horn, said yesterday. 13/5/88

Both settlements guarantee all workers concerned a minimum wage increase of 15 percent.

## Hotel strike

DURBAN hotel workers who were dismissed last week were determined to continue with their strike until their demands were met, Mr Bheki Khumalo, general secretary of the Black Allied Workers Union said. Sowetan 13/5/88

# UNION UNDER FIRE: COSATU TO DISCUSS 'EMERGENCY'

W/L - Marcus 14/5/88  
LEADERS of South Africa's largest union federation are meeting in Johannesburg this weekend in an "emergency" congress to discuss reaction to a range of threats to the movement

The Congress of South African Trade Unions (Cosatu) felt the situation was so serious with changes to labour legislation proposed in the Labour Relations Amendment Bill and restrictions placed on any political activities that it advanced its biennial congress by a year

In the three years since its formation Cosatu has had an impact far beyond the factory floor and come to be a political thorn in the Government's side. Unions in the federation have been involved in several major industrial actions since last year: the OK strike involved about 10 000 workers, the Railway strike as many as 20 000 and the Mines strike 32 000

It also launched the "living wage campaign" as a co-ordinated challenge to what it saw as deliberate attempt by employers to keep wage increases below the level of inflation

At the same time Cosatu and its affiliates have felt themselves to be under increasing attack, ranging from the unsolved bombings of Cosatu House in Johannesburg and Community House in Cape Town to the detention of unionists, the restrictions placed on it and 16 community organisations and the Bill

It also claims that the year saw increasing use by management of mass dismissals, lock-outs and court interdicts rather than bona fide negotiations

Cosatu sees the Labour Relations Amendment Bill as an undiluted attack on the gains made by the trade union movement in the past decade on the shop floor, in the courts, and in the community

A Cosatu statement this week repeated the view that the Bill, if it became law, would "lead to the breakdown of dispute-resolving mechanisms"

The Bill and Cosatu's response to it will be one of the main points of discussion

● Important aspects of labour law will be highlighted at a seminar organised by the Institute of Personnel Management

Clive Thompson, director of the labour law unit at UCT will look at strikes and lockouts, Professor Pak le Roux, of the department of mercantile law at Unisa, will deal with overtime bans, go-slows and work-to rule, a practising attorney will outline recent Industrial Court trends on unfair dismissal, and Stellenbosch University labour law lecturer Barney Jordaan will consider managerial prerogative and workplace control

The seminar will take place at the BP cinema complex on Friday, May 20, from 8,15am

Inquiries Avril Ebbs  
64-2221



15/7/78  
C. Press

# Workers' trust fund for Numsa

By KERRY CULLINAN

THE National Union of Metalworkers of South Africa this week secured a R200 000 trust fund for Mono Pumps workers from the company's disinvesting British holding company, Gallaher.

Gallaher has also agreed

to pay each of the 350 Mono Pumps workers R575 as compensation.

Five trustees - two Mono workers, one union official and two independent individuals will be full-time trustees - are to administer the trust, which will be used

to fund community projects

However, the issue of worker trust funds has become contentious for Numsa recently, after workers at Samcor plants in Pretoria and Port Elizabeth went on strike in protest against a trust fund.



# Mines and miners square up

By Robyn Chalmers

NATIONAL Union of Mineworkers (NUM) proposals for a 40% across-the-board wage increase could lead to a confrontation with the Chamber of Mines at the annual pay negotiations

Chamber spokesman Peter Bunkell says the date for the first meeting with the NUM has been set for May 23

"We cannot discuss the proposals or even confirm them, other than to say that we received them a while ago"

NUM general secretary Cyril Ramaphosa said after the four-week strike on various mines last August that "this is only a dress rehearsal for 1988"

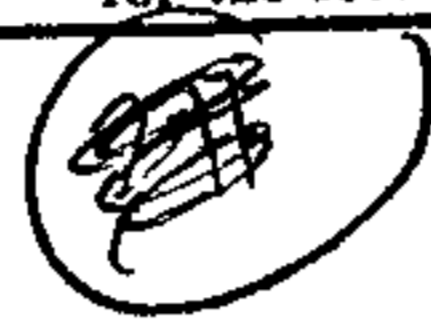
The strike last year cost both the chamber and NUM supporters a lot

SA gold production in 1987 fell by 33 tons, or 5,2%, to 605 compared with 638 in 1986 Half of the loss can be attributed to the slide in the grade of ore mined, the rest to the strike

The loss amounted to an estimated R400-million in forfeited gross revenue for the mines, and NUM supporters received no pay for the four weeks.

140A  
Strikes

15/5/88



# Cosatu congress tries to beat restrictions

CAPC Times 16/5/88 140A

Own Correspondent

JOHANNESBURG — About 1 400 workers from 14 unions met at Wits University for Cosatu's annual national congress at the weekend

The indoor congress, which was closed to the press, discussed issues including a living wage, a wage freeze, bannings and restrictions

Police denied they had held 22shop stewards for questioning at the offices of the National Union of Metal Workers of South Africa in Katlehong before the congress

Cosatu, which claims 691 000 signed-up members, decided to hold the two-day meeting after the government issued decrees in February barring the federation from political activity and banning 17 other anti-apartheid groups from functioning

Cosatu also planned to discuss in closed session its response to the bannings and to the controversial labour bill expected to be passed by Parliament this session

The labour bill would severely curtail unions' ability to stage legal strikes and make them liable for damages suffered by a strike-hit company

Cosatu's general secretary, Mr Jay Naidoo, urged unions to combat the crackdown by ending internal bickering, building grass-roots leadership and "organizing the unorganized"

He said Cosatu should organize non-unionized sectors like farmworkers and teachers, assist residents of squatter camps and mobilize unemployed blacks. Cosatu's member unions should take up the political activities which the federation itself may not conduct — Sapa-AP



**SINGING . . .** Cyril Ramaphosa, leader of the National Union of Mineworkers, joins delegates to an emergency congress of the Congress of South African Trade Unions in singing a freedom song

Picture REUTER

# 'SA GOVT HAS LOST BATTLE'

South African  
16/5/84  
1409

THE South African Government had lost the battle for "the soul of the international community" — irrevocably, a special conference of the Congress of SA Trade Unions was told at the weekend.

Cosatu president Mr Elijah Barayi told the conference that the Government, however, remained assured of the support of the "Reagan" and "Thatcher" governments

The Cosatu official was addressing more than 1500 delegates at the federation's two-day special congress in Johannesburg.

Mr Barayi said: "The conflict in South Africa



MR JAY Naidoo . . . secretary general of Cosatu.

has become a nexus for all the upheavals that are taking place in the Southern African region. It is not our neighbours in the frontline states who have elected to go to war against racist South Africa

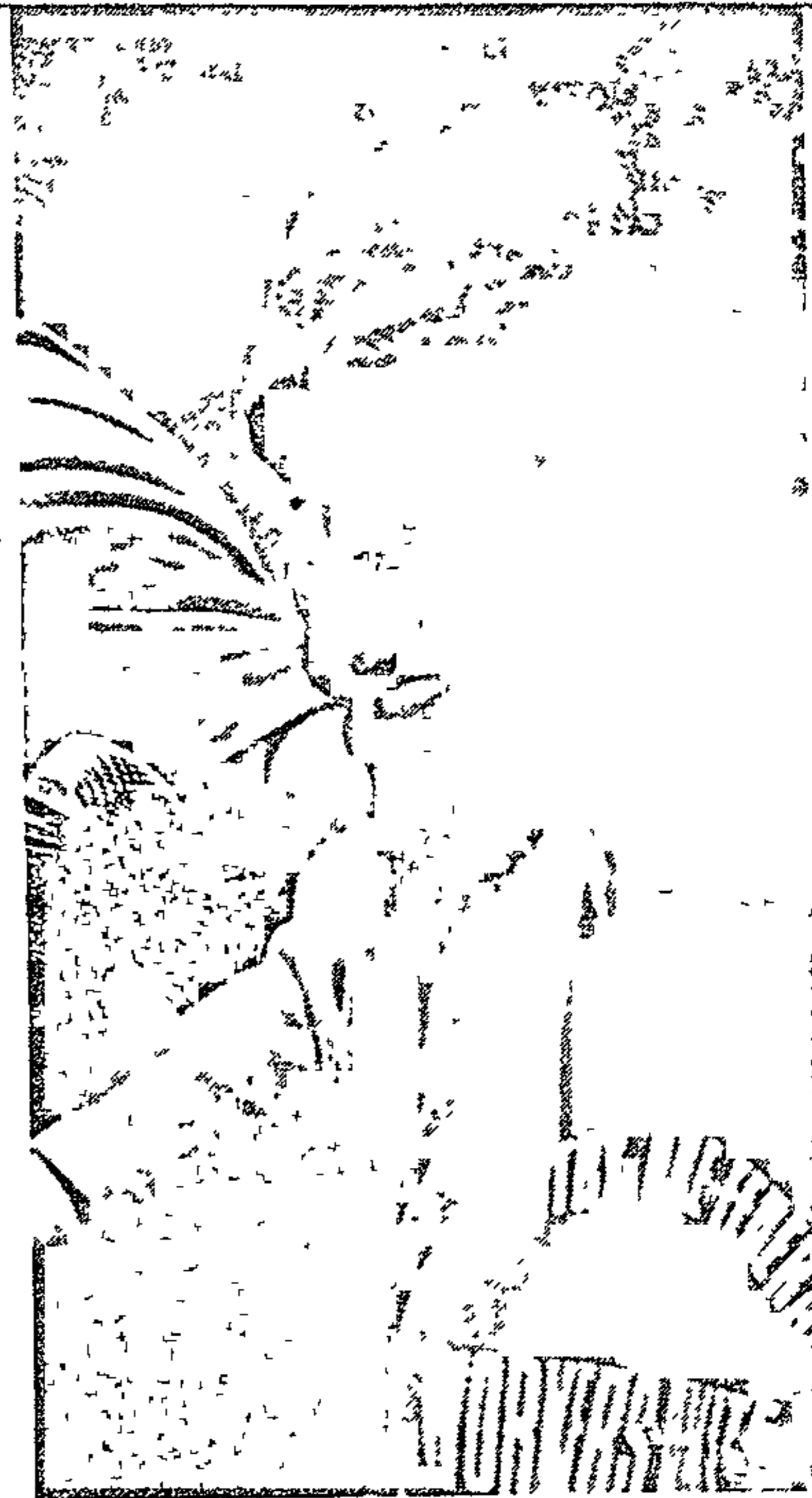
"It is South Africa itself, who, to the dissatisfaction of all normal people throughout the world, has invaded our neighbouring countries," he said

He appealed to all those who "genuinely want peace and security" to look forward to the future "in terms of what we have spelt out in the Freedom Charter"

Cosatu's general secretary, Mr Jay Naidoo, said time was running out for "the Nationalist Government and the generals" The Government was losing supporters "all the time — from the right to left", he said.

"The more the State attacks the privileges of the white population, the more they will weaken the ruling block. This will deepen the political crisis in the country and the State may even decide to use martial law to stay in power," Mr Naidoo said

The Labour Relations Amendment Bill, described in trade union circles as "a fundamental attack on the many rights that workers have won" over the past 10 years, was among top items on the congress' agenda



MR ELIJAH Barayi . . . president of Cosatu

## 'Exciting' new play

AN EXCITING two-man play by budding East Rand artist, Khulu Masike and Vusi Moremi will be staged at the Lionel Kent Centre, Daveyton on May 19 starting at 8pm. The play is titled *Clive Mahlalela* and is produced by the Vukani Madoda Group.

Khulu Masike, the director, promises an exciting evening of entertainment for the whole family

diploma course in  
ARITHMETICAL BOOKKEEPING  
through correspondence.

## Mother blarney

LONDON — Zola Budd's mother, Tossie, played a major role in the athlete's shock decision to turn her back on the international track last week.

The 21-year-old runner fled home to Bloemfontein amid reports that she was close to a complete breakdown and nervous collapse following mounting political pressure on her

But coach, John Bryant, has revealed another side of the story

in a major, copyright article in *The Times*, of which he is senior editorial executive

Bryant says Zola's new problems coincided with the arrival in London of her mother, "an Afrikaner who has always entertained misgivings about her little Zola going out into the world to follow a running career"

Bryant says that when he asked Mrs Budd how long her visit would last, she replied: "I'll stay here, man, until it's all



## Call for international pressure against Govt

This crowd of slogan chanters were among the 1 400 Congress of SA Trade Unions members who were in Johannesburg to map out a response to the Government's clampdown on apartheid opposition. ● Picture by Herbert Mabuza.

# Cosatu shows defiant attitude

140A  
Star 16/5/88

By Mike Siluma,  
Labour Reporter

Leaders of South Africa's biggest labour federation, the Congress of SA Trade Unions (Cosatu), at the weekend called for greater mobilisation of anti-apartheid forces and more international pressure on the South African Government

The occasion was Cosatu's special congress, held in Johannesburg in response to recent State action against Cosatu and other anti-apartheid organisations

Addressing more than 1 400 delegates, Cosatu president Mr Elijah Barayi said despite repressive measures by the Government, the mood of the oppressed remained "unbroken"

He rejected the Government's reform and repression strategies as "calculated to perpetuate its infamous rule over us"

The tinkering with the system have never touched the foundations of the apartheid system. The issues of the land and political rights of the majority remain unaddressed," said Mr Barayi

He called on "those who want peace and security, but are not as yet sure of our intentions, to look forward to the future in terms of the Freedom Charter"

Government plans to privatise the social services and freeze public sector wages were an attempt "to shirk the responsibility of subsidising the health service" and to find money "to finance (its) all-consuming military adventures"

Describing the South African conflict as

"a matter for global concern", Mr Barayi said the Government had "irrevocably lost the battle for the soul of the international community"

"How many more lives do we have to lose before those in Washington and London realise that (President) Botha has gone too far?" asked Mr Barayi

Addressing the gathering, Cosatu general secretary Mr Jay Naidoo said the State had intensified repression in response to "growing unity among democratic forces".

Attacks on Cosatu and democracy in general raised the need for the building of "a broader working class unity under the banner of Cosatu", said Mr Naidoo

The task of organised labour, he added, was to "turn the militant mood of our people into democratic mass organisation"



# Mines may be re-opened <sup>140A</sup>

JOHANNESBURG — Gencor's Trans Natal Mining was today expecting to re-open two of the three mines at Matla near Kriel which were closed last Wednesday after fighting between groups of miners, the firm's general manager (operations), Mr Piet Henderson, said at the weekend.

<sup>310 16/5/88</sup>  
Between 300 and 400 workers, largely non-union members, demanded to be removed from Matla and temporarily accommodated on another mine, after two miners were killed and 22 injured, Mr Henderson said.

The mines were shut when the 400 (almost 20 per cent of the work-

force) refused to return to work, and sporadic incidents of fighting continued to occur underground last Thursday.

Negotiations with both the National Union of Mineworkers and the 400 were underway, as was an investigation to determine the cause of the fighting, Mr Henderson said. — DDC

140A 228 b/day 16/5/88

THE SECURITY crackdown against Cosatu and 17 other organisations was not the action of a panic-stricken State. Rather it is part of a considered — if seriously flawed — strategy to resolve SA's political and economic crises.

This is a key assertion in a Cosatu paper — circulated in advance of the special weekend conference as a basis for discussion — which goes some way towards dispelling the "panic-stricken State" and other myths which developed in left-wing organisations during their 1983-1986 heyday.

The paper recognises that events since the imposition of the second state of emergency, culminating in the February bannings, have crucially changed the operating atmosphere and demand a new approach to political activism.

It sees the crackdown as a pre-emptive action designed to limit unions to bread and butter issues, destroy the "democratic movement," and thus mass action, paving the way for measures which, government hopes, will provide for political control without the otherwise necessary shield the emergency gives.

This is necessary, the paper argues, because the emergency has limitations as a permanent weapon of control. Among other things, it alienates the support of important liberal sectors.

Reform measures, it says, include constitutional restructuring at all levels, together with attempts to redress the socio-economic needs (through, for example, selective township upgrading) of some layers of black society.

The State, meanwhile, has evolved a clearer economic direction, with government becoming more conscious that its primary role is to serve capital rather than Afrikaner interests.

Hence it moves towards support for the free market, and in particular privatisation, deregulation and possi-

# Union crackdown not panic by State

ALAN FINE

bly a wage freeze. This, the paper says, represents an attack on both the black and the white working class.

(On the question of business and the wage freeze, this appears an overstatement. Most conservative employer organisations have opposed this. It is perhaps more accurate to stress, as is done further on, that most sectors of business have not opposed measures such as the Labour Relations Amendment Bill and the political restrictions on Cosatu, which will shift the balance of bargaining power back towards business and discourage political activities which impact on the bottom line.)

## Rejected

"Bothanomics," the paper says, is also an attempt to deal with the serious fiscal crisis. But it has rejected doing this by cutting defence spending and ending the extravagances of the tricameral and bantustan systems. It has instead chosen a solution which would cement an alliance with business.

Government's next political step, it argues, is to draw moderates into the system by promoting them as authentic leaders and wooing them through economic upgrading, together with continued repression of the democratic movement.

Thereafter, it predicts, government

will move towards negotiations on its own terms. This will include — as but one of a number of groups — the ANC and the democratic movement, whose bargaining position will have been weakened or destroyed through State action.

The paper argues, though, that this strategy is beset by contradictions. The most important is that any attempt to impose a solution which fails to meet democratic standards will be rejected by the majority.

Also, repressive actions generate strong international protest, homeland corruption is costing billions, economic planning is subject to military objectives, the NP is losing electoral support to both the right and the left, and the harsh and unavoidable consequences of privatisation and deregulation will sharpen management/worker conflict.

Nevertheless, it is argued, the use of such carrots together with the stick (like the Chris Ball affair) has made business come to terms with support for government strategy. Business has, for the moment, stopped its search for long-term security and flirtation with extra-parliamentary groups — such as the 1985 meetings with the ANC — it says.

The paper argues that certain structural and strategic shortcomings in Cosatu and other mass organisations have prevented them from responding adequately to the changing situation.

Cosatu, it says, is hampered by divisions within between affiliates, apa-

thy towards Cosatu structures and a lack of openness in political debate whereby alternative views are dismissed through perjorative labelling.

Open debate should be encouraged — on the basis of support for and loyalty to Cosatu and the UDF.

A broad weakness of the democratic movement as a whole, it adds, is that it has concentrated its energies on high-profile political campaigns at the expense of concerted grassroots organisational work.

## 'No adapted'

"The declaration of the state of emergency drastically changed conditions but we have not adapted effectively. We cannot respond by blind defiance based on the view that the State is panic-stricken and all that is needed is a big push. Nor can we respond by saying the State's power is unassailable, that it has no weaknesses," the paper says.

It argues that the primary task is the building of organisation. Such work need not be overtly political, and intervention in issues such as religion, sport, health, housing, unemployment and education is vital. A failure to do so, it argues, will bolster those moderate groups which do take an interest.

And, it concludes, the restrictions on Cosatu and the bannings of other organisations means much of the responsibility for these tasks rests with the unions within Cosatu.

I thought I was going to be killed — witness

# 'Assaults took place at Cosatu House'

Star 17/5/88

140A  
 [Handwritten initials]

**By Bruce Anderson**  
 An SA Transport Services ticket inspector told a Rand Supreme Court yesterday that after being assaulted at Cosatu House by members of the South African Railways and Harbours Workers Union (Sarhwu) and taken to a deserted spot near the Heidelberg road, he thought "It is now time to die"

Mr Albert Phuluwa told the court he escaped by breaking away from his captors, although another man who had been abducted with him was not so fortunate

Upon returning with members of a nearby SADF unit, Mr Phuluwa saw a fire in the bush near the road

He said that with the aid of a soldier's torch he realised that "these things lying there were

people One of them was the coloured man — the fire was still burning on his body"

Mr Phuluwa is a State witness in a case in which 18 Sarhwu members, including the former regional secretary of the union, Mr Johannes Ngcobo, have pleaded not guilty before Mr Justice 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

## Strike

The charges arise out of incidents during a strike last year by Sats employees

Mr Justice Spoelstra refused a State application for Mr Phuluwa's

evidence to be heard in camera

In his testimony Mr Phuluwa told the court how he had been working as a ticket inspector at Bosmont station near Johannesburg on April 28

At about 1 40 pm he had been grabbed from behind He turned and saw a tall man, whom he later identified in court as Mr William Rikhotso

He said he was then surrounded by a crowd of 16-18 men, and Mr Rikhotso said to him "Impimpi, (informer) we've got you"

Mr Phuluwa said he was taken to Cosatu House in Johannesburg by the group and there he and four other men were assaulted by a crowd of about 35 men and two young boys before being told by one of his captors at 8 pm that night to "pray here for the last time"

At that stage Mr Phuluwa said he realised "these people are going to kill me"

Later in the evening a man in a Cosatu T-shirt entered the room in which Mr Phuluwa and the four other non-strikers were being held and said "Oh, these are the men who have got a bonus"

Mr Phuluwa said three of the non-strikers were taken from Cosatu House and then he and another coloured man were driven to a spot just off the Heidelberg road, where he managed to escape

Mr Brink Ferreira, who appeared for the State, said at the end of yesterday's hearing that he would today show the court a video lasting 1½ hours in which Mr Phuluwa, dressed in overalls and a balaclava, pointed out men at Cosatu House the day after the alleged abduction and murders



CAPE TIMES 17/5/88 1407

### Numsa: Wage demands

JOHANNESBURG — The National Union of Metalworkers of SA (Numsa), in its proposals for the 1988 wage talks with Iscor, has demanded a R5-an-hour minimum wage and that it undertake to end all racial discrimination. The wage demand is R2,71 above the present minimum for the lowest-grade workers.



# 2 500 beverage workers strike

STW 1715788

(140A)



By Mike Siluma, Labour Reporter

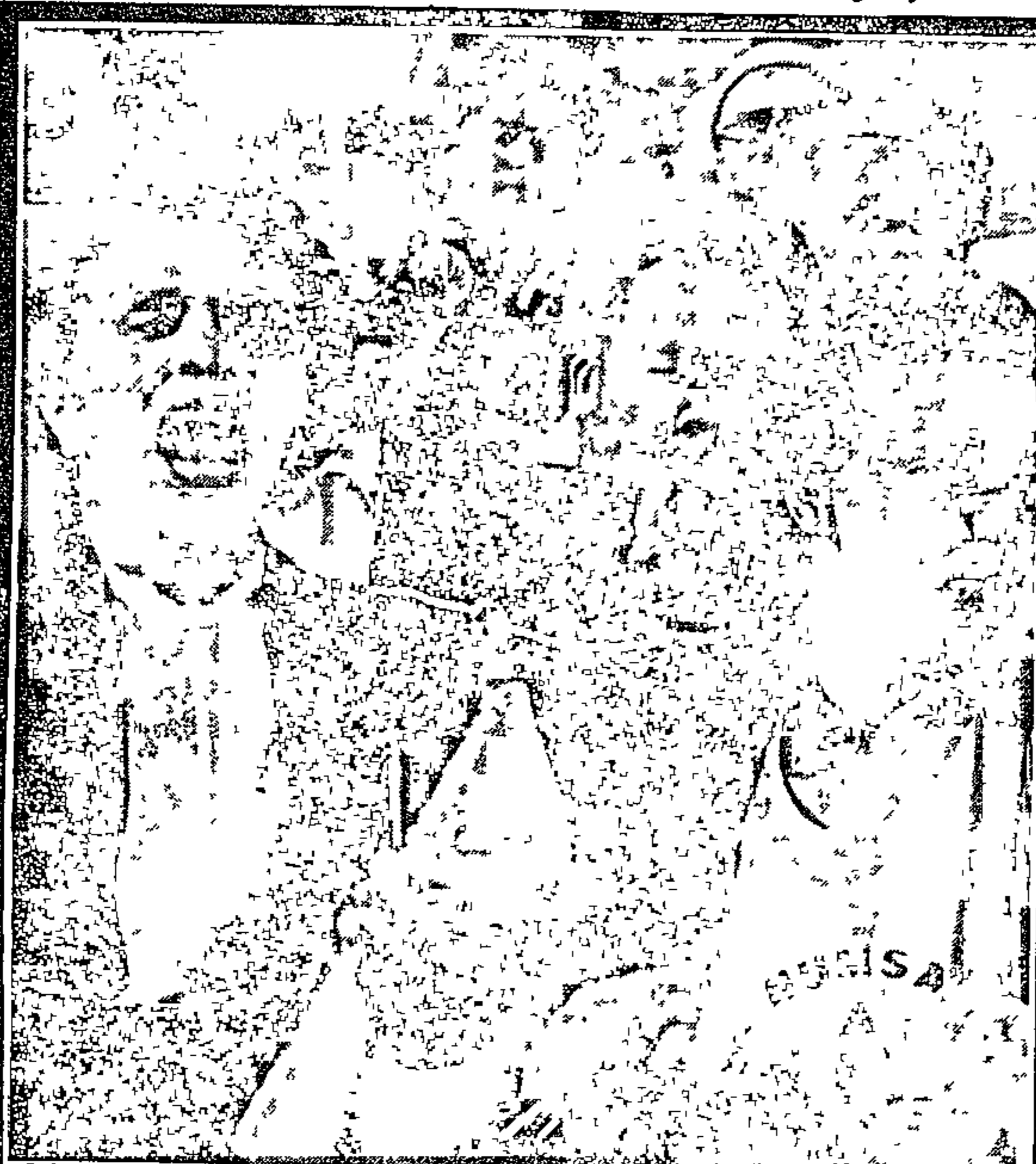
About 2 500 members of the Food and Allied Workers' Union (Fawu) have stopped work at five Amalgamated Beverage Industries (ABI) plants in Natal and the Transvaal, the union said yesterday.

A Fawu statement said the stoppage had started in the company's Phoenix, Natal, plant two weeks ago after management failed to address workers' grievances over a "new style of management and numerous unfair labour practices".

ABI attributed the workers' action to "a misunderstanding over training" at Phoenix.

ABI managing director Mr Alex Reid said four plants were affected. The company regarded the stoppages as illegal.

attempted murder, two of robbery, four of assaults and intimidation  
They have pleaded not guilty.



SOME of the delegates who attended the Congress of South African Trade Unions' special congress at the Wits University at the weekend.  
Pic. VUSI MANYONI

According to the charge sheet, those who were abducted and later murdered are Mr Joseph Mulaudzi, Mr John Sebopelo, Mr Petrus Moremane and Mr Jerry Goodman

Mr Phuluwa said he did not participate in the strike. He said he was kidnapped by a group of men at Bosmont railway station where he was a barrier attendant. The men had alighted from a train to Randfontein on the night of April 28 last year.

### Accused

He said one of the men, Mr William Rikhotso, an accused, told him "We've got you mpimpi". He said he did not answer. Among the group of men was Mr Isaac Mogorosi (30), Mr Freddie Mothisi (30), Mr David Maphanga (25), Mr Jacob Mmatloa (33), Mr Michael Ikageng, all of them among the accused. There were other men he

• To Page 2

# Gosatu protest call

THE Congress of South African Trade Unions has called for three days of "national peaceful protest" against restrictions imposed on it and the banning of 17 community organisations.

This was one of the

resolutions taken by more than 1500 delegates who attended Cosatu's special conference at the University of the Witwatersrand at the weekend.

The days earmarked for the "national

protest" are June 6, 7 and 8.

The Cosatu delegates also resolved to support the call for a "broad range of anti-apartheid organisations which believe in non-racialism and democracy".

This conference would work on the basis of "disciplined mandates, democracy and free and open debate". The participants would commit themselves to a

To Page 2

Sowetan 17/5/88

# Gosatu protest call

From Page 1

concerted programme of action against the restrictions and the controversial Labour Relations Amendment Bill through

• To take the matter up with managements, warning them of "the grave threat to industrial relations".

The congress also adopted a resolution which reiterated Cosatu's commitment "to struggle for the basic human rights of our members in every sphere as reflected in our policy resolutions".

Cosatu noted that the Government was "manoeuvring out of weakness, as it battles against deep economic problems and the general lack of political support from the people".

The proposed labour legislation has been criticised by dozens of trade unions and labour experts as seeking to erode workers' rights won over the past 10 years.



**Killing of  
alleged  
mpimpis**

# HOW

140A

Sowetan 17/5/88

# ESCAPED

By MANDLA NDLAZI

**Victims  
told to  
make last  
prayers —  
evidence**

FIVE men who were abducted during a strike by South African Transport Services employees were told to make a short and last prayer before being killed, a Rand Supreme Court judge heard yesterday.

One of the men, Mr Albert Phuluwa, described in court yesterday how he managed to break loose and ran hard for his life. He escaped after they had been taken out of a station wagon that was parked near tall grass and trees at Kazerne.

Mr Phuluwa was giving evidence in the trial of 18 members of the South African Railways and Harbours Workers Union (Sarhwi) who are appearing before Mr Justice T T Spoelstra and two assessors. They are facing five counts of abduction, four of murder, one of attempted murder, two of robbery, four of assaults and intimidation. They have pleaded not guilty.

According to the charge sheet, those who were abducted and later murdered are Mr Joseph Mulaudzi, Mr John Sebopelo, Mr Petrus Moremane and Mr Jerry Goodman.

Mr Phuluwa said he did not participate in the strike. He said he was kidnapped by a group of men at Bosmont railway station where he was a barrier attendant. The men had alighted from a train to Randfontein on the night of April 28 last year.

### **Accused**

He said one of the men, Mr William Rikhotso, an accused, told him "We've got you mpimpi". He said he did not answer. Among the group of men was Mr Isaac Mogorosi (30), Mr Freddie Mothisi (30), Mr David Maphanga (25), Mr Jacob Mmatloa (33), Mr Michael Ikageng, all of them among the accused. There were other men he

• To Page 2

**Witness  
tells of  
escape**

140A

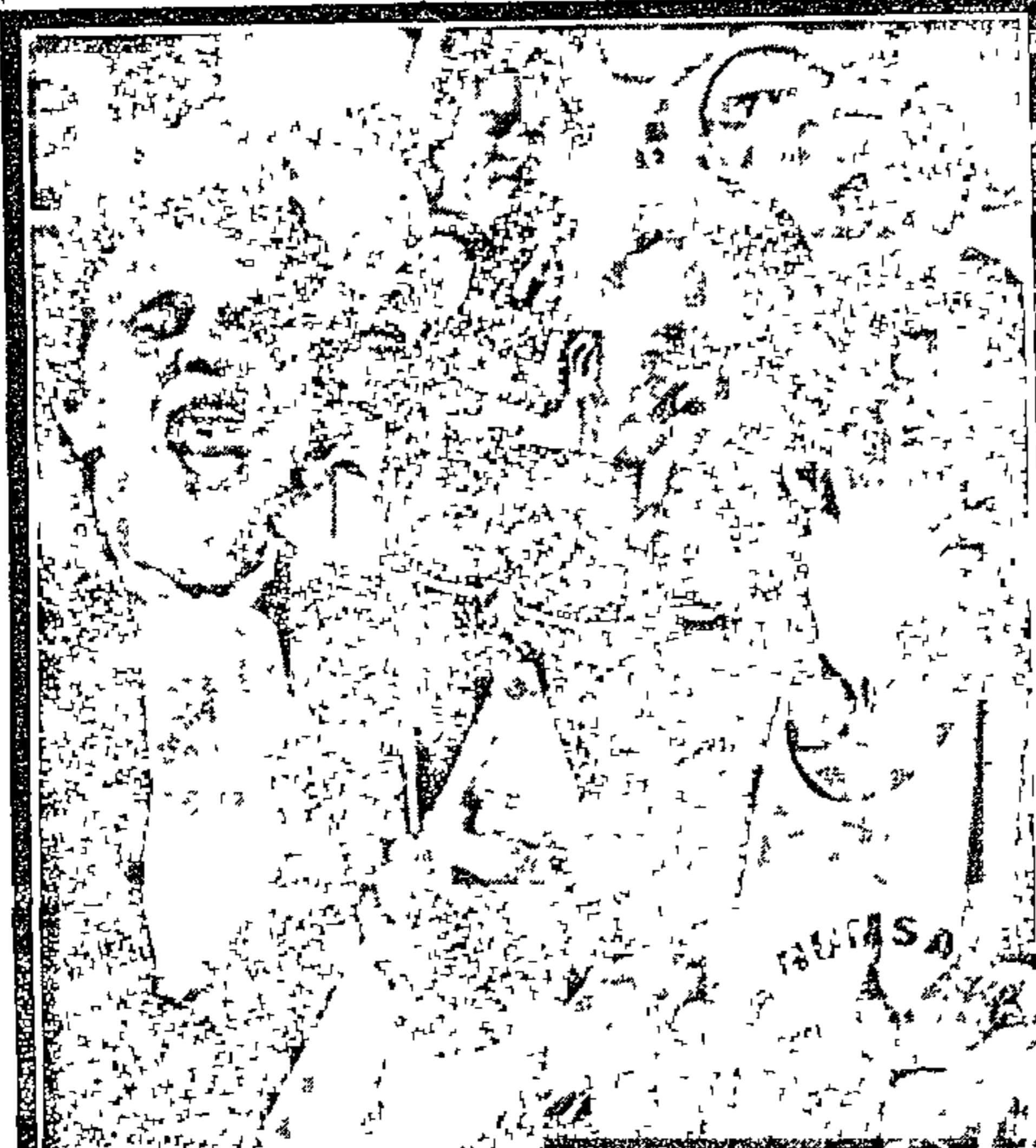
So wetan 17/5/88

• From page 1  
did not see in court yesterday though they were also part of the mob.

He said he was taken to Khotso House. Later he was taken to Cosatu House where he saw a lot of people. He said the people there were told by Mr Rikhotso that he was "another mpimpi".

Mr Wilson Mtshali (33), one of the accused, then tied him with a rope around his neck. He said he was assaulted with a piece of piping and a broomstick. He pitted a coloured man who was the worse for punishment.

Mr Phuluwa said they were forced to clean bloodstains on the floor. He was bleeding from the nose. They were also made to clean the toilets. They were later taken to another room where Mr David Maphanga, one of the accused, told them to make their short and last prayers because they were going to be killed.



SOME of the delegates who attended the Congress of South African Trade Unions' special congress at the Wits University at the weekend

(327) (140A) Pic VUSI MANYONI



AD 17/5/88  
**Sacking**  
**threat**  
**dropped**

JOHANNESBURG —

Checkers has agreed to withdraw a threat to re-trench 1 600 workers after "helpful" discussions with the Commercial Catering and Allied Workers' Union of SA (Ccawusa) on the issue of worker productivity, the group's human resource director, Andy MacLaurin, said yesterday.

Mr MacLaurin said that Checkers had the right to re-implement discussions on retrenchment if "need be" but he hoped this would not be necessary.

A spokesman for Ccawusa said that the union had drawn up cost cutting exercises as an alternative to retrenchment.

He said that these programmes were being drawn up independently and said the union was acting "in good faith" — but Checker's management was making no attempt to reach a written agreement with Ccawusa, he said.

Negotiations continue today. — DDC

Daily Dispatch  
Correspondent

JOHANNESBURG —  
Five non-striking Sats workers were told they must pray for the last time, after being taken to Cosatu House and assaulted during the rail strike last year, the Rand Supreme Court was told yesterday

This evidence was given at the trial of 18 South African Railway and Harbour Workers' Union members who pleaded not guilty to murdering four non-striking employees during the Sats strike on April 28 last year

A Sats employee, Mr Albert Phuluwa, pointed out one of the accused,

910 1715/08 (140A) C  
**Court told how  
Sats men died**

Mr Jacob Machaka, as the man who had told him and the four others to pray

He told the court that the five of them were driven to a spot near Prolecon where he had run away while everyone was getting out of the stationwagon

He said he had thought that he was about to die

Mr Phuluwa described how he then got help and was taken to a nearby army camp

He led a group of SADF members to the spot where he had escaped. When they got there they saw flames and "things" lying on the ground

The "things" were found to be the bodies of the other men who had been driven there with him

Earlier Mr Phuluwa demonstrated how he had covered his head with his arms to protect himself from his assailants at Cosatu House

He also testified how he and others were told to clean toilets on the premises and wipe up water that had been thrown over them

All 18 accused have pleaded not guilty to murdering Jerry Rudolph Goodman, Vhulani Joseph Mulaudzi, Kati John Sebopelo and Mulatelo Petrus Moremane

They have also pleaded not guilty to a charge of attempting to murder Mr Phuluwa five counts of kidnapping, four of assault with intent to do grievous bodily harm, two counts of robbery with aggravating circumstances and intimidation

# Cosatu <sup>140A</sup> discusses <sup>222</sup> govt <sup>DD 17/1/58</sup> bannings

JOHANNESBURG — A Cosatu statement released yesterday said that a resolution adopted at the weekend congress to discuss the banning and restrictions on various organisations re-iterated Cosatu's commitment to "struggle for the basic human rights of our members in every sphere"

The congress was attended by 1 500 delegates representing one million signed-up members

According to the statement, Cosatu would "support the call for a conference of a broad range of anti-apartheid organisations which believe in non-racialism and democracy and which will unite against apartheid repression

"This conference will work on the basis of disciplined mandates, democracy and free and open debate to commit ourselves to a concerted programme of action against the restrictions and the LRA (Labour Relations Amendment Bill)"

Cosatu said it would pursue the issue with management, warning them of the grave threat to industrial relations and giving them notice that worker militancy around legitimate demands won't be curbed

"But workers and the majority of people remain steadfast and determined to end apartheid and exploitation and to establish a truly democratic order in our country," the statement added. — Sapa



# Cosatu (140A) calls for 3 days of protest

By Mike Siluma,  
Labour Reporter  
The Congress of SA  
Trade Unions has  
reacted to the Govern-  
ment's clampdown on  
anti-apartheid groups  
by calling for three  
days of "peaceful pro-  
test" next month.  
The decision was one of  
several taken at a spe-  
cial Cosatu congress in  
Johannesburg at the  
weekend. About 1500  
delegates representing  
up to a million workers  
attended the congress.

## PROTEST

In a statement Cosatu  
said it had chosen June  
6, 7 and 8 as days of  
peaceful protest. The  
resolution on the mat-  
ter "reiterated Cosa-  
tu's commitment to  
struggle for the basic  
human rights of mem-  
bers" in all spheres of  
life.

The congress was called  
in response to the Gov-  
ernment's restriction  
of Cosatu from "politi-  
cal" activity and the  
effective banning of 17  
anti-apartheid organi-  
sations in February.

## DECISIONS

Other decisions includ-  
ed that  
● A conference of "a  
broad range of anti-  
apartheid organisa-  
tions, which believe in  
non-racialism and de-  
mocracy" be called to  
facilitate unity against  
"apartheid repression".  
It would be based on  
"disciplined mandates,  
democracy and free  
and open debate"

## PROGRAMME

● Cosatu commits it-  
self to a "concerted  
programme of action"  
against the February  
restrictions and the La-  
bour Relations Amend-  
ment Bill through  
workplace demonstra-  
tions every Tuesday  
and making every ap-  
proaches to manage-  
ments  
● That a declaration be  
adopted reaffirming  
Cosatu's opposition to  
40 years of National  
Party rule

# Tools downed at 5 Coca Cola plants

Sowetan 17/5/88

14019

1/88

ABOUT 2 600 workers downed tools at five Coca Cola plants in the Transvaal and Natal yesterday, a spokesman for the Food and Allied Workers' Union said.

Fawu official, Mr George Nene, said the

workforce went on strike in protest against a new distribution system

introduced at a Coke plant in Durban. He said the controversial system would result in scores of Coke employees being declared redundant.

Mr Nene said 10 Fawu members were injured during a skirmish at a Coke plant in Durban yesterday. No further details were available.

The Fawu official said Coke plants affected by the work stoppage were Devland, Midrand, Pretoria and two factories in Durban. The workforce in Transvaal plants had downed tools in sympathy with their colleagues in Durban, where the new system had been introduced.

• About 450 construction workers have been dismissed by Pretoria-based Kroon en Seuns, an official of the Black Allied Mining and Construction Workers' Union disclosed yesterday.

# Pay row in metal industry

Sowetan 17/5/88



THE South African Council of the International Metalworkers' Federation is to meet this week over the wage dispute declared by its affiliates in the metal industry.

IMF local secretary, Mr Brian Fredericks, yesterday said a number of meetings were held over the weekend to discuss the intention to declare a dispute with employers in the metal

By LEN MASEKO

industry

The IMF affiliates include the National Union of Metalworkers of South Africa, Steel Engineering and Allied Workers' Union and Electrical and Allied Workers' Trade Union of SA

The IMF unions have rejected a wage offer by the employer group, The Steel Engineering Industries' Federation of South Africa (Seifsa)

Seifsa's executive director, Mr Brian Angus, said the dispute would be considered at the next round of wage talks on May 25

Seifsa has proposed a final offer of increases ranging from 39 cents an hour for labourers to 72 cents an hour for artisans

The four IMF affiliates have tabled revised demands of increases ranging from R1,19 an hour for labourers to R1,11 an hour for artisans

On the other hand, the seven unions belonging to the Confederation of Metal and Building Unions (CMBU) have called for increases ranging from 37 cents an hour for labourers to 80 cents an hour for artisans. The CMBU affiliates are expected to respond to the employers' final offer at the next meeting

• Wage negotiations between the Chemical Workers' Industrial Union (CWIU) and Shell's oil and chemical subsidiaries continue in Durban this week

A spokesman for the union said the wage talks would affect about 160 workers.

"There still remains an unresolved wage dispute at Shell Oil in which a strike ballot also proved overwhelmingly positive



X

# Union 14 charged with <sup>Soweto</sup> assault <sup>175108</sup> <sub>140A</sub>

FOURTEEN members of the South African Textile and Allied Workers' Union, yesterday appeared in two groups before a Johannesburg magistrate charged with intimidation, damage to property and assault.

Mr J J B Esterhuizen did not ask them to plead and they are out on warning.

The State alleges that on October 16 last year, there was a strike at a factory in Kerk Street where the accused are alleged to have prevented Ms Laretta Makoe from working.

## Clothing

It is also alleged that they assaulted her and damaged her clothing locker.

On the same day it is also alleged that the accused assaulted Ms Ethel Khumalo and forced her not to go to work.

The first group consists of Ms Elizabeth Moeketsi (24), Ms Margaret Maruping (23), Ms Martha Pitso (36), Ms Elizabeth Mndaweni (23), Ms Eva Thobane (23), Josephine Moalosi (28), Ms Maria Taylor (28) and Ms Grace Mhlongo (28).

The second group comprises Ms Elizabeth Mndaweni (23), Ms Gloria Molete (23), Ms Emily Koao (22), Ms Josephine Moalosi (28), Ms Elizabeth Mbongo (21) and Ms Susan Motsie (29).

# Solidarity strike: Gwusa 365 sacked

*Sowetan 17/5/88*  
ABOUT 365 members of the General Workers' Union of South Africa have been fired from Silverton Tannery in Pretoria following a solidarity strike, writes ALINAH DUBE.

A spokesman for Gwusa told the *Sowetan* yesterday that the dismissals came after the workers had defied management's ultimatum to return to work or face expulsion. The workers, he said, had gone on strike in protest against the suspension of some of their colleagues on May 3.

"The strike emanated from the suspension of 14 Gwusa members. Due to lack of communication between the company and worker representatives, the move led to a rumour that the workers in question had been dismissed," the spokesman said.

He added that the workers decided to down tools after hearing about the alleged dismissals. They resolved not to

return to their posts until their colleagues had been reinstated.

The spokesman further said the company announced at a meeting held last Wednesday (May 11) that all the workers had dismissed themselves by going on an illegal strike. Company officials, he stated, would not listen when he explained that management had acted in violation of the recognition agreement by acting against the 14 workers without consulting the representative body.

The dispute is to be referred to arbitration in the meantime. Gwusa is preparing to apply for the immediate reinstatement of the dismissed workers.

Repeated attempts to contact management for comment were unsuccessful. A Mr Manley, who was said to be the only person authorised to speak to the Press, was either said to be attending a meeting "or to be somewhere in the factory."

# Stoppage is Illegal

Sowetan 18/5/88

140A

AMALGAMATED Beverage Industries yesterday confirmed that there were work stoppages at some of its plants in Durban and the Reef, saying the industrial action was illegal.

ABI managing director, Mr Alex Reid, said the stoppage started in the company's Phoenix

**SOWETAN Reporter**

plant near Durban over "a misunderstanding involving the plant manager over training."

He said: "When the misunderstanding was detected, we immediately had a meeting, not only with the shop stewards,

but with the workers as well.

"However, this did not prevent the stoppage, and the second Durban plant, Devland and Midrand plants also decided on a stoppage in sympathy. We regret the misunderstanding that sparked off the stoppage which we regard as

illegal," he said. At this stage, Mr Reid said, there was "no question of dismissing workers" but the company was seeking a legal advice.

## Strike

Scores of Food and Allied Workers' Union members were still out on strike at ABI plants yesterday.

A union spokesman said the workforce went on strike in protest against a new system introduced at the Phoenix plant.

A delegation from various ABI plants was scheduled to meet in Johannesburg late yesterday to discuss the matter, the spokesman said.



DID 18/5/88

# Garment workers support strike action to back wage demands

140A

Daily Dispatch Reporter

EAST LONDON — Ballots conducted at garment factories in the city had revealed overwhelming support for strike action to back wage demands, the local branch secretary of the Amalgamated Clothing and Textile Workers' Union of South Africa, Mr Jabu Gwala, said yesterday.

He said the workers had taken a stand during negotiations this year because the garment industry had been "plagued for too long by sweat-shop conditions and extremely low wages".

"It is abundantly clear that they are unwavering in their resolution to ensure decent wages in their industry," he said.

A spokesman for the union negotiators, Mr John Eagles, said wage increases for garment workers in East London and Port Elizabeth had been delayed since May 1 because of a deadlock in negotiations at industrial council level.

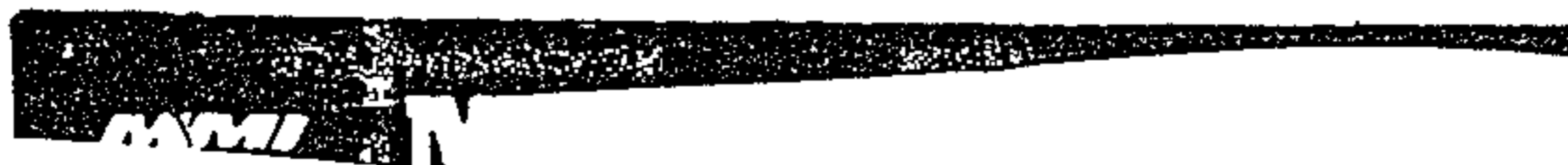
The negotiations had been marked by joint action between Actwusa, representing some 1 500 East London workers and the Garment and Allied Workers' Union of South Africa, representing some 3 000 Port Elizabeth workers, he added.

They are demanding an R8,50 a week increase for six months and a further R8,50 a week increase for the second six month period, for labourers.

In addition, they are demanding an increase of R9,50 a week for six months and a further R9,50 a week for the second six month period, for experienced machinists.

Mr Eagles said the current starting wage was R43,89 a week for labourers in the industry and R76,23 for experienced machinists.

"The dispute arises out of the employers' final offer of R6,50 a week for labourers for both six month periods, and R7,50 a week for machinists."



# Cosatu warns chaos will follow Act

By Mike Siluma,  
Labour Reporter

The Congress of South African Trade Unions (Cosatu) has warned the Government and employers that they would have to take the blame for the "chaos and confrontation" resulting from the enactment of the Labour Relations Amendment Bill

Reacting to the tabling of the Bill in Parliament yesterday, Cosatu said the Bill had already caused "widespread anger" with thousands of workers taking part in factory and mine demonstrations

"It appears the Government is dead set on pushing through its union-bashing amendments to the Labour Relations Act despite the angry objections of trade unions," the federation's spokesman, Mr Frank Meintjies, said

"Cosatu, representing 1 million members, made elaborate representations which were attested and supported by several leading labour law experts. This proved to be a futile exercise"

● In a separate statement, Cosatu emphasised that a proposed conference of all anti-apartheid opposition, called for by Cosatu's weekend congress, would not exclude organisations not subscribing to non-racialism, as previously reported.



D 10 1875 188

# Police fire rubber bullets during strike at ABI plant — 10 hurt

140/2  
152  
230

DURBAN — Ten workers were injured when police fired rubber bullets and tear smoke at them in the grounds of the Amalgamated Beverage Industries (ABI) plant at Phoenix here yesterday, as a two-week stoppage at the factory spread

A statement by the Food and Allied Workers' Union (Fawu) said the workers were trying to stop delivery trucks from leaving when police opened fire

The union said the injured workers were admitted to hospital

The Public Relations Division of the South African Police confirmed the incident in an unrest report

A spokesman at Fawu, Mr George Nene, said workers at the Pretoria plant of ABI — bottlers of Coca Cola — yesterday joined four ABI plants in the Transvaal and Natal in a work stoppage, bringing the number of workers involved to 2 700

Mr Nene said the stoppage started two weeks ago when a manager allegedly said "Blacks will never advance in

ABI because they are uneducated"

This was coupled with management's failure to address workers' grievances over the alleged "new style of management and numerous unfair labour practices", he said

The union said that it had proposed a national meeting with Coke management at the highest level, today, to settle the strike

It said the meeting would be attended by at least four Congress of South African Trade

Unions affiliates

Mr Reid described the problem as a "misunderstanding over training"

Mr Nene said the stoppage spread when workers realised the company was embarking on a new distribution project about which Fawu had not been previously consulted

Fawu is demanding the removal of the manager at Phoenix, the removal of police and the abandonment of the distribution programme as it threatened job security, Mr Nene said — Sapa-DDC



# NUM 'excluded from mine probe'

Star 18/5/88 (140A) 2/12

The National Union of Mineworkers has claimed in a statement that the management of Harmony gold mine had refused it access to the mine to take part in the investigation of the accident on Saturday in which 10 workers fell to their death from a moving conveyance at No 4 shaft

The company has replied, saying it is not mine management's decision whether the union participates in the investigation

In a statement last night, the mine management said the investigation was being conducted by the Government Mining Engineer, a statutory body which investigated all major mining accidents

"It is their decision whether NUM participates or not," the statement said

The union said it was baffled by the refusal as the mine was claiming to be in the forefront of safety in the industry

## SAFETY RECORD

"The NUM views this refusal as an indication that, contrary to the claim of being a frontrunner in safety, the mine management has many things to hide from both the workers on the mine and the general public"

NUM says it represents more than 10 000 workers at the mine, making it the largest union on the mine

This is disputed by management, who say that, according to stop orders, membership was only about 5 percent of eligible employees

The union said it had participated in many accident investigations and inquiries in the industry since the inception of the union

Harmony management said the mine's outstanding safety record was "the result of dedicated effort by all employees on the mine and not the result of complacency"

NUM said "We would like to reiterate our position that only through the total involvement of workers, through democratically-elected representatives, will the mines be a safe place to work in." — Sapa

A RAND Supreme Court Judge was yesterday shown a video recording of close to 2 000 people, mostly men, who filed through a door in Cosatu House while three men wearing balaclavas and blue overalls identified suspects allegedly involved in incidents relating to the Witwatersrand strike by the South African Transport Services employees last year.

The 2000 were some of the people who were trapped in Cosatu House when the riot squad police sealed the place off on April 29 last year. This was a day after four

# VIDEO USED IN SARHWU CASE

By MANDLA NDLAZI

men were found murdered and burnt in a bush near Heidelberg Road A fifth man escaped. Mr Albert Phuluwa, who escaped from his captors, was one of the three disguised men. The defence team successfully argued that he should not be allowed to remain in court while the video,

lasting about two hours was being shown. The video showed a police officer inside Cosatu House force open a door by kicking it several times.

The 2000 people then filed out in a single line, and nine of them were identified as suspects by the three disguised men. Eight were arrested on charges of murder and the ninth on charges of attempted murder.

A tenth suspect was among people in a different room. He was also arrested for murder when he was identified by the three disguised men. The recording was evidence at the trial of Mr Johannes Joja

Ngcobo (24), Transvaal secretary of Sarhwu, and 17 members of the union. They are appearing before Mr Justice T T Spoelstra and two assessors on five counts of abduction, four of murder, one of attempted murder, two of robbery, four of assault and intimidation. The State alleges they committed the offences on March 13 and April 28

last year. They have pleaded not guilty. According to the charge sheet, those who were abducted and later murdered are Mr Joseph Mulaudzi, Mr John Sebopelo, Mr Petrus Mōremane and Mr Jerry Goodman.

## Consult

The case was postponed until 2pm today, after the advocate, Mr Martin Luitjng, for the defence had said the defence needed time to study the video and consult with the accused. He said cross examination of Mr Phuluwa would be mainly on identification.

(Proceeding)

57-181575

# Chemical workers strike over pullout

140A By Adele Baleta

Employees of Sterling Drug in Durban are on strike in protest against the American holding company's refusal to negotiate a disinvestment settlement with the Chemical Workers' Industrial Union (CWIU), according to the union.

The general secretary of the union, Mr Rod Crompton, said yesterday that workers began a legal strike on Monday because of their "frustration with Sterling's dishonest dealings with the union and the company's refusal to meet union demands".

Company comment was not available last night.

Barlow Rand's pharmaceutical subsidiary, Adcock Ingram, recently bought Sterling Drug for R52,5 million cash from Sterling Drug Inc, USA. The disinvestment followed the sale of Sterling's parent to US-based Kodak, which quit South Africa last year.



# Labour Update

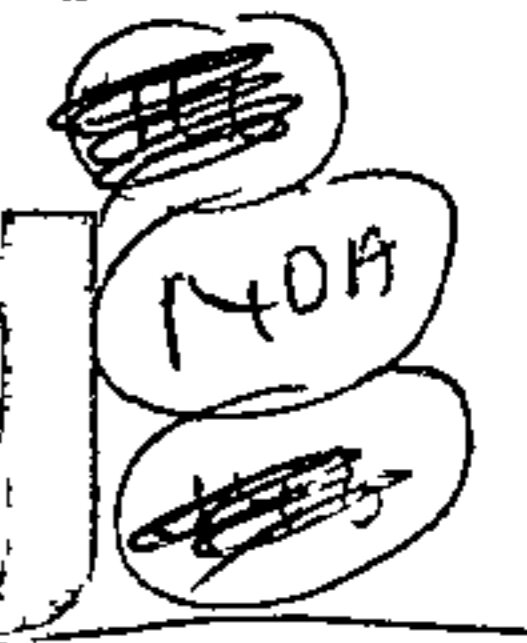
THE two major trade union federations in the country are to intensify their opposition to the Labour Relations Amendment Bill after it was tabled again in Parliament this week.

The controversial Bill, which has been viewed by the labour movement as aimed at curtailing trade union activity and limiting the right to strike, was published in September last year and tabled in Parliament on Monday.

The Bill, among other things, provides that unlawful strikes be regarded as unfair practices in which employers could sue for damages. It also bans sympathy strikes and introduces civil liability for those involved.

# Anger over Bill rising

Sowetan 13/5/88



By LEN MASEKO

The Congress of South African Trade Unions (Cosatu), which claims one million members in its 33 affiliates, resolved at its special congress at the weekend to step up demonstrations every Tuesday at factories.

Cosatu said it would pursue the issue with

management, warning employers of "the grave threat to industrial relations" and giving them notice that worker militancy around legitimate demands would not be curbed.

The National Council of Trade Unions (Nactu), which represents 500 000 workers in its 24 affiliates, yesterday reiterated

its warning that it would call for a national action beginning on the day the Bill becomes law.

Nactu said it had already set up regional structures to co-ordinate the action and that regular meetings were being held to monitor the parliamentary debate on the Bill.

Both federations said they were planning to get other community and political organisations to join in the protests.

The trade union movement's main objections to the proposed legislation are that

- It undermines the principle which has in the past allowed unions to bargain and negotiate on behalf of its members,
- It will end the indemnity of unions against losses suffered by employers through illegal strikes. A union will have to now prove it was not involved to avoid liability, and
- It opens the way for lengthy and costly litigation.

• See Page 6.

# Strike after disinvestment

140A  
~~140A~~

WORKERS at a Durban-based pharmaceutical company are striking in a dispute arising from disinvestment by the company's former parent, Sterling Drug Inc. of the United States.

About 150 workers began the strike on Monday. They are members of the Chemical Workers Industrial Union, an affiliate of the Congress of South African Trade Unions.

The union's general secretary, Mr Rod Crompton, said yesterday that if the dispute is not settled, the union's 32 000 members might go on strike in support of the Sterling workers.

South Africa 18/5/76

# MRA workers strike

EMPLOYEES of Market Research Africa, in Johannesburg have downed tools over wages after mediation talks between their union and management reached a deadlock.

A spokesman for the Commercial Catering and Allied Workers Union said the stoppage began on Monday afternoon.

The workers are demanding a R360 across-the-board increase, a new monthly minimum of R760, a 13th

By THEMBA MOLEFE

Soweto from 18/5/88  
cheque, improvement to the housing loan scheme and double pay for overtime.

The spokesman said both parties were awaiting the establishment of a conciliation board in an attempt to resolve the dispute.

• Ccawusa is also still locked in wage disputes with Triangle Furnishers, Empisal, Gallo/CNA and OK Bazaars.

140/17



...aining military regimes in South America.

*Call Times 18/5/88 (40A)*  
**Coke workers strike**

JOHANNESBURG. — Workers at the Pretoria plant of Amalgamated Bottling Industry (ABI) — bottlers of Coke — yesterday joined four ABI plants in the Transvaal and Natal in a work stoppage, bringing the number of workers involved to 2 700, Food and Allied Workers' Union spokesman Mr Goerge Nene said yesterday.

# SA union appeals to rubber giant

1140A  
B/day  
19/5/88

LONDON — Sir Owen Green, chairman of multi-national conglomerate BTR, faced a large anti-apartheid demonstration at the annual shareholders meeting in London, but would not become involved in the labour dispute at their Dunlop subsidiary in Natal

He rejected appeals from National Union of Metalworkers of SA executive members and British TUC delegates, who joined shareholders. He said the Natal dispute was strictly the business of local management

Outside the Hilton hotel, demon-

IAN HOBBS

strators holding placards declaring that BTR stood for "Blood, Tears and Repression" and "Dunlop plays dirty" were joined by Numsa executives

The delegates presented the argument that Dunlop had consistently refused to negotiate a settlement to the dispute which started in May 1985, which they described as a "lock-out" of 950 low-paid workers

They said BTR headquarters had a moral duty to intervene and secure a just settlement.

# Strike ballots held at Afcol

STRIKE ballots covering 3 000 workers are being held at all Afcol subsidiaries and a date for the appointment of a conciliation board is being set, Paper Printing Wood and Allied Workers' Union (Ppwawu) spokesman Sydney Mafilika said yesterday

Ppwawu declared a dispute when Star Furniture fired 340

BRONWYN ADAMS

workers in an illegal work stoppage protesting against the alleged unfair dismissal of four workers.

Mafilika said Ppwawu met management and proposed the workers be reinstated and an arbiter be appointed on the issue of the first four dismissals, but to no avail.

140A Bday 19/5/88

140A Bday 19/5/88

140A Bday 19/5/88

140A Bday 19/5/88

140A Bday 19/5/88



19/5/88  
Protests at

multi-national

Own Correspondent

LONDON. — Sir Owen Green, chairman of the multi-national conglomerate BTR faced a large anti-apartheid demonstration at the annual shareholders meeting over the labour dispute at their Dunlop subsidiary in Natal.

He rejected appeals from National Union of Metalworkers of South Africa (Numsa) executive members and British TUC delegates, who said said BTR headquarters had a moral duty to intervene and secure a just settlement.

Sir Green said the Natal dispute was strictly the business of local management.



VIC.

CAPE TOWN 19/5/88 (1823)

# Coke bottlers on strike

JOHANNESBURG. — Coke bottlers, Amalgamated Beverage Industries (ABI), experienced some disruption to production and deliveries yesterday when their 27000 workers continued to strike.

Reports by Staff Reporter, Own Correspondent, Sapa-Reuters-AP and UPI

1404

• Sowetan 19/5/88

# 'No comment'

**MARKET** Research Africa has yet to comment on a four-day work stoppage over wages by its 100 employees.

The workers, members of the Commercial Catering and Allied Workers Union (Ccausa), are demanding a R360 a month across-the-board increase, a R760 monthly minimum, a 13th cheque, improvement of the housing loan scheme and double pay for overtime.

A spokesman for MRA yesterday said that the company had resolved not to comment on the dispute.

A Ccausa official, Mr Amos Mothapo, said this week that management had refused to negotiate further with the union and said that both parties were awaiting the establishment of a conciliation board in an attempt to resolve the dispute.

1400



contravenes the regulations "It will be looked at," he says

Cosatu's Frank Meintjies maintains "there's nothing illegal about it since the restrictions are very specifically worded and do not talk about this kind of thing"

Labour lawyers tend to see the call, which arose from Cosatu's special congress to discuss the bannings and restrictions last weekend, as ambiguous or thorny "It's going to depend on how they structure it," suggests one He points out that the restrictions do not apply to Cosatu's affiliates, but adds, incidentally, that work stoppages coupled to overtly political demands contravene the Labour Relations Act in any case On face value, reckons another lawyer, Cosatu's call is clearly legal even though not all union organisers and shop stewards will, perhaps, be as circumspect in conveying the message

For all that, and the apparently militant mood at last week's congress, some are sceptical about Cosatu successfully organising such a protest It is pointed out that this type of action depends on sufficient time to prepare, as well as the kind of language used in organising it And, with the string of holidays in May, which meant workers' loss of earnings in some sectors, some wonder if the

appetite is effectively there



Mellet

Assuming the protest is not nipped in the bud, the questions of whether there is sufficient groundswell to make the protest significant, or whether Cosatu is simply casting around for issues to rally round, will be answered in the first week of June

— a politically charged time of the South African year

Cosatu reiterated its commitment "to struggle for the basic human rights of our members in every sphere as reflected in our policy resolutions"

It was also decided to call a conference of a broad range of anti-apartheid organisations that believe in "non-racialism and democracy and which will unite against apartheid repression" The conference will work "to commit ourselves to a concerted programme of action against the restrictions and Labour Relations Amendment Bill"

This will be done through "stepping up demonstrations in all organised factories every Tuesday, by pursuing the issue with management, warning them of the grave threat to industrial relations, and giving them notice that worker militancy around legitimate demands won't be curbed"

According to Cosatu, "government is manoeuvring out of weakness, as it battles against deep economic problems and the general lack of political support from the people"

Business, too, came in for a pasting "Furthermore the brutal repression of anti-apart-

heid forces was being pursued in the interests of capital (which wants) political stability and high profits, even if it means a total attack on human rights," Cosatu claimed ■

COSATU

## Political June

The lull in extra-parliamentary protest politics could well be disturbed next month — on the labour front It depends on the form Cosatu's call for "three days of national peaceful protest" over June 6-8 takes, and, more importantly, how government interprets it If the authorities view it as a "political" injunction to stay away from work, or if the security chiefs sense it might escalate (what with June 16, and Freedom Charter Day around the corner), they are likely to clamp down in terms of the very restrictions, imposed last February, that Cosatu's protest is aimed at

The minister of law and order's spokesperson, Brigadier Leon Mellet, observes that Cosatu is "entitled to carry on with all legal and legitimate trade union activities" However, as he is not a lawyer, Mellet could not say whether Cosatu's judiciously worded call

RM 20/5/88



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# Cosatu unlocks its doors to rivals - but keeps the latch on

*The delegates to Cosatu conference agree — after much debate — to convene a 'broad range of organisations' — but only on Cosatu's own terms*

By EDDIE KOCH

THE special congress organised by the Congress of South African Trade Unions last weekend has raised the possibility that a wide range of anti-apartheid organisations, including some that have been hostile to each other, will take part in a joint campaign against the government clamp-down on opposition groups.

The 1 500 delegates from Cosatu's member unions who packed the Flower Hall on the Wits University campus in Johannesburg decided, after considerable debate, to convene a "conference of a broad range of anti-apartheid organisations to focus on opposing apartheid repression."

Another key resolution was a call for three days of "national peaceful protest" against the recent banning of 17 organisations and the clamp on Cosatu's political activities. Delegates also decided to hold demonstrations at organised factories every Tuesday to protest against the Labour Relations Amendment Bill.

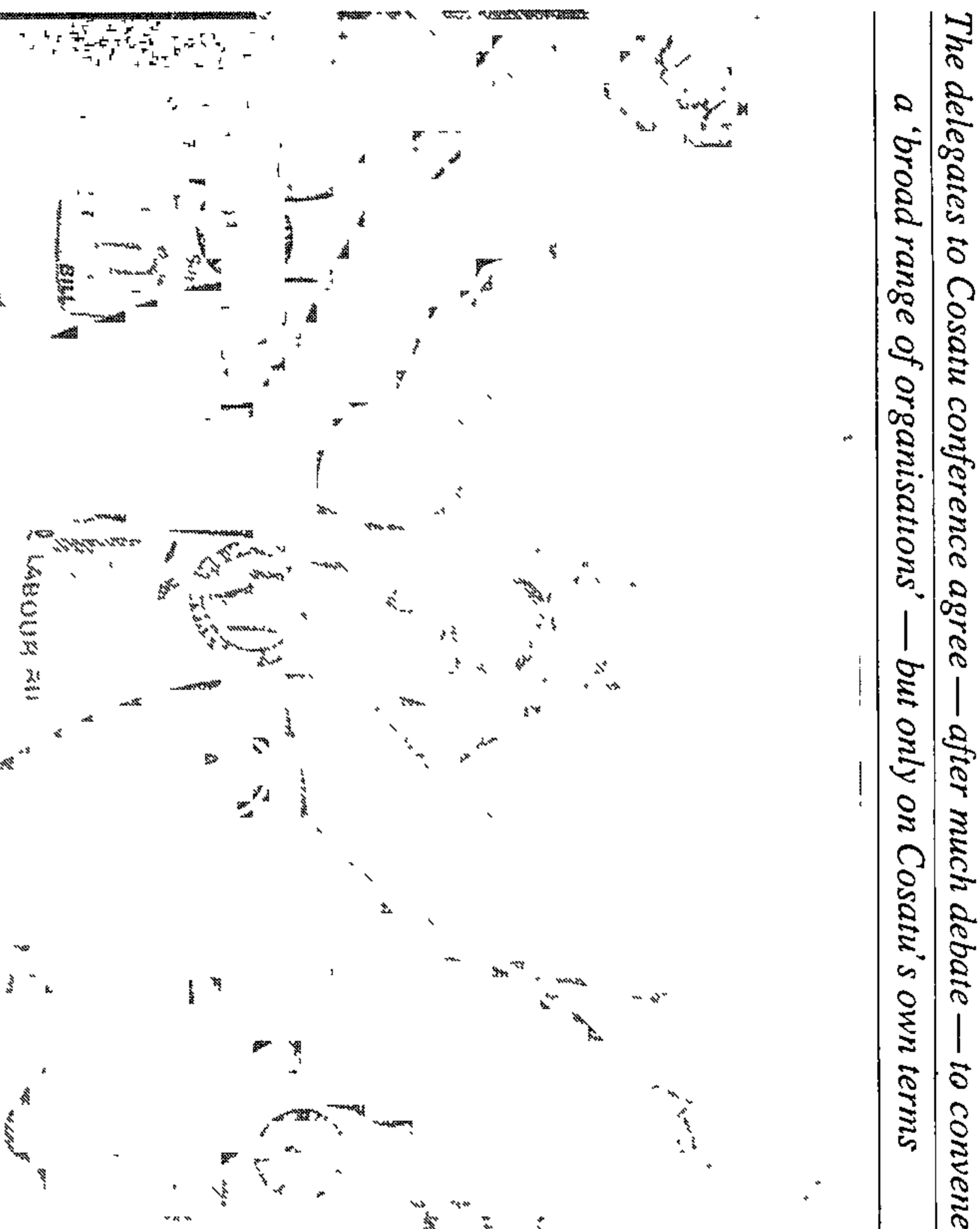
The two-day meeting kicked off with messages of solidarity from organisations that ranged from the "internal underground" of the exiled South African Congress of Trade Unions (Sactu) to the International United Automobile Aerospace and Agricultural Implements Workers' Union. In his opening speech Cosatu president Elijah Barayi said "The tasks lying ahead will depend on our ability to map out a programme which will enable us to regroup our forces and harness various other sections of the population which are gravitating towards a tendency to act in unity against a common enemy."

However, Barayi made it clear that Cosatu's drive to build a broad anti-apartheid front should be based on the principles of the Freedom Charter, adopted as policy by the federation last year.

"We firmly urge all of those who genuinely want peace and security to look forward to the future in terms of what we have spelt out in terms of the Freedom Charter."

Delegates report the central debate revolved around the question of whether the National Council of Trade Unions (Nactu), a rival labour federation to Cosatu, and groups that include white liberals, such as the Five Freedoms Forum, should attend the anti-apartheid conference.

One bloc of unions argued that Cosatu's drive to create broader unity in the face of the government crackdown should focus on worker organisations and other township-based organisations. Another grouping urged that all anti-apartheid organisations, including those with "white liberals" in their ranks, should be included. A third position was that Cosatu should concentrate on building



Striving to build a broad front — delegates from Num (above) and Numsa (right)

(above) and Numsa conference pictures.

JUDA NGWENYA, Reuters

and RAFS MAYER, Afpix

its existing alliance with affiliates of the United Democratic Front and that the anti-apartheid conference should not emerge as an alternative to this. The final resolution appears to be a compromise between all three positions. It allows Cosatu's central executive committee (CEC) together with its "traditional allies" to form a planning committee that will draw up a programme of action and invite organisations to the congress.

According to one delegate "it allows for Cosatu together with its allies to draw up the programme of action that will be consistent with its support for the Freedom Charter while at the same time giving the CEC a mandate to invite groups such as Nactu and the Five Freedoms Forum."

Cosatu's official statement says the conference will "work on the basis of disciplined mandates! democracy and free and open debate" and stresses that "non-racialism was not decided as one of the criteria for participation"



However, a crucial question is whether groups outside of the Cosatu-UDF alliance will be prepared to attend the conference without taking part in the drafting of the programme of action.

Barayi's insistence on the Freedom Charter as the "guiding light" for opposition to the government appear to place Cosatu in a different position to the African National Congress, which is more flexible on the issue.

wake of an unprecedented meeting between the ANC and Nactu, after which both parties issued a statement stressing that the issue of the Freedom Charter should not be a stumbling block to unity.

Delegates say the other major debate at the congress was over the timing of the planned national protest. Some unions wanted the three days of action to coincide with the commemoration of June 16 while other delegates insisted the campaign should be seen as a specific protest against the ban-

nings and the Labour Bill. For this reason June 6, 7 and 8 were chosen for the period of protest. In calling for three days of protest, Cosatu appears to have set itself a formidable task. In the past such action has taken the form of a work saturday. Most of those that have been successful have either been jointly organised by the union movement and community organisations or have taken place on days that are widely recognised by workers as a time for commemoration.

The latest edition of the journal *Piambili*, which reflects the thinking of UDF affiliates, acknowledges that most township organisations are now in a weaker position than the period between 1984 and 1986 when some of the most successful stayaways were held.

A representative for the Labour Monitoring Group, academics who have studied the pattern of past stayaways, notes that no successful three-day stayaway has ever been called in South Africa.

"Weak structures will make any stayaway extremely difficult to organise," says Marc Swilling, research officer at Wits University's Centre for Policy Studies. "However, what remains is a general political consciousness and depth of feeling about the banning that might be able to translate into widespread protest."

Delegates were urged to consider "other weapons", such as a ban on overtime in organised factories, to protest against the Bill.

A number of resolutions tabled at the meeting were referred to Cosatu's CEC for discussion. These included a proposal that Cosatu's affiliates concentrate on building industrial area committees to strengthen solidarity across union lines and a call for unions and community organisations to hold a national referendum that will mobilise support against the Bill.

The congress was expected to evaluate the strengths and weaknesses of the union movement in the light of a special report, published before the meeting by Cosatu's head office, that highlighted a number of deficiencies and malpractices in the federation and its affiliates.

Delegates say in-depth discussion around this report did not materialise as the congress was dominated by debate on how to convene the anti-apartheid conference.

Cosatu's statement concluded that the government was "manoeuvring out of weakness as it battles against deep economic problems and the general lack of political support from the people."

Delegates say the meeting was characterised by open debate and a willingness to accept opposing positions — in contrast to the bitter in-fighting that marked Cosatu's last congress.



# Nine injured Coke men. But hurt by whom?

BY MZIMKULU MALUNGA

THE shooting of nine striking workers at a Coca-Cola plant in Phoenix, near Durban, earlier this week is shrouded in confusion

Workers claimed this week police shot them with rubber bullets when they resisted attempts to force them into a canteen. Five of those injured are in hospital.

However, the South African Police public relations division in Pretoria has issued a statement saying that although police used teargas and rubber bullets to disperse the crowd, the injuries occurred prior to their action.

About 2 600 workers from five Amalgamated Beverage Industry (ABI) plants in Natal, the Reef and Pretoria are involved in the strike.

The Food and Allied Workers Union's (Fawu) senior shop steward George Nene said the strike was sparked by the workers' dissatisfaction at a new distribution method introduced at the Phoenix plant.

Shop steward, Johan Mthimkhulu, said when police arrived at the plant on Monday morning the manager asked them to force workers into a canteen where they normally hold their meetings, "but workers refused".

Police fired rubber bullets and teargas, he said.

Police said the workers had been stopping delivery vehicles being driven by casual workers hired during the strike.

ABI had given strikers an ultimatum to return to work by 10am on Tuesday or face an "urgent legal action" against the union.

But according to workers at the West Rand Devland plant, management brought in "strike-breakers" at 8am and police arrived at 9 30am. The workers did not meet the ultimatum.

In a statement, managing director Alex Reid said: "While there has been some disruption to production and deliveries, management assisted by casual workers have done their utmost to meet trade requirements."

Reid said ABI "did not call the police; the situation is most regrettable."

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W/Phuluwa 26/5/88

# The balaclava man of Cosatu House tells how he escaped death

## VUSI GUNENE reports on the trial of eighteen railway unionists

"I pointed the people out as they fled out of Cosatu House, and went to the doctor later that evening. I was taken to the mortuary on May 4 1987 to identify the bodies of those killed in the bush. I saw the bodies and identified them to the police."

A two-hour video recording of the "siege" of Cosatu House on April 29 last year was shown to Judge TT Spoelstra in the course of the week's proceedings. It showed some 2 000 people flung out of the building. Phuluwa was one of the three men shown in the video disguised in balacavas.

In evidence last week, defence lawyers argued that the actions of the police could have exacerbated tensions among the strikers. It was also successfully argued by the defence that Phuluwa's evidence should not be heard in camera.

The accused are charged with the abduction and murder of Vhulani Joseph Malandzi, Katr John Sebopelo, Mulatelo Petrus Moremane and Jerry Rudolph Goodman. They are further charged with the abduction and attempted murder of Albert Phuluwa.

THE "balaclava man" who pointed out alleged killers to police during last year's siege of Cosatu House told a court this week how he narrowly escaped death on a deserted road.

Eighteen members of the SA Railways and Harbours Workers' Union (Sathwu) are standing trial in Johannesburg on charges of kidnapping, assault, robbery, murder, attempted murder and intimidation.

The state alleges that between March and April 1987, the accused "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 from Sats.

Albert Phuluwa, a Sats employee, told the court he was taken from his place of employment by "other people" including some of the accused. He alleges they called him an *impimpi* (informant), and said he had betrayed his colleagues.

He claims he was then taken to Cosatu House, the then-headquarters of the Congress of South African Trade Unions, and was beaten with fists and sticks. He was later driven to "the bush near the Heidelberg road

with a coloured man". While the other passenger was taken out of the vehicle, Phuluwa made his escape. Four captives were allegedly killed at this spot.

Phuluwa said he ran to seek help from people in a nearby building and requested the white occupants of the house to call the police.

Police were unable to come and the occupants offered to take him to a South African Defence Force camp. He said when he reached the base he explained how he had escaped, and offered to take the soldiers to the scene of the killings.

The place was searched and the badly burnt body of the coloured man was discovered, said Phuluwa. He identified the man by his jacket, and also saw the bodies of the other three victims, although he could not identify them.

"I went back to the camp with a senior army official, who communicated with someone by radio. We later went back to the scene where we found a fleet of police vans. I remained in the back of a Casspir."

"The following day I went to Cosatu house in the company of police. I went to identify the people who took me to the bush and those who had assaulted me. I wore a balaclava that had an opening on the eyes but covered my whole face."



# Talks to end strike

NEGOTIATIONS to end work stoppages at five Amalgamated Beverage Industries' plants bottlers of Coca Cola resumed yesterday between the company and workers' representatives.

About 2500 workers are on strike at ABI plants in Midrand, Pretoria, Devland and Durban (two factories). They are protesting against a new distribution system introduced in a Durban plant which, they claimed, would result in redundancy of a number of employees.

Mr George Nene, an official of the Food and Allied Workers' Union, said the company had earlier warned workers to return on Thursday or face legal action.

He said the company had undertaken to withdraw legal action and "scab" labour if the strikers resumed duty.

ABI managing director, Mr Alex Reid, said this week that management, assisted by casual workers, "had done their utmost to meet trade requirements".

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# Curbs: protest at motor plant

Daily Dispatch Reporter

EAST LONDON — Some 300 workers at a motor plant here demonstrated inside the premises during their lunch break yesterday

The workers at the Mercedes-Benz of South Africa (MBSA) plant, are hourly-paid members of the National Union of Metalworkers of South Africa (Numsa)

They were voicing their displeasure at the possible introduction of a new labour bill, the government's crack-down on the Congress of South African Trade Unions, and the restriction of 17 other organisations, a union spokesman said

The demonstrating group ran up to the boundary of the plant chanting and waving banners and placards

A small group of uniformed police watched from outside the plant

The demonstrators

did not leave the premises and there were no incidents

The Border regional vice-chairman of Numsa and a senior shop steward at the plant, Mr. Msi-teli Nonyukela, said the workers were showing solidarity with more than 700 Tek Group employees who were dismissed last month after a dispute at the plant

He said the union would demand that MBSA management intervene on behalf of the former Tek workers, as both Tek and MBSA had strong links with Germany.

The management had not been informed of the intended demonstration because it took place during the workers' lunch break and therefore did not affect productivity

An MBSA spokesman said management had been unaware of the demonstration or the reasons for it until after it occurred

Picture page 2

Bl day 20/5/88

14/01/88

SUSAN RUSSELL

## Witness denies he was told whom to identify

A STATE witness denied under cross-examination yesterday he had been told to identify people he did not recognise as those responsible for assaulting him at Cosatu House and murdering four co-workers during the Sats strike last year.

Albert Phuluwa was giving evidence at the trial of 18 members of the South African Railway and Harbour Workers Union (SARHWU) before Mr Justice Spoelstra in the Rand Supreme Court.

All 18 have pleaded not guilty to murdering four non-striking Sats workers, Jerry Goodman, Vhulani

Mulaudzi, Kati Sebopelo and Mula-telo Moremane and attempting to murder Albert Phuluwa on April 28 last year.

They have also pleaded not guilty to kidnapping the five men, two counts of robbery with aggravating circumstances, four counts of assault with intent to do grievous bodily harm and the intimidation of non-strikers.

It is alleged that the five men were taken to Cosatu House where

they were assaulted before being driven to a spot at Prolecon.

Phuluwa managed to escape and the bodies of the other four were found when he returned to the place with members of the Defence Force.

Before his cross-examination the court was shown a video taken by the police on April 29 which showed Phuluwa pointing out various people at Cosatu House.

The trial continues today.



# Cosatu tells of problems with big business

140A

Sowetan 20/5/88

GROWING national corporations are posing serious problems for workers who concentrate on strengthening their muscle at plant level, writes LEN MASEKO.

This view is expressed by the Congress of South African Trade Unions in the latest edition of its mouthpiece, *Cosatu News*

Certain companies, says Cosatu, have acquired a lot of capital and have grown into big national corporations with factories spread all over the country. This move had been accompanied by "a concentration of power at a centralised national level."

Cosatu says "With bosses concerned only with maximising profits, centralised planning and policy-making at national and international level has become the norm in most national monopoly organisations.

"Powers are delegated from the national and international head office to various divisions within the corporation. But, finally, individual factories and plants become the centres for the implementation of the company's policy," says the federation

## Basic demands

This development had posed serious problems for workers who had — since 1973 — concentrated organisation at plant level and had been content with winning basic demands at individual factories

But, says the federation, the unions have also expanded their organisational base in the last 15 years and have developed "a truly national profile" They had also built national structures and developed greater resources

Yet, while winning "limited victories" in their factories, workers had not been able to challenge

company policy or deal directly with those who formulate it

The result of these developments in both capital and labour had been one union being organised in a company at many different factories in various parts of the country.

Cosatu says: "And each union in an individual factory has had to deal separately with plant-level management, making it impossible for workers to bargain and negotiate directly with the central policy makers in their national or international head office

"One of the immediate problems the union faces in this situation is that, while management has the resources to cope with numerous sets of negotiations across the country, the union is unable to develop adequate communication structures between factories and plants," the federation adds

## Significant advances

The end result, according to Cosatu, was that workers' organisations were easily "divided and out-manoeuvred". It often happened that, while workers in different factories belonged to the same union, they did not know what their fellow workers in other plants were negotiating or doing

"Workers have since realised that their old style of organising at the factory gate was not enough to challenge the concentration and centralisation of power within monopolies," says the federation

Trade unions were now making significant advances in building national shop stewards' councils consisting of representatives of workers employed by giant monopolies. These structures were aimed at challenging the power of big business

# MINE UNION DEMANDS

## MUCH MORE

By LEN MASEKO

THE Federated Mining Union has submitted its wage demands to the Johannesburg Consolidated Investments, proposing wage increases of 50 percent across-the-board.

The FMU regional organiser, Mr Benertt Africa, said the wage proposals were for employees at JCI-controlled Rustenburg Platinum Mines.

- Other demands were:
- May 1, June 16 and March 21 to be recognised paid holidays; and
  - New death benefit and

provident funds

Mr Africa said the two parties were scheduled to resume wage negotiations in a fortnight

- The validity of an overtime ban by Laser group employees is to come under focus in the Pretoria Supreme Court on June 6.

Dozens of South African Scooter Transport and Allied Workers' Union (Sastawu) members have embarked on an overtime ban at the company's plants on the Reef, according to the union.

Sastawu's general secretary Mr Kenny Sibiyi said union members employed by the Laser group had banned overtime because the company had failed to provide them with transport at night.

The company, he said, was seeking a court interdict restraining the workers from continuing with the overtime ban

• The Commercial Catering and Allied Workers Union charged that Market Research Africa was delaying the settlement of a wage dispute involving 100 workers

Cawusa official Mr Amos Mothapo said MRA was refusing to negotiate with the union on the issue which resulted in a work stoppage which began on Monday.

### Dispute

MRA management told the *Sowetan* on Tuesday that it was not prepared to comment on the dispute

Mr Mothapo said yesterday that both parties were awaiting the establishment of a conciliation board to resolve the matter

The workers are demanding a R760 monthly minimum and an across-the-board raise of R360

- Members of the Commercial Catering and Allied Workers Union employed by the First

Corner Wanderers streets, Johannesburg tomorrow

The meeting which starts at 2pm is to focus on living wages and work-related issues

National Bank will meet at the Wits Technikon House, Corner Plein and

Sowetan 20/5/88

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**BUSINESS**

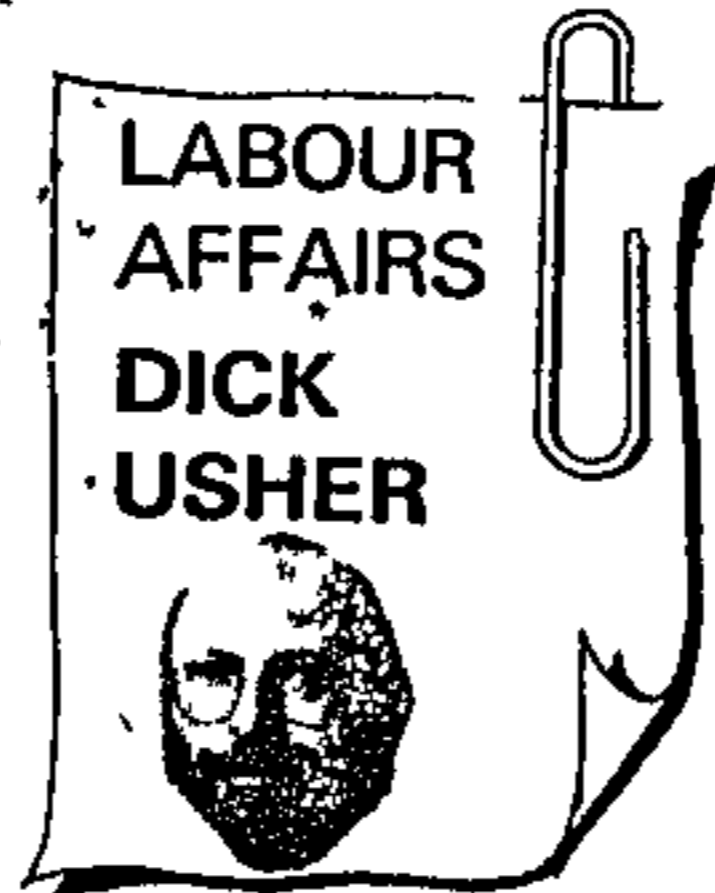
# Cosatu takes a hard look at itself

THE Congress of South African Trade Unions (Cosatu) has been taking a hard look at itself and has identified a series of critical problems affecting the organisation and its efficiency.

The issues were raised at a Cosatu central executive committee meeting in Johannesburg during April at which the federation's situation was evaluated in readiness for this month's special congress.

Dealing with the process of forming one union per industry, the committee found that structures of merged unions had not always been properly integrated and that almost all union structures were weak.

In addition, division and factionalism within and between unions af-



affected Cosatu's ability to act effectively and the committee agreed that problems within and between unions needed more thorough debate.

At the same time, the committee found that there had been a failure to implement and build Cosatu campaigns, leaving workers isolated from the strength of the federation.

Financially, it was agreed that there was a lack of financial self-

sufficiency and that Cosatu and its affiliates were far too dependant on overseas assistance

The committee was concerned that if Government proposals to restrict foreign funding were applied to Cosatu it would seriously affect the federation's ability to function.

To counter this Cosatu and its affiliates had to move rapidly towards self-reliance.

It was also agreed that Cosatu and its affiliates would still not accept support from the International Confederation of Free Trade Unions (ICFTU), but further information would be provided on ICFTU and who financed it.

Self-reliance in skills and organisational experience was lacking and there were also problems of financial maladministration in some unions.

### Strategies

Another problem identified was that employer strategies such as mass dismissals, lock-outs and court interdicts were not being dealt with adequately.

Other matters of concern were weakness in some sectors — notably farm and domestic workers, the unemployed, construction and public sectors — weak education programmes in unions and poor distribution of information.

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**Mass dismissal discussed**

Daily Dispatch Reporter

EAST LONDON — Representatives of the National Union of Metalworkers of South Africa (Numsa) and the Tek Group of companies met yesterday to discuss the mass dismissal of Tek employees a month ago.

The regional secretary for Numsa, Mr Viwe Gxarisa, said the meeting ended in deadlock, although the union tried to settle the matter by proposing that the workers be reinstated with pay, under the conditions that existed be-

fore the dispute arose.

The workforce of over 700 was fired after what Tek management termed "an illegal strike and repeated ultimatums to return to work".

The workers claimed that management refused to negotiate the reinstatement of 20 colleagues and locked them out of the premises when they downed tools to demand a meeting.

Mr Gxarisa said the union believed that their members had been unfairly dismissed, as

Tek management had not exhausted all the avenues available to them to settle the dispute before resorting to dismissal.

The Tek human resources manager, Mr Gerrie Uys, could not be contacted for comment yesterday.

Mr Gxarisa said the parties had agreed that written representation would be made to the industrial council to try to break the deadlock and allow negotiations to continue.



140A Spines 22/5/88

FAR from demoralising South Africa's labour movement, the emergency restrictions have introduced a new maturity and unity to trade unionism

Gone is the heavy emphasis on the local version of socialism, where democracy, anti-imperialism and the workers' struggle were interchangeable terms — at least at last July's national get-together of the Congress of SA Trade Unions

The restrictions on Cosatu, gazetted on February 24, have given the federation and its 691 151 paid-up members a strength and direction lacking when it dispersed its time and energy on the wider issues of sanctions, political prisoners and public violence

Illustrative of the new — enforced — concentration on bread-and-butter labour issues was a banner at last weekend's Cosatu special congress.

It read: "Viva health and welfare" — and it replaced the erstwhile, endless traditional chants of "Viva Mandela" and "Viva Oliver Tambo".

Now Cosatu's message, / gle has not ended — but now

# Jobs become the issue as Gosatu drops its traditional chants

delivered as its declaration at the conclusion of last week's congress, reads: "Unite and organise to resist repression".

And it made a serious — if emotive — attempt to oppose the revised Labour Relations Amendment Bill which it sees as "union bashing".

Already the 420 000-member National Congress of Trade Unions (NACTU), which has declared itself against the "racist, capitalist majority regime", has publicly said in support of Cosatu that "unity in action in the labour movement is possible".

The anti-apartheid struggle has not ended — but now

it is being waged with more sophisticated weapons. Jobs have become the issue

"Despite the vast wealth of our country, the majority of our people are still suffering in conditions of abject poverty and deprivation.

"Unemployment has reached record heights leaving the majority of our people with ever-decreasing real wages in their hands," reads the Cosatu declaration in part.

Since the national congress last July, when Cosatu took a strong disinvestment stance, paid-up membership has dropped by 21 080 from

heavy-handed action against striking workers and thousands had been dismissed.

"At the moment there is a lot of talk about improvements in the economy. But this talk hides the real problems facing capital — negative growth rates and very little growth of the capital market. The economy simply cannot give the capitalists the profits they want

"Nor can the economy solve the big housing problem in the country and provide jobs for all the people who need them. Capital can't change the conditions which make the masses unhappy," Mr Naidoo said.

And "Capital realises that the capitalist system in South Africa can only survive if black people feel they have a stake in the economy. While there are more black faces in managerial positions, control over the economy remains in the hands of the same few. Very little has changed."

Perhaps fortuitously for Cosatu, the human rights sector has been taken over by Amnesty International which reports in its May newsletter on South Africa's trade union crackdown.

"Attempts to fetter Cosatu and the black trade union movement in general reflect

CAS St LEGER



reviews Cosatu's special congress

the increasingly visible role which they have taken in opposing Government policies," says Amnesty.

Cosatu admits mistakes have been made in the past. Far from running scared — as has been asserted in previous years — the State crackdown took place from a position of strength. The State had responded to changing conditions; Cosatu's weakness was that it had not.

"This is how Naidoo put it: sharpened the crisis facing the democratic movement. Weaknesses in the democratic movement are clearer. But we should not forget that the State has many weaknesses."

These weaknesses included international protests, the

economic dependence of the homelands, increasing right-wing pressures and the lack of money necessary to introduce reforms.

Against this scenario, Cosatu had not done its homework.

"The declaration of the state of emergency changed the conditions and intensified the attack on the democratic movement. We need to look critically at our past strategies and see what changes we need to make. Otherwise, the militancy of our people won't be properly directed. And we will not be able to survive the attack."

"This does not mean that we sit back and do nothing. Nor does it mean that we can only take up factory floor issues. Because our movement is not defeated, Nor has the heroic resistance of our people been crushed. But to go forward we need to change some of our strategies and reorganise the lines of resistance."

"The UDF has been banned and Cosatu restricted. If anything, like a national political organisation, emerges, the Government is likely to ban it immediately."

# Police deny holding unionist

By KERRY CULLINAN

THE chairman of the shop stewards' council at Farmfare in Wynberg near Alexandra township was detained on Monday, according to the Food and Allied Workers' Union.

A union spokesman said it was Elvis Rathogwa's second detention this year.

Police, however, denied that Rathogwa was in detention.

Fawu said two other shop stewards from the same factory, Phillip Ziqubu and Raymond Sibanda, had been detained earlier this year and were still being held.

Farmfare management confirmed that Rathogwa had been detained and said that workers had conducted a one-day work stoppage in protest.

However, the company denied Fawu's allegation that it had acted on behalf of the

1478  
130  
140A  
police by handing Rathogwa over to security policemen at the nearby Kew Police Station.

A management spokesman said: "In order to defuse a highly volatile situation, discussions were held involving Elvis Rathogwa, the shop stewards' committee and management. It was agreed that Rathogwa would go voluntarily to the police station.

"By agreement, management accompanied him to the police station as they were concerned for his welfare."

Union sources believe that the crack-down on the Farmfare shopstewards may arise from their involvement in the Cosatu local committee in Alexandra.

The Alexandra committee is a relatively new structure and one of the more active township organisations following the widespread detentions and charging of activists.



CPRESS 22/5/88



Workers engrossed in the toyi-toyi dance at Cosatu's congress at Wits University last weekend.

# Cosatu decides to speak out

By KERRY CULLINAN

COSATU members at a special congress at the weekend called for a three-day protest against the banning and restriction of 19 organisations, the formation of an anti-repression conference and a concerted factory-based campaign against the new labour Bill

June 6, 7 and 8 were targeted as the days of national protest against government attempts to muzzle the labour federation and the progressive movement

The congress reaffirmed Cosatu's commitment to the struggle for the human rights of its members in every sphere

It suggested at the congress that the anti-repression conference would be made up of anti-apartheid organisations committed to democracy. They would work according to mandates, democracy and open debate. Such a congress could include Nactu and black consciousness organisations

Delegates resolved to hold demonstrations against the restrictions and proposed amendments to the Labour Relations Act every Tuesday in all organised factories

A Cosatu spokesman said "We will also pursue the issue with management, warning them of the grave threat to industrial relations and giving them notice that worker militancy around legitimate demands will not be curbed"

# UNBROKEN AND DETERMINED

By KERRY CULLINAN

WORKER representatives arriving at Wits University last weekend for Cosatu's special congress displayed a spirit uninhibited by the restrictions placed on the federation in February or by the threat of the proposed Labour Relations Act amendments

The 1411 worker delegates alighted from crammed buses chanting, toyi-toying and waving banners reading "Away with restrictions" and "Away with the Labour Bill"

"We are here to tell PW Botha that he has chosen to pick on the wrong people by picking on the workers," Cosatu president Elijah Barayi told the congress.

"Our decision to hold this congress comes in the wake of the banning of 17 organisations and the restrictions placed on 17 individuals as well as Cosatu," said Barayi

"Despite these repressive measures, an outstanding feature of the present-day situation remains the unbroken mood and determination of our people to surge forward"

Barayi lashed out at the government, calling it "ruthless and contemptuous of the lives of our people"

## New Labour Bill comes under fire at Cosatu congress

"We are told that the government is knocking from door to door, looking for someone to buy Baragwanath Hospital. When we ask what this means, we are told this is privatisation, yet we know that the government wants to shirk the responsibility of subsidising our health service"

He accused President Botha and Defence Minister Magnus Malan of calling for wage freezes so they could collect the money they needed for their "all-consuming military adventures"

General secretary Jay Naidoo presented a framework for discussion of the crucial issues facing Cosatu and the progressive movement

"Sections of Cosatu are boycotting Cosatu structures and are not implementing campaigns," said Naidoo, who blamed divisions within and between Cosatu affiliates, lack of co-ordination and uneven development for this

He also cited the collapse of structures a far too narrow focus of campaigns, and inadequate grassroots work as major

weaknesses

"The biggest weakness of the State remains that it hopes to win the support of the people by attacking them. For us, the issue is how best to advance knowing that the people are still fully on the side of the democratic movement"

He further identified the apolitical mass organisations the unorganised, unemployed, squatters and hostel dwellers, farmworkers, women, teachers and the public sector as areas on which the progressive movement needed to concentrate

"We know that our programs and demands are the only ones that can meet the needs of the masses. On the basis of our mass strength and commitment to democracy we can win over other sectors who are committed to democracy"

Naidoo's analysis, which had been circulated among affiliates before the congress, acted as the backdrop for intense discussions on strategies, which were sandwiched into the gruelling one-and-a-half-day congress

40A



**T**HE controversial Labour Amendment Bill was clearly aimed at curbing workers militancy and wiping out the gains they have made in the past

This is the assertion of the Congress of South African Trade Unions in a paper responding to the proposed legislation

The Bill — which drastically impinges on the right to strike, bans sympathy strike action and encourages management to sue unions for losses due to unlawful strikes — has already sparked widespread anger and demonstrations by thousands of workers in factories

Besides demonstrations, unions have run education programmes, produced pamphlets explaining implications of the Bill, and requested management to condemn it unequivocally

Cosatu says "Now that unions are more and more going on legal strikes, they want to make it as difficult as possible for unions to strike legally"

### Amendments

In tabling the Bill in Parliament last week, the Government appeared 'dead set' on pushing through its "union-bashing" amendments in spite of angry objections from trade unions, says Cosatu

The Bill was not only aimed at curtailing the right to strike but also to undermine worker unity. A ban on sympathy or solidarity strikes was an attack on the very basis of Cosatu's existence according to the federation

Solidarity action was the meaning of Cosatu's slogan "An injury to one is an injury to all"

"How many times have we won struggles through solidarity strike action or a solidarity boycott of particular products or through

# The Bill that wipes out gains

140A

## Cosatu's response to proposed law

- By LEN MASEKO

blackening the goods of a company where our comrades are on strike?" Cosatu asks

Bosses in terms of the Bill, could bring a court interdict against the union concerned if its members participated in any solidarity action

The implications in such a case are quite horrifying. An interdict, Cosatu asserts, could result in union leaders — officials and shop stewards in the place where action is being taken — being jailed. This action could also lead to union property including money being seized

Cosatu adds "This could mean that unions will distance themselves completely from spontaneous strikes — which, in turn could lead to a breakdown in industrial relations at factory level"

"It is to strengthen solidarity action that we built one big union in each industry. It is solidarity action that helped win the OK Bazaars strike, the Sats strike and many others," the federation says.

Following is Cosatu's

analysis of some of the contentious sections contained in the controversial Bill

• Workers cannot strike on the "same issue" within 15 months

Cosatu says "But most of our recognition agreements say we must negotiate on wages and conditions every year. This means we will not be able to go on strike over wages, for example, for two years in a row. It means that if, for example, a worker is dismissed and there is a strike for the worker's reinstatement, then we cannot strike over that dismissal if it occurs again"

• Much more complicated procedure for going on a legal strike;

### Dispute

One way the bill makes it more complicated is to say that the president and general secretary of the union have to sign papers when declaring a dispute that could lead to a legal strike. But most general secretaries and presidents of our unions do not even live in the same town. This bureaucracy is designed to make things more complicated — and the same does not apply to the bosses"

• You can only strike if you notify the Department of Manpower within 21 days of the dispute starting

"But the Bill does not make it clear when it is that a dispute begins. And 21 days is a very little time for unions to have to go through all the complicated procedures, especially when our recognition agreements with the bosses have their own procedures and time limits

"If the Manpower Department is not notified about the

dispute within 21 days, then there is no way workers can go on a legal strike"

• The inspector "can delay forever the time when a union can go on a legal strike"

"The Bill gives the inspector powers to delay forever the calling of a legal strike. It (the Bill) says that the inspector can extend the period of 30 days on the request of the bosses. He can extend it forever to prevent us (workers) from striking"

• The proposed legislation says it is not an unfair labour practice for bosses to selectively re-employ workers after a strike

"After a long struggle in the Industrial Court, workers eventually won the right to stop bosses from selectively re-employing workers after a strike. Bosses were doing this so they could get rid of the shop stewards, the union activists and the union itself"

"The court now says that if a boss sacks workers on strike and wants to re-employ, then he must re-employ everyone. The Bill wants to take this away so it will be easier for bosses to smash unions"

• It will be an unfair labour practice for a majority union to demand the right to negotiate for the whole workplace

"Most unions have won the right, in our recognition agreements to be the sole representative of the workers in the workplace where over 50 percent of the workers are members"

"If this Bill becomes law, all our recognition agreements will have to be re-negotiated and the bosses will create tiny unions all over the place to try and divide and rule us"

## FOCUS

• It will restrict the Industrial Court powers

"The Bill makes it possible for appeals to be made against the decision of the Industrial Court. At the moment the decision of the court is final

"It (the Bill) allows appeals to be made to a Special Labour Court — which will be set up under a judge from the Supreme Court — and it will also be possible to appeal to the Appellate Division of the courts. All these appeals will take a long time. Already workers have to wait up to six months for an Industrial Court case

"Now, if there are appeals workers could wait for two to three years"

• It makes "unfair dismissals" legal

### Procedures

• It (the proposed legislation) says it is alright to dismiss a worker if that worker has been employed for a year or less. The situation, at the moment, is that no worker can be dismissed — no matter how long the worker has been employed — unless there is a good reason and unless basic dismissal procedures — like having a hearing — have been complied with

Under the new Bill there does not even have to be a hearing before a worker is dismissed if the boss thinks there is a good reason for dismissing the worker

• The bill makes "unfair retrenchment" illegal

"Many unions have negotiated retrenchment procedures on the basis of LIFO (Last In, First Out). Now the bill makes it possible for retrenchment to be decided by the boss, or the foreman. They will be able to retrench on things like the number of warnings a worker has or even whether the foreman likes the worker or not"

All in all, Cosatu says, Government structures have once again been exposed as the tool of capital and a privileged minority

The federation has warned that its members will not quietly accept draconian measures aimed at further crushing the rights of South Africa's exploited workers



Political comment in this issue by Aggrey Klaaste and Joe Thloloe. Sub-editing, headlines and posters by Sydney Matlhaku. All of 61 Commando Road, Industria West, Johannesburg.

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Not for publication

# Mineworkers and De Beers are deadlocked over wages

23/5/88  
Negotiations between the National Union of Mineworkers (NUM) and De Beers reached deadlock after a meeting last week, the union says in a statement issued at the weekend.

NUM assistant general secretary Mr Marcel Golding says the company made a 9 percent wage offer but the union is demanding a 40 percent wage hike and improvements to working conditions. These include:

● Reduction of working hours to

40 hours per five-day week. 1407

- Annual leave of 44 days.
- Danger pay.
- Improved service increment, standby allowances and production bonuses.

Mr Golding says De Beers has refused to address the union's other demands.

The deadlock has, in terms of a recognition agreement, been referred to their principals for consideration. The parties have agreed to meet next month to continue negotiations.

# Union considers legal action after dismissals

Star 23/5/88 Labour Reporter 140A

The Paper, Printing, Wood and Allied Workers' Union (Ppwawu) may take legal action against the Lothlorien group following the dismissal of more than 400 striking members.

A Ppwawu spokesman said at the weekend that the workers were dismissed after going on strike in the group's four plants in Alberton and

Roodekop, near Wadeville, on Wednesday. The workers had downed tools after the promotion of three shop stewards into management positions

● Annual wage negotiations between the National Union of Mineworkers (NUM) and the East Rand Gold and Uranium Company resume today, with the union demanding a 30 percent increase.



# Beverage firm resolves strike with Fawu

Star Labour Reporter

24/5/88



140A

The strike involving more than 2 000 members of the Food and Allied Workers' Union (Fawu) at five Amalgamated Beverage Industries (ABI) plants has ended, the company announced yesterday.

In a statement, ABI managing director Mr Alex Reid said workers had

agreed to return to work today following talks between the company and the union on Friday.

Prior to Friday's talks, ABI had obtained interim court interdicts declaring the strike illegal and giving strikers until today to resume duties.

The statement did not say if the issues which sparked the strike had been resolved.

STERLING DRUG

(IUDA) [scribbles]  
[scribbles]  
[scribbles]

### Chemical reaction

As predicted in the *FM* (*Business* April 22), the purchase of Sterling Drug by local drug giant Adcock Ingram (AI) hasn't met with the approval of the Chemical Workers' Industrial Union (CWIU)

To mark the change of ownership, the Cosatu-affiliated union has begun strike action. Before Sterling sold out, the CWIU demanded guarantees on employment and wages, as well as a regular disclosure of profit from the new owners.

General secretary Rod Crompton accuses Sterling of dishonesty in its dealings with the union.

"They refused to admit they were planning to disinvest until after it happened. When we applied for a conciliation board to hear the dispute, Sterling SA opposed the application on the grounds they weren't disinvesting but the US company was."

Demands for negotiations to be held with a delegation from the US headquarters of Sterling, which was recently acquired by Kodak, went unanswered.

The new owners could have more than a few problems on their hands. AI is part of the Barlow Rand group, which has been embroiled in tussles with the union before. It is currently refusing to recognise CWIU stewards at Nampak Polyfoil and locked out 400 CWIU members at Plascon Paints.

A Barlows spokesman says there will be no loss of jobs or changes to conditions of employment as a result of the purchase. He adds "In line with its philosophy of decentralised management, Barlows has no intention of interfering with the existing employ-

ment relationship between Sterling Drug and its employees"

Crompton, however, claims past experience shows Barlows does impose its industrial relations philosophy on its subsidiaries. "Nampak and Plascon are 'independent' companies but they presented the union with identical statements, implying a great deal of head office interference" ■

Labo

# NUM, DE BEERS IN DEADLOCK

Sowetan  
24/5/88  
1409

By LEN MASEKO

**THE National Union of Mineworkers has reached deadlock with the De Beers Diamond company over wage increases.**

NUM officials, Mr Marcel Golding, said the union had rejected a nine percent pay offer from the company in favour of workers' demand for a wage increase of 40 percent across-the-board

Other NUM demands are

- Reduction of hours of work to 40 a week,
- Danger pay, and
- Improved service increases, "standby" allowances and production bonuses

Mr Golding said "The deadlock, in terms of the recognition agreement between the two parties, has been referred to their principals for consideration"

The NUM official said the company had refused to address other workers' demands except wage increases

The two parties continue with their wage negotiations next month

Meanwhile, the NUM and the East Rand Gold and Uranium Company (Ergo) have resumed wage negotiations

The union demands a 30 percent wage increases and improved working conditions while the company is offering — among other things — a 12 percent rise

Mr Golding said "Ergo's wage proposals seem clearly in line with the wage freeze announced by the Government. The company is also requesting workers to take a wage cut"



NUM official Mr Marcel Golding



# Coke workers back at work

ABOUT 2700 Amalgamated Beverage Industries employees have called off their work stoppage and are expected to return to work today, writes LEN MASEKO.

A spokesman for ABI — bottlers of Coke — said this followed a meeting between the Food and Allied Workers' Union and the company last Friday

ABI, meanwhile, has obtained interim interdicts declaring the strikes illegal

Fawu members employed by the company downed tools a week ago, protesting against a new distribution system introduced at a Durban plant

- About 300 workers downed tools at a Zozo factory near Johannesburg yesterday, demanding reinstatement of a shop steward

They are members of the National Union of Metalworkers of South Africa

The strikers apparently demand the unconditional reinstatement of a colleague, Mr Clinton Raliti, allegedly dismissed for failing to reach "required production levels" They also demand the dismissal of a manager allegedly responsible for sacking Mr Raliti

Management yesterday declined to comment on the matter

- The dispute between the Building Construction and Allied Workers' Union and Brickor Precast is to be referred to a mediator, a union spokesman said yesterday

# Ccawusa demo

**SOWETAN Reporter**

14019 #52

COMMERCIAL Catering and Allied Workers' Union of SA members will participate in picket protests today and tomorrow to demonstrate their anger against the Labour Amendment Bill, the union said.

Ccawusa official, Mr Salim Vally, said union members would take part in peaceful and lawful demonstrations in Johannesburg at lunchtime.

The controversial Bill has sparked widespread protest and anger among trade unions, which say the proposed legislation

is clearly aimed at curtailing the right to strike.

Ccawusa's Johannesburg branch has called for a concerted campaign among labour and community organisations against the Bill.

## Appeal

Mr Vally said: "We are appealing to the police and bosses to respect the demonstrations. This action will be carried out in a peaceful and lawful manner".



MR VALLY

welcome the call by both federations to 'unity in action' against the Bill. It gives hope that all democratic opposition can unite against all repressive measures."

Meanwhile the Azanian National Youth Unity has expressed its support for days of protests called by the Congress of SA Trade Unions and the National Council of Trade Unions. *Sowetan 25/5/86*

Cosatu has called for three days of "national peaceful protest" on June 6, 7 and 8 while the Nactu shop stewards' council — which met last weekend — "decided on a national protest action from June 6 to 10".

Azanyu said in a statement: "We further



# FAWU RALLY <sup>Soweto</sup> WILL PULL IN <sup>25/5/88</sup> THOUSANDS <sup>1400</sup>

THOUSANDS of Food and Allied Workers' Union members are expected to attend the union's cultural rally at Nasrec, Crown Mines on June 4.

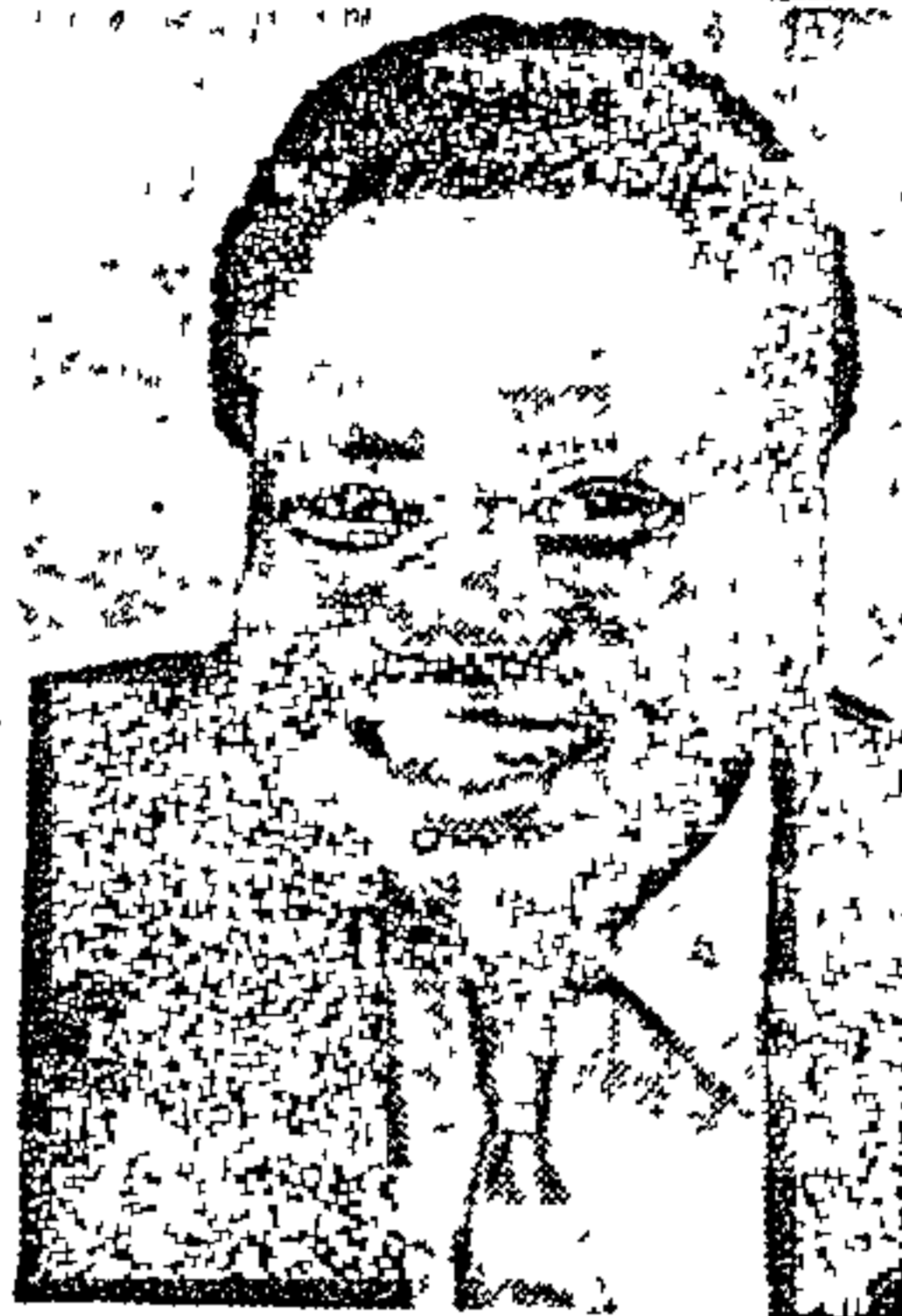
Fawu regional chairman, Mr George Nene, said the rally was being called to "bring workers together and revive our culture."

"It will be a great day for workers and this will be an effort to revive our culture which has been ravaged by so-called Western civilization".

Activities lined up for the day include a performance by Bayete, Thandi Klaasen, Shadi, Imilonji ka Ntu, Jazz Pioneers and a "Living Wage Drama" to be presented by a cultural group from the Congress of SA Trade Unions.

Mr Nene said the event would be filmed and a booklet covering the rally produced.

- About 100 Market Research African employees have called off



MR NENE

their work stoppage and returned to work on Monday.

Ccawusa official, Mr Amos Mothapo, said the company had agreed to re-open talks with the union.

Ccawusa demands a R360 a month across-the-board increase, R760 monthly minimum, a 13th cheque, improvement of the housing loan scheme and double overtime pay.

MRA has declined to comment on the dispute.

- The Johannesburg Biker Riders Association is to hold a general meeting in Soweto on Sunday.

Jobra official, Mr Siphon Mgaga, said new office bearers would be elected at the meeting. The meeting starts at 10.30am.



ND 25/5/88  
**Beverage  
workers  
end ~~152~~ 140A  
strike**

**JOHANNESBURG** —  
About 2 700 Amalga-  
mated Beverage Indus-  
tries (ABI) employees  
have called off their  
work stoppage and are  
expected to return to  
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A spokesman for ABI  
— the bottlers of Coke —  
said the move followed a  
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the company last Friday.

ABI, meanwhile, has  
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strikes illegal.

Fawu members  
downed tools a week  
ago, protesting against a  
new distribution system.

● Three hundred  
workers downed tools at  
a Zozo factory near Jo-  
hannesburg yesterday,  
demanding the uncondi-  
tional reinstatement of a  
shop steward. — Sapa

Test for P.W.'s call for a freeze in salaries

# Close watch kept on Seifsa wage talks

1404  
Bldg  
25/5/88

MICK COLLINS

IN the light of President P W Botha's call for a salary freeze in the private sector, employer bodies will be keeping a sharp watch on the outcome of today's wage negotiations between Seifsa and the metal industry unions.

The metal industry employs more than a third of SA's manufacturing workforce.

Seifsa executive director Brian Angus said last night the International Metal Workers Federation (IMF) — of which Numsa is the major member union — had already indicated it had taken a decision of dispute with Seifsa on its 15% offer.

"On the other hand, the Confederation of Metal and Building Unions (CMBU) has indicated that it has referred our offer to members and

would be coming to discuss it."

Angus said the Seifsa offer at the bottom end of the scale was the 15% rise plus annual bonus and pension fund increases. The offer to the more skilled workers was about 11% with the same bonus and pension benefits.

"Even before the President made his appeal we realised that inflation had to be controlled. The perception then in the industry was that wage restraint would be necessary. We believe the offer we have made is more than fair and we will be trying to reach consensus."

Other employer bodies, including Assocom and the Federated Chamber of Industries (FCI), have already indicated a keen interest in the negotiations.

Referring directly to today's

Seifsa wage talks, Assocom said it remained to be seen whether Botha's appeal would have any effect.

The association also expressed grave concern about the possibility of a mandatory extension of the public sector wage freeze into the private sector.

"Unfortunately, it is easier to accommodate such appeals in times of recession than in times of an economic upswing, when skill shortages and competitive pressures become more severe.

"Wage and salary negotiation by decree is not that easy in the private sector."

The FCI said while it supported government's initiatives to reduce inflation it must be pointed out that, as businesses were subject to different pressures for various reasons, no general limit could be set.

Don't worry about a 'future vision' ...

AGC  
140A

# Deal with 'monster' of apartheid — Ramaphosa

Star 26/5/88

By Adele Baleta

Address the "monster of apartheid" today instead of constantly worrying about a "vision for the future", the general secretary of the National Union of Mineworkers (NUM), Mr Cyril Ramaphosa, told a conference of 150 business leaders in Johannesburg yesterday.

He had been asked to speak on "My Vision for Tomorrow" by the Human Resources Contact Group at a two-day conference which ended yesterday.

"Both myself and others do not have a today. We need to deal with the reality of the situation now. We need to eradicate the monster of apartheid which has devoured our people.

"The regime has destroyed the economy, laid waste education, health and welfare services. Townships are filled with homeless and despairing people. Hardship for both young and old in the rural areas has been intensified and over 5 million people are unemployed," he said.

Bosses, who were hunting for solutions, had introduced share ownership schemes. However, these kinds of solutions "smack of blackmail", he said.

## Starting point

Mr Ramaphosa was concerned that the way of visualising the future was by securing sectional guarantees instead of dismantling apartheid.

Replying to questions about what business could do now, Mr Ramaphosa said the Labour Relations Amendment Bill was a starting point.

"Business has participated in drafting the Bill. During recognition negotiations, we heard management talking about the possibility of restricting strikes and suing unions for loss of production."

In time, these "possibilities" were ensured in the amendment Bill and many companies were waiting in anticipation for the Bill to be passed so they could begin dealing more "constructively" with the unions, he said.

Mr Ramaphosa pointed out that union proposals to get the Government to pass a Bill drafted with the consensus of labour and management had been rejected.

At the outset of his speech, the NUM general secretary said he was unable to talk on his assigned topic — "My Vision of Tomorrow" — as he could not separate himself from the millions of dispossessed, disenfranchised South Africans whose vision for the future society was enshrined in the Freedom Charter.

"I have no personal vision of a tomorrow."

The vision Mr Ramaphosa said he would like to put forward was that of a future non-racial democracy as set out in the Charter.



# BTR defends sacking 950 at SA plant

The Star Bureau

LONDON — The BTR group has defended the sacking of 950 workers at its Sarmcol plant in 1985 and claimed that its South African subsidiaries have progressively achieved targets set by the European Community's Code of Conduct.

It was replying to a letter in *The Guardian* from Dr Roger Southall of Leicester University, who pointed out that some shareholders at BTR's recent annual general meeting had challenged the board.

The challenge had concerned the "brutal sacking" of the Sarmcol workers just two days after they had gone on one of South Africa's very few legal strikes.

Dr Southall said the BTR chairman, Sir Owen Green, had failed to give any satisfactory answer on why BTR failed to recognise and negotiate with the National Union of Metalworkers of South Africa (Numsa) as the representative union at its Sarmcol plant, nor why it failed to comply with the minimally acceptable conditions of work recommended by the EC.

Replying in a letter to *The Guardian*, Mr D F P Sharrock, the BTR secretary, said the BTR subsidiaries in South Africa had maintained and extended a wide range of employee benefits. These had been introduced at Sarmcol "decades" before the EC Code of Conduct was conceived.

On the sackings, he said the May 1985 dispute at Sarmcol was unofficial, in breach of employment contracts and followed a sustained period of industrial action prior to the principal strike.

# Metal worker unions end talks with dispute

By Mike Siluma,  
Labour Reporter

pension contributions be  
re-appropriated as an in-  
crease in wages.

The fourth round of negotiations to set 1988 wage increases for South Africa's more than 300 000 metal workers ended yesterday with some unions declaring a dispute with employers.

Mr Angus said employer representatives were not in a position to respond to union demands yesterday and that a further meeting would be held on June 3.

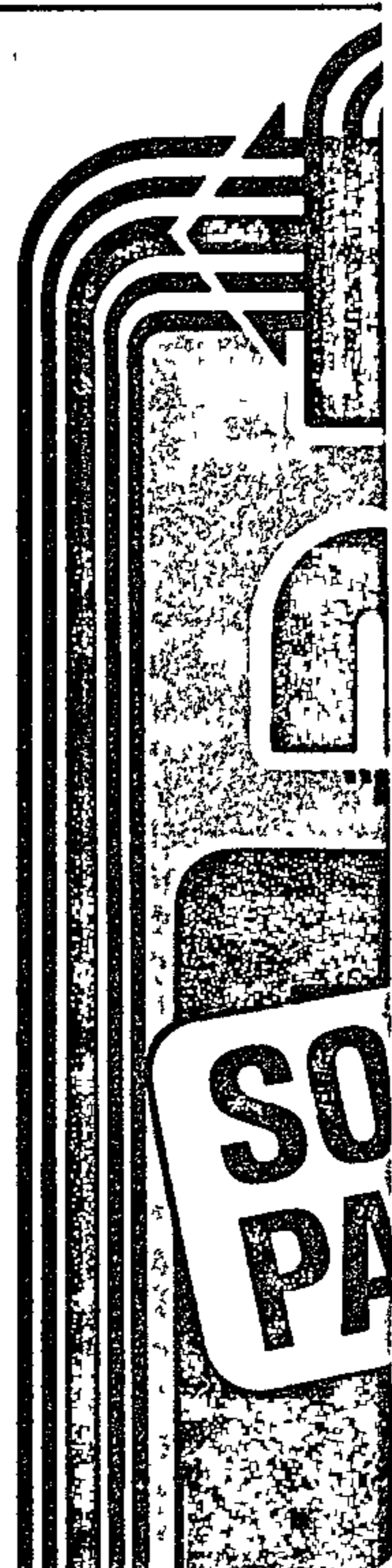
Seifsa executive director Mr Brian Angus, describing the discussions as "brief", said unions belonging to the Confederation of Metal and Building Unions (CMBU) had rejected the employers' final wage offer, made during the last round of talks two weeks ago.

The IMF unions have demanded increases of between R1,11 an hour for artisans and R1,19 an hour for labourers, while the CMBU unions want across-the-board increases ranging from 37c an hour for labourers to 80c an hour for artisans.

CMBU unions also questioned employers' proposals regarding adjustments to anomalies in the wage curve, as well as suggesting that employers' offer to increase

● The National Union of Mineworkers and the management of Anglo American's Simmergo plant in Germiston will meet today to resolve a recognition dispute which sparked a stoppage by 800 workers.

## Platinum theft: arrest likely



# Defence objects

140A

DEFENCE counsel objected in the Rand Supreme Court yesterday to the screening by SABC-TV of a video recording showing the identification of two men in the trial of 18 South African Railways and Harbours Workers Union members.

Raising his objection, Mr Martin Luitingh said this was a "sensitive issue". The use of the picture was improper and pre-judicial in that likely State witnesses

would now know what the two men looked like.

Mr Luitingh asked the judge to make a directive against the use of such material involving the trial.

The video on the TV 8pm newscast showed a State witness, Mr Albert Phuluwa wearing a balaclava and blue overalls pointing out two men at an identification parade in Cosatu House on April 29 last year.

The identified men are among the 18 Sarhwi

members appearing before Mr Justice T T Spoelstra and two assessors on charges relating to a strike by South African Transport Services employees

They have pleaded not guilty to five counts of abduction, four of murder, one of attempted murder, four of assault with intent to do grievous bodily harm, two of robbery with aggravating circumstances and another of intimidation.

6/17/84  
2  
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# Picket protest

14013  
②

HUNDREDS of Commercial - Catering and Allied Workers' Union of SA members yesterday participated in lunchtime picket protests against the Labour Relations Amendment Bill, the union said.

26/5/88  
Johannesburg

Ccawusa official, Mr Salim Vally, said union members took part in picket protests at about 300 Johannesburg city and suburban stores. Demonstrations by Ccawusa members would continue today and tomorrow, he said.

A police liaison officer for Johannesburg, Lieutenant Pierre Louw, told Sapa: "We are monitoring the situation

Freedom Charter 'will solve problems'

# Align with workers says Ramaphosa

1400  
26/5/88  
Blacy

BRONWYN ADAMS

THOSE businesses set up with one goal in mind — profit — would have to adapt to the system envisaged by the Freedom Charter, National Union of Mineworkers general secretary Cyril Ramaphosa said at a Contact Group conference in Johannesburg yesterday.

Ramaphosa said the principles of the Freedom Charter necessitated the equitable redistribution of wealth, but not the destruction of existing businesses, especially where management had taken progressive steps in terms of labour relations.

He said the charter, if implemented, could solve unemployment problems and the crisis in education.

Ramaphosa said management needed to take advantage now of the opportunities to align itself with workers, rather than the state.

He said management had unfortunately colluded too often with government in a short-sighted attempt to crush worker

organisations. For example, many managers were excited after hearing the draft Labour Relations Amendment Bill because of the damage it would do to trade unionism.

Management had a strategically important position in terms of workers with political implications, Ramaphosa said. But, it needed to win workers' trust by assuming a more progressive outlook, rather than taking sides with government as it had traditionally done.

Ramaphosa said management needed to educate itself as to the reasons for worker demonstrations by becoming familiar with the political factors faced by employees.

He said workers were making an effort to unite in the face of apartheid. While Nactu was prepared for all workers to unite in action, Cosatu had resolved to unite in terms of both organisation and action.

## Murder verdict in police trial

GRAHAMSTOWN — Two white policemen implicated by fellow officers were convicted yesterday in Grahamstown Supreme Court of murdering a black youth after beating him so severely they did not dare let him go free.

The trial, which began in October, is one of the few in SA in which white policemen have testified against colleagues facing the death penalty for alleged brutality against blacks.

The convicted men, Warrant-Officer Leon de Villiers, 37, and Constable David Goosen, 27, will be sentenced after argument about extenuating circumstances.

De Villiers and Goosen were charged with

two counts of murder, in connection with killings on July 26, 1986, in Cradock. They were acquitted on one count but convicted of the murder of Mlungisi Stuurman, 18.

According to testimony, members of De Villiers' all-white riot squad drank heavily, conducted a blood-oath ceremony swearing themselves to secrecy, and then made unauthorised night and dawn forays into the township during which several blacks were assaulted.

Officers said De Villiers ordered that Stuurman should be "taken out" because of the severity of his injuries. They said Goosen shot him in the back of the neck. — Sapa-AP

26/5/88

**Concorde Travel Holdings Limited**  
(Registration No. 87102975/06)  
(Incorporated in the Republic of South Africa)  
("Concorde")

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## Trial of railwaymen takes surprise turn

# Man in witness box refuses to testify

By Inga Molzen

A man called as a State witness yesterday refused to testify during the Rand Supreme Court trial of 18 members of the South African Railways and Harbours Workers Union.

The trial, in which the former regional secretary of the union Mr Johannes Ngcobo is among those charged with murder and abduction arising from last year's three-month-long railway strike, took a surprise turn when the State's fourth witness for the day shook his head as he was about to be sworn in.

The court had heard that the man to be called, Mr Wilson Mabasa, had been detained under section 185 of the Criminal Procedure Act.

A person may be detained under this section of the Act if the Attorney-General decides, from information placed before him, that it is necessary for the personal safety of the witness, or if he is likely to abscond, be tampered with or intimidated.

### ABDUCTION AND MURDER

The 18 accused, in custody for more than year, have pleaded not guilty to kidnapping, murder, attempted murder, intimidation, assault and robbery.

The State alleges that from March 13 to April 28 last year they conspired and acted in common purpose to encourage, incite or intimidate non-striking employees of the South African Transport Services (Sats) to withhold their services.

The accused are charged with the abduction and murder of Mr Vhulani Joseph Malaundzi, Mr Kati John Sebelom, Mr Mulatelo Petrus Moremane and

STW 2-715788  
Mr Jerry Rudolph Goodman

Further, it is alleged they abducted and attempted to murder a ticket collector, Mr Albert Phuluwa, who told the court of his escape from Prolecon, where the grisly remains of four other former railway employees were found on April 28 last year.

During yesterday's proceedings Mr Brink Ferreira, appearing for the State, asked the court to warn Mr Mabasa that he was a possible accomplice but could be granted indemnity from prosecution if he gave evidence satisfactorily.

A court interpreter told Mr Justice T T Spoelstra that Mr Mabasa wanted to see a lawyer.

Mr Ismail Semanya, of Cheadle Thompson & Hayson, said he wished to consult with Mr Mabasa.

Accompanied by a policeman, Mr Semanya spoke to Mr Mabasa for about half-an-hour outside the courtroom but the court heard that he needed more time for consultation.

Captain G C F Smuts of the Security Branch said that during a photograph identity parade in July last year another witness, Mr Phuluwa, identified a man who had abducted him from Bosmont station, where he worked, a man who had assaulted him and four others in a hall, a man who had worn a Cosatu T-shirt.

Captain Smuts was unable to comment on an observation by Mr E Dane, who appears for a number of the accused, that all except one of the accused were represented in the photograph album which contained both black-and-white and colour photographs of people.

The hearing was postponed until today.

140A



NUM declares first  
dispute with Ergo

By Mike Siluma,  
Labour Reporter

The National Union of Mineworkers (NUM) declared its first wage dispute yesterday with the owners of the East Rand Gold and Uranium Company (Ergo) a day before commencing annual industry-wide pay talks with the Chamber of Mines.

NUM assistant general secretary Mr Marcel Golding said the union had declared a dispute and had applied for a conciliation board after rejecting an Ergo final wage increase offer of between 11,5 percent and 13 percent

The NUM is demanding

- A 27 percent wage increase.
- The provision of transport for commuting to and from work.
- Improvements to the employee hous-

ing scheme.

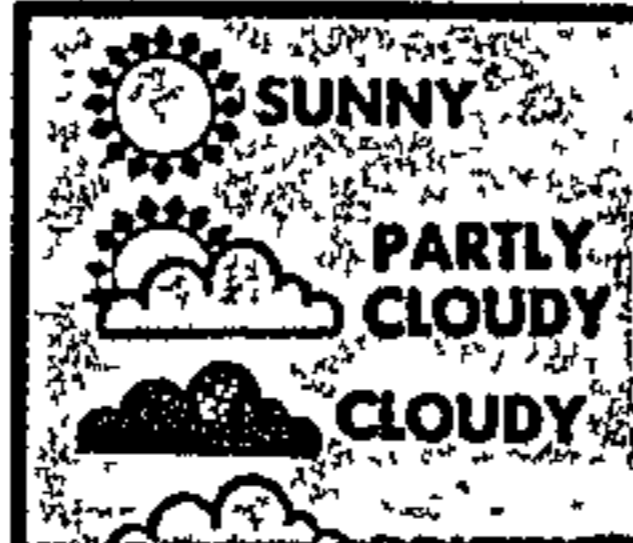
- An improved shift allowance.

When meeting the Chamber today in talks that could affect up to 500 000 gold and coal miners, the NUM is expected to demand an across-the-board 40 percent increase

Referring to the Ergo dispute, Mr Golding said "Ergo's offer only compensates workers for what they have lost (through) inflation There has been no real increase in workers' standard of living"

About 1 800 workers are affected by the Ergo talks, according to NUM, which claims a paid-up membership of 220 000 in the rest of the industry

- NUM is already in deadlock with De Beers Consolidated Ltd, the world's largest diamond mining company, over wages and working conditions.



THE WEATHER

PIETERSBURG

9/24

140A  
Star 27/5/88

STERLING DRUG

## On the shelf

Fears that Panado, Andrew's Liver Salts and other medical preparations would disappear from supermarket shelves because of the current dispute between the Chemical Workers' Industrial Union (CWIU) and Sterling Drug appear unfounded — so far

A Sterling spokesman says manufacturing is continuing at the company's Mobeni plant, near Durban, and products will continue to be available. Just over 20% of the plant's 300 employees are on strike. Make-or-break day is Friday, when a Conciliation Board will sit to try to settle the dispute.

The strike was begun by the Cosatu-affiliated CWIU in protest at the recent sale of the formerly US-owned company to Barlow Rand subsidiary Adcock-Ingram.

Before the deal was signed, the union had demanded that any sale should be subject to the union being privy to company accounts and other business information. It also demanded creation of a trust fund for employees.

CWIU temperatures have risen with Sterling's sale to a Barlow Rand subsidiary. The union has recently been involved in disputes at other Barlow's companies — Nampak and Plascon. It accuses the group of imposing head office bargaining rules on its companies — a charge Barlow's rejects. It says its companies are left to handle disputes in their own way.

Sterling's management points out that there are no redundancies planned and no change in conditions of employment. Company sources say they hope that because the Sterling dispute is essentially a protest action, it will fizzle out once the protest has been noted. ■

safety film applied  
street.

Picture ROBERT BOTHA

## Workers picket city stores

AT LEAST four trade unionists were arrested in Johannesburg yesterday during demonstrations against the Labour Amendment Bill, a union spokesman said.

The spokesman said the four were detained when Commercial Catering and Allied Workers' Union (Ccawusa) members from

350 stores picketed outside stores. Those arrested were identified as Amos Mbata, Daniel Matsimbi from Checkers' Ridgeway branch, and Wellington Mnyati and Mesheck Nshibane from Edworks.

Police spokesman Lt Pierre Louw said he could not confirm the four alleged arrests yesterday. — Sapa

(1408) B/day 27/5/88



SCORES of employees at Santa Hospital in Benoni staged a brief work stoppage yesterday, causing a partial breakdown of operations at the tuberculosis institution.

A spokesman for the workers said the staff had however, called off their stoppage hours later pending wage negotiations between management and them.

The workers were demanding increases similar to those received by the nursing staff at the East Rand hospital. Nursing staff did not take part in the work stoppage.

The hospital's superintendent, Dr G C O'Kelly,

# Work

## comes

## to a

## stop

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*27/5/88*  
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*98*

denied that part of the staff had embarked on a work stoppage saying: "We are only having a discussion".

• About 300 employees of Zozo were dismissed this week after they downed tools in sympathy with a sacked shop steward, a union spokesman said.

The strikers demanded the unconditional

colleague, Mr. Clinton Raiti, allegedly dismissed for failing to reach "required production levels".

Zozo management has declined to comment on the matter.

• The National Workers' Union of SA is to hold a meeting of Martilon employees at St Peter's Conference Centre, Hammanskraal on Sunday.

• The dispute between OK Bazaars and the Commercial Catering and Allied Workers' Union of SA will be discussed at a meeting of the company's employees on Sunday.

140A



# COSATU DECLARATION

(As adopted at Cosatu Special Congress — May 1988)

This Congress declares for all the people of South Africa and the World to know: That 40 years of Nationalist rule has destroyed our country and plunged it into a state of civil war.

They have ruined the economy of this country

They have turned our townships into war zones where violence and terror are the order of the day.

They have poured billions of rands into

- The creation and maintenance of corrupt structures that maintain apartheid
- The creation of a vast array of repressive forces designed to be used against the people of our country
- The destabilisation and illegal occupation of neighbouring states, which has left thousands of young South Africans, both black and white, dead in its wake

Despite the vast wealth of our country, the majority of our people are still left suffering in conditions of abject poverty and deprivation. Unemployment has reached record heights. The education of our

children has been so distorted that the struggle against these inequalities has left millions of our children with little or no schooling

Inflation has run wild, leaving the majority of our people with ever-decreasing real wages in their hands.

We reject the celebrations to mark 40 years of Nationalist Party rule that begin on 31st May  
We have nothing to celebrate

We re-affirm our commitment to destroy apartheid

**Unite to resist apartheid repression.**

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## A pictures delay

A CONGRESS of South African Trade Unions meeting in Port Elizabeth this week was held up for more than two hours while security police allegedly photographed the more than 100 shop stewards present.

Cosatu's East Cape branch has condemned Tuesday night's raid on the meeting, which was called to report back on decisions taken at the organisation's special congress in Johannesburg earlier this month.

Security policemen arrived at the start of the meeting, according to the organisation, and told those present it was illegal

Using the attendance register, police then separated shop stewards into their unions, and took their names, addresses and photographs.

Police liaison officer for the Eastern Cape, Captain Bill Dennis, confirmed the raid, but denied that names, addresses and photographs were taken. — Pen

W/Mail 2715-140A 7/16/88



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# Furniture workers vote to strike

ABOUT 1 500 furniture workers from six plants have voted in favour of a legal strike this week, following the Industrial Council's failure to resolve their dispute with the Associated Furniture Company Limited.

According to the Paper, Printing Wood and Allied Workers Union the dispute began in April when about 340 workers were dismissed at Star Furnitures in plant in Industria West, Johannesburg.

The workers had downed tools after four of their colleagues were dismissed for allegedly assaulting a member of a rival union.

The union is demanding that Star furniture reinstate all dismissed workers except the four, whose case should be taken to arbitration.

Afcol representative George Kinmont said the union proposal was "unreasonable".

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W/Mail

## Feuding Ccawusa factions back in court

BITTER battles within the Commercial Catering and Allied Workers' Union (Ccawusa), once the country's third largest trade union, have landed it back in the Supreme Court

One wing of the union, known as the "Kganare faction", this week launched Supreme Court proceedings arguing that Vivian Mtwa, who leads the rival group, failed to call a national conference to unite the organisation. They are asking the court to fix a new date for the conference.

In an out-of-court settlement earlier this year, both parties agreed to elect new office bearers in the union's eight branches around the country before holding a national conference.

As general secretary, Mtwa was responsible for convening the unity conference by May 15. But this deadline passed after at least two Ccawusa branch annual general meetings were abandoned following infighting that verged on physical violence

By EDDIE KOCH and  
MZIMKULU MALUNGA

The Kganare group's court application argues that valid AGMs are still to be held at the Klerksdorp and Western Cape branches before the national conference can take place

In a replying affidavit, the Mtwa group says valid elections in its favour have been held at these branches and argues that elections at the Pretoria branch, where Kganare claims a victory, are invalid because the meeting was packed with non-members

The court has not yet ruled on the issue and lawyers for the Kganare group are trying to negotiate an out-of-court agreement to rehold the disputed branch elections so the national conference can take place

Ccawusa split last year after attempts to merge with other retail sector unions turned into a bitter fight about the Freedom Charter.

The Mtwa grouping was opposed to adopting the document while the Kganare faction was in favour and subsequently adopted it as policy

The Mtwa group has meanwhile issued a statement accusing the Congress of South African Trade Unions (Cosatu) leadership of recognising only the Kganare group and "attempting to crush the rest"

"The Ccawusa dispute has unnecessarily heightened tension between affiliates, inhibited democratic participation in the federation and caused great confusion and disappointment among workers"

Cosatu press officer Frank Meintjes said the organisation had made every effort to unite the two groups.

"Our view is that Ccawusa should hold a national conference as per the agreement and that Cosatu will recognise the leadership that emerges at the conference"

# Workers protest at proposed new law

By EDDIE KOCH and  
MZIMKULU MALUNGA

DEMONSTRATIONS by thousands of organised workers to protest against impending changes to South Africa's labour laws were held around the country this week in the retail, metal, mining and chemical sectors

Representatives for unions affiliated to the Congress of South African Trade Unions (Cosatu) said the protests were held in accordance with the federation's decision at its recent congress to mount lunchtime demonstrations every Tuesday against the Labour Relations Amendment Bill and the February banning of 17 anti-apartheid organisations.

• The National Council of Trade Unions (Nactu) resolved at a meeting in Johannesburg attended by 500 shop stewards from around the country to organise protest action against the Bill between June 6 and 10.

140A

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W/M...  
27/5-3/6/88



4 trade unionists held for protests

JOHANNESBURG. — At least four trade unionists were allegedly arrested by police in Johannesburg yesterday during demonstrations against the Labour Amendment Bill, a union spokesman said

The spokesman said the four were allegedly taken when over 10 000 members of the Commercial Catering and Allied Workers' Union (Ccawusa), from 350 stores, picketed outside shops and in canteens in central Johannesburg and its suburbs.

Those said to be arrested were identified as Mr Amos Mbata and Mr Daniel Matsimbi, from Checkers' Ridgeway branch, and Mr Willington Mnyati and Mr Mesheck Nshibane, from Edworks

The demonstrations, which began yesterday, were conducted by the Johannesburg branch of Ccawusa

The Congress of SA Trade Unions and the National Council of Trade Unions are planning national protests next month

Police spokesman, Lieutenant Pierre Louw, said he could not confirm the four were allegedly detained yesterday — Sapa

# Luxury hotel grinds to a halt as 245 workers are rounded up after demo

Star 28/5/88

140A

Guests staying at Johannesburg's prestigious Carlton Hotel yesterday morning awoke to no room service and apologetic notices as 245 hotel staffers were arrested outside in a protest sparked by a change in the hotel's management.

Many of the international guests — delegates attending a promotional tourism workshop hosted by the South African Tourism Board — witnessed police arresting the demonstrators under emergency regulations and the Internal Security Act.

"I was horrified to see women placard-holding demonstrators being man-handled by the police as they were loaded into police vans," said a Taiwanese tourist, who did not want to be named.

She said the demonstration seemed peaceful and this had given her a "totally different perspective on South African laws".

Restaurant bookings at the hotel had to be cancelled and there was no bar service.

According to the hotel's marketing director, Mr Larry Macartney, the dis-

## PAT DEVEREAUX

pute arose after the disinvestment of the Seattle-based Western International (Westin) company on April 15 because the hotel staff expected a service bonus pay-out.

Mr Macartney said those protesting made it plain that their dispute

was with Westin and not the Carlton. He said they seemed to misunderstand that they were employed by the Carlton and were not employees of the former managing company, Westin.

Eye-witnesses yesterday said the demonstrators, due to start work on the morning shift, had gath-

ered outside the hotel demanding compensation which had allegedly been promised by Westin. Shortly afterwards the 142 men and 103 women staff members were arrested.

Late yesterday afternoon Mr Macartney said: "Bail of R100 each was paid by management personnel and the demonstrators are being processed at John Vorster Square and then released."

The afternoon staff had failed to report for work but a meeting was expected to be held with the Hotel and Restaurant Workers Union (Harwu).

● The Saturday Star was prevented from publishing photographs of yesterday's demonstration in terms of the emergency regulations and the Internal Security Act.

## World's dearest house

### SATURDAY STAR FOREIGN NEWS SERVICE

LONDON — A Georgian mansion, called The Holme, in London's Regent's Park is being offered for sale — at R120 million. Agents handling the sale think this makes it the world's dearest dwelling.

The house, built in 1818, has superb park views and is close to all amenities. It has 40 rooms, including a banqueting hall, a library, sauna, whirlpool bath and exercise areas. Outside there is an all-weather tennis court, along with eight garages.

Landscaped grounds sloping down to a

wide lake frontage helped earn the house the description of one of the most romantic places in London.

The estate agents will not name the present occupants. "There's a family living there whose lifestyle has changed," was all a spokesman would say.

A family from the Middle East is thought to have bought the property for about R20 million in 1984.

# Sats case witness on video

By Inga Molzen

2/23/04  
A police video of a State witness making a statement on his alleged abduction by striking South African Transport Services workers last year was viewed in the Rand Supreme Court yesterday.

The witness, Mr Albert Phuluwa (34) of Soweto, had been a ticket collector for 10 years with Sats when he was allegedly abducted from Bosmont station by between 16 and 20 people on April 28 last year and taken to the union's former headquarters at Cosatu House in Johannesburg.

Mr Phuluwa is a witness in a case in which 18 South African Railways and Harbours Workers' Union members have plead-

ed not guilty to the murders of four non-striking Sats employees.

They also face charges of attempted murder, abduction, assault, robbery, and intimidation

The charges arise out of incidents during a strike

The court refused a State application to have the evidence of Mr Phuluwa heard in camera.

Mr Justice Spoelstra said if defence counsel decided to apply to re-examine Mr Phuluwa regarding the video recording then potentially inadmissible evidence might be made admissible.

The hearing continues today.

1408



14011 ~~CAP~~ ~~7/10/50~~ 28/5/50  
**Hotel guests**  
**make own beds**  
JOHANNESBURG —  
Guests at the Carlton  
Hotel made their own  
beds yesterday after  
police arrested nearly  
all the black staff pro-  
testing against disinvest-  
ment by the American  
managers — Sapa and  
UPI

killed in a separate accident on  
West road yesterday.

## Restraint order granted

GRAHAMSTOWN. — Mercedes-Benz of South Africa was granted an interdict in the Grahamstown Supreme Court yesterday morning restraining the National Union of Metalworkers (NUM) of South Africa from organizing or holding unauthorized meetings at the company's East London factory.

*Cap 745 28/10/60*  
*1400*

# Sarhwu leader quizzed

CP Press



## CP Correspondent

THE secretary of the Durban branch of the South African Railways and Harbours Workers' Union, Leroko Thamae, was briefly detained minutes after he held unsuccessful talks with Sats' management over a suspended worker at Bayhead shunting yard this week.

29/5/80

A CR Swart Square spokesman, Lt B Naidoo, said Thamae was questioned and released after police received a complaint from a Sats official.

Sarhwu has been in the news since its members resolved at the launch of its Natal branch last month to organise against Sats' black staff association (Blatu) "till no worker remained in the sweetheart union".

The launch took place two days after a Sarhwu shop steward, Themba Pakkies, was granted an order in the Durban Magistrate's Court prohibiting Sats from deducting Blatu fees off his salary.

Sarhwu's Natal secretary, David Moeti, said hundreds of workers had since signed Blatu resignation forms. His union had recruited over 1 500 workers, including 400 women.

A Blatu spokesman said the mass resignations were invalid as workers had signed petitions and not individual resignation forms.

- Concord

140A



# Clash looming between employers and unions

# 'DAYS OF PROTEST'

Sowetan 30/5/88

140A  
140B

Page 2

## Days of protest clash

140A  
140B  
Sowetan 30/5/88

• From page 1

federation said at the weekend

Cosatu said a number of companies — including Anglo American Corporation — had indicated that they were considering legal action 'to suppress the protest action'

"These companies have given notice of their intention to take action to suppress the protest action by interdicting the unions, and threatening to punish the unions by suing them for damages," the federation said

These companies, according to Cosatu, included Sasol, Iscor, Haggie Rand and Gold SA

Spokesmen for these companies could not be reached for comment yesterday, but a Sunday newspaper quoted an Anglo spokesman as saying the mining group was seeking urgent clarification about "the protest action" from the Cosatu-affiliated National Union of Mine-workers

# ROW



The Anglo spokesman denied, in the report, that the company intended to take legal action to prevent the protest.

"It's (Anglo) concern with the unilateral action planned by Cosatu and its affiliates is that it should not heighten conflict, lead to violence and promote confrontation with the SA police," the company said in the report

Cosatu added "While they claim to distance themselves from apartheid, they are not above using apartheid laws to suppress the limited and peaceful protest of the voteless against measures that directly affect their lives"

A SHOWDOWN is looming between major employer groups and two of the country's biggest labour federations over "days of protest" planned for next week.

The Congress of SA Trade Unions (Cosatu), has called for three days of "peaceful protest" on June 6, 7 and 8

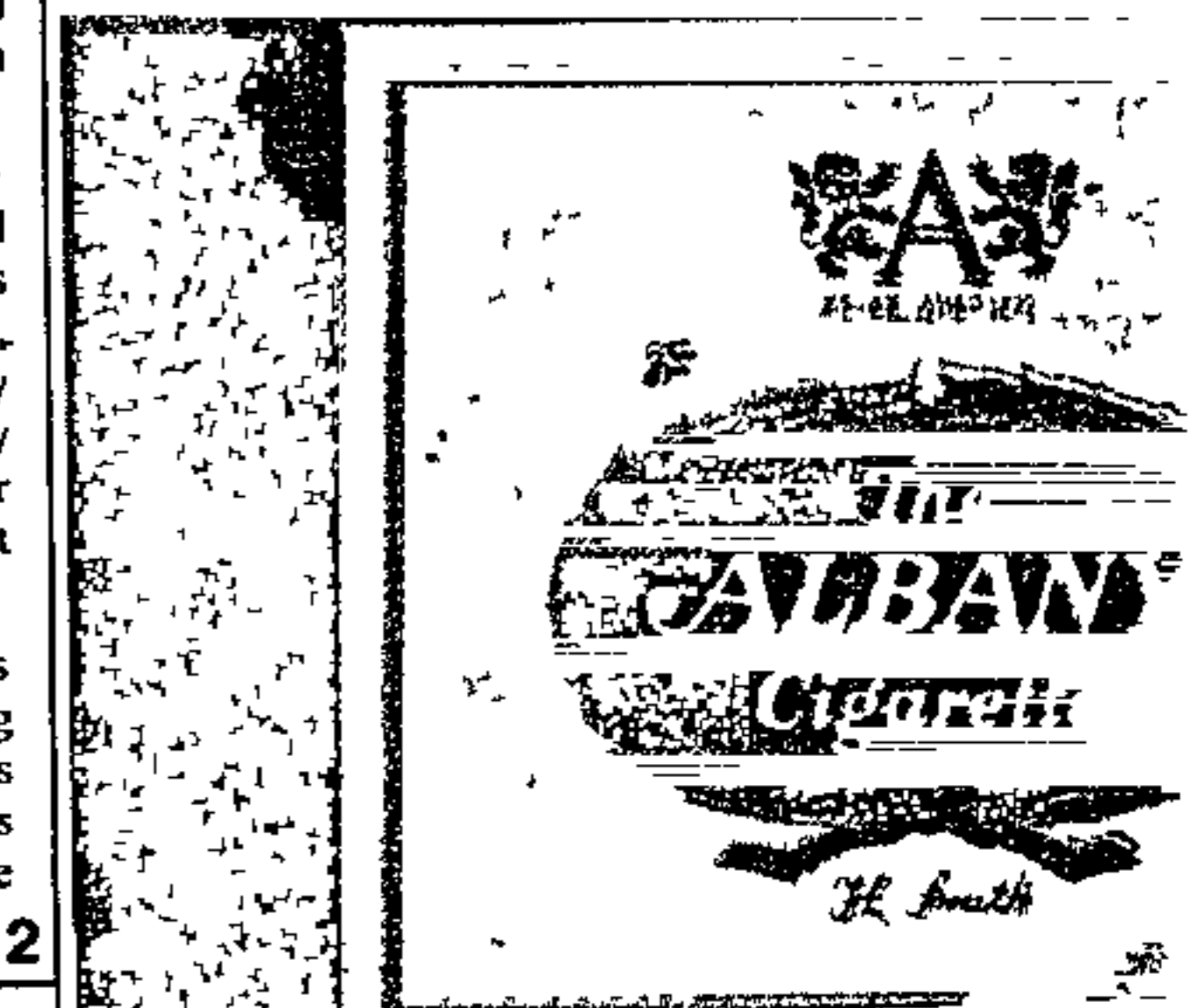
The National Council of Trade Unions has on the other hand, decided on five days of "national protest" starting from June 6 to June 10

The protests are against the controversial Labour Relations Amendment Bill which, if enacted, will drastically weaken unions by curtailing most of their rights, including the right to strike

Big business was contemplating taking action against Cosatu, its affiliates and members over the protest, the

• To Page 2

## London's most heroic



nothing below that.

# Cosatu <sup>(140A)</sup> ~~140B~~ plan upsets <sup>star 30/57 & 8</sup> employers

Plans by the Congress of SA Trade Unions (Cosatu) for three days of national protest against the Government's Labour Relations Amendment Bill today threatened to turn into a head-on clash between the federation and employers, following employer demands for clarification of the planned action.

In a weekend statement Cosatu said many employers had threatened legal action against the federation and its affiliates if they went ahead with the protests on June 6, 7 and 8.

A spokesman for Anglo American has confirmed that member companies in the mining industry had asked for urgent clarification from the National Union of Mine-workers regarding the three-day action.

The corporation's concern was that the action "should not heighten conflict, lead to violence and promote confrontation with the SA Police".

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# Miners' union seeks 40 pc rise, talks adjourned

Star  
30/5/88  
140A  
140B

By Mike Siluma,  
Labour Reporter

Annual wage negotiations between the National Union of Mineworkers (NUM) and the Chamber of Mines, which began on Friday, have been adjourned to June 1, with the union demanding a 40 percent increase and a R350-a-month minimum rate.

NUM general secretary Mr Marcel Golding said at the weekend that in addition to the wage demand, the union had asked for a 100 percent holiday leave allowance, 44 days of leave for all workers, June 16 as a paid holiday and a reduction in working time to 80 hours a fortnight.

The union also made proposals for a provident fund.

Mr Golding said the Chamber's opening offer was an across-the-board

10,5 percent increase on the minimum rates. The Chamber was willing to negotiate a provident fund separately from the wage talks.

No offers were made on other union proposals.

Mr Golding said: "The offer of the Chamber seems to reflect the advice given by President Botha that wage restraint should be exercised in the private sector. The opening offer of the Chamber is also asking workers to take a wage cut."

● The fight for the reinstatement of 340 members of the Paper, Printing and Allied Workers' Union (Ppawu) dismissed by Star Furniture in Johannesburg has taken on a new dimension, with union members at six Afcol plants voting in favour of strike action in solidarity with their sacked colleagues.



# Conciliation board sought as talks stall

140A B/day 30/5/88

BRONWYN ADAMS

THE National Union of Mineworkers (NUM) applied for a conciliation board after deadlocking with Anglo American's East Rand Gold and Uranium Company (Ergo) over wage negotiations, NUM general-secretary Marcel Golding said at the week-end.

An Anglo spokesman said parties met earlier in the week for a second round of wage negotiations, which failed because of the gap between management's offer and worker demands. Golding said the union was demanding a 27% wage increase and improvements to other conditions of employment, while the company was offering a 12,5% increase with no improvements to conditions of employment.

He said Ergo's request for workers to accept its wage proposals and a wage cut was in line with the wage-freeze policy announced by government. The

offer only kept workers abreast with inflation, while failing to increase their standard of living.

Golding said NUM's demand would only increase Anglo's wage bill by R18m. He said management's low offer was not justifiable given that Ergo made profits during 1987 amounting to R109m and paid massive dividends to shareholders during the year, so that shareholders received better returns than workers were receiving for wages.

Management said these issues would be dealt with by the conciliation board and was not prepared to comment further.

Golding said NUM and the Chamber of Mines commenced wage negotiations at the week-end. The NUM is demanding a 40% across-the-board wage increase.

# Carlton staff back at work

(1404) B/day BRONWYN ADAMS 30/5/88

ALL 245 Carlton Hotel workers arrested during demonstrations on Friday were released and had resumed work, a hotel spokesman said at the weekend.

He said the Commercial Catering and Allied Workers' Union (Ccaawusa) had taken up the issue of the international hotel group Westin's withdrawal of management, before paying severance benefits promised, with its headquarters in Seattle in the US

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CAP 71045 30/1/68

# Carlton Hotel workers released

Own Correspondent

JOHANNESBURG — All 245 Carlton Hotel workers arrested during demonstrations on Friday were released and resumed work, a hotel spokesman said.

He said the Commercial Catering and Allied Workers' Union had taken up the issue of the international hotel group Westin's withdrawal with its headquarters in Seattle in the United States.

More than half of the Carlton staff demonstrated when they heard Westin was planning to withdraw its management prior to paying severance benefits promised, a union spokesman said.



NUM report  
ST 311578  
on Ergo offer  
'incorrect' 140A

A wage increase offer quoted as 11,5 to 13 per cent by National Union of Mineworkers (NUM) general secretary. Mr Marcel Golding was incorrect, Anglo American spokesman Mr Mike Spicer said yesterday.

Mr Spicer said the East Rand Gold and Uranium Company (Ergo) had offered workers between 14,5 and 15 per cent.

NUM declared its first wage dispute with Ergo last week.

# Minister erred, rules judge

Star 31/5/88  
The Minister of Manpower had misdirected himself in not referring two applications for the reinstatement of mineworkers to the Conciliation Board, a Rand Supreme Court judge ruled yesterday after hearing an application brought by the National Union of Mineworkers (NUM)

The application had its roots in the dismissal of mineworkers after a labour dispute on the South Roodepoort

140A  
Main Reef Areas mine in June last year

The respondents in the action brought by the union and a number of individual miners were the Minister of Manpower, Mr Pietie du Plessis, and the South Roodepoort Main Reef Areas Limited

Mr Justice R Goldstone ruled that both applications should be referred back to Mr du Plessis.

# Cosatu back on attack

COSATU yesterday renewed its attack on employers it said were threatening to obstruct union plans for protest action next week.

The protests are designed to highlight union objections to the Labour Relations Amendment Bill and the restrictions imposed on Cosatu and 17 other organisations.

Sasol, one of the employers named by Cosatu, confirmed it would take action against unions which called for protests or stayaways next week. Cosatu said damages claims against unions could result in their liquidation.

Singling out Anglo American and five Anglo subsidiaries, Cosatu condemned

~~W/S~~ BRONWYN ADAMS (140A)  
employers which claimed to be liberal but were threatening to obstruct trade union plans for protest action.

It said peaceful demonstrations were the only way workers had of showing their opposition to unpopular laws in the work place, as they had no vote and were unable to affect the passage of the Bill or place parliamentary pressure on government to withdraw restrictions.

Liberal employers were simultaneously claiming to distance themselves from apartheid while using apartheid

B/day ● To Page 2 → 31/5/88

# Cosatu singles out Anglo for attack

laws to suppress the limited and peaceful protest of the voteless.

Cosatu called on the international community to condemn the action of Anglo subsidiaries Vaal Reefs, Western Deep Levels, Free State Consolidated, Amcoal Collieries and Haggie Rand, as well as Sasol and Iscor.

It said the form the protests from June 6-8 should take was left to each community, "because any act including the 'interruption of any undertaking or industry' for the purpose of inducing government to withdraw the restrictions or the Bill constitutes the crimes of subversion, sabotage and contraventions of the emergency regulations".

Anglo's Bobby Godsell said the company's rejection of the stayaway option did not mean it was not a liberal organisation. A unilateral union decision on that score was unacceptable, but Anglo was committed to reason and negotiation in the best common interests.

Godsell said it would be more constructive to negotiate common cause with Cosatu and to then make joint rep-

~~W/S~~ ● From Page 1 ← B/day 31/5/88

resentation to government. He denied Anglo was threatening any action against the unions involved.

ALAN FINE reports discussion on the protest action at the Cosatu congress two weeks ago was marked by widespread reservations as to the wisdom of a three-day action.

Conference sources said it was over ambitious and could be counter-productive should the authorities respond aggressively. A number of unions proposed the protest should be incorporated during the June 16 commemoration — a *de facto* holiday anyway — and possibly the following Friday.

The action also follows a strong executive committee statement three weeks ago which complained about the failure of a number of Cosatu campaigns due to dormant regional and local structures, the stifling of debate and apathy among affiliates in implementing Cosatu decisions.

● Comment — Page 4



# NUM wins application

SUSAN RUSSELL

TWO refusals by the Manpower Minister to convene a conciliation board at the request of the NUM to hear disputes arising from labour unrest at the South Roodepoort Main Reef Areas mine in 1986 were set aside in the Rand Supreme Court yesterday.

Mr Justice R Goldstone set aside both decisions by the Minister and referred the applications back to him for reconsideration.

The NUM, Bernard Gugushi and others had asked the court to set aside the Minister's decision and order the convening of a conciliation board.

The judge found the Minister had misdirected himself and erred in

making his decision.

The Minister had erred in basing his decision on the merits. He said the proper place to decide disputed facts was the Industrial Court.

The Minister said the NUM and the other applicants were responsible for their own dismissal because of improper conduct.

The judge said it was improper of the Minister to anticipate the outcome of the Industrial Court.

South Roodepoort Main Reef Areas was ordered to pay the costs of the application because the Minister had agreed to abide by the decision of the court.

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## Union man's conviction set aside

### Supreme Court Reporter

A SOUTH AFRICAN Railways and Harbours Workers Union (Sarhwu) organiser, convicted of making a subversive statement in a speech at Stellenbosch University in April last year, has had his conviction and sentence set aside on appeal in the Supreme Court

Mr Morris Tshililo Khwidzihli, 36, of Kazerne, Jeppe, in Johannesburg, was fined R1 000 (or one year) by Stellenbosch magistrate Mr G S Claasen on October 6 last year. Half the sentence was suspended for five years.

He was found guilty in terms of the media regulations.

The basis for the conviction was that Mr Khwidzihli addressed students on the subject of the South African Transport

Services (Sats) strike in Johannesburg and encouraged them to support it.

Mr Claasen found that he had tried to influence people in an "emotional, aggressive and subversive way".

### "NO FREEDOM"

Mr Claasen said Mr Khwidzihli had said "Police and soldiers were sent with guns. When they met the people, they shot them, teargassed them, hit them with stones. But we know there is no freedom without blood. We are heading for freedom. We are dying for the truth and our rights".

The magistrate found that Mr Khwidzihli acted with aggression and subversively when urging students to write to (Transport) Minister Eli Louw

asking "why he had killed innocent black people".

However, yesterday Mr Justice Berman, with Mr Justice Nel concurring, set aside Mr Khwidzihli's conviction and sentence on the basis of evidence by a Sats labour relations official called as a witness by the magistrate in the original trial.

The witness, Mr Phillip Bekker, told the trial court that the strike had ended on April 22, two days before the Stellenbosch University speech.

Mr Justice Berman found that Mr Khwidzihli could not have encouraged support for a strike which had ended.

Mr T Prins appeared for the State. Mr S Desai, instructed by E Moosa and Associates, appeared for Mr Khwidzihli.

Wage negotiations in progress *Star 1/6/88*

# Checkers will not retrench 1 600 staff

By Mike Siluma,  
Labour Reporter

Checkers has decided not to retrench 1 600 workers after protracted negotiations with the Commercial, Catering and Allied Workers' Union (Ccawusa), says the union.

The retrenchments, announced in April, were said by management to have been necessitated by unsatisfactory profit margins

A Ccawusa spokesman said that in dropping plans to retrench the company had stated that it reserved the right to re-consider laying off workers in the future,

subject to "progress being made to resolve problems with low profit margins

"A number of problem areas were looked at during the course of negotiations. A major problem raised by the union was poor management attitude and the detrimental results to the company coming out of this

"In the view of the union, the notice of retrenchment by Checkers was poor industrial relations practice and no solution to the problem," said the spokesman

Checkers MD Mr Clive Weil, when asked to comment on the Ccawusa statement, confirmed that notices of retrenchment had been withdrawn and that negotiations were in progress with the union on wages

● Annual wage talks between the Chamber of Mines and the National Union of Mineworkers (NUM) resume in Johannesburg today. NUM demands include a 40 percent, across-the-board increase and a R350 a month minimum rate, as well as various improvements to working conditions

Mineowners have offered an across-the-board 10,5 percent increase on the minimum rates.



# Organiser's conviction quashed

CAPE TOWN — A South African Railways and Harbours Workers Union (Sarhwu) organiser convicted of making a subversive statement in a speech at Stellenbosch University last year has had his conviction and sentence set aside on appeal in the Supreme Court.

Mr Morris Tshililo Khwidzhili (36) was fined R1 000 (or one year) by a Stellenbosch magistrate last year. Half the sentence was suspended for five years.

He was found guilty in terms of the media regulations.

The basis for the conviction was that Mr Khwidzhili, addressing students on a Sats strike in Johannesburg, en-

couraged them to support it.

The magistrate quoted Mr Khwidzhili as saying. "Police and soldiers were sent with guns. When they met the people, they shot them, tear-gassed them, hit them with stones. But we know there is no freedom without blood. We are heading for freedom. We are dying for the truth and our rights."

Yesterday Mr Justice H Berman, with Mr Justice Nel concurring, set aside Mr Khwidzhili's conviction and sentence after hearing that the strike had ended on April 22, two days before the Stellenbosch University speech — Sapa

CM-Turk  
1/6/88

# Cosatu <sup>140A</sup> call to <sup>140A</sup> condemn <sup>140A</sup> Anglo

Own Correspondent

**JOHANNESBURG** — Cosatu has renewed its attack on employers it said were threatening to obstruct union plans for protest action next week.

The protests are designed to highlight union objections to the Labour Relations Bill and the restrictions imposed on Cosatu and 17 other organizations.

Sasol, one of the employers named by Cosatu, has confirmed that it will take action against unions which call protests.

Singling out Anglo American and five Anglo subsidiaries, Cosatu condemned employers who claimed to be liberal but were threatening to obstruct trade union plans for action.

Cosatu said workers could only peacefully demonstrate their opposition to unpopular laws in the workplace, as they had no vote and were unable to affect the passage of the bill, or place parliamentary pressure on the government to withdraw restrictions.

Cosatu called on the international community to condemn the action of Anglo subsidiaries Vaal Reefs, Western Deep Levels, Free State Consolidated, Amcoal Collieries and Haggie Rand, as well as Sasol and Iscor.

Anglo's Mr Bobby Godsell said the company's rejection of the stayaway option did not mean that it was not a liberal organization. It would be more constructive to negotiate common cause with Cosatu and to then make joint representation to government.

Activities will be co-ordinated

# Labour groups to meet on protest action

*(NLOA)*  
*B/daw*  
*2/6/88*

THE SA Co-ordinating Committee on Labour Affairs (Saccola) is to meet Cosatu today to discuss Cosatu's "protest" action against new labour legislation and political restrictions on itself and 17 other organisations planned for June 6-8.

And, in an unusual move, Cosatu and its black consciousness counterpart, Nactu, met yesterday and agreed to co-ordinate activities during the protest

Saccola chairman Bobby Godsell said he hoped Nactu, which had also been invited to tomorrow's meeting, would attend.

## Purpose

He said the purpose of the meeting would be for Saccola — which represents nine major employer organisations — to convey to the unions its views on the Labour Relations Amendment Bill and to explore constructive ways of addressing union concerns.

Referring to the planned protest, Godsell said Saccola was concerned about the potential for conflict and violence inherent in stayaways and public demonstrations and its concern was to deal constructively with conflict.

ALAN FINE

Cosatu was unavailable for comment.

Nactu and Cosatu said yesterday they had agreed their protest action should last three days. Nactu had previously scheduled it to last a week.

They said they had agreed to canvass for affiliates operating in the same industries to engage in future joint protest action

BRONWYN ADAMS reports the Labour Forum was considering aligning itself with federations like Cosatu and Nactu in their rejection of specific clauses of the Bill.

Forum chairman Ike van der Watt said yesterday unions would have to appeal to opposition parties in Parliament in order to halt the implementation of the Bill in its present form. He said that if this was unsuccessful, other steps would have to be taken and united labour action was inevitable.

## Overreact

Seifsa director Brian Angus said yesterday workers were overreacting to the Bill.

He said a policy of no work, no pay would be adopted by Seifsa members.



By Mike Siluma,  
Labour Reporter

South Africa's biggest labour federation, the Congress of South African Trade Unions (Cosatu) will meet major employer organisations today over union calls for protest action next week, following an agreement between Cosatu and the National Council of Trade Unions (Nactu) to set the protest for June 6 to 8.

Yesterday's meeting between Nactu and Cosatu was the first at official level, with each delegation led by its president, Mr James Mndaweni and Mr Elijah Barayi respectively.

Today's urgent meeting between Cosatu and employers is being held under the auspices of the SA Consultative Committee on Labour Affairs (Saccola). Saccola chairman Mr Bobby Godsell said employers would

# Employers and Cosatu to discuss protest call

Star 2/6/88 (1409)

attempt to include Nactu in the talks, scheduled for this afternoon.

At a special congress a week earlier Cosatu had called for three days of "peaceful protest" against the Labour Relations Amendment Bill and Government restrictions on Cosatu and other anti-apartheid organisations.

Today's meeting between Cosatu and Saccola is expected to include some of the country's major employer groupings, including those in the mining and metal sectors, where Cosatu's biggest affiliates, the National Union of Mineworkers (NUM) and the National Union of Me-

talworkers (Numsa) are active.

Initiated by employers to discuss Cosatu's protest call and the labour Bill, the meeting comes at a time when tensions are running high between black labour and employers over the Bill in particular.

Employers have already rejected Cosatu's demands that they totally reject the Bill as an attack on worker rights.

Over the past few weeks, managements in the metal, chemical and mining sectors have contacted Cosatu-affiliated unions, asking for details of the proposed action. Some have threatened to:

● Dock the wages of workers

taking part in the action.

● Take disciplinary measures against workers.

● Withdraw from wage negotiations. Cosatu believes employers are planning to sue unions for damages in the event of the protests taking place.

● A number of employers have telephoned The Star about a rumoured stayaway for next week, some believing it will last for up to two weeks. However, in terms of the emergency regulations The Star is not in a position to say if there will be a stayaway, or for how long. Unions are also prevented from calling for stayaways.

● A two-day convocation of more than 200 church leaders, including those from protestant, catholic and the independent churches, at the weekend declared support for the unions' call for national protest action.

# NUM declares dispute

Source: *South African Press* 2/16/50

THE National Union of Mineworkers has declared a dispute with the East Rand Gold and Uranium Company over wage increases and conditions of employment

The NUM demands a 27 percent wage increase, transport for all workers and improvements to the company's housing scheme and shift allowance

NUM's assistant general secretary, Mr Marcel Golding, said "The company is offering between 11,5 and 13 percent for

categories A1 to B4. No other improvements to the conditions of employment were made" (WU)

An Ergo spokesman said NUM's figures were "inaccurate", adding that the company's offer — in addition to service increase — ranged between 14,5 and 15 percent (LCA)

The NUM has applied to the Minister of Manpower to appoint a conciliation board to mediate in the wage dispute

## Fawu case postponed

(140A) Sowefan 2/6/88  
THE case of seven members of the Food and Allied Workers Union charged with intimidation was postponed in the East London regional court yesterday.

Charged with four counts of intimidation are Mr Kenneth Tembinkosi Mtshewula (35), Mr Temba Skipper Toko (27), Mr Nceba Simon Sodo (28), Mr Limited Mcebisi Sitsholwana (30), Mr Totoyi Vincent Mavuma (39), Mr Malixole Qaunevu (27), and Mr Ronnie Sangotsha (37), all of Mdantsane.

According to the charge sheet all the Fawu members work for a distiller near East London.

The case was postponed to August 29 and the accused were released on warning — Sapa



# PROTEST

Sowetan 21/6/88

140A

# UNIONS

Nactu.  
Cosatu  
agree on  
joint action

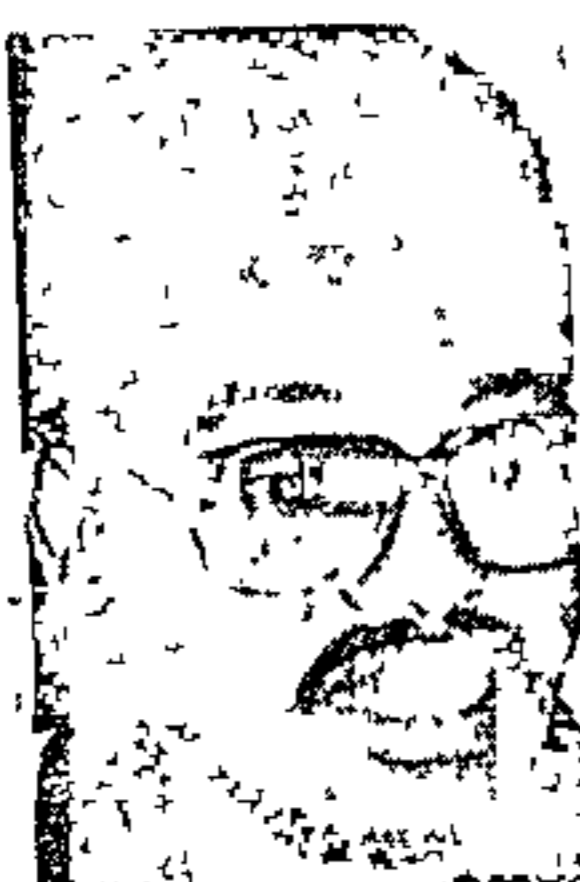
# MEET

By LEN MASEKO and  
THEMBA MOLEFE

SOUTH Africa's largest labour federations, the National Council of Trade Unions and the Congress of South African Trade Unions yesterday agreed at a meeting that the "peaceful protest" planned for next week will take three days — from June 6 to June 8

The protest is against the Labour Relations Amendment Bill, aimed at curbing many of the rights enjoyed by unions under present law

The decision by Nactu and Cosatu to embark on joint protest action is the first of its kind between the



MR James Mndaweni,  
president of Nactu



MR Elijah Barayi,  
president of Cosatu

two rival federations

In a joint statement released after yesterday's historic meeting, the federations also agreed in principle that the possibility of future meetings to discuss matters of common concern and of taking joint action would be explored

Delegations of the two federations were led by their respective presidents, Mr James Mndaweni of Nactu and Mr Elijah Barayi of Cosatu

Yesterday's meeting  
• To page 4

## Pensioners' long wait for pay

Sowetan 21/6/88

By ALI MPHAKI

HUNDREDS of pensioners from Soweto were not paid their bi-monthly pension last month and are queuing daily at the offices of the Department of Home Affairs in Johannesburg to receive their pay

The delay in payment was caused by a change of departments handling pensioners. On April 1 this year the Transvaal Provincial Administration (TPA) took over control of pensions from the Department of Home Affairs, a spokesman said yesterday

Since last Friday, pensioners — most of them sickly — have had to travel to Johannesburg and stand in long queues before receiving their pay. Some were turned back because of the long queues

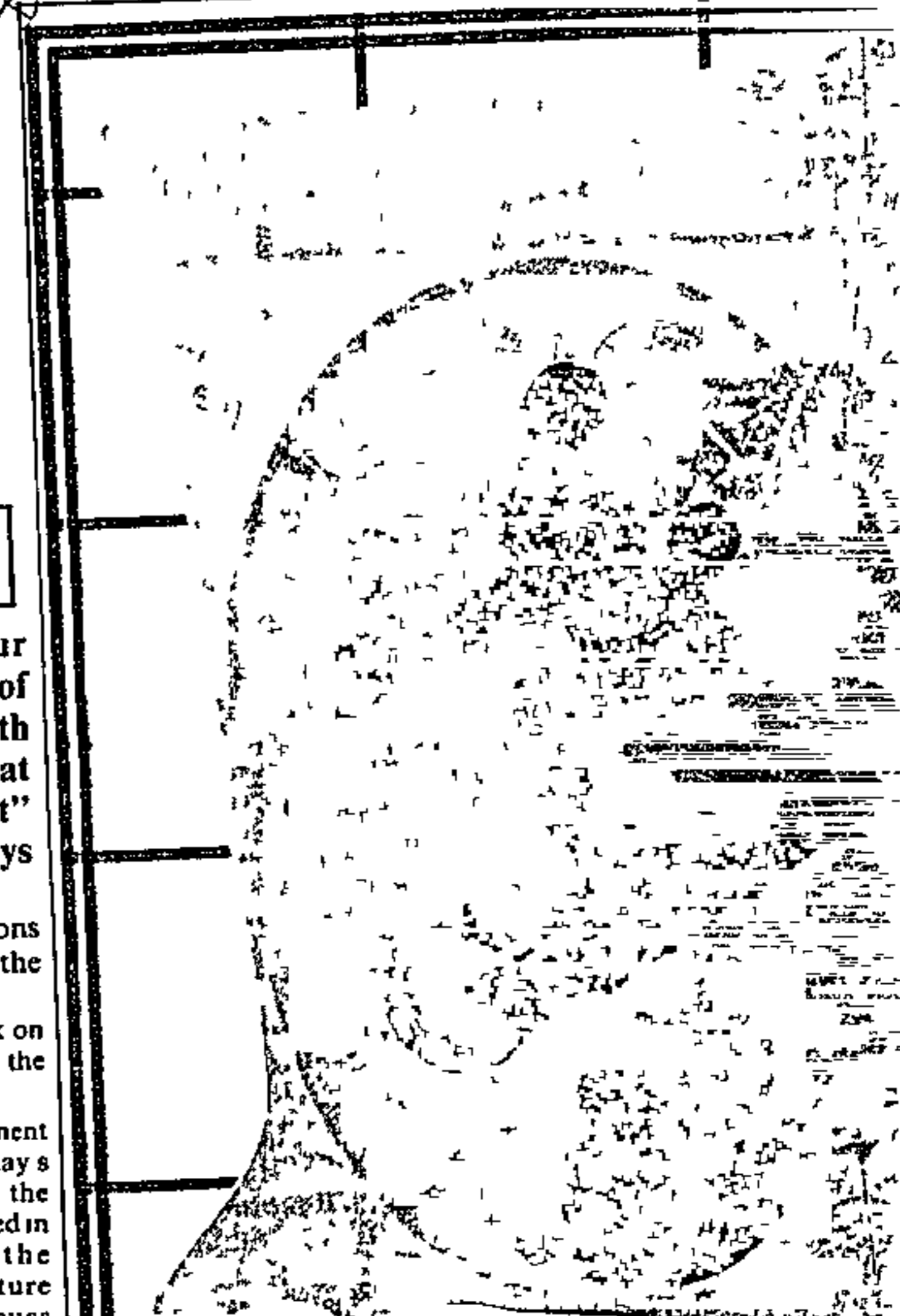
This added misery to the pensioners some of whom had to borrow money to be able to get transport to reach home

Mrs Winnie Makhafola of Orlando West, said "I was told to go home on Friday" because the queue was too long. When I came back on Monday the story was the same. That is why today I woke up very early to be here at Albert Street"

A spokesman for the TPA said the delay would not happen again

"From July we will make sure that pensioners receive their pay during the first 10 days of the month," the spokesman said

REPORTS, pictures and comment in this edition may be censored in terms of the Government's state of emergency.



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140A  
3-9/6/88

# Has business declared war on the unions? *w/mail*

AN experienced labour consultant last week came away from an industrial relations conference in Natal, attended by about 700 top businessmen, with a feeling he had just witnessed the start of a war against the trade union movement.

"I have attended most of these seminars over the past eight or nine years and have never before experienced such an adversarial solidarity of employers against trade unions," he said "Without being melodramatic, one felt that war had been declared."

These comments capture the mood that has developed over the last week as events in the labour field have pitched organised workers and employers into what one newspaper headline promises will be a "clash of the titans".

The rapid escalation of tension took place as security forces and employers reacted harshly to calls by the country's biggest labour federations for protest next week against the February banning of 17 organisations and impending changes to the Labour Relations Amendment Act.

In the past week at least six meetings arranged by the Congress of South African Trade Unions (Cosatu) have been disrupted by security force raids and the federation has been the target of smear pamphlets designed to create confusion about the protests.

Unions affiliated to Cosatu have, at the same time, received a flood of letters from companies demanding to know exactly what forms of protest were being planned by the union.

Fears by the federation's leadership that the letters signalled an intention by major employers to suppress the protest action by threatening to claim damages from unions for losses during a work stayaway were confirmed by an attorney. He told the *Weekly Mail* this week he had already been briefed to sue any unions whose members call openly for a stayaway.

Pretoria Wholesale Druggists has threatened to withdraw its recognition of the Chemical Workers' Industrial Union (CWIU) if its members stay away from work during the three days of national protest called by Cosatu for June 6, 7 and 8.

In addition, the firm says it will cancel all wage negotiations, refuse to pay workers for the full week and "implement the relevant clauses of the Labour Relations Act against participating employees and CWIU".

A telex from Sasol to CWIU warns that a stayaway could "seriously affect the safety of our plants and cause

Events in the labour field over the past few weeks have pitched employers and labour into what one newspaper has described as a 'clash of the titans'.  
By EDDIE KOCH and  
MZIMKULU MALUNGA

damage to property running into millions of rands" and that the company will take "serious action" against employees who do not work next week.

Companies that have sent letters or telexes demanding details of Cosatu's attitude to the protest include Anglo American, Haggie Rand, Sasol, Iscor, Amcoal, Vaal Reefs, Western Deep Levels and Free State Consolidated. Many of the letters have similar wording, suggesting that a large degree of co-ordination has gone into the formulation of the tactic.

While this initiative has been mounted by management, the following security police action has been reported by Cosatu.

● A meeting of the Port Elizabeth local was disrupted on May 23 and all shop stewards had their names and pictures taken.

● The Witwatersrand joint shop stewards' council abandoned a meeting on May 29 after security forces arrived to monitor the event and take pictures of the participants.

● Cosatu offices in Springs and Germiston were raided on May 26.

● A meeting of the Empangeni shop steward local on May 26 was surrounded and those present warned not to discuss Cosatu's call for national protest.

● A media seminar in Mamelodi township, near Pretoria, on May 29 was surrounded and at least three Cosatu members held and questioned.

In a statement distributed to overseas companies and international press agencies, Cosatu has pointed out that its call for the period of protest did not include any prescriptions to its members or the communities they live in about the form this protest should take.

This, says Cosatu, was necessary because anyone calling for action that results in the "disruption of any undertaking or industry" runs the risk of being charged with subversion or sabotage in terms of the country's Emergency regulations.

The federation said the companies, including those belonging to the "so-

called liberal" Anglo American group distance themselves from the government "but are not above using apartheid laws to suppress the limited and peaceful protest of the voteless".

If employers carried out their threat to sue, said Cosatu, it would result in the liquidation of its unions. However major employer federations appear to be deliberately distancing themselves from the tough stance adopted by individual companies.

Johann Liebenberg, labour relations adviser for the Chamber of Mines, said it was up to individual mine managements to decide on what disciplinary action to take against workers who took part in a possible stayaway.

Vincent Brett, manpower secretary for the Associated Chambers of Commerce, said it was up to individual companies to investigate the possibilities of litigation that might stem from Cosatu's protest call. Steve Anderson, executive director of the Federated Chamber of Industries (FCI), had a similar response.

But Hein van der Walt, labour adviser for Afrikaanse Handelsinstituut (AHI), said he would advise employers to interdict union officials and sue the organisations if they were seen to be linked to a stayaway call as it was "contrary to common law to interfere in the contractual relationship between employer and employees".

While individual companies attempt to tame the unions by adopting a tough stance on the factory floor, indications are that the leadership of their associations will adopt a conciliatory stance in an attempt to keep the channels for negotiation and collective bargaining open.

This appears to be the thinking behind attempts by the South African Employers' Consultative Committee on Labour Affairs (Saccola), which represents major employer federations, to meet Cosatu this week and discuss areas of co-operation around issues raised by the labour Bill.

It is unclear what effect the employers' initiative will have on the three days of protest next week. In the past such calls have resulted in union members and township residents mounting what have often amounted to massive general strikes.

● The South African Police public relations division said "We cannot confirm the allegations as contained in your telex. The visiting of premises etc are considered to be routine duties on which we do not furnish comment. Consequently, we are not prepared to make enquiries in this regard."



Employers threaten action against workers

# Industry, union clash looms

By Mike Siluma, Labour Reporter

South African industry and the black trade unions are set to clash head-on next week, following the failure last night of urgent talks on a three-day protest action starting on Monday

Employers have warned they will take disciplinary action against workers failing to report for work during the protest.

At yesterday's talks the Congress of SA Trade Unions (Cosatu) and the SA Consultative Committee on Labour Affairs (Saccola) failed to agree that the "peaceful protest action" called for by Cosatu — and endorsed by other anti-apartheid bodies — should exclude a rumoured work stayaway

Employers rejected Cosatu's position that the Labour Relations Amendment Bill, which sparked the protest, was aimed at "bashing" unions and destroying rights won by labour during the past decade

## Individual action

Cosatu said employers had declined to say if they were planning to sue unions

Saccola chairman Mr Bobby Godsell, when asked what action employers would take during the protest, said it was up to individual employers to act as they saw fit

A number of employers have already threatened to dock workers' pay, institute disciplinary action in terms of the present labour legislation and withdraw from wage negotiations with unions

After the meeting Cosatu general-secretary Mr Jay Naidoo said the protest would continue because the views of workers and "the democratic movement" had not been taken into account in the formulation of the Bill

Workers deprived of political power had no alternative but to stage the protest, he said

Major employer associations such as the Steel and Engineering

Industries Federation (Seifsa) and the Association of Chambers of Commerce (Assocom), while not giving directives to members, have warned that employers would take disciplinary action against workers who stayed away

In a press statement, Seifsa appealed to workers not to stay away

Cosatu has warned that such action would only heighten conflict

Mr Naidoo said Cosatu had maintained its position "that there has been no meaningful consultation with the labour movement on the amendments (to the Bill) passed".

## 'Attack'

"We believe that the legislation very severely curtails unions' rights and entitles employers to sue and bankrupt unions."

The call for protest, he said, had followed "a major attack, not only on the unions, but on the whole progressive democratic movement in South Africa" Employers had been asked "to commit themselves to ensuring that the protest is peaceful"

Mr Godsell said Cosatu had failed to show employers how the Bill would undermine workers' rights

● Saccola is today to meet the second biggest labour federation, the National Council of Trade Unions, which has also called for protests next week



Cosatu president Mr Elijah Barayi (left), NUM general secretary Mr Cyril Ramaphosa and Saccola chairman Mr Bobby Godsell before yesterday's meeting. ● Picture by Alf Kumalo

# Union against union in bitter Benz battle

By CHRIS MABUYA,  
East London

A BLOODY fight between rival unions broke out during a strike at Mercedes Benz in East London — and management has been accused of orchestrating the violence.

Tools, knives, stones and home-made weapons were used in the fight last week between pickets of the National Union of Metalworkers of South Africa (Numsa) and the South African Allied Workers' Union (Saawu). It involved some 400 workers which have left nine injured.

Numsa has accused Mercedes Benz of having "orchestrated" the fight by telling Saawu members that Numsa was going to attack them.

Company representative Delene MacFarlane dismissed the claims and said Numsa members had gone around the plant forcing workers to join a strike in solidarity with dismissed workers at two other companies where Numsa has been organising.

She said workers were demanding that Mercedes management intervene in these disputes. "We can't be expected to interfere with the business of other companies," she said.

Tension has been rising at the plant for some time, and on Wednesday last week a strike began. According to Numsa regional secretary Viwe Gxarisa, the Mercedes workers wanted their management to intervene in the dispute at Kromberg & Schubert, a firm which supplies Mercedes, and to investigate the safety of a harness supplied by the company.

He said a group of picketers had been delegated to alert workers that talks had started. They approached the truck assembly plant which is a traditional stronghold of Saawu.

Members of management had been seen talking to unidentified "people with blue overalls using gestures like they were giving instructions".

When the picketers entered the plant, "the lights were off and the only door which was opened was the main entrance. There were bolts and nuts and nails thrown all over the surface of the floor," said Gxarisa. "Our members were let in and an attack was launched on them with all types of weapons — swords, pangas, batons, knives and tools.

"Our members ran, some of them badly injured. When they got out, they tried to resist, picking up stones

"No-one knew who was fighting who. It became clear to us that the whole disastrous strife was orchestrated by the company."

The day after the clash, Mercedes Benz obtained an urgent interdict from the Grahamstown Supreme Court restraining Numsa from holding meetings on the factory premises.

In evidence, the firm's industrial relations manager described the clash as "the ugliest scene we have ever seen. It was a full-scale riot."

● Saawu promised a statement but had not released it by the time of going to press. — Elnews

Star 3/6/83 (1407) **Afcol workers locked out at six factories**

More than 1 000 furniture workers have been locked out of six Afcol furniture manufacturing factories in the Transvaal, the Paper, Printing Wood and Allied Workers' Union said in a statement yesterday

Only members of the National Union of Furniture and Allied Workers' Union have been allowed into the factories

since Wednesday

The 1 117 Ppwawu workers struck on Monday in solidarity with 340 workers dismissed in April from Star, a furniture manufacturer.

The union statement said Afcol's actions, including the hiring of scab labour, indicated it was not prepared to resolve the issue - Sapa



## LABOUR PROTEST

### Testing the water

Neither management nor Cosatu, which has called for three days of peaceful protest starting on Monday, were able to venture how effective the action might be. To some extent, therefore, the labour movement's call for what amounts to a work stayaway, despite acknowledged setbacks and organisational and tactical weaknesses, appears to be testing the political water. Of course, Cosatu has not specifically called for a stayaway — a hedging of bets in case there isn't one.

The "over-use" of the stayaway, the union frankly admits, tends to become less effective over time, it knows that "more creative ways" of opposition must be found.

The precise form that this unprecedented protest call will take has not been prescribed by Cosatu, it says merely that it will be "up to local communities to decide." According to Cosatu, "various communities have decided to stop work over this period."

The union federation says the main union affiliates at the special Cosatu congress recently (*Current affairs* May 20), were convinced that the time to protest is now. Their reasons for so believing are not immediately clear, unless the thinking contained in an unofficial "discussion paper" issued just before the congress is taken as a guide.

It says "Despite setbacks, the objective conditions for the mass democratic movement to advance are still in existence. The spirit of defiance and anger in the masses has not been broken — as the massive stayaway on Sharpeville Day proves. Workers and youth are willing to struggle; they are capable of turning the situation around again — but only if they are confident that there is a clear way forward and that the democratic movement is prepared to go all the way." And "Despite vicious repression... the State has failed to win significant political support of the people. This remains their major weakness..."

"We cannot respond by blind defiance based on the view that the State is panic-stricken and all that is needed is a big push. Nor can we respond by saying that the State's power is unassailable — that it has no weaknesses and that we should retreat into

total inaction."

Industrial relations managers of some of the larger concerns say they are not aware of any union mobilising for a stayaway. However, it is observed that it may, like the call itself, be happening "in code." Some management sources say bluntly that their workers are not interested in "yet another stayaway."

What is clear, though, is that management is rapidly becoming fed up with politically motivated stayaways. Cosatu says certain companies have threatened unions with disciplinary action and worse — that is, making the union liable for damages, or applying for an interdict. Even though they have generally had no formal notice of a stayaway, employers say they are by now geared to coping with them and feel that employees will be hurt more than the company.

Employers also wonder what the protest is meant to achieve. Cosatu says that, in the absence of parliamentary avenues of redress, it is aimed at peacefully demonstrating union anger and dissatisfaction at the Labour Relations Amendment Bill (which was passed by the coloured House of Representatives last Friday), and against the restrictions placed on Cosatu, as well as the bannings of the UDF and other organisations.

The union claims that business is putting profits above concern at government's abuse of basic human rights. Singling out Anglo American, Vaal Reefs, Western Deep, Freegold, Amcoal, Haggie, Sasol and Iscor, Cosatu states: "While they claim to distance themselves from apartheid, they are not above using apartheid laws to suppress the limited and peaceful protest of the voteless to measures that directly affect their lives."

By last Monday, there had been no indication of how government would react. While it is aware of the need to be restrained given the gathering threat of tougher sanctions, it is likely to clamp down should the stayaway look like being a massive success. Most observers, including some unionists, were, however, adopting a "wait and see" attitude. Crucial to a successful protest will be whether members of Cosatu's biggest affiliate, the National Union of Mineworkers, heartily embraces the call.

fm 3/6/88

HOTEL WORKERS

**Wrong menu**

The Hotel and Restaurant Workers' Union (Harwu) seems to have chosen an ill-considered way to go about pressing its members' possibly misdirected claim for "service bonuses" from US-based Westin, which until April, managed The Carlton Hotel on behalf of Amaprop

Last Friday morning's surprise demonstration by the hotel's unionised employees outside the premises saw the police (after a five minute warning to disperse) promptly arrest 245 Harwu members, who make up nearly half the Carlton's black staff complement. They are to appear in court on June 27 on charges of illegal gathering under the emergency Management paid their bail of R100 each, which the employees must pay back. They returned to work the next day.

When Westin terminated its management contract with Carlton Hotel Ltd, an Amaprop subsidiary, after 16 years — as a direct result of disinvestment pressure — the union demanded some kind of severance payment. The new local management duly conveyed the demand to Westin's head office in Seattle and informed Harwu that Westin had received it and was giving it consideration. It is understood (although the FM was unable to confirm this with Harwu's Alan Horwitz) that the union then telexed Westin asking for a reply within a week. Evidently a reply was not received in time, which seems to have led

FINANCIAL MAIL JUNE 3 1988

140A  
FM 3/6/88

to the union's placard demonstration and the police swoop

The Carlton's management say the difficulty is that the union's gripe is expressly with Westin. Although Friday's events will be viewed as a "spontaneous stoppage", any further action will not be taken so lightly as it obviously jeopardises the hotel's operations

Even though Westin departed without so much as a tea party for the workers, let alone any goodwill payment or trust fund, not Westin but The Carlton has always been the employer. Westin's management contract was on the basis of providing a management service and international marketing support. Its only two employees were the GM and his assistant, Carlton marketing director Larry Macartney points out.

So just when they presumably thought they'd washed their hands of their South African connection, it seems Westin — who've asked that all communication with Harwu now be channelled straight to Seattle — are in the thick of it. ■



Business, labour fail to agree

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# Showdown looms over protest plan

**BUSINESS** and organised labour are headed for a showdown after Cosatu and the SA Co-ordinating Committee on Labour Affairs (Saccola) yesterday failed to reach agreement on any major issues related to the three days of "national peaceful protest" planned to begin on Monday.

And Manpower Minister Pietie du Plessis warned the protests could lead to economic hardship for workers who take part.

At separate media conferences last night after their three-hour meeting, Cosatu and Saccola spokesmen confirmed no consensus had been reached on the Labour Relations Amendment Bill.

Saccola chairman Bobby Godsell said Cosatu — which has not specified the form the protest should take — refused to issue a call that action should exclude stayaways.

Cosatu general secretary Jay Naidoo said employers, in response to Cosatu proposals, had accepted the union grouping's right to protest and had committed themselves to ensuring protests were peaceful. But, he said, they had refused to give assurances that security forces would not be called in and that mass dismissals would not occur.

He said Cosatu unions had received indications employers were planning to withdraw from recognition agreements and negotiations, and sue unions for damages. "This will heighten conflict," he said.

Godsell said events on the ground

ALAN FINE

would determine employer reactions. But he added Saccola delegates, who represent nine major employer organisations, had expressed profound concern that events planned for next week would increase tensions and may lead to violence — particularly between employees who wish to work and those who do not.

"We are disappointed our attempt to define a constructive form of protest failed," Godsell said, adding there were forms of action which would exclude stayaways. He hoped yesterday's meeting would not be the last word on the subject between them.

On the Bill, Naidoo said Cosatu had reiterated that there had been no meaningful consultation with the labour movement over its provisions. Cosatu had also expressed its belief that the proposed legislation severely curtailed the right to strike, infringed on employees' job security, and allowed employers to bankrupt unions through litigation.

Overall, he said, it represented a major rolling back of union rights.

Saccola, said Godsell, had provided the Cosatu delegation with a detailed assessment of the Bill — similar to an advertisement placed today in a number of newspapers.

Saccola believed the Bill was not union-bashing legislation. It did not cur-

● To Page 2 →

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TODAY

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NEWS, MAIL

## Business, labour head for showdown

tail union rights in any respect, and contained much that was positive, said Godsell.

He said Saccola had asked Cosatu to identify any single clause that represented a setback for labour. It had been unable to do so and had merely reiterated its general attitude.

Manpower Minister Du Plessis said yesterday protest actions could lead to dismissals, unemployment and economic hardship. "My track record proves my

door is always open to persons or organisations who want to discuss problems," he said.

BRONWYN ADAMS reports Amalgamated Clothing and Textile Workers' Union of SA spokesman John Eagle said a company in the Western Cape had applied for an interdict compelling workers to attend work next week.

← ● From Page 1



...shaped to ... stadium of ...  
that an election war between young Afrikaans-speakers."

# Industry, trade unions set to clash over protest

JOHANNESBURG. — South African industry and black trade unions are set to clash head-on next week, following the failure of urgent talks on a three-day protest starting on Monday.

Employers have warned they will take disciplinary action against workers failing to report for work during the protest.

In yesterday's talks the Congress of South African Trade Unions and the South African Consultative Committee on Labour Affairs failed to agree on what "peaceful protest action" included.

### "UNION-BASHING"

Employers rejected Cosatu's position that the Labour Relations Amendment Bill, which mainly caused the protest, was aimed at "bashing" unions and destroying rights won by labour during the past decade.

Cosatu said employers had declined to say if they were planning to sue unions.

The Consultative Committee chairman, Mr Bobby Godsell, when asked what action em-

ployers would take during the protest, said it was up to individual employers to act as they saw fit.

Some have threatened to dock pay, take disciplinary action in terms of the labour legislation and withdraw from wage negotiations with unions.

### DEPRIVED

After the meeting Cosatu general secretary Mr Jay Naidoo said the protest would continue as the views of workers and "the democratic movement" had not been taken into account in the formulation of the Bill.

Workers, deprived of political power, had no other alternative but to stage the protest, he said

Major employer associations such as the Steel and Engineering Industries Federation and the Association of Chambers of Commerce, while not giving directives to members, have warned that employers would take disciplinary action against workers who stayed away. — Sapa.



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THE ECONOMY

Does NUM's militance match its muscle?

A CONFRONTATION between the National Union of Mineworkers (Num) and the mining industry is looming as annual wage talks between the parties, which began last week, show early signs of ending in deadlock

The union last Friday tabled demands for a 40 percent wage hike, a minimum wage of R350 a month, 44 days of annual leave and a 100 percent holiday leave allowance

Num also called for June 16 as a paid holiday, an 80-hour fortnight and a provident fund to be negotiated by the mining companies

The Chamber of Mines, representing the major mining houses, made an offer of a 10,5 percent wage increase across-the-board and said it was prepared to talk about the provident fund outside of the wage negotiations. It made no response to the union's other demands.

At a round of talks this week there was no further movement and both parties agreed to meet again today

Num assistant general secretary Marcel Golding immediately rejected the Chamber's offer, pointing out that it was less than the inflation rate of 13,5 percent and amounted to an effective wage cut for mineworkers

He also noted that the Chamber's increase was less than the 12 percent offer it made at last year's negotiations, where deadlock sparked the biggest miners' strike ever in the world, with more than 300 000 workers staying out for over three weeks

"Our offer was backed by documented evidence of the profitable performance by the mines over the last year and the offer of the Chamber seems to reflect the advice given by State President Botha that wage restraint should be applied in the private sector," said Golding

The impending wage row comes at a time when the union is still licking the wounds it suffered during last year's strike, which ended with the sacking of about 450 000 miners. Those dismissed included a large proportion of the union's leadership. Some estimates have put the number of shaft stewards lost as high as 4 000.

In the wake of the strike, reports emerged of disaffection within the union as rank-and-file members faced the prospect of unemployment or disagreed with the decision to call off the strike

Num's West Rand operation was apparently hard-hit by disillusionment after the dismissals, management of the Randfontein Estates gold mine reported that dissident union members threatened physical violence against senior union officials.

Naas Steenkamp, president of the Chamber of Mines, also refers, in an article published in the latest edition of *Inside South Africa*, to Num officials being "unable to resolve their internal conflicts"

Confrontation looms after the miners' rejection of the Chamber wage offer. But can the NUM, still licking its wounds after last year's strike, match its words with tough action?

By EDDIE KOCH

Disillusionment by workers who face sudden unemployment is a common feature of strikes that come close to success but end in mass dismissal

However, Golding said the disillusionment was not widespread enough to prevent the union from reconsolidating its support so that it could conduct the current dispute with a new mood of confidence

"The mass dismissals after the strike had the objective of breaking the unity of workers and of trying to rid the mines of the most militant and organised leadership," he says

"But the union has been in existence for five years and in that period has built a broad layer of leadership that is made up of shaft stewards as well as health and safety stewards and education activists. This depth of leadership enabled us to rebuild our shop steward network very rapidly

"The quality of this new leadership can be seen in the negotiating team which is handling the current talks which despite its youthfulness has shown itself to be as skilful as last

year's team."

Golding rejected reports of violence being directed at union leaders after the strike but acknowledged that there had been problems in dealing with the frustrations of workers who had just emerged from the bruising battle

"After any strike, one experiences problems of rebuilding organisation

Many workers have been frustrated in their attempts to get back on to the mines and have been discriminated against because of their role in the strike

"In addition there are logistical problems in dealing with a migrant work force. The long distances between our offices and the workers' homes in rural areas poses problems in communication and since there is limited rural organisation there is an obvious element of neglect that makes workers frustrated with the union"

Golding points out that although Num has suffered an overall drop in membership from about 270 000 to 210 000, it has expanded on to previously unorganised mines and signed up 15 000 new workers since the strike. Three recognition agreements in the Goldfields group, where the union has failed to make any headway in the past five years, is crucial in this respect.

In April this year the Anglo American Corporation, faced with a supreme court challenge to the dismissals, was forced to accept an out-of-court settlement reinstating 9 000 of the sacked strikers and giving severance pay to the rest.

"Two factors are evident from this settlement," said Golding. "The first is that it is becoming increasingly difficult for employers to use dismissals as a way of dealing with legitimate strike actions — and it is becoming increasingly costly for them

"The second is that it has been made clear to the mining houses that they are not going to break the union through such dismissals. Despite the sackings, Num members still have enough resilience and confidence to challenge the appalling conditions in the industry"

Estimates of the cost of the settlement to the mining giant range between R30 and R60-million and must be added to the R300-million that some analysts say was lost by the industry during the strike

During arbitration hearings about the dismissal of 2 000 workers from the Western Deep gold mine, management gave evidence about the long-term disruption caused by the strike, pointing to a range of hidden costs the industry must have suffered

These factors will obviously strengthen the hand of the union during the current negotiations

Steenkamp has expressed concern at statements last year from Num that the strike was a dress rehearsal for 1988

"If this was seriously meant — rather than as a mere rhetorical response to the disappointing culmina-

To PAGE 18

How tough's NUM?

From PAGE 17 of the strike — it smacks of a predetermined agenda for confrontation rather than of a genuine intention to bargain in good faith"

Asked if Num was confident and its members militant enough to mount a legal strike on the scale of last year's if the current wage talks end in deadlock, Golding said "The question is premature. We are committed to reaching a settlement with the Chamber of Mines. If this does not happen, then we will consider the options open to us"

But the unpredictable element in the situation is the mood of the workers on the mines. It is arguable that last year's strike, which included many more workers than the union's membership, was driven by the tenacity of the workers and complemented by Num's organisational strength

If this mood still exists the industry could find itself faced with an explosive situation — regardless of what is happening within the structures of the union

3-9/6/88

3/6/88 Somerset

# Back at work

THE 365 General Workers Union of South Africa members who were dismissed from Silverton Tanneries in Pretoria were this week reinstated by way of arbitration.

According to a GWUSA spokesman, all the workers resumed their duties on Wednesday. The arbitrator ruled

in their favour following a three weeks dispute which resulted in them being dismissed. 140A

They had gone on strike in protest against the suspension of some of their colleagues. This ended in a deadlock as management refused to talk to trade union officials



# ROW OVER

Sowetan 3/6/88

# BILL HOTS

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**Minister warns  
of dismissals  
and hardship**

# UP



Mrs ANNA Nkutha no pension

THE Congress of South African Trade Unions yesterday failed to reach agreement with major employers over what form "peaceful protests" planned for next week should take

By LEN MASEKO

The two parties differed sharply over — among other issues — their perceptions and analysis of the amendments to the Labour Relations Act

Cosatu, led by Mr Ilijah Barayi reiterated its stand that the Bill — if enacted — would 'roll back gains made by workers over the past years

On the other hand employers — represented by the South African Employers Consultative Committee on Labour Affairs (Saccola) — said there had been no evidence of union-

bashing or anti-Whelan elements' in the proposed legislation. The employers analysis had shown positive aspects in the Bill

At separate Press conferences convened by Cosatu and Saccola after their meeting it emerged that

- The employers did not perceive the amendments resulting in the deterioration of industrial relations in the country
- Saccola could not guarantee that there would be no dismissals in

To Page 2

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P.T.O

# Row over Bill

From Page 1

the event of workers staying away during the three days of "peaceful protest";

• Employers, rejecting stayaways as "an unconstructive use of union power", could not define an alternative form that 'the peaceful protests' should take;

• Cosatu still rejected the Bill for — among other things — excluding farm labourers

Attempts by Cosatu to dissuade employers to cancel advertisements — to be placed in the media today — showing "a positive image" of the Bill failed at yesterday's meeting

Meanwhile, the Minister of Manpower, Mr Pietie du Plessis, yesterday warned that the protest action, called jointly by the Congress of South African Trade Unions (Cosatu) and the National Council of Trade Unions (Nactu), could lead to dismissals, unemployment and economic hardship.

## Observe

Mr du Plessis said in a statement "My track record proves that my door is always open to persons or organisations who want to discuss problems I do not want to see the average worker suffering in the long run"

The executive director of the National African Federated Chamber of Commerce (Nafcoc), Mr Sam Molebatsi, said yesterday that the organisation, after consultation with various organisations, advised its members in the townships to observe the call by Nactu and Cosatu

Addressing a Press conference in Johannesburg, Mr Molebatsi said township traders should open their businesses until 1pm between June 6 and June 8

The Azanian Co-ordinating Committee, which said it supported the call said "The looming battle between the labour movement and the owners of capital goes beyond the days of protest Azacco therefore calls on the masses to support Nactu and Cosatu in their protest action"

The National Congress of Trade Unions (Nactu) will meet with the same employer groups at the same hotel at 10 30am today. Ms Dowie said At the time of going to press the two groups were still locked in the meeting.



# Cosatu protest over Bill 'politically motivated'

1/10/61



Star 1/10/61

Cosatu's failure to substantiate its criticisms of the Labour Relations Amendment Bill and its refusal to call off the planned three-day protest indicated that its campaign against the Bill was essentially politically motivated, the Chamber of Mines said in a statement yesterday.

A spokesman for the Chamber said, "At Thursday's meeting in Johannesburg with the major employers, Cosatu was either unwilling or unable to back up its allegations that the Bill was a repressive measure aimed at curbing trade union activity.

"Thus, coupled with Cosatu's refusal to call off the protest, suggests that its campaign against the Bill is politically inspired and has very little to do with the proposed legislation itself.

"One can only deduce that Cosatu and its affiliates are using the Bill as a rallying point to polarise the work force and employers, to destabilise workplace relations and to engineer a confrontation with the State.

"Employers in the mining industry hope that the workers will not allow themselves to be used in such a cynical way and to be misled about the effect the Bill will have. While we do have points of criticism, we regard the Bill's provisions as generally reasonable and in keeping with corresponding legislation in many Western democracies. If union leaders were prepared to detail the concerns they have about the new regulations, the mining industry would be happy to discuss them.

## Rights unaffected

"To allege, as some trade unionists have done, that the proposed new measures will prevent people from joining trade unions and from striking lawfully, is simply not true.

"In fact, none of the fundamental rights of trade unions are affected. The rights to organise and strike are

retained, unions continue to have access to the industrial court and there is protection against unfair dismissal.

"The Bill contains a number of valuable new provisions — among them the streamlining of various procedures — which should improve South Africa's collective bargaining process.

"Cosatu has alleged that the views of trade unions and the workers they represent have not been taken into account in the Bill.

"A comparison of the original draft Bill, the amended version and Cosatu's own submissions to the parliamentary standing committee gives the lie to this assertion. Many, if not most, of Cosatu's criticisms have now been addressed in the amended Bill."

The spokesman said it was ironic that the voices now resisting the amendments and defending the status quo were often those of people who scornfully dismissed the Wiehahn Commission's reforms as "cosmetic".

"Much the same language about -restricting workers' rights was heard then," the spokesman said.

He said it was the Chamber's view that the primary requirements for the development of sound and efficient labour relations lay not so much in legislation, but in the evolution of trust, good faith and respect between employer and employee representatives at the negotiation table.

Unlike the current campaign being waged by Cosatu, the proposed new legislation did nothing to harm these relationships.



# Firms go to court over trade unions

Star 4/16/88 JANET HEARD and SAPA

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Employers yesterday began applying for interdicts against South Africa's largest trade union affiliates in response to a call for a three-day protest action starting on Monday, said Mr Jay Naidoo, general-secretary of Cosatu (Congress of South African Trade Unions).

## SATYR



"He doesn't care which way round it is — as long as it keeps him warm."

He told a press conference in Johannesburg yesterday that applications were being heard in courts in Port Elizabeth and Bloemfontein, and employers in parts of the Transvaal had threatened to apply for interdicts.

Talks between Cosatu and the South African Consultative Committee on Labour (Saccola) on Thursday night failed to agree that the "peaceful protest action" called for by Cosatu and the National Council of Trade Unions (Nactu) — and endorsed by other anti-apartheid bodies — should exclude a rumoured work stayaway.

Mr Naidoo said interdicts would provide a legal

● TO PAGE 2.

## Employers hit back

Star 4/16/88 ● FROM PAGE 1.

basis to sue unions for damages. Employers have warned that they will take disciplinary action against workers failing to report to work during the protest.

Mr Naidoo said Cosatu had received telexes from employers threatening to take legal action against unions and to dismiss workers if unions carried out a stayaway.

A telex from Reinforcing Steel Contractors read: "Should your organisation proceed with these stayaways, it will be committing illegal strikes which amount to an unfair labour practice. Should it go ahead with these stayaways, management reserves the right to take whatever legal action is necessary".

Mr Naidoo stressed at yesterday's press conference that the planned protest "is a peaceful and legitimate action, and is the only avenue available to our members to register their protest".

Meanwhile, Free State Consolidated Gold Mines has already obtained an interim interdict restraining the National Union of Mineworkers (NUM) from organising a stayaway or strike.

The interdict restrains the NUM, branch officials and regional officials from "instigating, calling, supporting or organising Freegold's employees to embark on a stayaway or an illegal and unlawful strike".

An Anglo American Corporation spokesman, Mr Michael Spicer, said in a statement that the order was obtained on the basis of evidence that NUM and the four officials involved had called for a three-day stayaway in contravention of recognition agreements and the Labour Relations Act.

The statement said stayaways were a destructive use of union power which heightened the risk of violence.

Cap Times 4/6/88

# Man killed in dispute violence

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140B

**JOHANNESBURG.** — An Afcol worker has been killed in Johannesburg in violence accompanying a dispute with the Paper, Printing, Wood and Allied Workers' Union, PPAWU, Industrial Relations Manager Mr George Kinmont said yesterday.

"The company deplores the violence surrounding the dispute that has already resulted in various assaults against non-striking workers and the death of at least one employee," Mr Kinmont said.

He said the man, an employee at Edblo furnishers in Johannesburg, had been killed either on his way home from work on Thursday or on the way to work yesterday morning.

Afcol yesterday received an Industrial Court interdict restraining PPAWU members from intimidating other workers or from taking illegal action, but failed in its appeal to have the strike declared illegal.

— Sapa

# Cosatu man slams Paton

CP Correspondent

COSATU information officer Frank Meintjies blasted all-words-and-no-action liberals - including the late Alan Paton - at the University of Natal on Wednesday.

At a lunchtime protest meeting by the Black Students' Society and the medical and Durban campus affiliates of the restricted South African National Student Congress and Nusas, Meintjies joked, "The government calls us all enemies - you for attending and me for speaking."

"People opposed to apartheid must be seen to be taking action."

140A 5/6/88

U Press



# Court moves on

FACING the possibility of worker protest action in the next three days, employers could be seeking more court interdicts against major union federations.

This follows the Bloemfontein Supreme Court interdict on Friday, applied for by the Anglo American Corporation's Free State Consolidated Gold Mines (OPS).

It restrained the National Union of Mineworkers from organising or calling for a stayaway or illegal strike

An interim order related to the protest has also been granted in a separate action in the Eastern Cape

The general secretary of the Congress of South African Trade Unions (Cosatu), Mr Jay Naidoo, said employers in parts of the Transvaal had

## But unions won't stop the workers

By DAVID JACKSON and MANDLA TYALA

also threatened to apply for interdicts

As the focus of the dispute moves to the courts, major firms were holding talks this weekend with workers' leaders to get clarity on the extent of the proposed protest action

Earlier this week, talks be-

tween the South African Consultative Committee on Labour Affairs (Saccola) and Cosatu ended without any agreement on the disputed Labour Relations Bill or the form the rumoured protest will take

Both Cosatu and the National Council of Trade

Unions (Nactu) have said they are not calling for stayaways

But neither federation has been ready to rule out the stayaway as a form of protest

Saccola chairman Mr Bobby Godsell said yesterday "From our side, we have emphatically said we support the right of workers to protest peacefully

"But at the same time, we view stayaways as an unconstructive and potentially dangerous use of power"

Explaining the background to the successful court interdict against the NUM, Mr Godsell said

"The NUM had repeatedly said to us all last week that they are not advocating a stayaway So we are using the courts merely to enforce the NUM's own position

"We have gone to court on the basis of evidence that workers were being bussed into NUM offices in Welkom and being told not to come to work next week

"That is in conflict with the position of the national office bearers of the NUM.

### Racial

Instead, they had thrown in their lot with the Government by giving "overwhelming support" for the Labour Relations Amendment Bill

"The Bill entrenches racial trade unions, erodes job security and imposes new limitations on the right to institute industrial action"

Mr Naidoo described adverts placed this week by Saccola in the Press explaining sections of the proposed legislation as "attempts to camouflage the union-bashing aspects of the Bill"

He said Cosatu was expecting the protest action to send a "powerful signal" to the Government

"Cosatu has left it to each community to decide what form the protest should take," he said

Nactu said it would be up to Nactu shop stewards in each region to decide for themselves what form of action they would take

The Chamber of Mines said Cosatu's attitude suggested its campaign against the Bill was "politically inspired".

### 'Stunt'

"More importantly, we have recognition agreements with the NUM which provide that neither side will resort to strikes or lock-outs without first raising the issues in dispute with the other side and trying to resolve them through negotiation"

At a Press conference in Johannesburg on Friday, Mr Naidoo said Cosatu had received numerous telexes from employers, threatening to take legal action against unions and to dismiss workers if unions staged a stayaway.

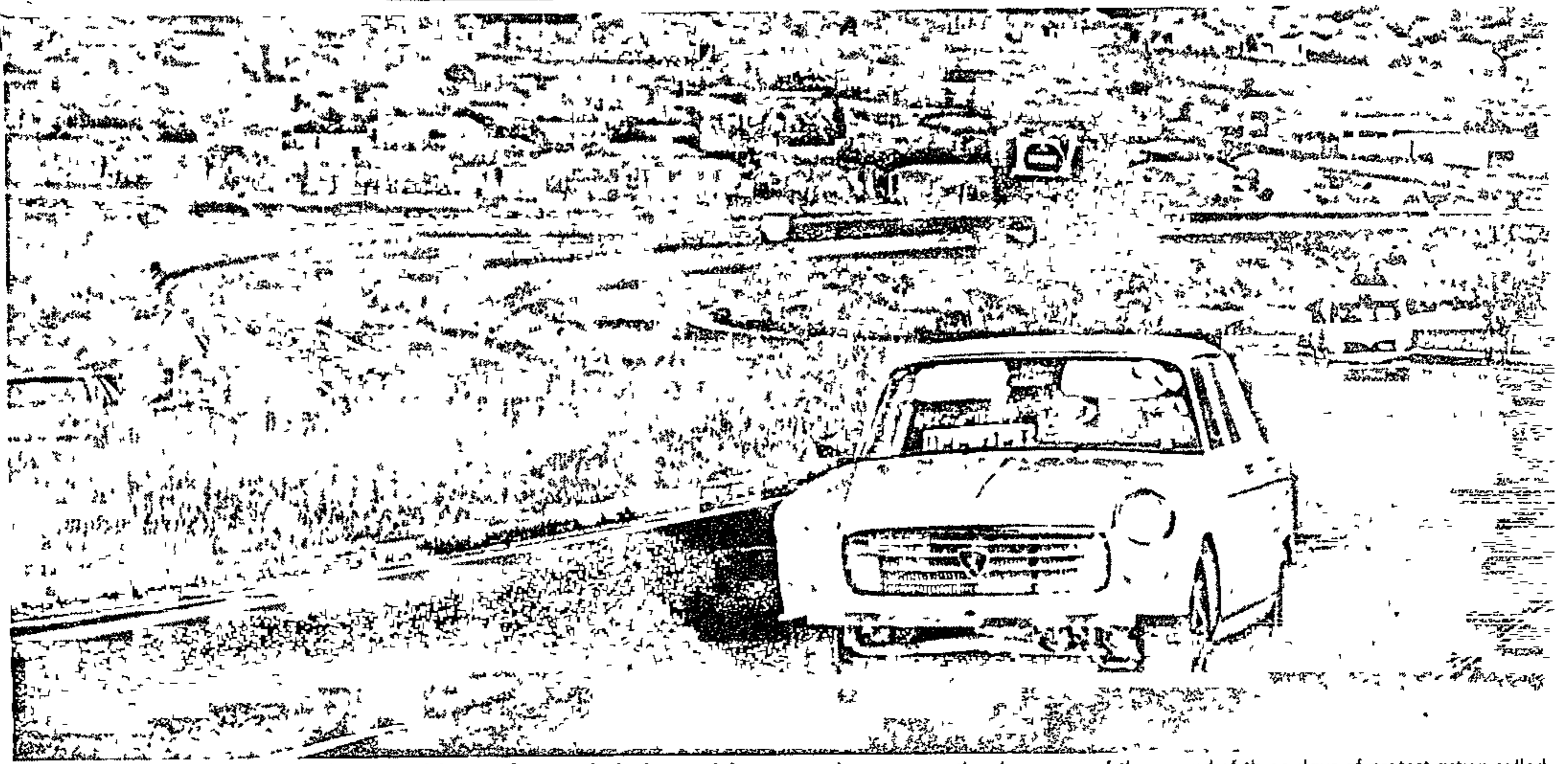
These included warnings from Reinforcing Steel Contractors, Rustenburg Platinum Mines Ltd and Pearson Manufacturing Co (Pty) Ltd

He criticised the stand taken by employers on the call for protest action and branded the meeting with Saccola a "publicity stunt".

Mr Naidoo said the federation had expected employers to take a neutral, no-work no-pay position

STAYAWAYS





This is how the usually busy and congested Soweto freeway looked at peak hour yesterday morning, the beginning of the second of three days of protest action called

Controversial legislation at the heart of the stayaway

# Lawyers differ over revised version of Bill

By Patrick Laurence

At the core of the three-day protest action which ends today is an ongoing — and still potentially explosive — dispute over whether the revised version of the Labour Relations Amendment Bill represents an improvement on the original Bill

The dispute has been given new topicality by yesterday's decision to refer the revised version to a parliamentary standing committee for possible further changes

Mr Bobby Godsell and Mr Halton Cheadle, who respectively represent the major adversaries, the South African Employers Consultative Committee on Labour Affairs (Saccola) and the Congress of South African Trade Unions (Cosatu), offer diametrically opposed assessments

Mr Godsell contends that the present Bill before Parliament is a "substantial improvement" Mr Cheadle disagrees, noting that of the 27 objections Cosatu lodged against the original Bill, only three have been met completely Four were met partly and 20 not at all, he adds

## Semantic difference

Mr Godsell observes that the 1987 draft Bill declared sympathy strikes and repeat strikes (strikes over the same issue which occur within 12 months of the the original strike) illegal But, he adds, the revised Bill categorises them as unfair labour practices

"That is more than a semantic difference," Mr Godsell says If the definition of sympathy and repeat strikes as unlawful actions had been left intact, the State would have been able to intervene, as unfair labour practices, however, they are not criminal actions and remain an issue to be settled between employers and trade unions

But Mr Cheadle contends that the prohibi-

tion on solidarity strikes and repeat strikes remains, but in a different guise It is one of 20 objections which were not met at all, he says

He argues that solidarity or secondary strikes are already restricted in the existing Act, and that the amendment prohibiting them is both unnecessary and inimical to trade union interests

"The only secondary action which is permitted (under existing law) is that secondary action that would have as its effect pressure on the employer to settlement," Mr Cheadle says

"The amendments are even more drastic than those imposed by Mrs Thatcher's government in the UK"

Labelling repeat strikes an unfair labour practice will discourage a prevailing practice which facilitates settlement of disputes the return of workers to the assembly line as an interim measure while employers and unions try to resolve their difference in a less heated atmosphere

If a resumed strike is deemed to be an unfair labour practice, workers will not resume work and their union will not advise them to do so, Mr Cheadle says

Another major improvement, in Mr Godsell's view, concerns the indemnity granted to employers, employees and unions

The 1987 draft amendment proposed to repeal the indemnity as a whole The 1988 revised Bill, however, removes indemnity in specific situations only where any of the three parties — employers, employees or unions — engages in unlawful lock-outs or strikes, or where any of the parties commits criminal actions

Mr Cheadle concedes that the revised Bill is an improvement on the indemnity issue But he objects to the "codification" of unfair labour practices

In the 1987 draft Bill it was codified in a special schedule In revised version it is part of the proposed law proper

Mr Godsell argues that defining unfair labour practices in the body of the statute itself, instead of in a schedule to the law, is an improvement It means, he says, that the Minister of Manpower can no longer alter the definition by decree, he can do so only by amending the law with the approval of Parliament

Mr Cheadle responds "Cosatu objects on principle to the codification The development of our law of unfair labour practice should be left to the industrial court (Codification) introduces rigidity where there should be flexibility"

Another "quite substantial improvement" cited by Mr Godsell relates to conciliation boards, a salient feature of South African labour law

## Counter-weapon

In the 1987 draft version, divisional inspectors — or functionaries of the Department of Manpower — were empowered to unilaterally extend the life of a conciliation board

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That power is, however, removed from divisional inspectors in the revised version, as Mr Cheadle acknowledges

But Mr Cheadle refers to the continued existence of another "objectionable" element recognition of minority racial unions to the detriment of majority — and therefore representative — non-racial unions

Mr Godsell concedes that controversial features remain in the revised Bill But, he insists, claims that employers are in league with the State in a conspiracy to crush the unions are "not sustained by detailed analysis of the Bill"

## Many pupils still absent from the classrooms

By Zenaide Vendeiro, Education Reporter

There was almost no attendance at black schools in Soweto and the East Rand again yesterday, but other areas in the Pretoria-Witwatersrand-Vereeniging region reported a slight improvement over Monday's figures

Spokesman for the Soweto region Mr Peter Mundell, said that although more pupils reported for school yesterday morning, they had returned home by 9 am

"A larger number of pupils milled around some schools indicating that they were willing to resume classes, but they filtered back home because of a lack of strength in numbers or because staff were absent"

He said the situation was "very quiet" and no incidents of violence had been reported

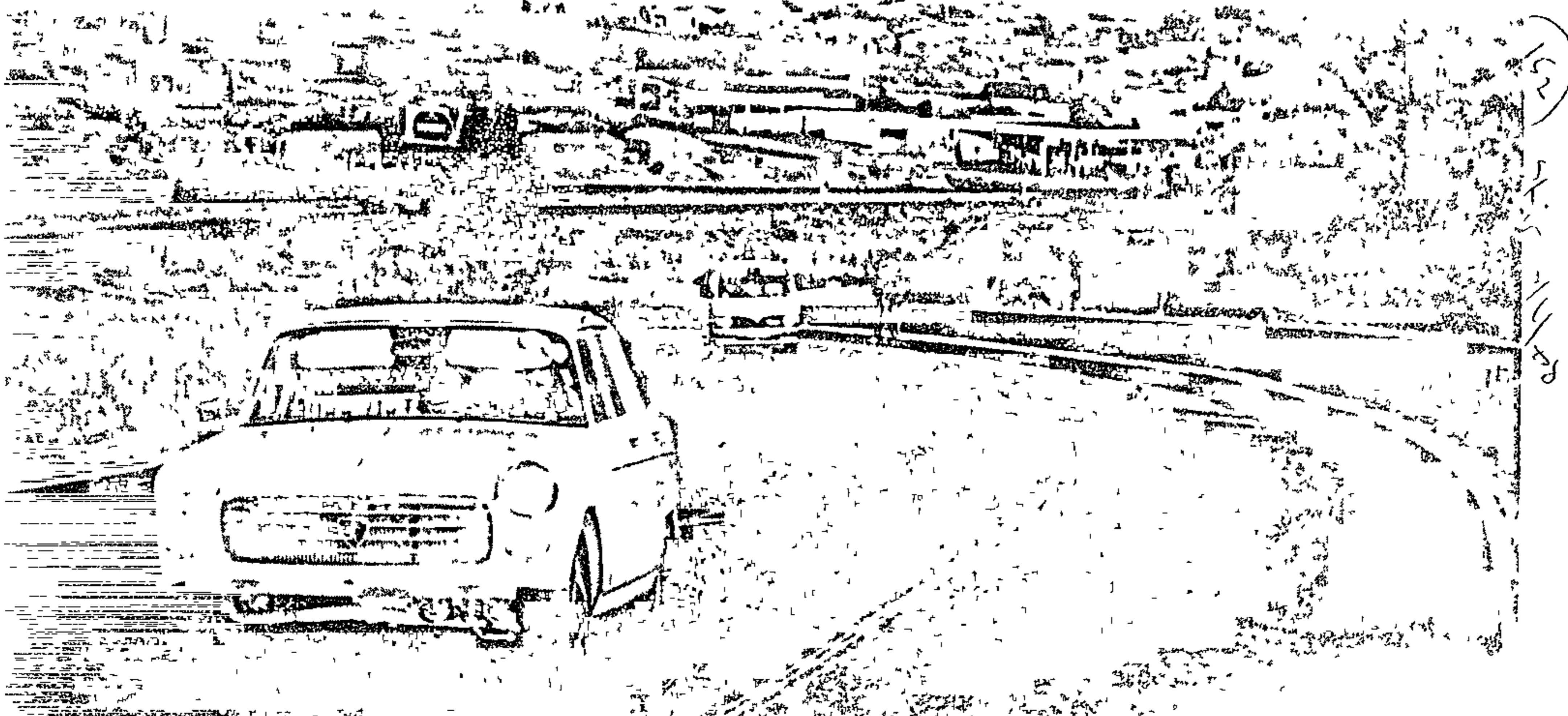
In the East Rand there was "a complete stayaway" by pupils again yesterday, said the director for the DET's Highveld region, Mr J H Booysen

But the situation was normal in rural areas of the Highveld, he said

Mr Booysen said he had been informed that lack of transport services was the "major contributor" to the very high absenteeism on the East Rand

A spokesman for the northern Transvaal region said yesterday's attendance figures indicated that the situation was normal in Mamelodi and "better" in Atteridgeville where attendance figures ranged from between 48 and 98 percent





at peak hour yesterday morning, the beginning of the second of three days of protest action called for by Cosatu and Nactu. In the background is Diepkloof  
 ● Picture by Herbert Mabuza.

# At the heart of the stayaway defer over codification of Bill

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Mr Godsell argues that defining unfair labour practices in the body of the statute itself, instead of in a schedule to the law, is an improvement. It means, he says, that the Minister of Manpower can no longer alter the definition by decree, he can do so only by amending the law with the approval of Parliament.

Mr Cheadle responds "Cosatu objects on principle to the codification. The development of our law of unfair labour practice should be left to the industrial court (Codification) introduces rigidity where there should be flexibility."

Another "quite substantial improvement" cited by Mr Godsell relates to conciliation boards, a salient feature of South African labour law.

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## Stayaways on mines range from 100% to full worker turnouts

By Mike Siluma  
 and Adele Baleta

The National Union of Mineworkers (NUM) and mine managements are at odds over the effect of the national protest on the mining industry.

NUM yesterday reported a stayaway by members ranging between 15 percent at some mines to 100 percent at others. The concerns affected include coal, gold, asbestos and chrome.

But the Chamber of Mines said only 9 000 out of the 555 000 workforce were off.

A chamber spokesman said protest action was reported at six of the more than 50 coal mines.

A union spokesman said workers at New Clydesdale Colliery near Witbank had been given an ultimatum to return to work. The union was discussing the matter.

A spokesman for Gold Fields, owners of the colliery, denied any ultimatum.

He said "We informed workers that they were involved in an illegal action, and warned them that a continuation of a stayaway at New Clydesdale could result in dismissals or disciplinary action."

All operations were normal at Gold Fields yesterday, except at head office, where 40 percent of workers stayed away, he said.

The NUM also reported that in the diamond mining industry there had been a 100 percent stay-at-home at Kimberley De Beers, Finsch, Koffiefontein and Geology mines.

A spokesman for Anglo American's gold and uranium division, Mr Michael Spicer, said work had continued underground as usual at nearly all the mines it controlled.

The only exception was at East Rand Gold and Uranium Company (Ergo), where only some plants were functioning yesterday.

Anglovaal reported full attendance at all its mines.

Gencor spokesman Mr Harry Hill said workers at the group's gold mines were at their posts — except for Grootvlei Mine near Springs, where there was a 55 percent stayaway on Monday. But they all returned yesterday.

The collieries feeding these four stations are also experiencing almost total absenteeism.

## There's still power for the people

Highveld Bureau

Four of Eskom's 11 Transvaal power stations have been hit by the stayaway although production is being maintained throughout.

On Monday there was an almost total stayaway of black workers at Eskom's Arnot, Hendrina and Komatie stations.

A spokesman said there was an improvement in staff numbers yesterday although a partial stayaway began yesterday morning at the giant Kriel station.

The collieries feeding these four stations are also experiencing almost total absenteeism.



576/88

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# NUM men to sue Police Minister for R136 000

By DAN DHLAMINI

THE massive police crackdown on miners who were involved in a legal strike last August, has resulted in 68 NUM members filing a lawsuit for unlawful arrest and detention against the Minister of Police.

Lawyer Igbhal Motala, who is representing the 68 men, said the workers were suing for R136 000.

He said each of the men was suing for R2 000 for having been arrested and

detained for one night before they were granted bail of R1 000 each at the height of the legal strike on August 12 last year.

More than 300 000 mineworkers countrywide were involved in the strike.

NUM had accused the police of taking sides with mine management by harassing the miners who were involved in a legal strike.

On that day, Klerskorp police pounced on 78 men at NUM's Klersdorp office while they were holding a meeting concerning the strike.

The State subsequently dropped charges against 68 NUM members and concentrated only on NUM's regional chairman, Moses Gladile, 37, and Vaal Reefs branch chairman Charles Mapeshoane, 39.

Seven months later, after the case had started, Gladile was acquitted and Mapeshoane was convicted on a charge of sabotage and sentenced to five years' imprisonment.

Motala said last week the appeal against the conviction and sentence against Mapeshoane failed in the Transvaal Supreme Court.

Motala said the concerned parties have already received notices of the intended action, but summonses would only be sent after the Gladile court records had been made available.

## Shooting on Ciskei border

CISKEI soldiers opened fire on a car that failed to stop at a border post, killing a middle-aged woman and seriously wounding one man.

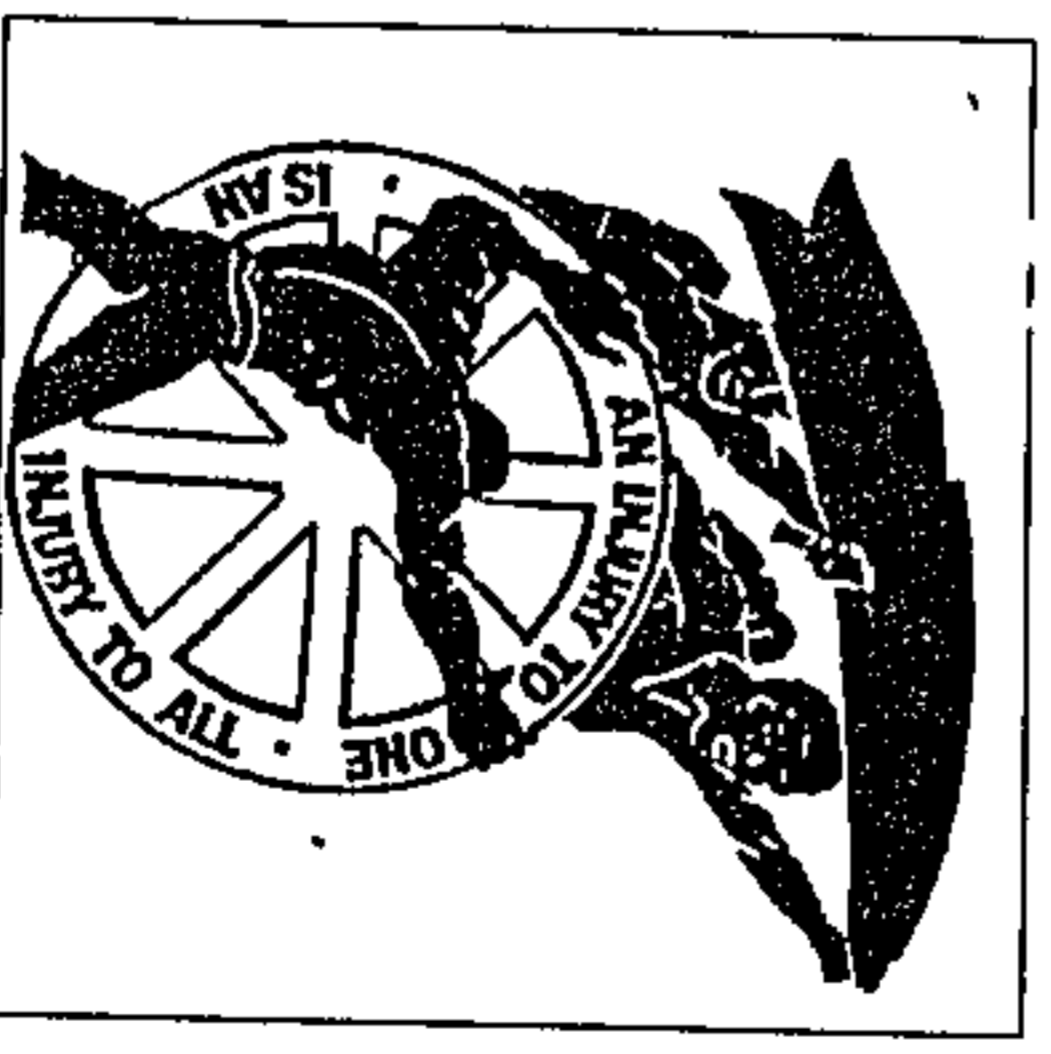
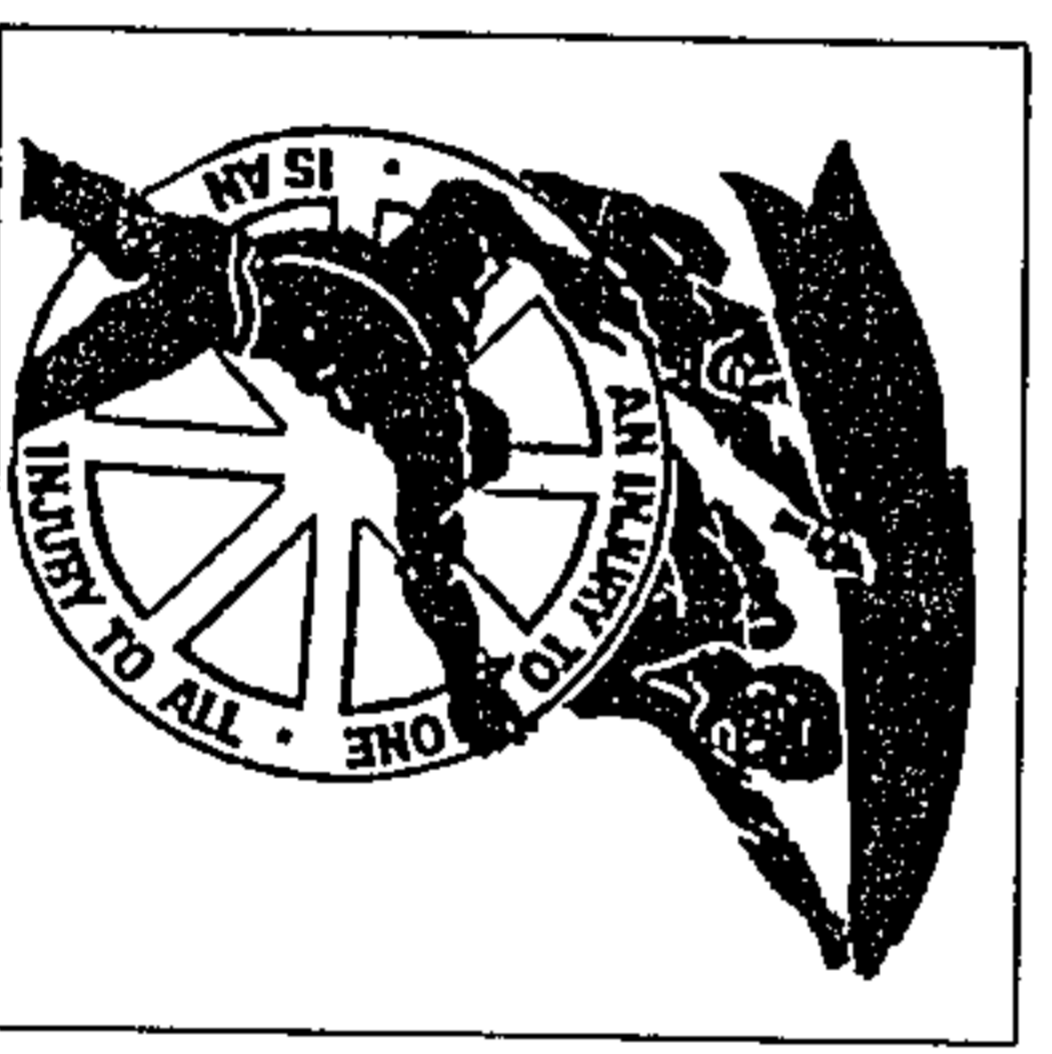
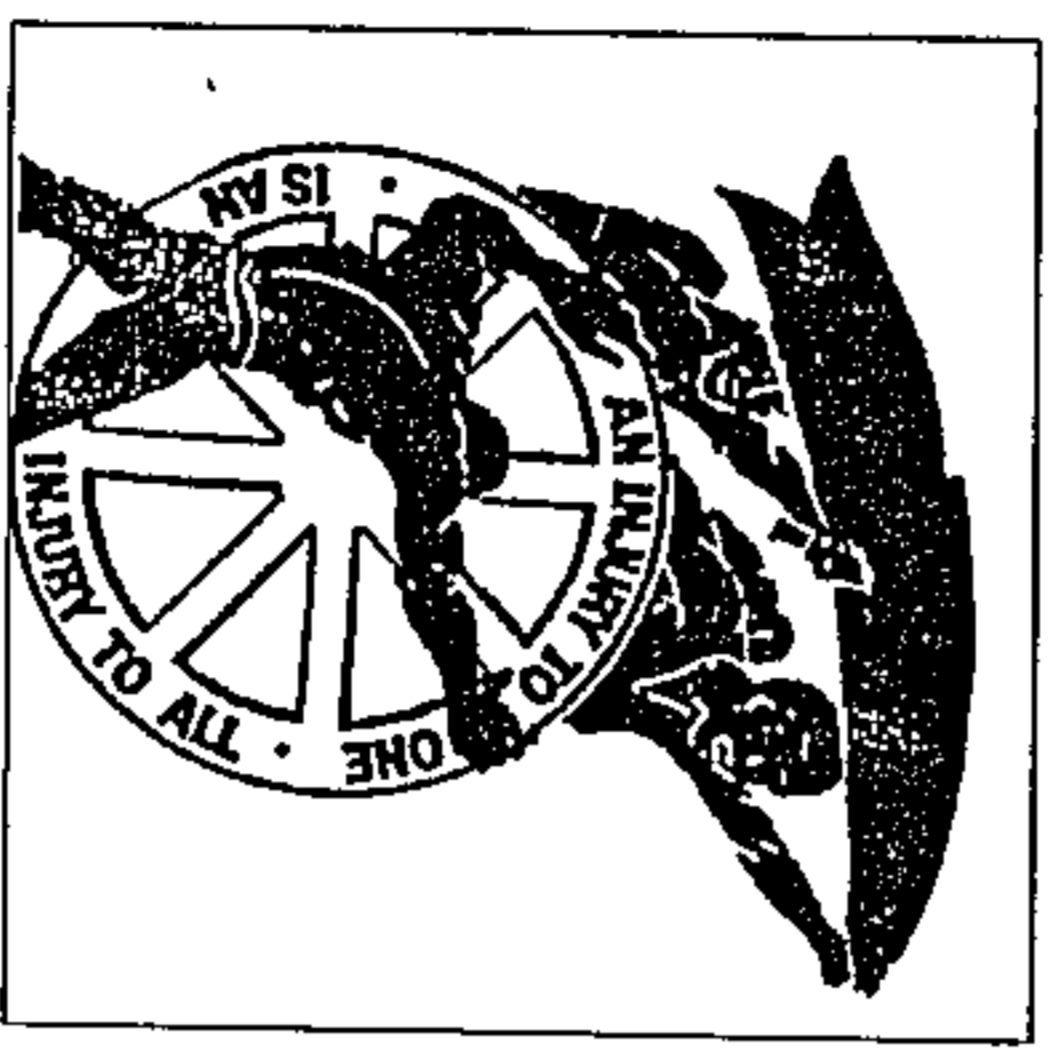
A relative, who declined to give their name, said Ntombekha Mankahla, 34, was shot at when she failed to stop at the border post near Frankfort. She was a nursing sister at Mount Coke Hospital near Zwelitsha.

The relative said Mankahla was on her way to Transkei with a friend to visit her child, who is at school there.

The man, DV Mavuso, was later admitted to Cecilia Makiwane Hospital. He is the principal of Siseko Secondary School near Middledrift.

1404

# FREEDOM OF ASSOCIATION



Article 200 of the report of the International Labour Organisation on Freedom of Association and Collective Bargaining states:

The Committee considers that the right to strike is one of the essential means available to workers and their organisations for the promotion and protection of their economic and social interests. These interests not only have to do with obtaining better working conditions and pursuing collective demands of an occupational nature but also with seeking solutions to economic and social policy questions

At a special National Congress of Cosatu, called especially to discuss a response to the new Bill, it became apparent that spontaneous employee action was inevitable. In order to ensure that the protest against the Bill and the emergency restrictions was orderly and peaceful, Cosatu resolved to register peaceful protest to the emergency restrictions and the Bill.

Despite the above, employers have threatened to take action against our affiliate trade unions by interdicting them against their peaceful protest.

solutions to economic and social policy questions and to labour problems of any kind which are of direct concern to the workers.'

The new Labour Bill is in conflict with public international law and an attack on freedom of association.

- The Bill entrenches racial trade unions.
- The Bill erodes job security.
- The Bill imposes new limitations on the right to institute industrial action.

Despite the fact that this Bill is in breach of accepted international labour standards, employers in this country endorse it because it serves their interests.

#### **How should Cosatu respond?**

Bear in mind:

- The majority of our members do not have the vote.
- We were never consulted with regard to the Bill.
- We have voiced criticism and made recommendations relating to the Bill, all of which have been ignored.
- We have even laid a formal complaint with the International Labour Organisation in Geneva.
- We have pointed out the inadequacies of the Bill to employers and indicated that we are prepared to sit down and negotiate a more efficient system of industrial relations, provided that the Bill is suspended during this period. This has not been accepted.

interdicting them and dismissing those workers who participate in the peaceful protest.

This expression of opposition is one of the few remaining avenues of peaceful and legitimate protest available to us. The objective is to draw attention to the views of our membership and we believe that this is the most appropriate action we can take, having regard to the circumstances currently prevailing in this country.

Cosatu is a democratic organisation controlled by representatives elected without regard to race, religion, creed or sex. In South Africa this is an achievement to be cherished and protected.

If Cosatu is prevented from functioning fully in that its right to freedom of association is threatened, and all avenues of peaceful protest are closed, then the new era of labour relations is doomed and industrial stability is seriously jeopardised.

Cosatu is a reality that cannot be avoided.

The legitimate demands of millions of workers are a reality that cannot be avoided.

Repression will not create a permanent peace in this country.

We call upon all South Africans to support our struggle for democracy and the right to speak, meet and organise for a democratic non-racial future.

**Human liberty is a right that should be fought for when it is threatened. We have made the choice — and so must you**



# Bill sparks boycott - Unions say it weakens

## them, strengthens State

By Mike Siluma,  
Labour Reporter

The Labour Relations Amendment Bill is one of the contentious issues that has sparked the decision by major black union groupings to call for three days of "peaceful protest action" starting today.

The Bill has been surrounded by controversy since it was first published for comment, with most employers welcoming it as a means to restore the power balance between capital and labour, following the inclusion of black workers into South Africa's labour relations system after 1979

On the other hand, the unions have generally maintained that the Bill is aimed at weakening the power of trade unions to the advantage of employers and the State

Employers vainly convened last-minute meetings with the Congress of SA Trade Unions (Cosatu) and the National Council of Trade Unions (Nactu) on Thursday and Friday in an apparent bid to persuade unions to discourage publicly a rumoured stayaway

They also wanted clarification on the form the protests would take and an undertaking that these would be peaceful

In their meeting with Cosatu, employers, under the umbrella of the SA Consultative Committee on Labour Affairs (Saccola), said they did not see the Bill as a "union-bashing" mechanism.

A document issued at the meeting outlined the employer view of the more controversial aspects of the Bill. In particular, employers said, the proscription of secondary strikes, or those over the same issue within a 12-month period and union-inspired consumer and service boycotts, was "even-handed and reasonable".

On the other hand, Cosatu and Nactu have bitterly opposed these provisions

Cosatu general secretary Mr Jay Naidoo told a press conference on Friday that among the reasons Cosatu rejected the Bill was that there had been "no meaningful negotiation" with Cosatu on the amendments, that black workers "unlike the employers, had no right to vote and were not able to determine what the Bill contained"

### 'Curtails right to strike'

He said the Bill also "severely curtails our right to strike, promotes minority unionism, erodes job security, lays unions open to damages suits which would be used to bankrupt unions and criminalises secondary industrial action"

Nactu has made similar points and some of these were raised in the Saccola meeting.

However, the unions insist that the Bill's overall effect, including aspects regarded by employers as positive, is a negative piece of legislation

In a weekend statement, the Chamber of Mines, a member of Saccola, discouraged workers from joining the protests and proffered an explanation for the stand taken by Cosatu

Cosatu, it said, at its meeting with Saccola "was either unwilling or unable to back up its allegations that the Bill was a repressive measure aimed at curbing union activity"

"This, coupled with Cosatu's refusal to call off the protests, suggests that its campaign against the Bill is politically inspired and has very little to do with the legislation itself," the Chamber said

This has raised the question of whether, given State behaviour prior to the publication of the Bill, the proposed legislation can be discussed outside a political context

# protest

In the wake of last year's rail strike, among others, the Government repeatedly promised to enact legislation to control black unions

The Minister of Manpower, Mr Pietie du Plessis, who last week made an 11th-hour offer to negotiate with unions, specifically said provisions of the new legislation would hang "like a sword over (unions' heads" and have a "disciplining effect"

Whatever the merits of the employers' and the unions' arguments, one of the important effects of the new legislation will be to prevent black unions from using boycotts and work stayaways as political weapons

The question is whether this will, in the long term, guarantee political and economic stability while black workers are still disfranchised

● The Bill is before Parliament for its second reading



Employers reacting 'aggressively'

140A  
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# Cosatu fires salvo on eve of protest

B/day  
6/6/88

COSATU yesterday fired another salvo in the war of words with employers on the eve of the scheduled three days of "protest", by saying employers' "aggressive" response to the call was prompted by government appeals that they should do more to defend the Labour Relations Amendment Bill.

However, leading employers yesterday denied the charges, saying there had been no discussion with government on the issue recently

A Cosatu spokesman said the organisation understood leading employers had, in the last two weeks, been berated by government for not doing enough to defend the Bill. The result was that employers



© GODSELL

rushed to place newspaper advertisements on the Bill and called meetings with Nactu and Cosatu

However, SA Consultative Committee on Labour Affairs (Saccola) chairman Bobby Godsell and FCI manpower spokesman Bokkie Botha denied knowledge of employer meetings with government on the issue

Godsell said the ads were placed because the media had failed to give a lucid summary of the contents of the Bill and the changes made from the previous draft

Further, the meetings were a follow-

ALAN FINE

up from a previous meeting with Cosatu on March 2. Saccola was ready then for a full debate on the Bill and still was. However, on both occasions, Cosatu had failed to debate the legislation in detail.

Godsell said the meeting with Nactu on Friday had been far more productive than the one with Cosatu the previous day, in that Nactu had raised specific objections to the Bill.

The two had disagreed on the validity of sympathy strikes. However, they had agreed to refer, to a mutually accepted group of specialists, six aspects of present and future labour legislation on which Nactu had made points which needed more consideration.

They included questions of the role of industrial councils in referring disputes to the Industrial Court, time delays caused by action in the new labour appeal court, selective re-employment of dismissed workers, indemnity in the case of illegal strikes, the awarding of costs by the industrial court, and the legitimacy of consumer boycotts in labour disputes.

Godsell said, and Nactu assistant general secretary Mahlomoa Skhosana confirmed, that Nactu had, like Cosatu, declined to issue a call for members not to stay away from June 6-8, although it was emphatic it had not called for such action.

Skhosana said Nactu had asked Sac-

© To Page 2

## Cosatu fires salvo on eve of protest

cola to approach the ministers of Law and Order and Defence to ask that workers not be harassed during the protest.

Godsell said Saccola had, in response, indicated to the SAP its desire that events this week should pass peacefully. He declined to elaborate.

Cosatu — responding to indications that a number of employers plan disciplinary action against employees who stay away from work and legal action against unions — noted in the past employers had merely adopted a "no work, no pay" policy in recognition of the fact that unions were among the few vehicles for political expression.

Botha, explaining employers' angry response to the protest call, said Cosatu

did not seem to understand businesses were trying to develop themselves and the economy. They faced sanctions and had had to operate recently through a period of endless public holidays.

BRONWYN ADAMS reports a Shell spokesman said the protests were a labour issue and management, therefore, would certainly not dismiss or victimise workers. He expressed surprise at the overreaction of managers threatening disciplinary action against workers taking part in the stayaway.

THEO RAWANA reports Putco and Sats plan to put out full passenger transport services today.

140A  
From Page 1/6/88

## Worker <sup>in Soweto</sup> killed <sup>6/2/76</sup>

AN AFCOL worker has been killed in Johannesburg in violence accompanying a dispute with the Paper, Printing, Wood and Allied Workers' Union (PPAWU), industrial relations manager, Mr George Kinmont, said at the weekend.

"The company deplores the violence surrounding the dispute that has already resulted in various assaults against non-striking workers and the death of at least one employee," Mr Kinmont said.

He said the man, an employee at Edblo Furnishers in Johannesburg, had been killed either on his way home from work or on the way to work.

Police public relations officer, Lieutenant Pierre Louw, could not confirm the murder.



# Dead stop at major vehicle plants

By Michael Chester

The output of South Africa's motor industry came to a standstill yesterday as all seven major assembly plants closed down

The National Association of Automobile Manufacturers (Naamsa) confirmed that production would also be at a standstill at all plants today

Naamsa executive director Mr Nico Vermeulen estimated that between 20 000 and 25 000 production workers were affected. Only administrative and salaried staff remained at work

Mr Vermeulen said the companies had agreed to shut down output because

- Naamsa had earlier been advised that certain key outside component manufacturers feared that supplies would be disrupted
- A protest by only 10 percent of assembly plant employees would make normal production impossible

There were dramatic contrasts in the impact of the protest in Johannesburg and across the Reef.

## FULL WORK FORCES

The Steel and Engineering Industries Federation (Seifa) reported that while certain big factories had been hit by 100 percent not reporting for work, others had a full labour force and operations were normal

Seifa spokesman Mr Hendrik van der Heefer said the protest by workers in the industrial divisions run by Barlow Rand was almost 100 percent, but at the Highveld Steel Corporation works at Witbank, it was ignored

There were stark contrasts by work forces at many other big companies

The Asea electrical division of Allied Technologies reported complete absenteeism at its Rosslyn plant, but no impact whatsoever at its Alberton plant

In the Haggie Rand group, there was a 60 percent turnout at Vanderbijlpark, but 95 percent of employees in Germiston joined the protest

In Cape Town, about 70 percent of factory labour forces reported for work. In Durban, about 80 percent of workers in the non-ferrous metals sector reported

# Call to suspend Bill

COSATU general secretary Jay Naidoo yesterday called on employers to lobby for the suspension of the Labour Relations Amendment Bill pending further negotiations between management and labour and the referral of the Bill to the International Labour Organisation (ILO) for consideration

Interviewed on the first day of Cosatu's protest action against the Bill and the political restrictions on 18 organisations, Naidoo said this would help end the impasse over the Bill

Cosatu would accept the findings of the ILO, which had an established procedure for dealing with such matters

In response, both Saccola and the FCI said they would be unlike-

1408 BLOW  
ALAN FINE 7/6/88

ly to recommend that the passage of the Bill through Parliament be suspended. However, they stressed the Bill was not the final word on labour legislation.

Saccola secretary Frieda Dowie said employers would be willing to submit evidence to an ILO committee

Saccola chairman Bobby Godsell said he would welcome such an opportunity as he believed the Bill did not transgress any of the ILO conventions

Dowie and FCI manpower spokesman Bokkie Botha said they would welcome further discussions with Cosatu on SA's labour dispensation

## 7 Mercedes workers sacked

<sup>File 7/6/88 (LON)</sup>  
EAST LONDON — Seven employees at the Mercedes-Benz of South Africa (MBSA) plant in East London have been dismissed after ignoring an ultimatum to return to work by normal shift starting time on Friday last week

Sources among the workforce reported that some shop stewards of the National Union of

Metalworkers of South Africa had been too scared to return to work after the violence that erupted at the plant on May 25, when nine people were injured in a bloody inter-union battle involving more than 400 hourly-paid workers

Appeals have been lodged against the dismissals — Sapa



# Cosatu urges international probe into controversial SA labour Bill

By Mike Siluma,  
Labour Reporter

The Congress of SA Trade Unions (Cosatu) called yesterday for the suspension of the Labour Relations Amendment Bill and the re-opening of negotiations with employers to end the impasse over the proposed legislation

Cosatu general secretary Mr Jay Naidoo said Cosatu, which has already laid a complaint with the International Labour Organisation (ILO) regarding the Bill, called on South African employers to agree to an ILO investigation into whether or not aspects of the Bill were in conflict with internationally accepted guidelines.

Mr Naidoo said that, contrary to employers' statements, Cosatu had submitted 27 objections to the standing committee drafting the Bill. Three of these were fully and four partially addressed and the rest rejected

"We have challenged employers to agree that the Bill be referred to the ILO because they have said the Bill, if made law, would reform present labour legislation in line with international standards set by the ILO. The Bill cannot be discussed piecemeal," said Mr Naidoo.

If the Bill were suspended, Cosatu was prepared to meet employers to discuss mutual con-

cerns about current legislation. Joint representations could then be made to the Government

He believed the ILO could hear evidence "very soon if people are committed to the process"

Mr Bobby Godsell, chairman of the SA Consultative Committee on Labour Affairs (Saccola), expressed willingness to re-start negotiations with the unions on the Bill, but said he believed that the ILO route was fraught with potential problems

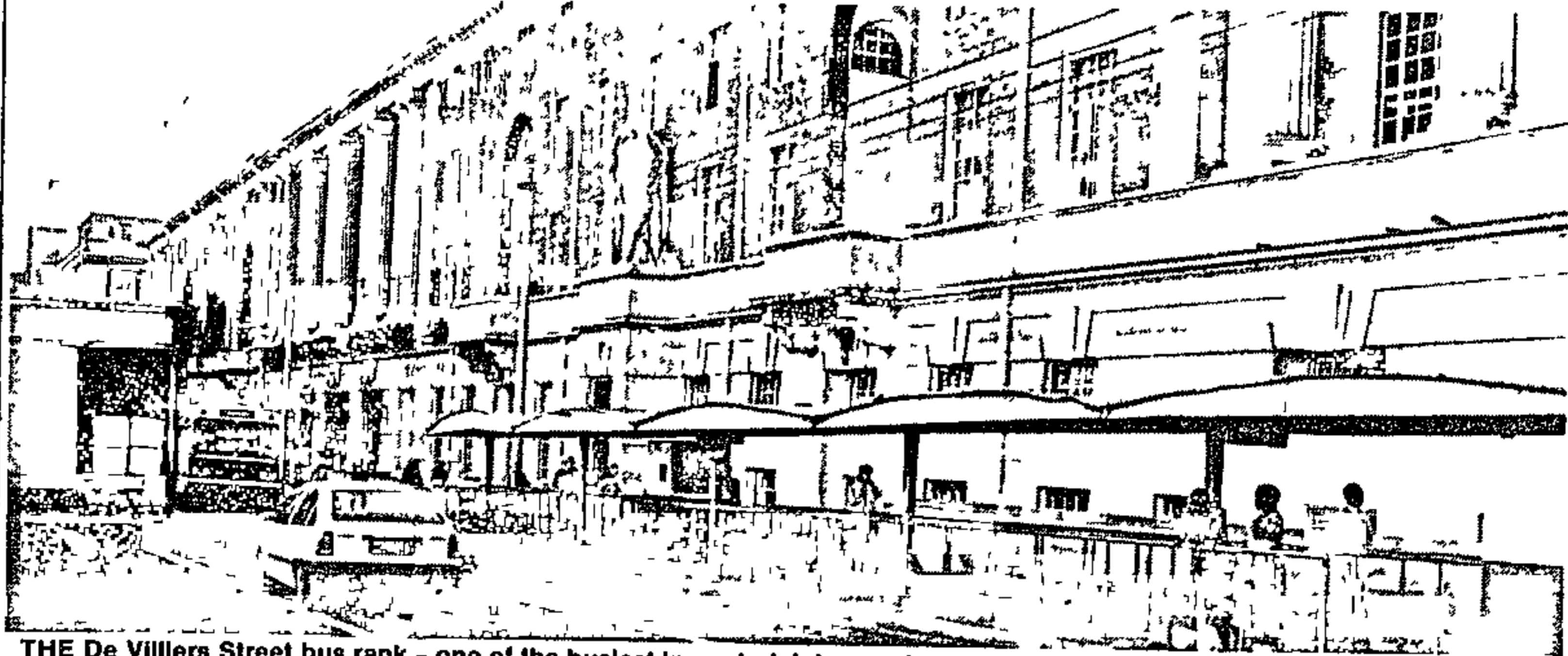
The ILO was a tripartite body, including governments, employers and unions from each country, he said

"For the process to have meaning, all three parties of a country's delegation have to submit themselves to the process. It would be particularly complicated in South Africa because it is a very technical case whether we are members because the South African delegation left the ILO in 1964."

Employers would be willing to discuss Cosatu's concerns provided Cosatu specified these in the same way as the National Council of Trade Unions, the other federation to call for protest action, had done.

Mr Naidoo said conflict would result if employers went ahead with dismissals or disciplinary action following this week's protests

# No life on De Villiers



THE De Villiers Street bus rank - one of the busiest in central Johannesburg on any given day - was lifeless yesterday when thousands of workers on the Reef heeded the first day of protest action called by Nactu and Cosatu in opposition to the disputed Labour Relations Amendment Bill  
Pic JOE MOLEFE

# DAY TWO

## Thousands heed trade unions' stayaway call

SOWETAN Reporters, Sapa and Own Correspondents

THOUSANDS of workers in various areas of the country, particularly in Johannesburg and the East Rand, stayed away from work yesterday, the first day of a three-day protest campaign called by Nactu and Cosatu.

Among the few violent incidents reported were

- The petrol bombing of a passenger bus near Empangeni, Natal, in the morning (the driver and eight passengers were injured),
- A railway line at Dube, Soweto, was damaged by an explosion at about 12.15am,
- A train coach was burnt at Kwesine Station in Katlehong, near Germiston,
- Umgababa Station on the Natal Coast was petrol-bombed,
- In Saulsville, Pretoria, a number of

railway coaches were damaged by an explosion, and

- A house was attacked with a hand grenade in Mamelodi

An unexploded limpet mine was found at a section of the railway track in Dube. The police in Pretoria said that the limpet mine was found during follow-up investigations after the earlier blast. No injuries were reported.

### 80 percent

Manpower secretary Mr Vincent Brett estimated that no fewer than 80 percent of black workers had joined the stayaway in Johannesburg and all business sectors had been affected.

Business in general can only hope that the majority of workers will feel their protest has made its impact yesterday and that they will start flowing back to their jobs today - rather than see their pay packets shrink.

To Page 2

## "Damelin makes

Mr J P Brummer, Principal, Damelin Correspondence



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GREY PHILLIPS





THIS was the scene in Mohlakeng, Randfontein where workers who stayed at home milled around the streets.

Sowetan 7/6/88

140A

# No work — no pay

## • From Page 1

any more, he said  
Virtually all employers, he said, had agreed to the stand. "No work — no pay"

The impact in Cape Town aside from at the harbour and with milk deliveries, was no more than minimal, according to a snap Association of Chambers of Commerce and Industry survey

### Buses

About ninety percent of workers stayed away from work on the East Rand

Pamphlets calling for a stay-away from work in

Atteridgeville, Mamelodi and Soshanguve were ignored by most workers yesterday.

Many of those who went to work were left stranded in Atteridgeville as there were no taxis operating in the area. Hundreds of people boarded trains and buses. Others boarded a few taxis that operated from Kalafong Hospital in the morning.

Vaal Triangle employers have also adopted the "no work no pay" policy attitude as hundreds of workers heeded the call for a three-day national protest.

Although gold mines

were not affected, a number of the country's largest collieries were hit by the stay-away.

Six collieries in the Witbank - Middelburg coalfields reported almost 100 percent absenteeism. Many others had partial attendances.

### Pamphlets

The Maritzburg Chamber of Industries said that bus services, operated by the Kwa-Zulu Transport Corporation, were running normally. East London was affected by a marked stayaway.

A spokesman for the Port Elizabeth Chamber of Commerce and managing director of PE Tramways, Mr Carl Coetzer, reported an estimated 50 percent stayaway in central Port Elizabeth and a 30 percent stayaway in Uitenhage.

### Winter

There was a limited stayaway in certain sectors of industry in the Western Cape.

Less than two percent of the Cape Town City Council's staff were absent yesterday which a spokesman described as almost normal for a cold winter's day.



# Stores report drop in trade

MAJOR chain stores yesterday reported a fall-off in trade but hotels reported increased business during the work stayaway.

Pick 'n Pay senior buyer Richard Cohen said while their stores were functioning in spite of reduced staff at some, it was clear black shoppers "have not come to town" as a result of the

ROGER SMITH

stayaway.

A Score spokesman said the fall-off in trade appeared to affect stores in the areas which were hardest hit by the work stayaway.

● To Page 2

# Major chain stores report drop in trade

A 95% stayaway by Johannesburg staff was matched by an almost equal drop in the number of customers. However, their stores in the eastern and western Transvaal and rural Natal were barely affected.

THEO RAWANA reports some Johannesburg hotels say there has been a marked increase in black hotel occupancy since the stayaway began.

And some hotel managers have confirmed that employers arranged for their workers' accommodation during

the three-day period.

DOMINIQUE GILBERT reports that police yesterday issued a confidential warning to newspaper editors around the country that they should seek legal advice before publicising the stayaway.

A police spokesman confirmed this and said the confidential warning was in accordance with an agreement made at a recent meeting of police, the Newspaper Press Union and editors.

● From Page 1

1408 9/6/88  
stay

Workers begin drifting back

# Protests on Bill: Cosatu in new move

(140A) B/day 8/6/88

AS WORKERS in most major industrial areas started drifting back to work yesterday, Cosatu appealed to employers to submit the Labour Relations Amendment Bill to an independent tribunal for scrutiny on whether it met Western standards.

And general secretary Jay Naidoo also announced Cosatu had called a special executive meeting for today to decide whether or not to accept Manpower Minister Pietie du Plessis's invitation to discuss the proposed legislation.

In a letter delivered to the SA Coordinating Committee on Labour Affairs (Saccola), Cosatu proposed the Bill be referred to a panel chaired by former judge L Ackerman, now chair of the Stellenbosch University law faculty.

The inquiry should be held soon and employers should meanwhile use their influence to stay the passage of the Bill, said Cosatu.

Naidoo said Cosatu's lawyers had already contacted Ackerman.

ALAN FINE

The letter said that, judging from previous meetings and the Saccola advertisement in the Press last Thursday, Cosatu and Saccola shared certain beliefs on the desired objectives of legislation. What was in dispute was whether the Bill would achieve them.

Cosatu said the principles about which Cosatu and Saccola were in agreement

● See Page 4, Comment: Page 8

were that amendments should: not erode legitimate protection against unfair dismissal; not erode union bargaining power; be consistent with international standards; provide for simple, inexpensive and quick conciliation procedures; and be coherent and clear.

Saccola chairman Bobby Godsell said he was pleased to receive a specific

● To Page 2 →

(140A) B/day 8/6/88

## Cosatu to discuss govt invitation on Bill

proposal from Cosatu, and would now urgently consult members on it

Naidoo disputed various points made by Du Plessis in Parliament on Monday. He said Cosatu had informed government of its views on the Bill through its submissions to the standing committee. He invited Du Plessis to allow the International Labour Organisation to determine the Bill's merits.

He said despite the Minister's derogatory comments about Cosatu, a special meeting would be convened to discuss the invitation.

The Labour Monitoring Group reported stayaway figures in the PWV down from 81% to 78% in manufacturing compared with Monday, from 66% to 52% in commerce, and from 24% to 11% in the public sector. Figures for other areas were unavailable.

The Chamber of Mines said most of

← ● From Page 1

the 9 000 miners who did not report for work on Monday returned yesterday.

The FCI said absenteeism rates were down by up to 20% in the Transvaal, Durban and Cape Town, and substantially down in the eastern Cape. Sats and Putco figures followed similar trends.

BRONWYN ADAMS reports Seifsa and Assocom said absenteeism in their sectors remained largely unchanged.

ROGER SMITH reports there was a marked increase in unrest incidents on Monday, according to the police unrest report. Seven people, including three children, were reported killed.

Five of the seven deaths were in the Durban/Maritzburg area. Most of the unrest incidents recorded were in Natal (five) and the Transvaal (seven), with the remainder in the Cape (three).

# Cosatu submissions released

ALAN FINE

COSATU yesterday released copies of its submissions to the parliamentary standing committee on manpower, which contain its detailed objections to the Labour Relations Amendment Bill published in September.

General secretary Jay Naidoo said the version of the Bill published last month and tabled in Parliament showed three of Cosatu's 27 objections had been fully met and four partially met. The other 20 objections remained. The submissions referred also to aspects of existing legislation.

Cosatu objected in principle to the codification of unfair labour practices (ULPs), arguing the de-

velopment of such law should be left to an industrial court with flexible powers. It also believed the appeal process would cause delays of up to three years in the settlement of disputes.

Cosatu argued that strikes should be decriminalised. On the ULPs, it said the definition of sympathy strikes was even more drastic than UK legislation, and argued present law already restricts lawful action to that which would effect pressure on the employer to settle the primary strike.

Cosatu said the clause designating a strike on a "similar" issue within 12 months as an ULP would stop strikers resuming work pend-

ing negotiations. It objected to the inclusion of boycotts as an ULP.

Cosatu objected to several aspects of rules relating to unfair dismissals, including the partial negation of the need for procedural fairness and contradictions related to selective re-employment.

Cosatu acknowledged that a clause which effectively allowed an employer to interdict any strike — described by government officials at the time as a drafting error — had been corrected.

Cosatu opposed the system of registration which, it believed, serves no purpose, and the differential treatment of registered and unregistered unions. It objected to the introduction in the Bill of an amendment which, it believed, in-

roduces racial criteria into questions of union representation.

The submissions welcomed the simplified procedure for the establishment of conciliation boards. But it criticised two restrictions on the referral of disputes to boards: if wage-regulating machinery exists and has operated for less than a year, and narrowly-defined timing for the lodging of a board application. The latter objection was partially met in the new version.

A positive change, from Cosatu's viewpoint, was that the period of operation of a board may now be extended only by mutual consent, rather than by the inspector at the request of one party. Cosatu had feared this would be used to prevent lawful strike action.



needle contends that the prohibi-

Bill it was codified in a special schedule In revised version it is part of the proposed law proper.

insists, claims that employers are in league with the State in a conspiracy to crush the unions are "not sustained by detailed analysis of the Bill"

# Cosatu, employers ready to talk

By Mike Siluma and Adele Baleta

The prospects of negotiated changes to the controversial Labour Relations Amendment Bill — which has sparked countrywide work stoppages — rose yesterday when both the Congress of SA Trade Unions (Cosatu) and employers said they were willing to negotiate proposed amendments (1409)

able to meet Mr du Plessis while unionists were still in detention, the state of emergency was in force, and anti-apartheid bodies were banned.

At a news conference Cosatu said they would convene a special executive committee meeting today "to discuss whether a meeting with the Minister would be worthwhile"

that it should not undermine unions, collective bargaining and the use of legitimate economic sanctions for collective bargaining objectives

If employers agreed to submit to the tribunal, they would be expected to use their influence "to stay the passage of the Bill (through Parliament and) to consider its findings and lobby for their adoption"

At the same time Cosatu, the largest labour federation, called on the Government to submit to international jurisdiction to resolve the dispute This was a first response to Manpower Minister Mr Pietie du Plessis's statement he was prepared to negotiate the matter with unions

In a new development Cosatu invited employers represented by the SA Consultative Committee on Labour Affairs (Saccola) to agree to refer the Bill to "an experienced tribunal of standing", headed by Mr L Ackerman, a former judge

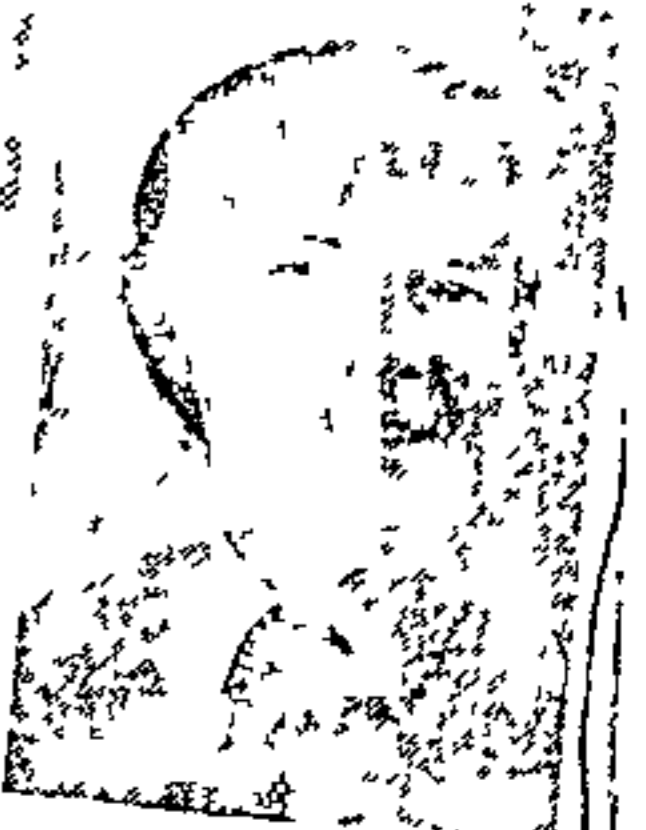
Saccola chairman Mr Bobby Godsell welcomed Cosatu's suggestion, saying it would "give us for the first time a basis to discuss the Bill"

"All along, our position has been that we should discuss the Bill (with unions) and see if we have common purpose, so that we can lobby for that common purpose"

The National Council of Trade Unions (Nactu), the second biggest black worker federation to call for protest action, said it would not be

Cosatu said it appeared that Saccola and Cosatu agreed on certain principles on the Labour Bill These included that it should not erode legitimate worker protection against arbitrary and unfair dismissal, and

The International Confederation of Free Trade Unions said in Geneva yesterday that it would step up its campaign for sanctions



Mr Godsell



Mr du Plessis

# Stayaways on mines range from 100% to full worker turnouts

Star 8/16/88

By Mike Siluma and Adele Baleta

(1988) 1/407

The National Union of Mineworkers (NUM) and mine managements are at odds over the effect of the national protest on the mining industry

NUM yesterday reported a stayaway by members ranging between 15 percent at some mines to 100 percent at others. The concerns affected include coal, gold, asbestos and chrome

But the Chamber of Mines said only 9 000 out of the 555 000 workforce were off

A chamber spokesman said protest action was reported at six of the more than 50 coal mines

A union spokesman said workers at New Clydesdale Colliery near Witbank had been given an ultimatum to return to work. The union was discussing the matter

A spokesman for Gold Fields, owners of the colliery, denied any ultimatum

He said "We informed workers that they were involved in an illegal action, and warned them that a continuation of a stayaway at New Clydesdale could result in dismissals or disciplinary action"

All operations were normal at Gold Fields yesterday, except at

head office, where 40 percent of workers stayed away, he said

The NUM also reported that in the diamond mining industry there had been a 100 percent stay-at-home at Kimberley De Beers, Finsch, Koffiefontein and Geology mines

A spokesman for Anglo American's gold and uranium division, Mr Michael Spicer, said work had continued underground as usual at nearly all the mines it controlled.

The only exception was at East Rand Gold and Uranium Company (Ergo), where only some plants were functioning yesterday

Anglovaal reported full attendance at all its mines

Gencor spokesman Mr Harry Hill said workers at the group's gold mines were at their posts — except for Grootvlei Mine near Springs, where there was a 55 percent stayaway on Monday. But they all returned yesterday.



CRK WS 8/6/88 (1401) (102) (162)

# Submit Bill to open scrutiny — Cosatu

By **DICK USHER**  
Labour Reporter

SOUTH AFRICA's major trade union federation has suggested that the controversial labour legislation which prompted the three-day protest should be submitted to scrutiny by an "experienced tribunal of standing".

The protest developed into a stayaway on Monday but support appears to have slipped since.

The Congress of South African Trade Unions invited the South African Co-ordinating Council on Labour Affairs, an employers' body, to take part in a panel discussion and suggested a former judge, Professor L Ackermann, head of human rights law at Stellenbosch University, as chairman.

Cosatu, which called the protest with the National Council of Trade Unions, said it appeared they shared with Saccola several beliefs about what the Labour Relations Amendment Bill should contain.

But they differed on whether the Bill attained those objectives.

Cosatu, in a further proposal, called on the Government to accept the jurisdiction of the

International Labour Organisation on the Bill.

It felt the appropriate organisation to determine the merits of the Bill would be the ILO, which represents employers, employees and governments worldwide.

Meanwhile, response to the protest appeared to weaken yesterday.

Cosatu and the independent Labour Monitoring Group, although reporting different figures for absenteeism, agreed that fewer workers stayed away.

Mr Colin McCarthy, director of the Cape Chamber of Industries, said about 95 percent of workers reported for duty, up from Monday's estimate of 93 percent.

Mr Mike Getz, chairman of the Cape Clothing Manufacturers' Association, said members had not reported any significant absences.

Mr Henré Pretorius, assistant general manager of Dairybelle, said cafés and supermarkets had been supplied again yesterday but there were no home deliveries.

He said about 30 percent of staff went to work yesterday, the same as on Monday.

## John Martin slips back

(625)

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# Protest call is adhered

Soweto 8/6/88

MOA

MOA

MOA

THOUSANDS of workers continued their support for the three-day national protest called by Cosatu and Nactu, while many others streamed to work yesterday.

The biggest back-to-work was in Thokoza in the East Rand where many people walked to Alberton and nearby Alrode Pretoria also witnessed a heavy stream of workers.

Police were on every street in Vosloorus to protect those going to work and where some people could not get transport, police used huge vans to transport them.

## Signs

The Association of Chambers of Commerce and Industry said there were distinct signs of a drift back to work yesterday.

A spokesman for Putco said the stayaway had eased in most areas except Durban and on the East Rand. He said passenger levels in Pretoria were almost back to normal and the stayaway was easing on the West Rand.

Major corporations in the Vaal reported massive absenteeism and reiterated their warning that they would apply a "no-work, no-pay" policy.

Group personnel manager for Cape Gate Export in Vanderbijlpark, Mr Louis van Wyk, said 40 percent of their total workforce turned up since Monday.

Workers in the Greater Durban area were warned that they would lose millions of rands in wages as leaders in industry and commerce reaffirmed their policy of "no-work, no-pay".

About 30 percent of the workforce attended work in Natal yesterday. The three-day protest action — on its third day today — has had minor effects so far in the Western Cape.

A Chamber of Commerce spokesman, Mr Tommy Brand, said the response varied between negligible and complete. He said absenteeism in the commercial and financial sectors was normal but in the

industrial sector it was slightly higher.

In the southern parts of Soweto there was a greater number of taxis on the road, although some seemed to be operating internally only. A school stayaway also occurred.

## Num

East London Commerce reported a substantial attendance yesterday, but some workers stayed away in support of the three-day protest call.

Chamber of Commerce director Dave Groom said initial figures had shown high support for the stayaway.

The National Union of Mineworkers (Num) and mine managements have crossed swords over the effect of the protest on the mining industry — with each making different claims.

Hospital services throughout Johannesburg were still running smoothly despite the three-day stayaway.

At Baragwanath Hospital in Soweto, all employees reported for work yesterday morning.

# Cosatu (ILO) warns on stayaway reactions

Staff Reporters

The Congress of SA Trade Unions (Cosatu) warned today that any disciplinary action against those who participated in the three-day work stayaway this week would scuttle talks to resolve the dispute over the Labour Relations Amendment Bill.

Thousands of workers returned to work today following the three-day protest action

The period from Monday to yesterday was set aside for "peaceful protest" by Cosatu and the National Council of Trade Unions to express opposition mainly to the Labour Bill

The Association of Chambers of Commerce (Assocom) estimated that the stayaway may have cost the economy about R500 million

Train services throughout the country were back to normal today except in Durban, where trains were about 80 percent full, said a South African Transport Services spokesman

A Putco spokesman said its buses in Durban were only carrying about 80 percent of its normal passengers, but numbers on its other routes were almost back to normal.

## NORMAL

Services in the Pretoria area were back to normal and those in Boksburg and Springs were 95 percent full this morning. However, buses in Alberton and Edenvale were only 75 percent full, he said

Information on the Soweto route was not available at the time of going to press.

Assocom said its guideline to employers remained one of no work-no pay.

The Steel and Engineering Industries Federation has adopted a similar stance

Assocom labour secretary Mr Vincent Brett said the calculation of R500 million as the economic cost of the protest was based on the assumption that there was a 50 percent absenteeism by black labour forces.

The financial harm to companies would also result in fewer jobs and higher costs, with employers moving further towards mechanisation

Cosatu's warning comes at a time when both employers and the Government are expressing willingness to meet unions to discuss their concerns over the Labour Bill

## WAITING

Spokesmen for both Cosatu and Nactu said they were still awaiting a formal invitation from the Manpower Minister, Mr Pietie du Plessis.

● The managing director of the Trans-Natal Coal Corporation, Mr Hans Smith, said workers at the Blinkpan and Optimum collieries were all back at work.

Although the company had adopted a position of no work-no pay, disciplinary procedures would be instituted. These did not necessarily include dismissals

A Gold Fields spokesman, Mr Attie Roets, said the company would not pay miners who did not work at the New Clydesdale Colliery at Witbank on Monday. Absent colliery workers had returned to work on Tuesday

A Rand Mines spokesman said all operations were back to normal today

He said miners who had participated in the protest action would not be paid for the days they had not turned up for work.

Anglo American stated throughout the three-day stayaway that work had continued with the full staff complement at all the company's mines

## Graffiti attack at union offices

Cape Times 9/6/85 Staff Reporter 140A

GRAFFITI guerillas struck at the offices of the Clothing and Allied Workers' Union (Cawu) in Woodstock on Tuesday night, daubing hammer-and-sickle signs and the words "Smash Cosatu" on the union's office door.

Cawu press officer Mr Mike Norton said that yesterday morning he found red paint daubed on the windows, an adjoining property's folding door, their wall and on the pavement.

Attendants at the service station opposite said they had seen nothing unusual before they closed at 9pm.

Mr Norton said it was the latest in a series of "intimidatory antics" which began with the burning down of their offices in Corporation Street, Cape Town, in 1985.



~~4/5~~ 1404

SAMANCOR's Ferrometals will dismiss some workers and give formal written warnings to others who stayed away from work in the three-day protest which ended yesterday, said group labour relations manager Eddie Erlank

Ferrometals is one of a number of companies which hardened attitudes towards workers who stayed away

Premier Group's Pretoria Wholesalers and Druggists (PWD) said they were considering a number of disciplinary and legal options relating to

# Some protest absentees

**BRONWYN ADAMS**

the protest, which had serious financial implications for the company

A PWD spokesman said workers absent over the last three days were in breach of their agreement with management, as was the Chemical Workers' Industrial Union (CWIU)

He said the company was considering disciplinary action against individual workers, legal action against CWIU, withdrawal from agreements with CWIU and withdrawal from wage negotiations

Pretoria Coal Holdings MD Peter Michelis said 95% of workers were absent from work over the first two days

Workers who stayed away

**NEWS** B/day 9/6/88

## are facing tough action

would not be paid, and the company was considering holding individual disciplinary hearings which would then be regarded as the first step towards dismissal

Michelis said, however, no legal action would be taken against trade unions

Brakewell refused to comment when asked whether employees failing to attend work because of the pro-

test would be dismissed immediately. It had previously notified workers it intended to do this

Reinforcing Steel Contractors director Lukas Swanepoel said there was a 4% turnout on Tuesday

He said the stoppage was illegal and thus constituted an unfair labour practice.

Haggie Rand personnel manager David Redelinguys said the com-

pany had been totally affected by the stayaway, and contingency arrangements were made in order to continue production

He said a policy of no work, no pay would be adopted but denied suggestions that the company would be taking further action against both workers and trade unions

Fry's Metals said 95% of their workers had not turned up for work but they had not decided what disciplinary action to take beyond not paying workers for the days they were absent

(1401A) Star 9/16/88

# Wanted: The Labour Relations Bill Rejected

## EMPLOYERS AND THEIR ORGANISATION, SACCOLA, SAY

- The Bill is not an attack on unions
- The Bill preserves worker rights
- The Bill is in line with Western labour standards
- The Bill satisfies most of COSATU's objections

## WORKERS AND COSATU SAY

- The Bill is part of a broader strategy to suppress democratic opposition and worker organisation. COSATU has been severely restricted and 17 democratic organisations have been banned. COSATU's right to meet, speak, publish and organise has been systematically undermined by banning all our rallies, constant police raids on our offices, numerous anonymous bomb attacks on our property, regular confiscation of our media, ongoing detention of our members and so on. The Minister of Manpower has even said that the provisions of the Bill will hang "like a sword over the (unions) heads" — *Star* 17/12/87
- The Bill makes arbitrary and unfair dismissals legal, restricts the right to strike and encourages minority unions

- The Bill contravenes international labour standards on freedom of association. COSATU has laid a complaint with the International Labour Organisation (ILO) for investigation.
- Not one of COSATU's major objections to the Bill have been met — 20 out of our 27 objections to the parliamentary standing committee were ignored

This week's protest action demonstrates the opposition of millions of workers to the Bill. There is clear disagreement between workers and employers about the Bill.

## WE CHALLENGE SACCOLA

- To submit this disagreement to the judgement of an independent panel of lawyers under the chairmanship of, for example, a retired judge who is a respected member of the legal profession
- To call on the government to suspend the Bill pending determination by the independent panel and the ILO
- To call on the government to submit to the jurisdiction of the ILO.

## COSATU — Congress of South African Trade Unions

# 'Cosatu needs to relate to <sup>146A</sup> white workers'

<sup>STW 9/6/88</sup>  
By Claire Robertson

The Congress of South African Trade Unions (Cosatu) had identified an urgent need to relate to the needs and demands of white workers, congress representative Mr Frank Meentjes told a conference on economic rights yesterday

The congress had resolved to try to articulate these demands, he said.

Mr Meentjes told the conference, organised by the University of Pretoria's Centre for Human Rights Studies, that the "spectre of white poverty looms large"

Hundreds of thousands of white workers faced retrenchment because of a Government policy of privatisation without new job creation, he said

Many white workers had discovered that while National Party policy initially provided for them the Government had shifted closer to capital

There were signs of black and white workers approaching one another, he said, singling out the metal industry and the public sector



Cosatu general secretary Mr Jay Naidoo conflict," Mr Naidoo said

# 'People applying their own sanctions'

By Claire Robertson, (140A) right to employment  
Pretoria Bureau

Congress of South African Trade Unions representative Mr Frank Meintjies was asked yesterday to reconcile Cosatu's support for sanctions and the organisation's belief in the right to work

A delegate to an economic rights symposium at the University of Pretoria asked Mr Meintjies — a panel member — if one person losing his or her job because of sanctions was not contrary to Cosatu's belief in the

Mr Meintjies answered that the majority of black people had no faith in the economic system to bring about equality in South Africa

The Sixties and early Seventies were a boom period for South Africa, with an increase in business confidence — "but that period was not accompanied by a more equitable distribution of wealth or human rights," he said.

Investment in South Africa was declining at present, with a lack

of business confidence. People were putting money not into job creation but into the stock market, or investing in other countries, thereby "applying sanctions against their own country"

Hundreds of thousands of jobs were lost, he said

"In that context, calls for sanctions have come in the last few years, and many of the companies which have responded did so for economic reasons," he said

● See Page 15

Y O L D M A G A Z I N E N T I L E M

# BACK TO WORK

Sowetan  
9/6/88

(140A)



NACTU president James Mndaweni  
COSATU president Elijah Barayi

## Economy takes a big knock

TODAY marks the end of one of South Africa's biggest protest action by workers.

The protest, which took the form of a stayaway was called by two giant federations — the Congress of South African Trade Unions and the National Council of Trade Unions to demonstrate their opposition to the Labour Amendment Bill

The unions maintain that the Bill will erode their bargaining power by among other things curtailing their right to strike and encouraging employers to sue them for production losses in an 'illegal' strike

Employers have rejected the federation's contentions that the proposed legislation was aimed at union bashing and destroying the rights they gained in the past decade

Police yesterday gave a figure of at least 10 people who have died violently since the start of the protest action on Monday

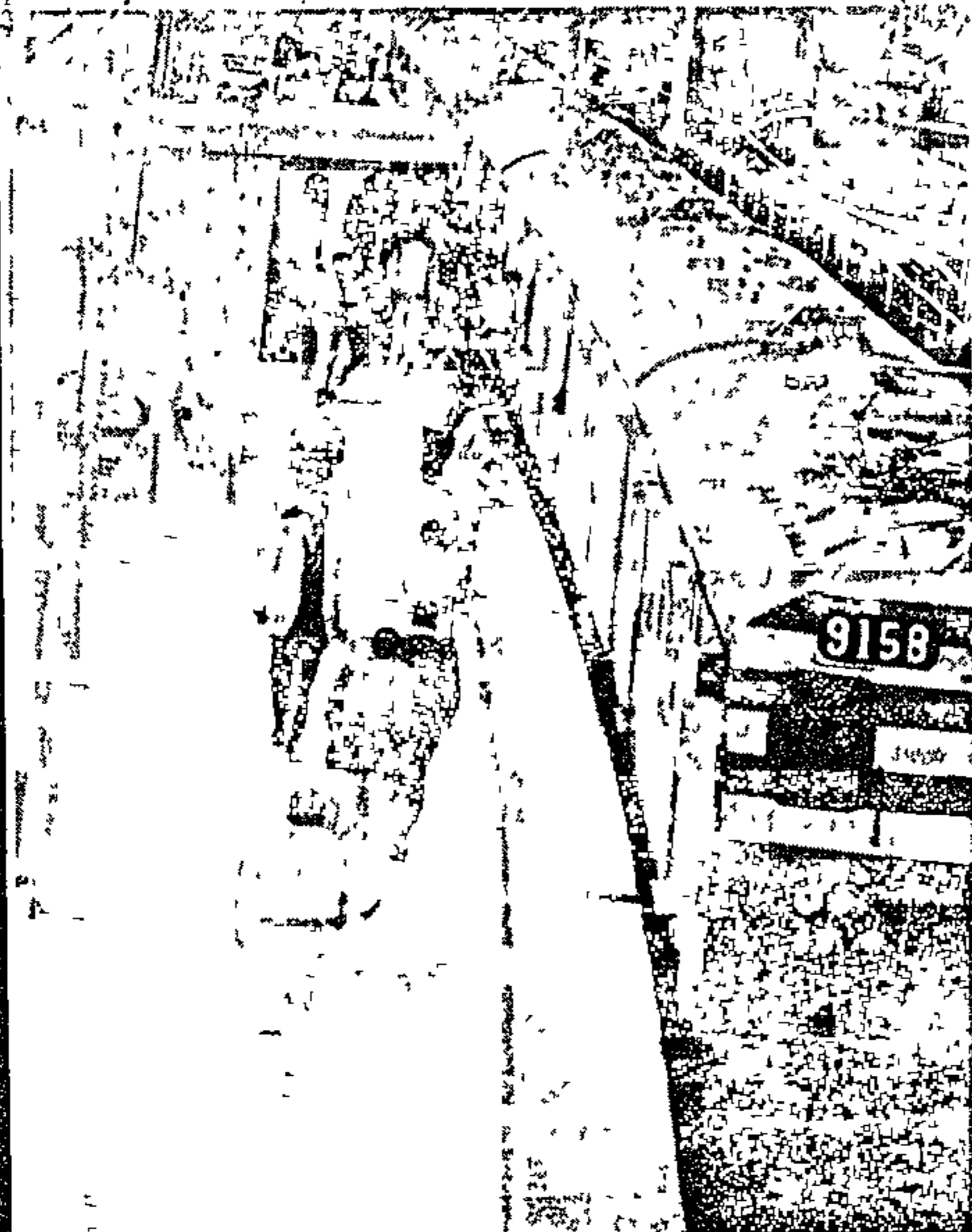
### Stayaway

In Johannesburg a mysterious fire broke out in the passenger coach of a train at Mzimhlophe Station at about 9pm on Tuesday a South African Transport Services (Sats) spokesman said

Meanwhile, the three-day stayaway has cost workers millions of rand, says Assocom labour spokesman, Mr Vincent Prett

Mr Prett estimated the total cost of the stayaway to the economy would be in the region of R500 million, SABC Radio News reports

He said much of this would be made up of wages lost by workers. Other negative effects on the workforce were that employers would move further towards mechanisation if they could not rely on their staff



LONGDALE Station at dusk. A handful of commuters sigh with relief. Where every day hordes of workers rush madly about the platform and coaches, yesterday there was at least the assurance of an empty seat . . .

Sowetan 7/6/88

# Improvement

● From Page 1

Mr Prett said financial harm to companies would also result in fewer jobs and higher costs. This meant that workers would not only suffer directly from not getting wages, but would also have to pay higher prices for goods.

The Federated Chamber of Industries said there had been a marked overall improvement in work attendance especially in Johannesburg, the West Rand and Pietermaritzburg.

## Normal

The situation in Cape Town and Bloemfontein had returned to normal and there was no change in the Eastern Cape.

The Chamber said that the Northern Transvaal had not been affected by the stayaway action.

The SABC said yesterday afternoon that the country was "near normal". Reporters saw only few blacks in the usually crowded streets of Johannesburg.

School attendances were low in many parts of the country. Black businessmen heeded the protest by closing their shops early. Pamphlets

were distributed in some townships calling for a stayaway. Health workers and journalists were exempted from the action.

Participation by bus and taxi drivers in the stayaway probably contributed to the absenteeism in Johannesburg and Durban. Reports from the most of the country, according to a Sapa report, showed that workers began to go back to work yesterday.

Although the mining industry, which produced 80 percent of South Africa's foreign earnings, was hardly affected, the protest was regarded as a success for unions and anti-apartheid groups who organised it under emergency regulations that prohibited them from any political activity.

Cosatu has meanwhile proposed that the Bill be referred to a panel chaired by Mr L Ackerman, of the Department of Law at Stellenbosch University. The inquiry would consider, among other things, to what extent the proposed legislation was consistent with international standards.



140A

# What the Labour Relations Bill really says

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- To call on the Government to submit to the jurisdiction of the ILO.



**COSATU**  
**CONGRESS OF SOUTH AFRICAN TRADE UNIONS**

# Unions deny receiving invitation ~~1401~~

By Mike Siluma, Labour Reporter

While preliminary talks over the Labour Relations Amendment Bill got underway yesterday between employers and the Congress of SA Trade Unions (Cosatu), South Africa's biggest worker groups denied being formally invited to meet Manpower Minister Mr Pietie du Plessis.

The meeting between Cosatu and employers represented by the SA Consultative Committee on Labour Affairs (Saccola), taking place through lawyers for both sides, was announced at a press conference by Saccola chairman

Ste 10/6/84 ✓  
Mr Bobby Godsell.

It followed a meeting this week between Saccola and Mr du Plessis and a three-day national work stayaway in protest against the Bill, which cost the economy about R500 million.

Mr Godsell, stressing that the meeting with Cosatu was not the result of the stayaway, said Saccola had gained the impression in its talks with Mr du Plessis that talks with Cosatu on the Bill would still be worthwhile.

Employers did not ask for the suspension of the Bill, which employers still regarded as positive and even-handed

"We are seeking to start discussions (with unions) as quickly as possible. The standing committee will meet early next week to consider amendments," said Mr Godsell.

Saccola was also planning to meet the second biggest black labour federation, the National Council of Trade Unions (Nactu), to discuss the Bill.

Nactu said it had not received invitations to meet either Saccola or Mr du Plessis.

● Mr du Plessis said yesterday that he had formally invited Cosatu to meet him to discuss the legislation.

# Chamber increases pay offer to NUM

By Mike Siluma,  
Labour Reporter

The Chamber of Mines, representing South Africa's major mining houses, has reached agreement with the mainly white Council of Mining Unions (CMU), but is still locked in negotiations with the National Union of Mineworkers (NUM).

The settlement at conciliation board between the chamber and the CMU, announced by a chamber spokesman, guarantees an across-the-board 12 percent increase for the CMU's 26 000 members

The chamber spokesman said the increases would be effective from this month

The CMU represents the Mineworkers' Union, the SA Engine Drivers' Foremans' and Operators' Association and six artisan unions

Talks between the chamber and the NUM were adjourned yesterday after employers upped their pay offer to between 12 and 15 percent, after an initial opening offer of 10,5 percent for both gold and coal miners

NUM general secretary Mr Cyril Ramaphosa said the union was demanding an across-the-board 27 percent increase, down from an original demand of 40 percent

The parties will meet again for further discussions on June 15.



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2001

# What the Labour Relations Bill really says

## EMPLOYERS AND THEIR ORGANISATION, SACCOLA, SAY

- The Bill is not an attack on unions
- The Bill preserves worker rights
- The Bill is in line with Western labour standards
- The Bill satisfies most of COSATU's objections

## WORKERS AND COSATU SAY

- The Bill is part of a broader strategy to suppress democratic opposition and worker organisation COSATU has been severely restricted and 17 democratic organisations have been banned COSATU's right to meet, speak, publish and organise has been systematically undermined by banning all our rallies, constant police raids on our offices, numerous anonymous bomb attacks on our property, regular confiscation of our media, ongoing detention of our members and so on The Minister of Manpower has even said that the provisions of the Bill will hang "like a sword over the (unions) heads" — *Star* 17/12/87
- The Bill makes arbitrary and unfair dismissals legal, restricts the right to strike and encourages minority unions

- The Bill contravenes international labour standards on freedom of association COSATU has laid a complaint with the International Labour Organisation (ILO) for investigation
- Not one of COSATU's major objections to the Bill have been met — 20 out of our 27 objections to the parliamentary standing committee were ignored

This week's protest action demonstrates the opposition of millions of workers to the Bill. There is clear disagreement between workers and employers about the Bill.

## WE CHALLENGE SACCOLA

- To submit this disagreement to the judgement of an independent panel of lawyers under the chairmanship of, for example, a retired judge who is a respected member of the legal profession
- To call on the government to suspend the Bill pending determination by the independent panel and the ILO
- To call on the government to submit to the jurisdiction of the ILO

## COSATU — Congress of South African Trade Unions

140A

W. Mail 10-16/6/88

CAPE TOWN 19/6/86  
1401

# Firms fire 937 unionists

Own Correspondent

JOHANNESBURG. — A total 937 employees at 30 firms have been fired for their participation in the three-day stayaway this week, Nactu and Cosatu said yesterday.

They said those dismissed were union affiliates in the transport, metal and chemical sectors.

A Nactu spokesman said the dismissals appear to have occurred largely at small firms.

And Cosatu has agreed to meet Manpower Minister Mr Pietie du Plessis.

Among the discussions on the Labour Relations Amendment Bill will be the acceptance of ILO jurisdiction and determination over whether the bill is a breach of international standards, Cosatu said.

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# Rally was not protest

THE Food and Allied Workers Union has brought to our attention the inaccurate caption story we ran below a picture on Page 1 on Monday. In the caption story, we stated that the union had a protest rally last Saturday at Nasrec, Johannesburg.

Mr David Makhema, Fawu's Transvaal regional secretary, says in fact, his region had a cultural rally where there was gumboot dance, poetry, choirs and other activities by the workers.

The *Sowetan* wishes to apologise for any inconvenience it may have caused the union.

140A

Sowetan 10/6/88



12019

Sowetan 10/6/88

# 5000 DISMISSED OVER STAYAWAYS

BY LEN MASEKO

MORE than 500 members of the Transport and General Workers' Union were dismissed for failing to report to work during the three days of "Peaceful protest," a spokesman for the union said yesterday.

TGWU official, Ms Kelly Forest, said similar dismissals had led to a strike by more than 200 bus drivers in the Maritzburg area yesterday.

She said the drivers, employed by Sizamani Kwazulu Transport, were protesting against the dismissal of their colleagues.

Ms Forest said: "The drivers had not taken part in the three-day protest for fear of attacks

which accompanied a similar action last year

"But they decided to go on strike after their colleagues in the workshop and administration sections — who had observed the stayaway call — were dismissed"

## Warnings

She said TGWU members had been fired and others given warnings at the following companies Mainline

Carriers' Alrode plant, Wilton Transport, Orbit Dry Cleaners, Pretoria Coal Distributors, Pritchard, Cleaning and Security (Maritzburg), Fidelity Guards (Maritzburg), Alrode Express and Frasers' Moving Machine.

ment to return to work on Monday

The workers said they were surprised to find the company's gates locked

In Johannesburg, about 200 members of the National Union of Metalworkers of SA (Numsa) — reporting for duty yesterday morning — were told by manage-

Mean while Sapa reports that the National Council of Trade Unions claimed yesterday about 2.5 million workers stayed away from work during the three days of protest against the new labour Bill and the crackdown on groups opposing racial segregation

2 000 fired  
in wake  
of Cosatu  
stayaway

JOHANNESBURG —  
Almost 2 000 workers  
have been dismissed  
and another thousand  
face some form of "disci-  
plinary action" follow-  
ing this week's three-day  
stayaway, Cosatu said in  
a statement yesterday

"The actions follow  
warnings from manage-  
ment to Cosatu affiliates  
that they 'reserved the  
right' to take retaliatory  
action

"Cosatu affiliates are  
fighting each and every  
dismissal as well as lock-  
outs, suspensions, can-  
cellations of stop orders  
and agreements with  
unions," the statement  
said

The statement also  
said that as far as dis-  
missals, suspensions  
and lockouts were con-  
cerned, union officials  
had told management  
that it was unreasonable  
to crack down on indi-  
vidual workers when  
they protested in line  
with a community deci-  
sion over the controver-  
sial Labour Relations  
Amendment Bill, which  
has not yet been re-  
solved, and had warned  
companies that their ac-  
tions might prejudice  
sensitive negotiations —  
Sapa

Stayaway: nearly 2 000 get the sack

# Cosatu vows to contest management retaliation

Star 11/6/88

14019

Almost 2 000 workers had been dismissed and 1 000 more faced some form of "disciplinary action" following this week's three-day stayaway, Cosatu said in a statement yesterday.

"The action follows warnings from management to Cosatu affiliates that they 'reserved the right' to take retaliatory action," Cosatu said.

"Cosatu affiliates are fighting each and every dismissal as well as lock-outs, suspensions, cancellations of stop orders and agreements with unions

"As far as dismissals, suspensions and lockouts are concerned, union officials have told management that it is unreasonable, drastic and premature to crack down on individual workers when they protested in line with a community decision over the controversial labour Bill, which has not yet been resolved

"It is mostly small companies which are taking punitive action. In negotiations on the issue, Cosatu unions have warned management that their actions could jeopardise and undermine sensitive discussions with the SA Consultative Committee on Labour Affairs (Saccola) at national level, as well as the proposed meeting with Manpower Minister Mr Pietie du Plessis," the statement said.

"There are widespread examples of management 'lockouts', where workers were told to return to work on Monday as punishment. This is spiteful and vindictive action and makes nonsense of management opposition to stayaway action. Workers refer to this as illegal strike action by management," the statement said.

"Obviously Cosatu will be raising this matter with Saccola and calls on them to intervene to advise against chaotic management actions which stoke the tension and conflict

"It is unfortunate that Saccola and various business leaders last week discredited the protest as nothing more than political power play by union leaders and not really to do with the new labour Bill

"Statements like these, along with SABC propoganda against the union movement, tend to stick in the minds of management of small firms who have a very shallow view of legitimate trade union and democratic rights"

The statement said the Paper, Printing and Allied Worker's Union had told Cosatu that many companies, including major ones like Mondi and Sappi, were beginning to attempt disciplinary action through "kangaroo courts"

The statement said the National Metal Union of South Africa (Numsa) had said in a letter to one of the companies where Numsa members are facing management action, that any steps taken by the company might prejudice any discussions Cosatu might have with Saccola and might pre-empt a negotiated resolution of the problems of the Labour Relations Act

The letter said

"Discussions have been held between Saccola and Cosatu with regard to The Labour Relations Act (LRA). These discussions are at a very sensitive stage

"The Minister of Manpower has indicated that he intends issuing a formal invitation to Cosatu to meet regarding the proposed amendments

"Any steps which may be taken by your company may severely prejudice any discussion with Saccola and the Minister and may pre-empt a negotiated resolution to the problems attached to the LRA

"In the circumstances we consider any steps taken against our members to be drastic and premature and not conducive to good labour relations"



# Metal workers fail to hammer out differences

By Alison Campbell

A MAJOR strike is looming in the metal industry because of an impasse between Seifsa represented employers and unions affiliated to the International Metalworkers Federation (IMF) during their annual wage negotiations.

Four unions, representing some 129 000 workers have decided to hold wage strike ballots after declaring themselves in dispute with industry employers

A spokesman for the IMF unions says a ballot will be held among members on July 20. Votes will be counted three days later

Last year's negotiations ran into similar problems with the then Metal and Allied Workers Union (MAWU) refusing to support the industrial council's main agreement and resolving to strike on the wage issue

The strike was rendered illegal by a controversial last-minute renewal of the previous year's agreement

MAWU has since merged with other unions to form the National Union of Metal Workers of South Africa (NUMSA)

Seifsa chief executive Brian Angus says this year Manpower Minister Piet du Plessis is likely to be asked to renew the main agreement — which expires at the end of the month — excluding the four IMF-affiliated unions

This would clear the way for a legal strike to take place

Mr Angus has denied IMF union claims that Seifsa and the CMBU unions are planning to extend the existing main agreement in order to make the proposed strike illegal

The latest round of negotiations saw the IMF unions bid for an increase of R1,04 per hour for labourers (a 40% increase), down from original demands made in March for a R1,50 across the board hourly wage

Employers put their final offer at a 41 cents per hour increase for labourers — a raise of 15.7%

STimes 140A  
12/6/88



CAPL 1-11-78

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## Clowu decides to disband

Staff Reporter

THE Clothing and Allied Workers' Union (Clowu) decided to disband at a special conference in Woodstock on Saturday.

The outgoing union urged its former members to "devote their energy to supporting the Garment and Allied Workers' Union (Gawu)".

Gawu had adopted a "more progressive worker and community-orientated stance", the resolution of dissolution noted.

Three years ago Clowu and Gawu were locked in a bitter dispute which eventually reached the Supreme Court.

But on Saturday former Clowu members agreed that their old-time rival was now "a like union", so their union's position had become untenable.

tinuing, police said.

Dr Kim Mizrahi carries the

# Union request on Bill: employers to respond

Star 13/6/88

(140H) (140H) (140H)  
By Tim Cohen

Employers will respond today to a union plea that the Labour Relations Amendment Bill be submitted to an independent tribunal for scrutiny on whether it meets Western standards.

The Congress of South African Trade Unions (Cosatu), which called for the three days of protest action over the Bill with the National Congress of Trade Unions (Nactu) last week, made the suggestion in a letter to the SA Co-ordinating Committee on Labour Affairs (Saccola).

Cosatu proposed last week that the Bill be referred to a panel chaired by a former judge, Mr L

Ackerman, now chairman of the Stellenbosch University law faculty.

The chairman of Saccola, Mr Bobby Godsell, said he was glad the unions now seemed prepared to discuss the content of the Bill.

Employers regarded the Bill as good legislation, but "are naturally willing to see good legislation made better".

As to Cosatu's claim that almost 2 000 workers had been dismissed and another 1 000 faced disciplinary action after the stayaway, Mr Godsell said Saccola regarded the union's action as punitive and the punitive response by employers was not unexpected.



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# Cosatu and moderate group to discuss Bill

(1408) B/day 13/6/88  
BRONWYN ADAMS

COSATU has accepted an invitation from the moderate trade union body, Labour Forum, to hold talks on the Labour Relations Amendment Bill

Cosatu information officer Frank Meintjies said at the weekend preliminary arrangements for talks between Labour Forum and Cosatu were being made and discussions would be held soon.

The Labour Forum recently resolved to approach largely black trade unions to try to prevent the Bill becoming law.

Nactu welcomed the Labour Forum's support against the Bill and said it was prepared to meet all non-collaborationist worker organisations in formulating a common strategy.

Nactu said worker opposition was preferable to negotiations with the Manpower Minister as long as SA remained under a state of emergency, bannings and detentions continued, and the Minister encouraged management to fire and discipline workers taking part in peace-

ful protest action

Meintjies said Cosatu's open policy was in line with its two main principles of non-racialism and worker unity. He said meetings with white unions were in line with Cosatu's resolution to reach out to all workers.

He described the Labour Forum's move as significant especially since it arose out of opposition to the new Bill. Worker unity was essential given employer moves towards consolidation and the state's movement against the interests of workers.

All workers shared similar demands and it was only by standing together that they would defend themselves against low wages.

Meintjies acknowledged the ideological differences between white and black union groupings but said these would have to be tackled through discussion and debate.

## Money no problem — pilots

# 'Intimidation at factory gates' — two in court

## Court Reporter

TWO Guguletu men have appeared in Cape Town Regional Court charged with intimidating or assaulting an employee of Tiger Oats, Maitland, on February 10.

Mr Wilson Kolonisi, 46, and Mr Alson Makolota, 46, of the Cape Oil hostel, have pleaded not guilty to charges of intimidating Mr Bernard van Harte into staying away from work by grabbing his belt, throwing him to the ground and kicking him, alternatively assaulting him.

Mr van Harte, a machine controller, said he arrived at the gates about 5.50am and was told by security guards he could not go in.

He tried to open the gates and Mr Kolonisi grabbed him, saying "You must not work today. There is a legal strike".

"I told him I was married with children. I had to work."

Mr van Harte said Mr Makolota kicked his packet of sandwiches from his hand. As he bent to pick them up Mr Makolota kicked him and he fell.

Mr van Harte said he had known Mr Kolonisi for about 20 years and Mr Makolota for

about six years. Mr Kolonisi did not kick him.

Mr van Harte said he stood across the road until another man said those who wanted to work could sign a form and the others could stay outside.

Mr van Harte said he signed the form and clocked in.

Defence counsel Mr P Gamble asked Mr van Harte why he told a disciplinary inquiry that he had been assaulted three times.

## NERVOUS

Mr van Harte replied he had been assaulted three times, but that he had never been in a court before, was nervous and had forgotten.

Mr Gamble: Did someone put you up to coming to court to testify against these two men?

Mr van Harte: No. Not at all.

Mr Gamble said the accused would say that Mr van Harte was injured when about 100 workers stampeded forward to hear what was being said by a senior company man, Mr T Bingle, when he appeared at the gates with a loud-hailer.

The hearing was postponed to August 22.

140A

*CH 7/16/88*  
**Tyre strike ends**  
PORT ELIZABETH  
The month-old strike involving 900 workers at Goodyear in Uitenhage came to an end yesterday after the Industrial Council for the Tyre and Rubber Industry urged all workers to return to work by tomorrow morning, Goodyear manager public relations Mr Mike London said — Sapa



# Worker kicked by strikers, court told

Cape Times 14/6/88

Court Reporter

AN EMPLOYEE at the Tiger Oats company yesterday told Cape Town Regional Court his clothes were torn and he was kicked when he tried to enter the Tiger Oats premises during a strike in February.

Mr Bernard van Harte was giving evidence in the trial of Mr Wilson Mwisi Kolanisi, 46, and Mr Alson Makalde, 44, both of Guguletu, who pleaded not guilty to compelling Mr Van Harte to stay away from work by grabbing him by the belt of his trousers, throwing him to the ground and kicking him.

They also pleaded not guilty to the alternative count of assault with intent to do grievous bodily harm.

Mr Van Harte said that when he arrived for work on February 10 and went to open the gate, Mr Kolanisi grabbed the pocket of his pants and tore it. He also tore two buttons off Mr Van Harte's shirt. Mr Makalde kicked his lunch parcel from his hand and trod on it, and when Mr Van Harte bent to pick it up, Mr Makalde kicked him in the side.

Mr Kolanisi "told me not to work as we were on a legal strike", Mr Van Harte said.

The hearing was adjourned to August 22.

Mr M J Langenhoven was the magistrate. Mr J M Koen prosecuted Mr P Gamble, instructed by Mr CS Kahanovitz of Bernadt, Vuloc and Potash, appeared for the defence

# Workers union disbanded

Southeast 14/6/68

14/6/68

1 THE Clothing and Allied Workers' Union decided to disband at a special conference in Woodstock at the weekend

The outgoing union urged its former members to "devote their energy to supporting the Garment and Allied Workers' Union (Gawu)

Gawu had adopted a "more progressive worker and community orien-

tated stance", the resolution of dissolution noted

Three years ago Clowu and Gawu were locked in a bitter dispute, which eventually reached the Supreme Court

But last Saturday former Clowu members agreed that their old-time rival was now "a like union", so their union's position had become untenable — Sapa

## Shop stewards due in court

Two Food and Allied Workers' Union (Fawu) shop stewards at Rainbow Chicken in Rustenburg have been detained and are due to appear in court today on charges of intimidation, the union said in a statement.

Slr 14/6/85

The detentions took place after the three-day stayaway last week.

"The union condemns these detentions and demands the immediate release of the shop stewards," Fawu said. The shop stewards are Lindiwe Nzulwane and Martha Montsho.

Fawu said three other shop stewards from Farm Fare in Wynberg, Mr Phillip Ziqubu, Mr Raymond Sibanda and Mr Elvis Rathogwa, were still in detention.

The police declined to comment. ~~SEE~~ (140A)



# Four metal unions decide to hold wage strike ballot

By Mike Siluma, Labour Reporter

Four unions, representing nearly 129 000 metal workers, have decided to hold wage strike ballots after declaring themselves in dispute with industry employers

The decision by the National Union of Metalworkers (Numsa), the Electrical and Allied Workers' Trade Union of SA, the Steel Engineering and Allied Workers' Union and the Engineering and Allied Workers' Union to hold strike ballots followed the failure of a Industrial Council meeting last Friday to facilitate an agreement between unions and employers.

The four are affiliates of the International Metalworkers' Federation (IMF).

The other union grouping at the talks, the Confederation of Metal and Building Unions (CMBU), representing about 80 000 mostly skilled workers, is likely to reach a settlement with employers.

A spokesman for the IMF unions, Mr Peter Dantje, said they had decided to hold a ballot among members on June 20

Meanwhile, annual wage negotiations between the National Union of Mineworkers (NUM) and De Beers Consolidated Diamond Mining Ltd will resume on Monday with the NUM demanding a 27 percent increase for about 8 000 workers.

An NUM spokesman said yesterday that at a meeting between the two parties on Friday, De Beers had offered an across-the-board increase of 8,5 percent.

Comment from De Beers was unavailable at the time of going to press.

● NUM is due to meet the Chamber of Mines tomorrow for further wage negotiations for 1988

# Bid to thrash out differences on Bill

Star 14/6/88

(140A)

By Mike Siluma,  
Labour Reporter

The search for employer-union consensus on the Labour Relations Amendment Bill will move a step further with a meeting on Friday between the SA Consultative Committee on Labour Affairs (Saccola) and the second largest black worker federation, the National Council of Trade Unions (Nactu)

Saccola is expected to respond today to the suggestion by the Congress of SA Trade Unions (Cosatu) that the dispute over the Bill's likely effect be referred to a neutral tribunal. Cosatu has suggested a former judge and chairman of the law faculty at the University of Stellenbosch, Mr L Ackerman, as president of the tribunal.

The Labour Bill, seen by many unions as an attack on their rights, was one of the issues to spark a three-

day work and school stayaway last week. Employers have maintained that the Bill was a "positive and even-handed" development.

Saccola chairman Mr Bobby Godsell said yesterday that Saccola would convey its response to the Cosatu proposal today. The tribunal would be asked to adjudicate on the different interpretations of the Bill.

● The Star's correspondent in Cape Town reports that the Labour Relations Amendment Bill has reached its final stages.

The Bill went back to the standing committee for further discussion on amendments which were completed yesterday.

Chairman Mr James Cunningham said the committee had "fairly long" discussions yesterday and the Bill would probably be placed on the order paper of all three Houses later this week.

# Protest aftermath: Dismissals on the increase

Sowetan 14/6/88  
140A

MORE dismissals resulting from last week's protest against the Labour Amendment Bill were yesterday reported in different sectors.

In Soweto, workers employed by Mzamo Moleko Enterprises claimed they were dismissed after failing to report for duty during the three-day protest. These workers said the dismissals had led to the temporary closure of the company's three liquor outlets in Dobsonville, Diepkloof and Moletane.

Mr Jackie Motlogeloa, a director of the company, could not be reached for comment yesterday.

• A spokesman for the National Council of Trade Unions said dozens of the federation's members were fired and others threatened with dismissal.

He said 97 members had been dismissed and 655 others given final warnings.

• At least 75 members of the National Union of Furniture and Allied Workers who took part in the protest have lost their jobs in Tzaneen, reports MATHATA TSEDU.

Sixty-eight of them were fired on Friday by Hunt Leichers and

By LEN MASEKO

Hepburn (HLH) The other seven are from Hickson Timber Preservation.

An HLH spokesperson yesterday confirmed that 68 workers had been dismissed for not reporting for work from Monday to Wednesday last week. The spokesperson said any dismissal had the potential of "negative repercussions." He said the company was in touch with the union.

A spokesperson for Nactu, Mr Phosakuwa Mashele, said many other firms that were affected by the protest had given workers last written warnings. He said some had refused to sign them. More than 3 000 workers are estimated to have lost their jobs as a result of last week's protest which was called by both the Nactu and the Congress of South African Trade Union (Cosatu).

Meanwhile a strike by more than 300 bus drivers in the Maritzburg area has been resolved, a spokesperson for their union said.

The bus drivers, who belong to the Transport and General Workers Union, had embarked on a strike in protest against

the dismissal of their colleagues employed by Sizanani KwaZulu Transport. These workers were dismissed for staying away from work during last week's protest.

A spokesman for the TGWU said the strike was called off after the bus company reinstated all workers dismissed after the stayaway.



# Num out to uplift working conditions

140A  
Sowetan 14/6/88

By MOKGADI PELA

THE health, safety and compensation units of the National Union of Mineworkers is daily fighting for adequate standards for all their members nationwide to end the average death rate of two people and 34 major injuries a day.

With a membership of 360 000 — the job is not easy. The health, safety and compensation staff say “the conservatism of mine owners made their job more difficult.”

Mr Hazzy Sibanyoni, who is the health officer for the union, said: “Part of my job includes investigating and doing thorough research on health hazards faced by workers. I also have to look at the effects of noise on the workers.”

He said his unit disseminated information to the general membership. That was done either through seminars or leaflets.

Dr Dennis Rubel, the safety officer for the union, said. “In uranium plants like Phalaborwa workers have to be informed about the dangers of radiation. People get affected by uranium as it gives off some radiation.”

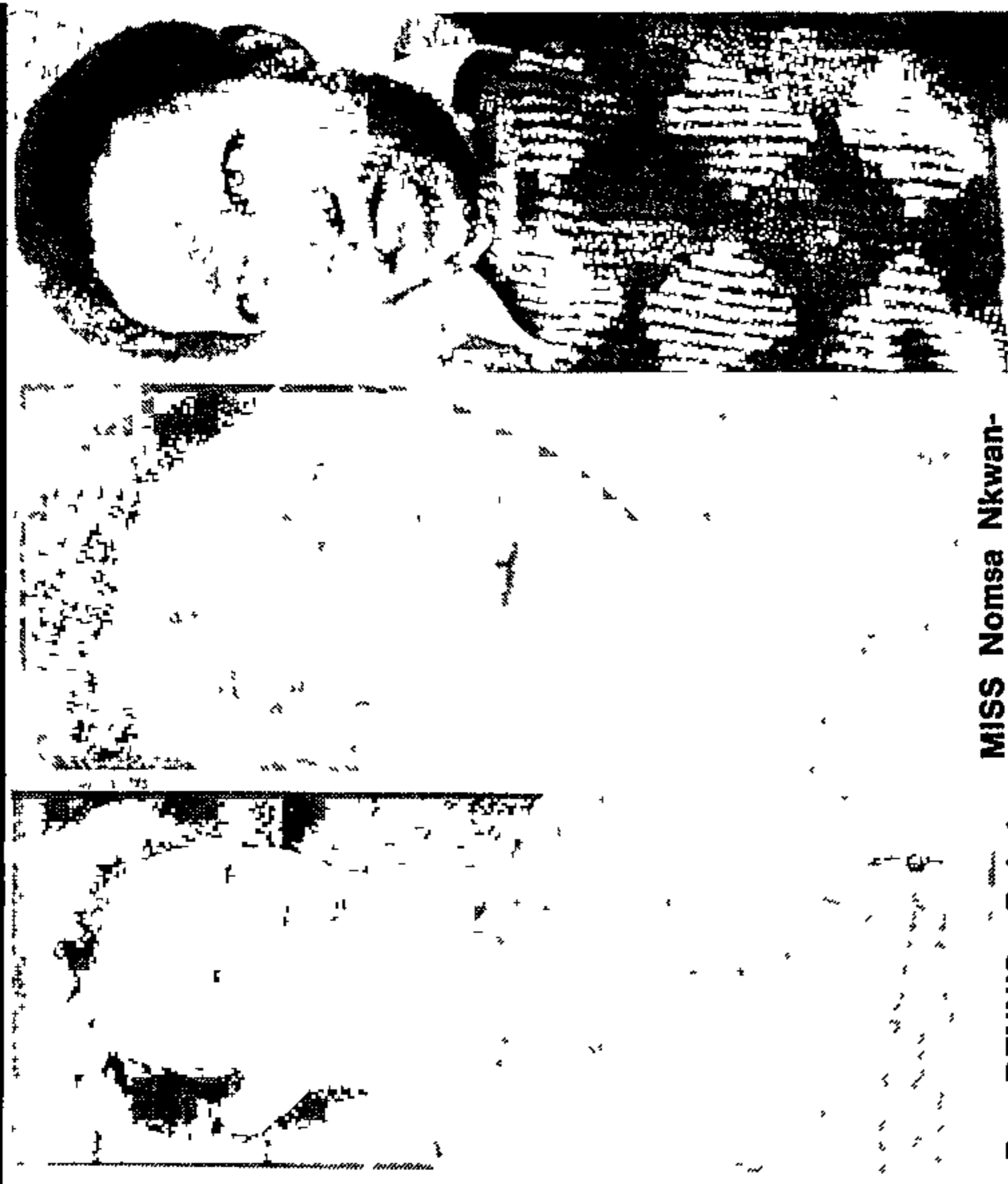
NUM has signed a health and safety agreement with the Phalaborwa Mining Company and officials wished other mining companies to follow that example. Dr Rubel said one other issue that worried NUM as the “medical repatriation.” In terms of which a worker who loses a hand is sent back to his place of origin.

## Compensation

Then the compensation officer Miss Nomsa Nkwana stepped in to explain how workers were compensated after they sustained injuries at work.

She said “Compensation varied according to the injury sustained. Payment also depends on the extent of disability. The loss of either two legs or two arms was regarded as 100 percent disability.”

“Compensation also depended on the salary one gets, the fact that blacks are paid very low wages means they get almost nothing.”

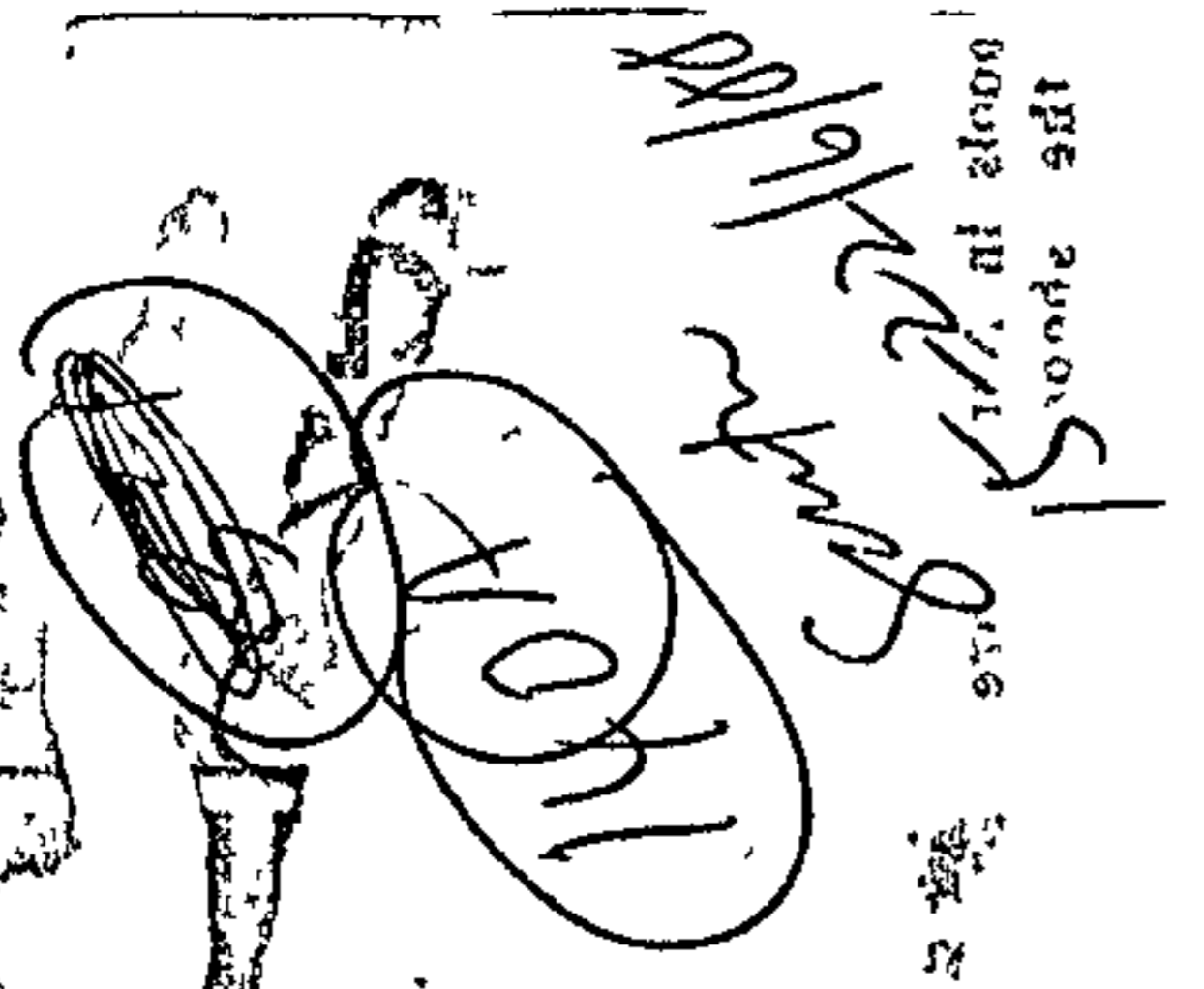


Dr DENNIS Rubel, NUM safety officer.

MISS Nomsa Nkwana, compensation officer for NUM.

Mr HAZZY Sibanyoni, health officer of NUM.

# Harare paves way for unity



DETAILS of secret unity talks among several teachers' organisations including the Western Cape Teachers Union (Wectu) and the Cape Professional Teachers' Association (CPTA), emerged this week.

The upshot of the talks could see the disbanding of most teachers' organisations in South Africa and the formation of one national democratic teachers' union.

The talks, which took place in Harare in April, were initiated by the restricted Congress of South African Trade Unions (Cosatu) and several powerful teachers' organisations in Africa.

Local teachers' organisations represented ranged from the African Teachers Association of South Africa (Atasa) and the Union of Teachers' Association of South Africa (Utasa) to bodies like the Democratic Teachers Association (Detu) and Wectu.

## Top-level status

The talks were accorded top-level status by the Zimbabwean Government. The conference was formally opened by the country's Secretary of Education and closed by its Minister of Labour.

Closed discussions were held by the South African representatives. Top of the agenda were ways of achieving unity among the different organisations.

The representatives were unanimous that there was a great need for a single teachers' organisation.

The form of the proposed organisation and approaches to ideology and non-collaboration were discussed - often heatedly.

The role of the teacher was defined and consensus reached that teachers should contribute to the articulation of "peoples' education".

Fifteen guidelines for debate were drawn up which were to be taken to the constituencies of the organisations involved.

Cosatu was empowered to establish a negotiating machinery and to consult with other sectors to facilitate unity. They were also given the task of convening a follow-up conference.

140A

# Cosatu mulls over arbitration move

COSATU was yesterday considering a response from the SA Consultative Committee on Labour Affairs (Saccola) to its proposal for independent arbitration of the Labour Relations Amendment Bill.

The response was delivered to Cosatu yesterday morning. Unusually, both were tightlipped about the contents of the communication between them.

Legal advisers for the two sides

ALAN FINE

have discussed the technicalities of an arbitration exercise, but no finality has been reached.

Plans for talks between Cosatu and Manpower Minister Pietie du Plessis have not advanced since Du Plessis left for a 10-day overseas trip last Friday. The Minister has not yet responded to Cosatu's proposed list of seven agenda items for

such a meeting.

Meanwhile, Nactu and Saccola are to meet on Friday for detailed discussions on their differences on the Bill, Nactu assistant general secretary Pandelani Nefholovodwe said yesterday.

He said Saccola was also to explain in detail its proposal that issues they were unable to resolve in direct discussion be referred to a panel of experts for examination.



ate

# Ccawusa-OK wage dispute talks today

**MEDIATION to resolve the wage dispute between OK Bazaars and the Commercial Catering and Allied Workers' Union of South Africa is to continue today.**

The dispute centres on wage increases for the 1988/89 period. Mediation proceedings started on Monday this week.

Ccawusa and OK said in a joint statement. "At the beginning of mediation the company's offer was R88 a month across-the-board for all employees, against the union's demand for R160 a month across-the-board"

The union's initial demands included

**By LEN MASEKO**

- The recognition of June 16, May 1 and March 21 as paid holidays
- The recognition of traditional doctors by the company, and a reduction of working hours from 45 to 40 hours a week.

• The Transport and Allied Workers' Union has signed a recognition agreement with Ciskei Transport Corporation, a spokesman for the union said yesterday

Mr Maduke Rankholo, Tawu's general secretary, said the agreement was signed after "seven years of bitter struggle."

Mr Cameron Nzimande, who has been detained on several occasions by the Ciskei police, has been elected chairman of the local shop stewards and branch committee.

He said Tawu would continue to fight for recognition "on behalf of the African masses in the bantustans"



mind," he said.

1965 12/15/88  
**Sugar workers  
locked out**

Labour Reporter ~~12/15/88~~ 1401  
ABOUT 60 employees at E G Smith sugar distributors were locked out today over a wage dispute with the company, a spokesman for their union said.

The workers, all members of the Food and Allied Workers Union (Fawu), had ignored a management ultimatum to halt their go-slow action which started last month.

After wage talks deadlocked, Fawu declared a dispute and applied to the Minister of Manpower for a conciliation board.

The spokesman said the workers had reduced their wage demand from R185 a week to R170.

nive



# Call for Soweto strikers to return

By Jovial Rantao

Striking Soweto Town Council workers would have to return to work before the council could consider negotiations with them, according to Mr Nico Malan, Soweto's Town Clerk

Thousands of Soweto municipal workers went on strike on Tuesday following a pay dispute with the council

A spokesman for the Municipal

Workers' Union of South Africa (MWUSA) said the striking workers — including 60 percent of the municipal police force — were demanding recognition of the union and higher wages

Mr Malan said "The council is prepared to negotiate on any issue, but because of the kind of services we render to the residents, workers have to be back at work before we can contemplate negotiations"

# Mercedes threatens to pull out of SA

~~152~~ (140A) By Sven Lünsche

Stw  
16/6/88

Daimler-Benz of West Germany has threatened to pull out of South Africa if violence among workers escalates at its Mercedes plant in East London.

Responding to a four-week-old strike at the plant, management board member Mr Manfred Gentz yes-

terday announced at company headquarters in Stuttgart, West Germany, that Mercedes-Benz of South Africa (MBSA) would also no longer be able to avoid sackings unless striking workers returned by tomorrow.

The company's public relations manager, Miss Delene MacFarlane, said last night that a possible withdrawal was still a long way down the road, but workers have been warned to resume work by Friday.

Mr Gentz said Daimler would try to avoid a pull-out in the interests of its 3 000 black and coloured employees, but he said strikes had made the plant "almost unmanageable".

There was no response from the unions yesterday.

17-22/6/88  
OVER 60 Durban workers, sacked for stopping work for a few days last year because their factory had no water after the floods, have been reinstated with three months' back pay.

# No-water strikers can return

Weekly Mail Reporter

The 61 employees of SA Wire, members of the National Union of Metalworkers of South Africa (Numsa), had a meeting on October 5, 1987 to discuss their grievances related to the lack of water at the plant. The supply to their factory and

others was disconnected by the Durban City Council to save water after the floods disrupted pipelines to the city.

The workers' complaints included the fact that the toilets were overflowing and could not be flushed and that there was no water for drinking or for washing their hands, which meant they were unable to eat.

W/Meal

~~15~~

140A



# Steel industry braces as four unions warn of strike ballots

STEEL and engineering companies around the country are bracing themselves for a massive wage strike that could erupt before the end of the month, as four unions representing 130 000 black workers announced plans to begin holding strike ballots in the industry.

More than 500 shop stewards from unions affiliated to the International Metalworkers' Federation (IMF), who have deadlocked with the steel employers in annual wage talks, met this week to plan a possible legal strike.

A statement issued after the meeting said the National Union of Metalworkers of South Africa (Numsa), the Engineering and Allied Workers' Trade Union of South Africa (Eawtusa), the Steel Engineering and Allied Workers' Union of South Africa (Séawusa) and the Engineering and Allied Workers' Union (Eawu) had set up joint shop steward coun-

cils to plan for the stoppage.

Ballots are due to begin on July 20 and votes will be counted three days later. The unions said preparations would include discussions with their members about IMF strike rules which "forbid intimidation .. and call for maximum discipline at all times".

A wage strike in the industry was aborted last year after manpower minister Pietie du Piessis extended the life of the old wage agreement, effectively making the strike illegal.

At the time, the metal industry employer body, the Steel and Engineering Industries Federation (Seifsa), justified the move on the grounds that Numsa was the only union which

By EDDIE KOCH

was unwilling to settle.

But during this year's wage talks, Eawtusa, Séawusa and Eawu, which are affiliated to the National Council of Trade Unions, have sided with Numsa, a member of the Congress of South African Trade Unions.

"The four IMF unions are indisputably representative of most workers in the industry and it will thus be difficult for the minister to arbitrarily extend the agreement this year," said Numsa representative Bernie Fanaroff.

Seifsa executive director Brian Angus told the *Weekly Mail* that unions

in the Confederation of Metal and Building Unions (CMBU), which represent some 90 000 mainly "coloured" and white workers, had indicated they would accept the employers' final wage offer.

He confirmed that both Seifsa and the CMBU would apply for the minister to apply the agreement only to workers who were not members of the IMF unions.

He denied claims by the IMF unions that Seifsa and the CMBU were planning to extend the existing agreement for three months after it expires in July. This would make strike action during that period illegal.

"The IMF has made it clear that it

will oppose the extension of any agreement in the industry that has been agreed to by a minority," the IMF unions' statement said.

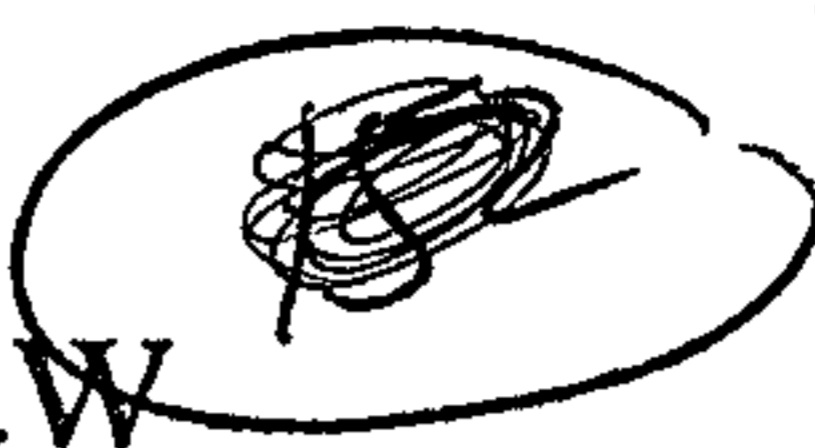
At the time of deadlock, the IMF unions were demanding a minimum wage increase of R1,04 per hour (40 percent) that would take the minimum rate to R3,65.

The four unions also want the working week to be gradually reduced from 45 hours to 40 hours; increased overtime rates, recognition of March 21, May 1 and June 16 as paid holidays; six months' paid maternity leave; 14 days' paid paternity leave; and increased vocational training for workers.

Seifsa's final offer was for wage increases that ranged from 41 cents an hour (15,7 percent) for labourers to 70 cents an hour (11,6 percent) for artisans. The employer body agreed to meet the unions over the demand for more technical training.

# 'Unmanageable' Mercedes may withdraw

w/mail  
17-23/6/88



By LOUISE FLANAGAN,  
East London



THE future of Mercedes-Benz South Africa is uncertain after the parent company claimed the situation at the East London plant was "almost unmanageable" and threatened to pull out of the country.

140A

MBSA has said only that the comments by Daimler-Benz AG's Manfred Gentz didn't mean a withdrawal was imminent and gave strikers an ultimatum to return to work today or be dismissed.

The threatened withdrawal comes during one of the worst periods of strife at the plant.

Last month the company obtained a temporary supreme court interdict preventing the National Union of Metalworkers of South Africa (Numsa) from organising at the factory after bloody clashes between Numsa and rival South African Allied Workers' Union (Saawu) supporters.

The union had until yesterday to respond and four workers were ordered to show reason why they should not be jailed for violating the interdict. The tensions have resulted in work at the factory grinding to a halt.

Daimler-Benz has been under continual pressure from its German workers to support the South African workforce and comply with their demands. Gentz, a member of the management board, told a press conference they would try to avoid a withdrawal, but strikes had made the operation "almost unmanageable". - El-news.

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Union in <sup>1407</sup>  
<sup>St. 17/6/88</sup> ~~1988~~  
wage pact

The Commercial, Catering and Allied Workers Union (Ccawusa) and OK Bazaars have reached a wage agreement after nearly 30 hours of mediation, the two said in a joint statement yesterday. But Ccawusa is still locked in wage talks with Checkers. — Labour Reporter.



# Club and union wage agreement

STN 17/6/88  
By Adele Baleta 140A

The Hotel and Restaurant Workers' Union (Harwu) and the Johannesburg Country Club have reached a wage agreement guaranteeing a new minimum rate of R400, plus an across-the-board rise of R100.

About 300 workers will benefit.

Negotiations started in March and agreement was reached following a declaration of a dispute by both parties.

● The Building Society Officials' Association and Natal Building Society have reached agreement on an increase of about 14,5 percent for the building society's employees. This will be linked to job performance, a spokesman said.

# Strike ends at Mercedes plant

*1409*  
EAST LONDON. An agreement between Mercedes-Benz SA (MBSA) and the National Union of Metal Workers of South Africa (Numsa) yesterday brought an end to the strike at the plant here

A joint statement was released detailing the terms of the agreement

MBSA has agreed to withdraw its application against the union at present before the Eastern Cape division of the Supreme Court.

The dispute concerning dismissals and suspensions, as well as the allegations made by MBSA in two Supreme Court applications, are to be referred to arbitration

The arbitration panel is to consist of an umpire and two others, with the company and the union each nominating one arbiter.

The company and the union are to share the costs of the arbitration equally, and both will be allowed legal representation during the arbitration hearings.

Until the arbiters' award is made, MBSA has agreed to withdraw all disciplinary action against union members except in the case of two employees who have been suspended on full pay.

The parties have also agreed to "use their best endeavours to ensure that no acts of violence, intimidation or breaches of the Labour Relations Act occur".

The parties have agreed that the arbiters' award is binding, and will not affect any other issues not covered by the agreement, specifically existing grievance procedures. — Sapa

Star 15/6/88  
~~(S)~~ (140A)

# Merc strike over

EAST LONDON — An agreement between Mercedes-Benz and the National Union of Metalworkers of South Africa today brought an end to the strike at the firm's East London plant.

Management has agreed to withdraw its Supreme Court application against the union. The dispute, which concerns dismissals and suspensions, will go to arbitration. — Sana.



140A CIPress 19/6/88



Delegates from the Chemical Workers' Industrial Union at their AGM held in Johannesburg at the weekend.

## Workers focus on 'union-bashing' measures

By **KERRY CULLINAN**  
ABOUT 4 000 delegates from the 33 000-strong, Cosatu-affiliated Chemical Workers' Industrial Union gathered in Johan-

nesburg for their annual meeting this weekend

According to the union's general secretary, Rod Crompton, most of

the meeting was devoted to discussing proposed amendments to the Labour Relations Act, restrictions on Cosatu and deciding how the CWIU

could develop its campaign to get the Bill and restrictions scrapped

Cosatu general secretary Jay Naidoo was on hand to report back on

the latest developments on the Bill and restrictions, and what measures Cosatu was taking to oppose the two "union-bashing" measures

19/6/88 CPes 140A

# SA metalworkers plan strike ballot

By **KERRY CULLINAN**

ABOUT 129 000 metalworkers are to cast votes in strike ballots starting on Monday

This follows the failure of their unions and employers - who are grouped in the Steel and Engineering Industries Federation of SA - to reach agreement over wage increases

The National Union of Metalworkers of SA, the

Electrical and Allied Workers Trade Union of SA and the Engineering and Allied Workers Union - all members of the International Metalworkers Federation - declared a dispute with Seifsa after their demand for a 46 per cent wage increase was refused

Seifsa has indicated that its final offer stands at a 15 per cent increase for unskilled workers and an 11 per cent increase for skilled workers

Meanwhile, the CMBU unions, which represent 80 000 workers and have also been party to wage negotiations with Seifsa, have decided to accept the employer body's offer

Metalworkers' grievances have been building up since last year's

national strike, planned by Numsa to start in July, was outlawed

Days before the strike was due to start, Manpower Minister Pietie du Plessis renewed an Industrial Council agreement between Seifsa and 14 of the 15 trade unions in the metal industry, effectively rendering Numsa's planned strike illegal

According to the IMF unions, Seifsa has indicated that it intends approaching Du Plessis to again extend the agreement for a further three months until an agreement has been signed with the CMBU. After that, the IMF believes, Seifsa will try to get the minister to make the agreement binding.

However, the IMF has

made it clear that it will oppose the extension of the agreement this year, as it believes it was agreed to by a minority

Although member unions of the IMF hold differing views, with Numsa affiliated to Cosatu and Seawusa to Nactu, co-operation over the wage negotiations has been good

Not only have officials from the four unions been meeting, but this week a meeting of 530 Transvaal shop stewards belonging to the four different unions, was held to plan further action

"We believe that working with the other three unions has been constructive," said a Numsa spokesperson "Should the IMF unions decide to strike, the alliance will hold"

# Labour Update

Sowetan 20/6/88

(140A)

AN agreement has been reached between Mercedes-Benz of South Africa and the National Union of Metalworkers of South Africa to end weeks of disruption to production at the MBSA plant.

A joint statement yesterday revealed that the dispute over the dismissal and suspension of workers and allegations made by MBSA in Supreme Court applications, would be referred to arbitration in terms of the agreement.

This follows a warning by the personnel director of Daimler-Benz in Stuttgart that the company would consider closing down the MBSA

plant if factory floor violence escalated.

MBSA was granted a Supreme Court interdict on May 26, preventing Numsa from organising meetings on the premises without permission, intimidating workers or disrupting the production process, after a clash between rival workers at the plant the day before that left nine people injured, one seriously.

The statement said the arbitrators would not be limited to dismissals or other disciplinary sanctions, but would be empowered to make such findings, recommendations, orders, interdicts and awards as they

deemed fit.

• A meeting of 1200 striking AFCOL workers on Friday condemned the detentions and assaults against Paper, Printing, Wood and Allied Workers Union members that have taken place recently, the general secretary, Mr Jeremy Baskin, said in a statement yesterday.

"The meeting also dissociated PPWAWU from any violence against non-striking workers. PPWAWU rejects the use of violence.

"The meeting repeated its call for non-striking workers to stand

together with the strikers."

• CHECKERS management has withdrawn its notification of dispute with the Commercial, Catering and Allied Workers Union, which it had declared on Tuesday over what management termed the "irreconcilable" position of the parties on wage increases.

• Checkers shop steward, Ivan Molefe said the human resources director of Checkers, Mr Andy MacLaurin had telexed the union on Friday, informing members of its urgent withdrawal of the dispute notice.



# Checkers and union talk again

By Mike Siluma  
Labour Reporter

Wage talks between the Commercial, Catering and Allied Workers' Union (Cawusa) and Checkers, are to resume following the company's withdrawal of its declaration of a dispute with the union. *SK 20/6/88*

A Cawusa spokesman said on Friday that Checkers had told the union it was willing to re-open direct talks on June 29.

The company had earlier refused to continue negotiations, saying the exercise had lost direction.

Checkers is offering R90 a month increase effective from October 1988, or a split increase based on this figure. Cawusa is demanding a monthly rise of R140, effective from July 1.

# Agreement to end disruption at Mercedes

1991

By Adele Baletas  
Mercedes Benz and the National Union of Metal Workers of South Africa (Numsa) have reached an agreement ending disruption of production at the company's East London plant

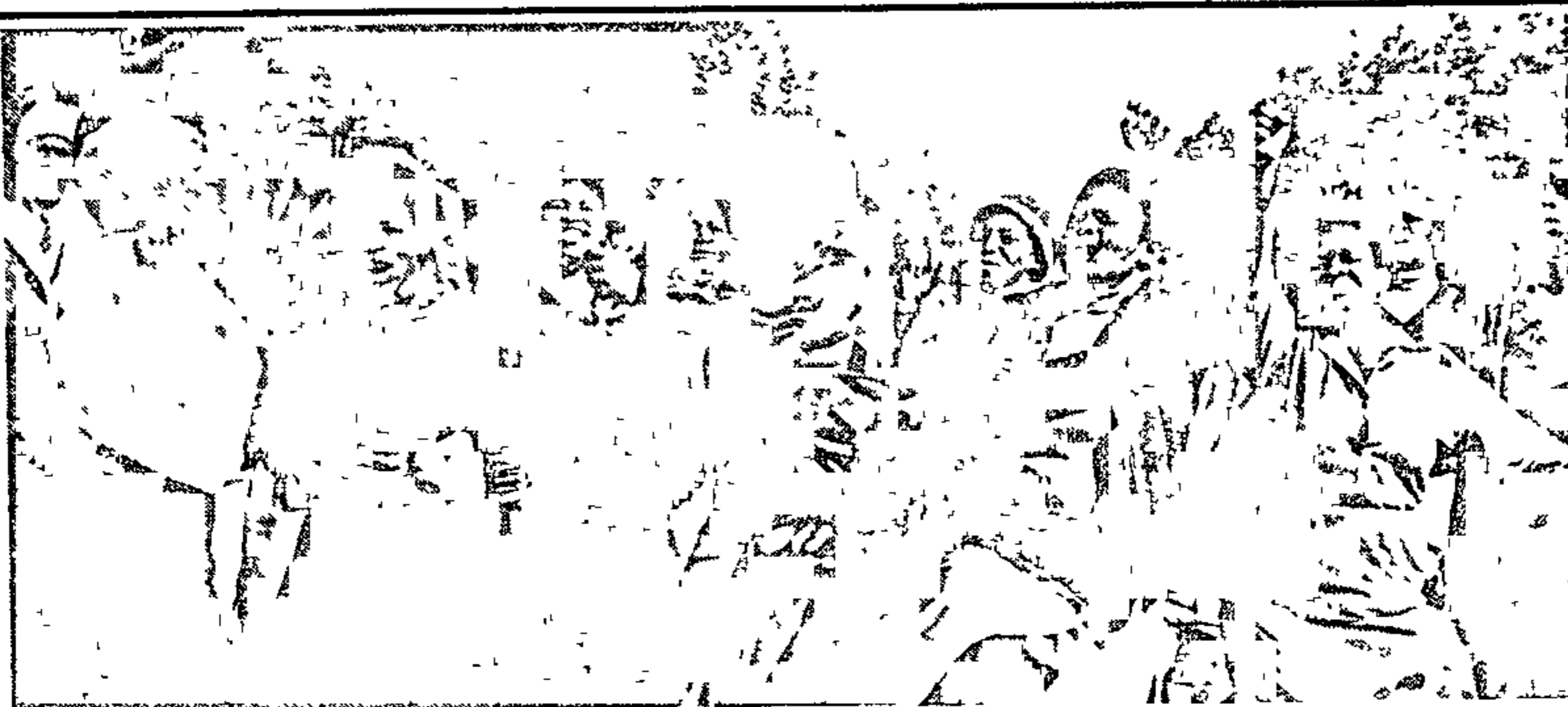
Both parties agreed on Friday that the dispute over dismissals and suspension of workers, and allegations made by Mercedes Benz in a Supreme Court application, be referred to arbitration

The agreement followed a warning by the West German Daimler Benz group that it would pull out of South Africa if labour conflict at the East London plant continued.

Mercedes Benz was granted a Supreme Court interdict on May 26 which prevented Numsa from organising meetings on the premises without permission, intimidating workers or disrupting production

The East London factory was closed for nine weeks until the end of September last year during a pay dispute which cost the company more than R150 million in the first month.

Mercedes Benz South Africa is the largest single industry in the area, employing about 3 600 people, and providing a market for parts manufactured by more than 25 local supply industries



**SOME OF THE 320 workers at Berden Group, Heriotdale, in Johannesburg demonstrate on the company premises. The workers, members of the Commercial Catering and Allied Workers Union (Ccawusa) have been on a legal strike since June 1 in support of demands for a R525 monthly minimum and an increase of R150 across-the-board. According to Ccawusa the company is offering a R410 minimum and an across-the-board increase of R87,50. The lowest paid worker earns R234 a month, the union said.**

## Cosatu denies wage bills

THE Congress of South African Trade Unions has denied knowledge of pamphlets distributed in some Natal towns telling workers who stayed away from work for three days last week to go to Cosatu offices to claim their lost wages

The leaflets urged workers to go to Cosatu offices to claim the money they had lost as a result of staying away from work

"Cosatu wishes to make it known that it has nothing to do with these leaflets Cosatu does not have funds to pay workers their lost wages. However, Cosatu is committed to fight for the reinstatement of its members who may have been dismissed as a result of a stayaway action," regional secretary Mr Thami Mohlomi said yesterday

He urged members to report any such pamphlets to their shop stewards so that the matter could be clarified — Sapa.



# Seifsa offers to recognise May 1 as a paid holiday

Star 24/6/87 (140A)

By Mike Siluma,  
Labour Reporter

In an apparent bid to avoid a possible wage strike by more than 120 000 metal workers, employers in the steel and engineering industry have conditionally offered to recognise May 1 as a paid holiday.

A statement by the Steel and Engineering Industries Federation (Seifsa) said yesterday that employers had agreed in principle to recognise May 1 as a holiday in substitution for an unspecified holiday.

The offer was conditional upon the acceptance by four unions affiliated to the International Metalworkers' Federation (IMF) accepting the employers' final offer guaranteeing, among others, a 17,4 percent increase for labourers.

Seifsa said it had proposed a

meeting of all 15 unions in the industry to discuss "the practical implementation of the offer". A meeting with the IMF unions would be held on Friday.

A spokesman for the largest IMF union, the National Union of Metalworkers (Numsa), said the union was not in principle opposed to swapping "colonial" holidays such as the Government-declared Workers' Day and Kruger Day for "relevant" days like May 1 and Sharpeville Day.

He pointed out, though, that the unions had tabled their demand for May 1 as part of a wages and service conditions package, and that IMF unions would seek to continue with negotiations on all issues in dispute.

The IMF said the results of a strike ballot among 129 000 members would be released today.

70 | 1988  
**Four unions  
set to hold  
strike ballot**

ALAN FINE

THE four metal industry trade unions affiliated to the International Metalworkers' Federation (IMF) are due to begin a strike ballot of more than 100 000 employees over the deadlock in the 1988 wage talks with Seifsa

IMF local secretary Brian Fredericks said on Friday that, in the event of workers voting to strike, the action could begin on July 4. But he and other union spokesmen issued an appeal to Seifsa to reopen the wage talks, saying an industry-wide strike was avoidable.

Fredericks said the unions — which include Cosatu's National Union of Metalworkers of SA and Nactu's Steel, Engineering and Allied Workers' Union — were open to any serious new offer from employers. Seifsa has offered an hourly increase of 41c on the minimum rate, taking it to R3,02.

Seifsa director Brian Angus said yesterday he had noted the IMF request and would discuss it with members this week.

Fredericks said employers who facilitated balloting on company premises during working hours would be invited to observe the voting and counting process. Angus said Seifsa had recommended that members permit balloting on premises, but after working hours.

# Mercedes and Numsa act to end conflict

MERCEDES BENZ and the National Union of Metalworkers of SA (Numsa) have hammered out an agreement aimed at ending labour conflict at the company's East London plant.

The disruptions — which Mercedes said were precipitated by union activity, while the union has cited inept management as the cause — prompted Daimler Benz to threaten the possible closure of its SA operations.

20/6/88  
ALAN FINE B/day

In terms of the agreement, Mercedes is to withdraw all disciplinary actions (including the dismissal of several shop stewards) — apart from the suspension on full pay of two employees — pending arbitration. In addition, the company is to withdraw an interdict application now before the Eastern Cape Division of the Supreme Court.

The two parties agreed to use their "best endeavours" to ensure that no violence, intimidation and breaches of the Labour Relations Act and agreements between them occur.

Numsa is to notify its members of the agreement and call on those on strike to return to work immediately. The union's two senior officials in the eastern Cape are to be available at all times to intervene should any stoppage or dispute arise.

KEY MARKET



# Miners reacting against strikes

Sta. 21/11/88

Mr Naas Steenkamp, president of the Chamber of Mines, said today there were now signs of a "reactionary groundswell" by rank-and-file mine workers to violent strike confrontations, and to union support of sanctions and disinvestment.

He told the annual general meeting of the chamber in Johannesburg that resentment had been engendered by

- The loss of jobs resulting from sanctions and the widescale 1987 strike
- The advocacy by the National Union of Mineworkers of further punitive measures
- The often vicious reprisals against individuals who refused to support strike action.

Workers, he said, had signalled increasing indignation at the disruption of their lives via sanctions or strikes.

There may now be grounds for hope that the leadership of the NUM had sensed the mood of reaction prevailing in the workforce — as reflected by the relative peace enjoyed by the mining industry lately and the virtual non-participation in the June stayaways.

Mr Steenkamp said some of the industry's labour problems were directly related to the country's continuing political impasse.

Soweto 21/6/88

# Numsa 60 are given sack

ABOUT 60 members of the National Union of Metalworkers of South Africa had been fired by Richard Hirschmann for failing to report for duty on June 16, a spokesman for the union said yesterday.

A Numsa spokesman said these workers were dismissed by the Krugersdorp-based company last Thursday. The same workers had been given final warning for staying away from work during a three-day protest against the Labour Relations Amendment Bill, he said.

Mr M Spemacher, a manager at the plant, was not available for comment yesterday.

## Awol

Meanwhile about 20 workers in a three-day stayaway during the protest against the Labour Bill a fortnight ago, have been dismissed by Cylinder Components company in Roodepoort.

A Numsa spokesman said these workers were fired for being "absent without leave" from work.

Mr Tommy Botha, a manager of the company, said these workers were dismissed for breaching a disciplinary code drawn by management and shop stewards. "The dismissals had nothing to do with ideological or political issues," he said.

21/8/84  
49/1/12  
50-40-2  
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# 74 FIRED BY HOTEL GROUP

SEVENTY-FOUR workers have been fired at Karos Wilderness Hotel, South-Western Cape, for staying away from work on June 16, a union spokesman said yesterday.

Forty-nine other workers who were allowed to resume work after participating in the Soweto Day stayaway were refusing to go back to work in sympathy, Mr Alan Horwitz, spokesman for the Hotel and Restaurant Workers' Union, said.

The hotel has also threatened to sack them, he added

## Background

Approached for comment, a hotel spokeswoman said negotiations were underway with union officials.

She said: "There is a lot more background to it than the absenteeism."

Karos is the largest private hotel company in South Africa. Sapa.



# Voting on whether to strike

By Adele Baleta

Four metal unions, representing more than 100 000 metal workers, held strike ballots yesterday following deadlock of the 1988 wage negotiations with the Steel and Engineering Industries Federation of South Africa (Seifsa).

Balloting is to continue today and tomorrow. The results will be released on July 2, a National Union of Metal Workers' (Numsa) spokesman said.

## MEETING FAILURE

The decision by Numsa, the Electrical and Allied Workers' Trade Union of SA, the Steel Engineering and Allied Workers' Union and the Engineering and Allied Workers' Union to hold strike ballots followed the failure of a special Industrial Council meeting to facilitate an agreement between unions and employers.

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# Union says it rejects attacks on workers

By Adele Baleta

The Paper, Printing, Wood and Allied Workers' Union (Ppwawu) has dissociated itself from attacks on workers who refused to participate in strike action at Afcol plants over the past few weeks

Ppwawu's general secretary, Mr Jeremy Baskin, said that the union rejected the use of violence

He was responding to inferences that union members were responsible for the deaths of five workers after they were attacked while on their way to work at the Transvaal Mattress and Furniture Company on June 10.

Another worker, Mr Hanruda Durja, was in a satisfactory condition in the Johannesburg Hospital, a hospital spokesman said yesterday.

The legal strike by more than 1 000 workers at six Afcol plants entered its fourth week yesterday and followed the mass dismissal of 300 Star Furniture employees two months ago.

Mr Baskin said yesterday that the union had rejected a company settlement proposal in which Afcol was prepared to re-employ 110 of the dismissed workers.

Ppwawu has proposed instead that the dispute be referred to mediation.

An Afcol application to the Industrial Court challenging Ppwawu's right to take the matter to court and to engage in legal industrial action was dismissed on Friday.

# Dispute at Merc plant for arbiter

By Adele Baleta

Mercedes-Benz and the National Union of Metal Workers of South Africa (Numsa) have reached an agreement ending disruption of production at the company's East London plant

Both parties agreed on Friday that the dispute over dismissals and suspension of workers and allegations made by Mercedes-Benz in two Supreme Court applications be referred to arbitration

The agreement followed a warning by the West German Daimler Benz group that it would pull out of South Africa if labour conflict at the East London plant continued

The East London factory was closed for nine weeks until the end of September last year because of a pay dispute which cost the company more than R150 million in the first month



1408 6/20/88

# Manpower Dept mum on details of meeting with Cosatu, Saccola

REPRESENTATIVES of the Manpower Department, the SA Consultative Committee on Labour Affairs (Saccola) and Cosatu's legal advisers met in Cape Town yesterday, a spokesman for Minister Pietie du Plessis said last night.

At the same time, the Labour Relations Amendment Bill has emerged from the Parliamentary Joint Committee on Manpower and Mineral and Energy Affairs with only a few cosmetic changes

ALAN FINE and CHRIS CAIRNCROSS

Du Plessis's spokesman declined to give any details on the contents of yesterday's talks, saying they were very sensitive

He added it was unlikely any of the other parties to the talks — who could not be reached for comment — would disclose details  
The meeting, which presumably ad-

ressed questions related to the content and passage through Parliament of the Bill, followed a verbal invitation from Du Plessis to labour unions issued during the work splayaway two weeks ago.

Cosatu accepted the invitation and proposed a seven-point agenda for such a meeting. The following day Du Plessis left for an overseas trip and has so far not responded publicly to Cosatu.

Last week there appeared to be a great deal of communication between

Cosatu and Saccola about Cosatu's proposal that their differences over the Bill be referred to arbitration on whether its contents met mutually agreed criteria.

As far as the passage of the Bill through Parliament is concerned, the earliest the committee's report is likely to be debated in the three Houses is late on Friday or early next week

There does not appear to be any doubt the Bill will receive final Parliamentary

approval this session, and be translated into law soon afterwards.

Nor is it likely now that government will accede to requests from organised labour and employers that the handling of the draft legislation be suspended pending the outcome of "private arbitration", or that Du Plessis will consider suspending any of the disputed clauses. Any proposed amendments will thus only emerge for tabling in Parliament when it reconvenes in 1989.

## Govt and Cosatu discuss Bill

(1401) (116) (116)  
The Minister of Man- tails had to be sorted out.  
power, Mr Pietie du Ples- The meeting followed  
sis, met representatives an invitation by Mr du  
of the SA Consultative Plessis to labour unions  
Committee on Labour Af- during the June 6 to 8  
fairs (Saccola) and the stayaway to discuss their  
Congress of South Afri- objections and recom-  
can Trade Unions (Cosa- mended changes to the  
tu) in Cape Town this Labour Relations Amend-  
week. ment Bill.

A spokesman for the Minister said the parties had agreed that decisions made at Tuesday's meeting would not be disclosed at this stage.

He said technical de-

● A group of experts set up by Saccola and the National Congress of Trade Unions to discuss their differences over the Bill is due to meet this week.

# Berden strike goes into mediation

Star 22/6/88

A legal wage strike by 320 workers at the Berden Group in Johannesburg entered its third week yesterday.

The workers, members of the Commercial, Catering and Allied Workers' Union (Ccawusa), have been demonstrating peacefully on the company premises on a daily basis, the general manager, human resources, Mr Jimmy Stewart, said.

He said both parties had now agreed to mediation.

The union is demanding a minimum wage of R525 a month and an increase of R170 across the board, while the company is offering to adjust salaries to a minimum of R410 and an across-the-board increase of R87,50.



# Numsa slates stayaway sackings

By Adele Baleta

The National Union of Metalworkers of South Africa (Numsa) has condemned the dismissal of its members from several companies following recent stayaways.

A Numsa spokesman warned this week that Iscor's disciplining of its

Vanderbijlpark plant employees who responded to the Congress of South African Trade Unions (Cosatu) call for a three-day stayaway could spark off new conflict.

He said 7 000 workers had been given disciplinary warnings and at least 55 had been dismissed.

An Iscor spokesman said final warnings depended on the individual employee's overall attendance.

The Numsa spokesman said 60 union members were fired from the German multinational Richard Hirschman company in Krugersdorp for being absent on June 16

The same workers had been given warnings after taking part in the three-day stayaway protest against the Labour Relations Amendment Bill.

At the Roodepoort-based Cylinder Component company, a British multinational, 23 workers were fired for "being absent without leave" during the three-day protest.

Spokesmen for the two companies were unavailable for comment at the time of going to press

Sowetan 23/6/88 (1401)

# 'Sign of hope'

THE virtual non-participation of the mining industry's workforce in the June stayaways signalled mineworkers' increasing indignation at the disruption of their lives, the outgoing president of the Chamber of Mines said this week.

Mr Naas-Steenkamp, addressing the chamber's annual general meeting on Tuesday, said there might be grounds for hope that the leadership of the National Union of Mineworkers (Num) had sensed this mood among the mineworkers

This mood, he said, was reflected by "the relative peace enjoyed by the industry lately, and particularly the virtual non-participation of the



**CHAMBER of Mines president Steenkamp**

mining industry's workforce in the June stayaways"

Mr Steenkamp, who is retiring as head of the employer organisation, said the Num had initiated "a costly three-week strike" last year

"The industry sought to view and handle the

strike as an industrial dispute, but an evident underlying aim with the strike was to demonstrate wide worker support for an agenda ranging from sanctions to seizure of control of the national economy," the Chamber official said

## Strike

The strike, Mr Steenkamp said, was a setback, too, for the ideal of developing constructive relationship between management and the union

He said "Among the negative effects of the strike, the manner in which it was conducted, and its drawn-out aftermath is a hardening of attitudes in the rest of our workforce"

"The philosophy behind sanctions, disinvestment and other forms of punitive action is tortuous at best, but it achieves a height of cynicism when accompanied by demands for greater recognition of and more comprehensive dealings with unions that advocate these measures," he added

He believed that good-faith bargaining would "win out" this year, because negotiations between the Chamber and Num had so far progressed "on more conventional lines"

W.P. (120R) South LABOUR

# Benz dispute heads for arbitration

PRODUCTION returned to normal at the Mercedes-Benz plant in East London this week after a last-minute agreement staved off further Supreme Court action.

In an out-of-court settlement hammered out last Friday, the company agreed to drop its court action aimed at preventing the National Union of Metalworkers of South Africa (Numsa) from holding unauthorised meetings in the factory.

In turn the union agreed to call on its members to return to work. The dispute was referred to arbitration. The agreement ends a month of conflict which included bloody clashes between workers and

threats of the company to pull out of the country.

The dispute started last month when Numsa called on workers to strike in sympathy with strikers at two other local companies.

When Numsa pickets called workers to a meeting at the plant to discuss the issue, a bloody clash between them and supporters of the South African Allied Workers' Union (Sawu) left nine workers injured.

Numsa accused company officials of orchestrating the clash, and of inciting the Saawu members to ambush them.

Mercedes-Benz South Africa (MBSA) denied the allegations and in turn accused Numsa of forcing

workers to strike.

The company obtained an urgent interdict against Numsa, preventing the union from holding meetings at the factory.

In terms of the settlement this action now falls away.

In a joint press statement MBSA and Numsa announced that the matter would be referred to arbitration, which would include referees from both parties.

MBSA agreed to drop disciplinary actions against workers, including all 20 shop stewards, with the exception of two unnamed employees who were suspended on full pay pending the outcome of the arbitration.

Last year a nine-week strike over minimum wage levels cost the company an estimated R300-million

The company refused to comment on the cost of the latest dispute.

However, additional pressure to end the conflict came late this week when a member of the management board of the West German parent company Daimler Benz AG called the situation "almost unmanageable" and said they were considering withdrawing from South Africa.

The German Metalworkers Union is believed to have pressured local management into an agreement — *EI/NEWS*



## Miners in dispute over wages

17645 23/6/88  
JOHANNESBURG — The National Union of Mineworkers has declared a dispute with the Chamber of Mines over the chamber's refusal to accede to wage demands

The chamber's offer was unanimously rejected by members on virtually all the mines, a union statement said.

The union will now take the dispute before a conciliation board. If negotiations fail again it will hold a strike ballot.

The 260 000-strong union has

demanded a 22 percent wage increase. The chamber has offered a sliding scale from 16,5 to 13 percent.

The chamber also

- Refused a demand for a minimum wage of R350,

- Rejected a proposal that June 16 should be a holiday, and

- Rejected demands for 10 days extra leave and that leave allowance be increased to 100 percent — Sapa

CAPE TOWN 23/6/88  
(1404)

# Cosatu, Genscher discuss SA labour

BONN — The West German Foreign Minister, Mr Hans-Dietrich Genscher, met South African trade union leaders yesterday and condemned human rights abuses by South Africa

But he reiterated that reforms in South Africa must be achieved through peaceful white-black dialogue, making no mention of Western economic sanctions sought by opposition figures

The foreign ministry said Mr Genscher met senior officials of the one-million-member Congress of South African Trade Unions (Cosatu), led by its general secretary Mr Jay Naidoo

The Cosatu delegation is on a four-day visit to West Germany at the invitation of organised labour

Cosatu leaders charged on Tuesday that West German big business was profiting from apartheid and that Bonn, currently holding the EC presidency, was not doing enough to end it, such as applying economic sanctions.

The West German government has long resisted pressure for sanctions on the ground these would hurt blacks more than whites.

But government sources on Monday hinted sanctions would become an option if Pretoria ignored Western appeals and executed the "Sharpeville Six" — Sapa-Reuter

CAPL  
Tanks  
23/4/88

# NUM declares a dispute

1609  
1609  
1609

JOHANNESBURG —  
The National Union of  
Mineworkers yesterday  
declared a dispute with  
the Chamber of Mines  
over the Chamber's re-  
fusal accede to NUM's  
wage demands

The chamber's offer  
was unanimously reject-  
ed by members on virtu-  
ally all the mines, a  
statement from NUM  
said

The union will now  
take the dispute before a  
government-appointed  
conciliation board

The 260 000 strong  
union group demanded a  
22% wage increase.

The Chamber said in  
an earlier statement it  
offered a sliding scale of  
wage increases from  
16,5% for the lowest paid  
to 13% for the highest  
paid — Sapa



## LABOUR BRIEFS

### PPWAWU dispute (160A) ~~160A~~

THE Paper, Printing, Wood and Allied Workers' Union has proposed to Afcot that their dispute be referred to mediation, general secretary, Mr Jeremy Baskin, said this week.

Mr Baskin said in a statement the union had proposed mediation to attempt to resolve the dispute and in the interests of reducing "the high level of tensions surrounding the dispute."

"These tensions have led to detentions of PPWAWU members and assaults and deaths of non-strikers," he said.

The dispute concerns the dismissal of approximately 300 Star Furniture Workers.—

Sapa. Secretan 23/6/88

# Mining wages: talks deadlock

ALAN FINE

THE Chamber of Mines and the National Union of Mineworkers (NUM) reached deadlock yesterday at the sixth round of their 1988 wage talks.

The NUM indicated its intention to declare an official dispute over the chamber's offer of wage increases ranging from 13% to 16,5%.

The NUM is demanding 22% across-the-board. Its opening demand was for a 40% increase.

● To Page 2



140A

## Chamber, NUM talks end in deadlock

Also in dispute is the union's demand for a R350-a-month minimum wage. The chamber said although few employees earned the present R239 gold-mine minimum, acceptance would distort the wage structures of some mines.

There is also no agreement on paid leave on June 16 and improvements to annual leave. Employers have agreed in principle to the establishment of a provi-

dent fund but were not prepared to discuss contribution levels and structures until negotiations over fund rules had been finalised.

NUM general secretary Cyril Ramaphosa said the union would immediately apply to the Manpower Minister for the establishment of a conciliation board

● From Page 1



140A

# NUM bid for ~~R350~~ R350 minimum Star 27/11/54 wage 'untenable'

By Adele Baleta

Annual wage talks between the National Union of Mineworkers (NUM) and the Chamber of Mines have broken down

This was announced by the Chamber's negotiating team at a press conference in Johannesburg last night

The Chamber recently reached a wage settle-

ment with the mainly white Council of Mining Unions (CWU)

Mr Pat Rogers, the Chamber's public affairs manager, said talks with the NUM had deadlocked. The union had declared a dispute and indicated that it would apply for the appointment of a conciliation board

The union had demanded a 22 percent across-the-board increase, down from 40 percent

The Chamber moved from 10,5 percent to a final offer ranging from 13 percent to 16,5 percent

Among the NUM's demands were a minimum wage of R350

The Chamber's chief negotiator, Mr Johann Liebenberg, said while the average miner's income was R700 a month, some surface employees were earning R239 a month

"These jobs are held by novices who do not stay in their jobs very long."

He added that at some mines a R350 minimum, which was the equivalent of a 46 percent increase, would be untenable as it would distort the wage structure

The NUM said when it rejected the offer, the Chamber threatened to withhold members' increases while granting them to non-members

The union said it warned the Chamber that "punishing union members would be a recipe for massive, uncontrolled spontaneous conflict".



## NEWS IN BRIEF

### Response studied <sup>140A</sup>

THE Congress of South African Trade Unions is still considering a response from South African employers to their proposal that differences over the proposed new labour legislation be referred to a neutral tribunal. *South African 15/6/88*

Cosatu general secretary Mr Jay Naidoo, said yesterday that the federation was "studying" the response from the South African Consultative Committee on Labour Affairs (Saccola), to which 11 employer organisations are affiliated. He declined to elaborate, but said Cosatu's response would be forwarded to Saccola "shortly".

## Union's stayaway firings claim 'incorrect'

In a report in The Star of June 10 the Transport and General Workers' Union (TGWU) said workers at two Rennie's subsidiaries — Rent-a-Bakkie in East London and Fidelity Guards in Maritzburg — were dismissed as a result of the stayaway last week

Rennie's spokesman Mr Graham Penke said yesterday that the TGWU statement was incorrect. The eight

workers said by TGWU to have been dismissed by Rent-a-Bakkie on Thursday (June 9) had in fact, been asked to report to work on Monday (June 13)

He said the TGWU claim that a number of Fidelity Guards employees had been dismissed as a result of the stayaway was also untrue. Two employees were dismissed on May 10 in an unrelated matter

14011 150

# Cosatu considers Saccola reply on proposed tribunal

By Mike Siluma, Labour Reporter

15/6/87 (140A) (12)

The Congress of South African Trade Unions (Cosatu) is still considering a response from South African employers to Cosatu's proposal that differences over the proposed new labour legislation be referred to a neutral tribunal.

Cosatu general secretary Mr Jay Naidoo said yesterday that the federation was "studying" the response from the South African Consultative Committee on Labour Affairs (Saccola), to which 11 employer organisations are affiliated. He declined to elaborate, but said Cosatu's response would be forwarded "shortly".

Saccola chairman Mr Bobby Godsell would not comment on the content of the employers' response.

In making its proposal last week, Cosatu said it seemed that the federation and Saccola "shared certain beliefs about the Labour Relations Amendment Bill".

Points of agreement included that amendments should not erode legitimate worker protection against arbitrary and unfair dismissal and that they should not undermine the unions.

## Holidays move is rejected

By Duncan Guy

Cosatu has rejected big business's call for a cut in the number of public holidays and has described any move to this end "a punitive measure against workers".

Cosatu said that it, and "other mass democratic organisations", had made demands on public holidays but the SA Employers' Consultative Committee on Labour Affairs (Saccola) had not referred to them, nor raised them in talks.

Saccola chairman Mr Bobby Godsell, last night invited Cosatu to discuss the matter.



# Bonn condemns SA after meeting with

# Cosatu officials

*Sowetan 24/6/88*



1409

BONN — West German Foreign Minister Mr Hans-Dietrich Genscher met Sout African union opposition leaders on Wednesday and condemned human rights abuses by Pretoria's white minority Government.

But he reiterated that reforms in South Africa must be achieved through peaceful white-black dialogue, making no mention of Western economic sanctions

sought by opposition figures

The Foreign Ministry said Mr Genscher met senior officials of the one - million - member Congress of South African Trade Unions (Cosatu), including general secretary Mr Jay Naidoo

Mr Naidoo was heading a Cosatu delegation on a four-day visit to West Germany at the invitation of organised labour

A Foreign Ministry statement said Mr Genscher, a pivotal figure in rising EC criticism of South Africa's racial policy, was briefed on the situation of South African labour

## Apartheid

"Mr Genscher described apartheid (white-supremacy rule) as a lasting and especially repellant form of human rights abuse that cannot

be reformed, only abolished," the Ministry said

Cosatu leaders charged on Tuesday that West German big business was profiting from apartheid and that Bonn, currently holding the EC presidency, was not doing enough to end it, such as applying economic sanctions

The West German Government has long resisted pressure for sanc-

tions on the ground these would hurt blacks more than whites

But government sources on Monday hinted sanctions would become an option if Pretoria ignored Western appeals and executed six blacks known as the "Sharpeville Six" for their presence in a crowd that lynched a black councillor — Sapa-Reuter

## Berden <sup>180</sup> stoppage <sup>140B</sup>

A STRIKE at the Berden Group, a subsidiary of Malbank which has ties with Gencor, Tedelex, Empisal and Ellerrine Holdings, launched on June 1, to protest about wages and other matters is still on and offers little hope of an early settlement. *Sowetan*

<sup>24/6/88</sup> In a statement yesterday, Mr Madumo Ramalope, organiser of Ccawusa, said that the spirit of the workers has not changed and they are not about to accept the "insulting offers" of the employers. *(scribble)*

He said the company, however, remained firm at an increase of R57,50 effective on March 16, and a further R30 effective on September 1.

Sowetan 24/6/88

# SOWETO DIGGERS

## ARE ON STRIKE

# GRAVES

**SCORE** of families may be forced to dig graves to bury their dead if the strike by about 7 000 employees of the Soweto Council continues this weekend.

The strike, which began on Tuesday this week, has caused a partial breakdown of essential services in the area, including a backlog in the digging of graves at the Avalon Cemetery.

A Soweto funeral undertaker yesterday said that a family was buried in the week before the strike.

### By LEN MASEKO and MATSHUBE MFOLOE

because graves were not dug. The Soweto Council yesterday called in mobile grave-digging machines to alleviate the

Sowetan reporters found the machines parked. They had not been used yet.

An undertaker, Mr Kenneth Sihlahi, said the strike was causing

• To Page 4

## NUM in dispute

THE National Union of Mineworkers has declared a wage dispute with the Chamber of Mines after it refused to accede to its demands which include a minimum of R350.

The NUM demands a wage increase of 22 percent, June 16, as a result of the strike. The NUM general secretary Mr Cyril Ramaphosa said the union would apply to the Minister of Manpower to appoint a conciliation board to resolve the dispute.

## NO clerical staff

From page 1

serious problems for funeral directors and things "could get worse over the weekend".

There was confusion at the graveyard yesterday as bereaved families who came to bury their dead, found the place deserted, with no clerical staff to attend to them. Two families were seen lowering coffins into graves which had no numbers.

### Salaries

Council employees involved in the work stoppage include personnel from maintenance, electricity administration, water and treasury departments. They are demanding:

- Upgrading of their salaries,
- Recognition of their union, the Cosatu-affiliated South African Municipal Workers' Union (Samwu); and
- The dissolution of the staff association.

# OWY OK

### Dispute

A spokesman for the council said the council and the union had agreed at a meeting yesterday to continue with negotiations to resolve the dispute. The two parties are scheduled to meet today. He said there was a possibility that the strike would be suspended pending the outcome of the meeting.

Meanwhile the union is to report back to the council employees at a meeting at Regina Mundi Church, Soweto, on Sunday.

# OK

Cheap prices not cheap talk.

OK RESERVES THE RIGHT TO LIMIT QUANTITIES

GREY PERSPECTIVE OKL4372Z/FO2300



# NUM in dispute

*Secret in 24/6/88*  
THE National Union of Mineworkers has declared a wage dispute with the Chamber of Mines after it refused to accede to its demands which include a minimum of R350.

The NUM demands a wage increase of 22 percent, June 16, as a paid holiday leave to

*140A*  
be increased by 10 days and a 100 percent holiday leave allowance.

The Chamber said in rejecting the union's demand of a R350 minimum, acceptance would distort the wage structures on some of the mines. This is

despite that a few

employees earned a minimum of R239 on gold mines, said the Chamber.

NUM general secretary Mr Cyril Ramaphosa said the union would apply to the Minister of Manpower to appoint a conciliation board to resolve the dispute.



w/News 24-30/6/88

UUDA

**THE ECONOMY**

# Mine deadlock. But is a strike likely?

By EDDIE KOCH

WAGE talks between the Chamber of Mines and the National Union of Mineworkers (Num) deadlocked this week, opening the possibility of a national legal strike in the industry.

The union reports it has rejected a Chamber offer of wage increases ranging between 13 and 16,5 percent on behalf of its 200 000 members. Num's demand at the time of deadlock was for a 22 percent hike across the board.

Num now plans to take the dispute before a conciliation board. If this fails, the way is open for the union to ballot its members for a legal strike.

Observers believe the union is still trying to rebuild its strength in the wake of the mass dismissal of 40 000 members, including thousands of shop stewards, after the marathon stoppage by 300 000 miners last year and is reluctant to get embroiled in another damaging strike.

Chamber of Mines president Naas Steenkamp has also claimed recently that black miners have become indignant at disruption to their lives caused by strikes and disinvestment. He pointed to low numbers of black miners who took part in the recent three-

day stayaway.

However Num's assistant general secretary recently told the *Weekly Mail* his union has already managed to repair the damage caused by the dismissals and union members were displaying a new mood of militancy and self confidence.

Num also tabled demands for a minimum wage of R350, June 16 to be granted as a paid holiday, an increase in annual leave and in leave pay and for the establishment of a provident fund.

The talks deadlocked on every point. The union rejected a Chamber offer to hold separate talks about the provident fund and insisted the rules of and contributions to such a fund should be settled immediately.

Num said the Chamber had indicated it would grant managements' increases only to non-union members if agreement was not reached. "Punishing union members in such a way would be a recipe for uncontrolled spontaneous conflict," the union said.

KENSINGTON R350 per month Available 15/



# Life's no longer pastel-hued for Grace

140A

## APARTHEID BAROMETER

### SADF RAIDS INTO NEIGHBOURING STATES

THE South African Defence Force has acknowledged 11 raids into neighbouring African states since December 1981, excluding its raids into Angola, according to press reports.

Of these raids 10 were authorised and one, where two South African soldiers were killed in Zimbabwe, was officially "unauthorised".

In these raids into Mozambique, Lesotho, Botswana, Zimbabwe and Zambia, at least 144 people were killed and 233 injured. In the same period there were at least 11 unacknowledged attacks on the above neighbouring states in which at least 20 people were killed and five injured, according to press reports.

### ASSASSINATIONS OF ANC MEMBERS

A total of 46 assassination attempts on ANC members living out side South Africa were recorded in the South African press between 1981 and April this year. This figure does not include acknowledged SADF raids into neighbouring states.

In these assassination attempts at least 42 ANC members are reported to have been killed and at least 13 injured.

In addition, according to press reports, at least 10 people have been forcibly abducted from neighbouring states to South Africa over this period.

### EDUCATION APARTHEID

The following figures relating to education in South Africa (excluding the "independent homelands") were released in parliament.

● The pupil teacher ratio in black primary schools was 39,5:1, and in black secondary schools was 31,5:1 at the end of last year.

● More than a million black children between the ages of seven and 16 were not attending school in South Africa — 21 percent of the schoolgoing population.

● A total of 2 503 black pupils were unable to gain admission to schools in 1988.

● A total of 58 schools and 14 hostels owned or under the control of the white Department of Education and Culture were either unused or being used for purposes other than education. Of the unused schools 19 are in the Cape, Education and Culture Minister Piet Clase said. He said the other schools were being let to various government departments including the police and SADF and to private companies.

● A total of 465 primary and 440 secondary school teachers were refused posts at schools run by the Department of Development Aid last year.

● A total of 63 teachers in black schools were "unable to perform their duties during the last year because they were detained by the police". Gerrit Viljoen said 38 of the teachers were from the Cape, 16 from the Northern Transvaal, five from the Orange Free State, three from the Highveld and one from Natal.

● A total of 97 of the 368 secondary high schools falling under the Department of Education and Development Aid were "subject to unrest or disruption" last year.

● There were 320 schools controlled by the Education and Development Aid department which did not have student representative councils and 89 that had.

● The per capita expenditure on white pupils in South Africa during the last financial year was R2 508.

### PRISONER OF CONSCIENCE

BLESSING MPILA, 30, United Democratic Front Transvaal office bearer, was detained under the Emergency regulations in February last year and is still being held.

Mpila joined the Young Christian Students in Pietersburg in the early 1970s. As a student at the University of the North he helped organise a class boycott. He was expelled in 1980 and readmitted in 1984. During the period of his expulsion he was employed by the Southern African Catholic Bishops' Conference and is an organiser for the General and Allied Workers' Union.

Since 1976 he has been detained five times. In 1985 he was detained for a year, nine months of it in solitary confinement, and was later tried in Venda and sentenced to 18 months' imprisonment, suspended for four years, for terrorism, subversion and public violence.

At the time of his latest detention he was a member of the UDF Transvaal executive and was completing a BA Admin degree at Turfloop.

### BANNED BOOKS, PUBLICATIONS AND OBJECTS

Banned for distribution and importation: Beau Valley Country Club SA's World Famous Naturalist Resort (Beau Brummel), Beer mug with zodiac signs and love positions (unstated), beer mug with drawing of six nude male bottoms and the words "Hung Jury" (unstated), Dagmar and Co — film, Deadly Stranger — film, Foreplay — film (banned for video distribution), Maximo Thrust — film (Waldo Warren), Sex Education Part 1 Sexual Positions — film.

Banned for possession: Save the 32, Give them freedom for life, don't let them hang — poster (Sayco), Swapo of Namibia, Support Swapo work and aim for freedom — sticker (not stated), August 26, 20 years of armed liberation struggle in Namibia — poster (not stated), Namibia Youth, official bulletin of the Swapo Youth League, November-December 1983 (not stated), Inqaba ya basebenzi no 24/5 October 1987 (Inqaba ya basebenzi, London), The Memoirs of Dolly Marton and Three Times a Woman (both produced by W H Allen and Co, PLC, London).

## COSATU NATIONAL ACCOUNTANT

Experienced and / or qualified applicants are invited for the above position. Organisational ability, and a knowledge of computerised accounts and spread sheets are required, though training is available.

### Duties include

- Budgetary control
- Production of monthly financial statements
- Liaising with regions
- Daily administration of the department

Assistance relating to further relevant training is negotiable. Closing Date - July 1st

Replies to: The General Secretary  
P O Box 1019  
Johannesburg 2000

THE Kraal Gallery in Johannesburg's Carlton Centre has a tapestry on its wall with the idyllic image of an African sun woven on a pastel blue sky above the heads of three women walking across a field with babies strapped to their backs.

The reality of rural life is very different for Grace Mathibela, one of the women who wove the wall hangings and rugs on display in the shop.

She is jobless, after she and about 400 other workers were sacked last month for going on strike to demand recognition of their trade union.

Mathibela worked at the Masana factory in the Eastern Transvaal township of Bushbuckridge, where tapestries and rugs for Kraal are made.

Each product from Masana, which is owned by the Anglo American Corporation, comes with a card from the weavers and their children thanking customers for buying their work and "making a considerable contribution to improving the quality of life".

for helping to alleviate one of the many problems facing Africa — the creation of jobs for people in rural areas.

In an interview in her four roomed hut in Bushbuckridge, Mathibela told us that she began working at Masana 17 years ago when it first set up shop in the township.

"We were very pleased," she remembers. "We thought it was going to help us. They paid me R11 a month at that time."

When she was fired last month, Mathibela was earning a basic wage of R96 a month in return for spending nine and a half hours a day at her loom.

Until last month, wages at the firm ranged from R70 to R96 a month. These were increased by 30 percent in May after the workers staged a strike.

The weavers receive 35c an hour for overtime. Workers who arrive five minutes after the starting time of 7am can be fined R10, while those who take off sick are frequently not paid for the period, even if they produce a doctor's certificate.

"When the new managers took over the factory in 1980, they cut our lunch from one hour to 30 minutes, stopped all leave pay and did not want to talk about wage increases," says Mathibela.

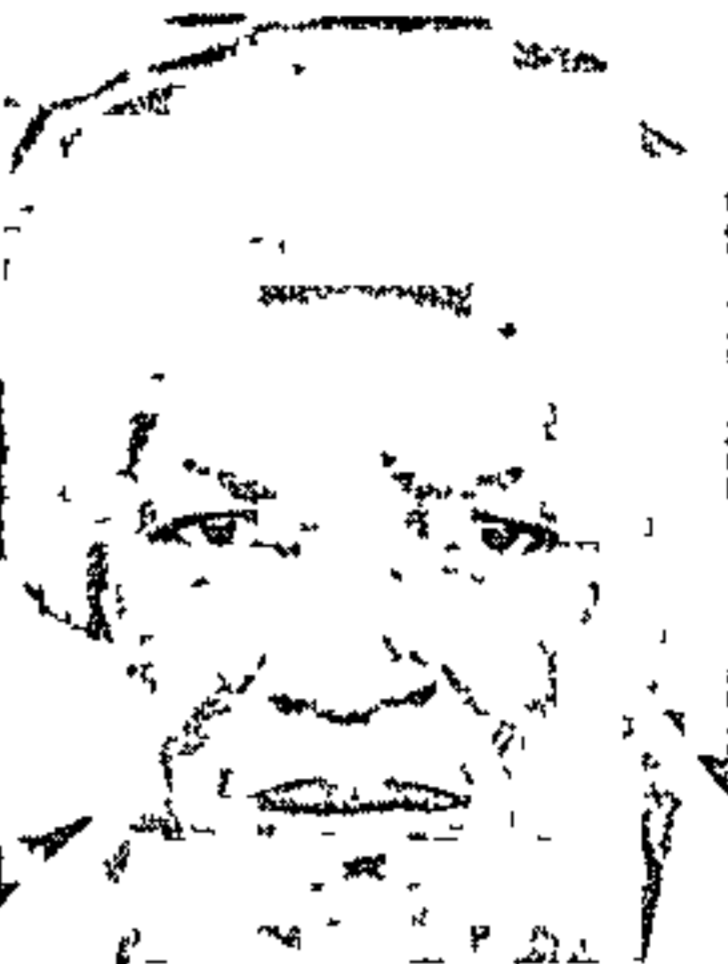
"Workers injured at work receive no compensation. Last month one of the workers lost two fingers using an electric plane in the furniture plant. So far he has received no pay for the injury."

The company provides no housing loans or schemes to help workers educate their children. "We can borrow R10, but then we have to pay interest of R1 even if we pay the money back within a day."

Colleagues who crowded into Grace Mathibela's small living room confirmed her description of working conditions at Masana.

More than 80 percent of the 450-strong workforce joined the SA Textile and Allied Workers' Union (Satawu) in September last year. Since then, says Mathibela, the

The women who weave the pretty tapestries of cheery rural life face a very different reality. Some 400 went on strike last month, and many have lost their jobs. By EDDIE KOCH



Sacked — Grace Mathibela. Picture: JOHN PERLMAN

workers have been trying to get Masana to recognise the union. On May

## The aim: jobs in poor areas

MASANA, jointly owned by Anglo American and De Beers Consolidated, pays wages ranging from R90 to R130 a month — even though it is able to claim a subsidy from the Lebowa government that covers most of its wage bill.

Anglo representative Marc Allan acknowledged Masana's wages were lower than those paid by some employers in the area. "But," he said "it must be borne in mind that without the decentralisation incentives, Masana does not make a profit."

South Africa's decentralisation policy is designed to prop up the homeland system by encouraging investment there.

According to the 1985 manual on regional industrial development incentives produced by the secretariat for multilateral co-operation in Southern Africa, firms in decentralised areas of Lebowa qualify for an "employment incentive" which amounts to 95 percent of wages paid, subject to a maximum of R110 per worker.

Allan said Masana did not qualify for all of these concessions because it was not in a decentralised area. The company had its own ad hoc arrangement with the decentralisation board.

Under this scheme, the company on average gets back 50 percent of each workers' wage, said Allan. This figure was based on wage levels after the payment of production bonuses.

Allan said workers who receive an average basic wage of R110 could double this by earning bonuses — indicating that the subsidised portion of the firm's basic wage bill could be as high as 80 percent.

Masana also qualifies for a tax

19 this year, after being told that Satawu could not be recognised in Lebowa because South Africa's Labour Relations Act did not apply in the homeland, they went on strike.

On the same day, the workers said they were evicted from the factory.

On Tuesday June 7, after pressure from the union the company said it would rehire all those who reported for work the next day.

The workers' committee was given the task of informing all the workers to be at the factory in the morning.

Mathibela never got the news. The next day, about 300 workers were re-employed and given clock-in cards indicating they would be treated as new recruits. When she arrived at work on Thursday, she was turned away from the gates.

One of Mrs Mathibela's colleagues, an experienced weaver, explained that her first task after being rehired was to work on a large rug. It took three days of weaving before the thank you card was attached and the rug sent to Kraal Gallery, where it will sell for R1 058.

The weaver is waiting for the end of the month to see if she will be paid her old wage — or the new recruit's rate of R90 a month.

rebate equal to 75 percent of expenses spent on training its workforce.

Allan declined to provide figures concerning Masana's financial performance on grounds that the information would help rival companies.

Anglo and De Beers own a string of other textile, light engineering, brick-making and traditional weaving plants in East London, Transkei and Ciskei. These are administered by their subsidiary, the Labour Intensive Industries Trust (Litet).

Allan, Litet's industrial relations manager, said the trust was set up in 1980 to "create and preserve employment in depressed areas."

"Neither the shareholders nor Litet receive any interest on funds advanced nor any dividends. Where profits are made they are reinvested to create further employment opportunities. The shareholders' commitment is in excess of R12 million."

He denied workers' allegations that Anglo was taking advantage of homeland policies. Workers charge that Masana's refusal to recognise their trade union contradicts Anglo's claim to oppose apartheid.

"At a meeting with union representatives last December, we accepted that the union was representative at Masana," said Allan.

"We asked for draft agreement dealing with the fact that the Labour Relations Act does not apply in Lebowa. Three months later the union presented an agreement that was inappropriate because it was designed for South African conditions."

He said Litet was still willing to recognise a union if a suitable agreement was drafted.

Allan rejected claims that overtime was compulsory at Masana and said all workers received two weeks' paid leave when the company closed each year.

Worker claims that they are fined R10 for being late were also dismissed. Allan said the R10 was a bonus which was only paid "where the attendance standards have been met."

Allan said all cases of work-related injuries were reported by management to the workmen's compensation commissioner.

A man workers say was not compensated for the loss of his fingers had been injured while doing a private and unauthorised job, Allan said. The company had, however, paid his full wage while he was off work and all hospital fees.

"Masana's premises are inspected by the Lebowa inspector of factories and have received a stamp of approval," he added.

## SADF trial details may emerge

DETAILS of the secret trial in which three national servicemen were convicted of conspiring to disseminate classified South African Defence Force information may still become public.

This will depend on the outcome of a Cape Supreme Court hearing on August 2, arising from an application brought earlier this year by the End Conscription Campaign.

Last week an SADF review council upheld the finding of the military tribunal which convicted the three men — but reduced the 18-month detention barracks sentences of Peter Pluddeman, 25 and Hein Monnig, 24, to eight months and that of Desmond Thompson, 20, to six months.

The ECC launched its application in

the wake of the conscripts' conviction earlier this year. Judgement handed down by the military tribunal was not covered by the secrecy ruling and the Weekly Mail was able to report in February that the information they were found guilty of conspiring to disseminate related to anti-ECC activities by the SADF.

An interim order restraining the SADF from harassing or interfering with the ECC was granted and August 2 was set as the return date for the matter to be argued in full.

The minister's bid for the ECC's application to be heard behind closed doors will now be argued on August 2. Depending on the judge's decision, details of the men's trial and the ECC's application might become public knowledge.

24-30/6/88 W/Mail

24-30/6/88 W/Mail



# Sterling Drug workers return to work

ALL Chemical Workers' Industrial Union (CWIU) members were back at work at the Sterling Drug plant in Durban this week after a five-week strike over the terms of the company's withdrawal from SA  
CWIU general secretary Rod

Crompton said workers had returned to work last week although union demands over the sale of the company had not been met. The dispute persisted, he said, and the union was considering alternative paths of action.

24/6/88 (140A) ~~15/2/88~~ bldg

# Strike by council workers called off

By Jovial Rantao

Strike action by thousands of Soweto City Council workers was called off yesterday so that negotiations between the council and the Municipal Workers' Union of South Africa (MWUSA) could resume, a union spokesman said yesterday.

Council employees were expected to report for work today.

The workers went on strike on Tuesday following a wage dispute with the council.

Soweto's town clerk, Mr Nico Malan, said in a statement the council would consider negotiations if workers resumed work.

## ACTION

After consultations with its legal adviser, the union decided to heed the council's back-to-work call, but the MWUSA spokesman said strike action could continue on Sunday if negotiations with the council were not successful.

The union spokesman said negotiations were stifled by the contents of a letter the workers had written to the council outlining grievances.

A meeting in which the union negotiation team intends reporting back to its members will be held at the Regina Mundi Church in Rockville, Soweto, on Sunday.

A decision will be made at the meeting on whether to take further strike action.

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Times 26/6/88 140A

MANPOWER MIRROR by ROBYN CHALMERS

# Mines and workers play it cool this year



Cyril Ramaphosa ... softer line after last year's bruising

**EVEN** though deadlock has been declared in negotiations between the Chamber of Mines and the National Union of Mineworkers (Num), mining sources say neither party can afford another strike this year.

Last August's strike cost them both too much. Num declared an official dispute on the chamber's offer of increases of between 13% and 16,5% at a meeting on Wednesday. Num is demanding 22% across the board and is sticking to its R350-a-month minimum wage.

## Higs and lows

There has been no agreement on Num demands that June 16 be a paid holiday, and that improvements be made to annual leave. Num general secretary Cyril Ramaphosa is to apply to the Manpower Minister for the establish-

ment of a conciliation board. Num, SA's largest trade union representing 250 000 workers in the coal and gold mines, put forward an interesting opening proposal for the vital wage negotiations.

The union came down from its opening demand of 55% across-the-board wage increase last year to 40% this year. More noteworthy, however, is the demand for a minimum wage of R350 a month.

The figure is way below the University of SA's 1987 minimum living level of R427,70. But Num has based its demand on the minimum which exists on the mines.

According to a research team, Anglo American and JCI are the highest payers at R289 for surface work and R330 for underground. Next is Rand Mines at R277 and R319, then Gencor at R252 and R300 with Gold Fields the lowest at R240 and R282.

The chamber argues that the average wage is about R500, including board and lodging worth about R150 a month.

The chamber responded to the 40% increase demand with a 10,5% offer which its spokesman, Johan Liebenberg, said was negotiable. Num rejected it.

Num assistant general secretary Marcel Golding said that not only was the chamber's offer less than the 12% it proposed last year, it was below the 13,5% inflation rate.

He argued that "effectively, this will mean that workers are going to take a cut in wages."

## Costliest

After further negotiations, the offers narrowed to 27% by Num and 12% to 15% by the chamber.

The declared deadlock came as a surprise this week, as chamber sources have declared the talks to be "far more amicable this year than last".

Both Num and the chamber are playing it tough for the time being, but industry sources doubt that either will match words with action. After last year's strike, Mr Ra-

maphosa was quoted as saying it was "the costliest in the history of SA".

True enough. It cost the mines an estimated R400-million in forfeited gross revenue. Total SA gold production in 1987 fell to 605 tons from 640 in 1986, half of which loss can be attributed to the strike.

Labour accounts for about half of a mine's total costs. The chamber is constrained by a stagnant gold price and costs per ounce that now exceed certain Australian and North American mines.

The gold mines have turned in poor results this year, output by all producers falling.

If there is a strike this year, analysts believe the chamber will resort to dismissals.

## Shaft stewards

The 1987 strike cost Num about 40 000 supporters, an estimated 4 000 of which were shaft stewards. A report at Cosatu's special congress in May shows that Num's

membership has declined by 60 000 since last July.

The union emerged battered and bruised. Reports of dissatisfaction among the ranks have abounded and many say Num has not sufficiently restructured and morale is low.

There is, however, still a good deal of militancy among Num ranks.

An economist believes Num will probably settle for a 20% increase, possibly going down to 18%.



THE Commercial Catering and Allied Workers Union (Cawusa) is nearing the end of its major negotiations, having reached settlements with both OK Bazaars and Pick 'n Pay.

Negotiations with the third big retailer, Checkers, have again been given the green light.

The OK settlement was reached after 30 hours of mediation following weeks of negotiation.

Details of the settlement will be released tomorrow, but sources believe workers can expect an across-the-board increase of about R100 a month.

This is below the R140 settlement reached with Pick 'n Pay earlier this year.

The troubled Checkers talks are due to resume on Wednesday after management's withdrawal of its notification of dispute with the union.

At the time of deadlock, management had not moved from its original offer of a R90 increase or a split in-

## Checkers next on the list

crease based on that figure. The union is demanding an increase of R140 monthly, down from its opening demand of R191.

Cawusa has alleged that Checkers huge expansion programme — numerous stores and warehouse openings and the introduction of a R22-million computer system — has been carried out at the expense of the needs of workers.

Commenting on the allegations, Checkers human resources manager Andy McLauren says the expansion programme was part of a continuing plan to maintain market share and growth.

"The union must understand that there has to be a link between wealth generated and wealth shared," he says.

20/6/88 ST/mb

lezi said.

black leaders have long passed the point where

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# Metal workers warn Iscor

26/6/88

By KERRY CULLINAN

(40A)

C Press

a high level meeting with Iscor head of-  
fice," said Marie.

DISCIPLINARY action by Iscor against  
workers who stayed away on June 6, 7 and 8  
in protest against the new labour Bill could  
spark more conflict, according to the  
National Union of Metalworkers of SA.

An Iscor spokesman, M du Plessis, said  
disciplinary action was being taken against  
those workers who stayed away without  
permission from the company, but each  
individual's record was studied before ac-  
tion was taken.

The union claims 7 000 workers from  
Iskor's Vanderbijlpark plant have been dis-  
ciplined.

Numsa organiser Bobby Marie said that  
as a result of disciplinary action, at least 55  
workers had been dismissed. Hundreds of  
others had received final warnings.

He said it was possible that 55 workers  
who already had final warnings on their  
files were dismissed as a result of the  
stayaway.

"To avoid a national and international  
campaign developing, Numsa has called for

Du Plessis added that Iscor management  
would hold a meeting with Numsa this  
afternoon and the union could raise the  
matter then.

CITY PRESS, June 26, 1988  
CP Correspondent  
PAGE 2

# Textile union wins first round in eviction battle

CPA 26/6/88  
140A



By VASANTHA ANGAMUTHU

THE Cosatu-affiliated Amalgamated Clothing and Textile Workers' Union could have its work in the Isithebe area cut short if the KwaZulu Finance Corporation succeeds in evicting it from its premises.

But the union has won a temporary reprieve through court action. Until the case comes up again next month, the KFC will have to allow the workers to remain in the office building.

To date, two other Cosatu affiliates - the National Union of Metalworkers of South

Africa and the Paper Pulp Wood and Allied Workers' Union - have already left the building. The KFC, arguing on a legal technicality, has refused to renew leases on the offices.

Actwusa spokesman John Eagles said the union had tried for a long time to secure the present premises.

"As these are the only premises available, by removing us from the offices we have been effectively kicked out of the area," he said.

"This move comes at a crucial time in the organisation of Actwusa. There are approxi-

mately 8 000 textile, clothing and leather workers in the area and we have made significant advances in enrolling workers into our union."

The union has secured a majority membership at most of the factories in Isithebe. Eagles said that by evicting the union, the KFC was attempting to smash "whatever groundwork had been laid".

"The KFC have said that our lease has expired and refuses to renew it because of 'heavy traffic'. What they are saying is that because our members come to the office, this leads to the toilets being used excessively and also allows for the office to get dirty.

"They have also said that other tenants have complained. Up to now, the other tenants were mostly the unions - and it is highly unlikely they would complain.

"We have informed them that we refuse to accept their allegations and we also suggested a meeting. They replied that they could not see anything we needed to discuss."

A KFC spokesman declined to comment.



# Numsa and Mercedes agree to arbitration

CP  
140A  
24/6/88

## CP Correspondent

PRODUCTION returned to normal at the Mercedes Benz plant in East London this week after a last-minute agreement staved off further Supreme Court action.

In an out of court settlement hammered out last Friday, the company agreed to drop its Supreme Court action aimed at preventing the National Union of Metalworkers of South Africa from holding unauthorised meetings in the factory. In turn the union agreed to call on its members to return to work. The dispute was referred for arbitration.

Union sources said they regarded the settlement as a victory which prevented possible escalation of conflict at the plant.

The agreement ends a bitter month of conflict which included bloody clashes between workers,

and threats of the company pulling out of the country.

The dispute started last month when Numsa called on workers to strike in sympathy with strikers at two other local companies.

When Numsa members went around the plant to call workers to a meeting to discuss the issue, a bloody clash developed between them and supporters of the South African Allied Workers' Union. Nine workers were injured.

Numsa accused company officials of orchestrating the clash and of having incited the Snaawu members to ambush them. Management denied the allegations and in turn accused Numsa of forcing workers to strike.

The company obtained an urgent Supreme Court interdict preventing the union from holding meetings at the factory. The union had until Thursday

to respond, and four shop stewards were ordered to show cause why they should not be jailed for breaking the interdict.

In terms of the settlement this action falls away.

In a joint statement, the company and Numsa said the matter would be referred to arbitration by referees from both parties. The company agreed to drop disciplinary action against workers, with the exception of two unnamed employees suspended on full pay pending the outcome of the arbitration.

Both parties also agreed to try to prevent further violence and breaches of labour regulations at the factory. Numsa further agreed to have a senior official available to intervene as soon as possible in any further disputes.

The settlement permits Numsa to continue to organise at the factory.

1601  
Cosatu <sup>27/6/81</sup>  
protests to  
labour body

GENEVA — South Africa's biggest trade union federation has complained to the International Labour Organization (ILO) that new legislation proposed by the government would favour all-white unions and limit workers' rights to strike

Planned government amendments to the Labour Relations Act would "make fundamental inroads into the freedom of association of trade unions", the Congress of South African Trade Unions (Cosatu) said in a letter to the ILO's Geneva headquarters.

The ILO's 56-member Governing Body (executive board) discussed the complaint on Thursday and decided to refer it to the United Nations Economic and Social Council (Ecosoc) with a view to having it examined by a fact-finding commission, an ILO spokesman said on Friday.

The 150-member ILO is a specialized agency of the UN that seeks to promote social justice and to improve workers' conditions around the world. — Sapa-Reuter

Geneva	23	12	New York	24	16	Toronto	28	17
Helsinki	28	16	Oslo	29	18	Vancouver	22	12
Hong Kong	26	25	Paris	—	—	Vienna	23	11
			Perth	15	8	Warsaw	19	13

## Council workers end strike pending talks

(1407) ~~1407~~  
 Soweto Council workers, who resumed work "temporarily" on Friday after being on strike for three days, decided yesterday to continue working pending negotiations with the council and consultation with their legal adviser and the Congress of South African Trade Unions, said a spokesman of the South African Municipality Workers' Union

(Samwu)

Star 27/6/88  
 The workers went on strike last Tuesday after a wage dispute with the council. Their demands include the dissolution of the staff association and recognition of Samwu

The union spokesman said the negotiating team would report back to the workers on Wednesday.



Case against <sup>1407</sup>  
<sup>Stu 28/6/88</sup>  
unionists is off

Robbery and assault charges against 11 trade unionists from the Eastern Transvaal have been withdrawn in the Ermelo Regional Court, Cosatu sources said in Johannesburg yesterday

A statement said the case was withdrawn last Friday at the Breyten Magistrate's Court

A motorist had alleged that he was robbed of R200 and assaulted by the 11 in March —Sapa

immense sardine activity and the consequent netting of 68 sharks

**Court withdraws charges**

JOHANNESBURG — Robbery and assault charges against 11 trade unionists from the Eastern Transvaal have been withdrawn in the Ermelo Regional Court, Cosatu reports

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Cap Times 28/6/88  
**To meet  
Saccola**

Own Correspondent

**JOHANNESBURG.** — Nactu and Cosatu were "seriously considering" joining forces for discussions on labour legislation with the SA Consultative Committee on Labour Affairs (Saccola), Nactu general secretary Mr Piroshaw Camay said yesterday.

He said a Nactu delegation had met with Cosatu yesterday to discuss a joint approach to the talks.

## Train deaths

Political Staff

TWO people were killed and 15 seriously injured in train-related incidents on the Bonteheuwel line between April 1987 and March 1988, the Minister of Transport Affairs, Mr Eli Louw, said in reply to a question in the House of Representatives yesterday.

Mr Louw said Mr B Zofushe and Mr J Davids died on trains or in train-related incidents during that period



# Only radical unions against 'strike curbs'

CAP- T. A. R. 28/6/88  
1409

By BARRY STREEK

THE only people opposed to the amendments to the Labour Relations Act were the radical trade unions who did not want to obey any rules in South Africa, the Minister of Manpower, Mr Pietie du Plessis, said yesterday.

These were the very unions which used intimidation, wanted to make the country ungovernable and bring the economy to a standstill, he said in reply to the debate in the House of Assembly on changes proposed to the Labour Relations Amendment Bill.

Despite the opposition of both the Progressive Federal Party and the Conservative Party, the amended bill was passed without a division.

Last week, lawyers representing Cosatu unions met Department of Manpower officials to express opposition to the bill, but both the adoption of the bill by the House of Assembly and Mr Du Plessis's strong attack on the "radical" trade unions indicates that little compromise seems possible.

Yesterday, the Progressive Federal Party spokesman on manpower, Mr Jan van Gend, said the amendments would disrupt good labour relations, frustrate the process of collective bargaining and lead to increased uncertainty.

Mr Van Gend said the standing committee on manpower had declined to amend the most important and controversial clauses including the ban on

sympathy strikes, intermittent strikes and product boycotts.

"The evils in the bill are a manifestation of the Nats' design to squash political opponents by prohibiting all strike action which could be used to exert political pressure."

Mr Du Plessis said he disagreed with every point Mr Van Gend had made.

Many of the trade unions and all the employer groups supported the changes to the definition of an unfair labour practice.

Mr Van Gend had said the bill would curb strikes and he agreed with this.

"We are going to curb strikes. We are going to curb illegal strikes and I am telling you the moderate trade unions and the mixed unions support this legislation totally."

The South African Consultative Committee of Labour Affairs (Saccola) not only supported the bill but had also published advertisements in newspapers explaining their position.

"Who is complaining about it? The only people complaining are the radical unions who do not want to obey any rules in South Africa."

These unions were acting in a way to fulfill the calls by Joe Slovo to make the South African economy unprofitable, and the ANC president, Oliver Tambo, who had said the ANC wanted to disrupt labour relations.

"We want to take a firm grip. We want to stop them disrupting the economy."



SHOPSTEWARD Nor-  
man Pule.

140A  
**Disaster**  
*Sowetan 20/6/88*  
**inquiry**

AN INQUIRY into the Kinross mine disaster in which 177 mineworkers were killed, begins today, a spokesman for the National Union of Mineworkers said.

NUM official, Mr Hazy Sibanyoni said the union hoped that the inquiry, which will be held in Evander, would uncover the causes of the disaster "with a view to preventing similar occurrence in future."

# Labour Update

# Ballot count

Sowetan 28/6/88 (140A)

By LEN MASEKO

BALLOT results, which may pave the way for a strike by more than 120 000 workers in the metal industry, may be released today.

Mr Brian Fredericks, general secretary of the SA Council of the International Metalworkers' Federation (IMF), said yesterday that officials belonging to four IMF affiliates had begun counting the ballot papers

The four IMF affiliates

are the National Union of Metalworkers of SA, Steel Engineering and Allied Workers' Union, Electrical and Allied Workers' Trade Union of SA and Engineering and Allied Workers' Union

## Results

Mr Fredericks said strike ballots were conducted at more than 1 000 factories in the

industry "Ballot results will be out, at the latest, by Wednesday", he said

The four IMF affiliates have declared a dispute with the employer body, the Steel Engineering Industries' Federation of SA, which represents more than 3 000 firms

The Confederation of Metal and Building Unions have accepted the employers' final offer



# Iscor dispute threat

BRONWYN ADAMS

UNIONS representing all strata of Iscor's organised workforce were set to declare disputes if their demands for greater wage increases were not accepted in the next few rounds of wage talks, union officials said yesterday.

Iscor offered increases ranging from 11% for its skilled employees to 17% for the unskilled categories at the first round of negotiations held last week.

National Union of Metalworkers of SA (Numsa) organiser Bobby Marie said workers had decided at weekend meetings an offer in excess of 20% at the bottom and 16% at the top would be acceptable.

Council of Metal and Building Unions chairman Gert Diederiks said the CMBU

would first try to get Iscor to better its offer at the negotiating table, but if this failed it would consider declaring a dispute. The CMBU represents mainly the skilled workforce.

Diederiks said Iscor would also have to guarantee workers that rents would remain the same throughout the year.

Meanwhile, said Marie, Iscor had agreed to meet top Cosatu and Numsa officials this week to discuss the dismissal of more than 100 employees and the disciplining of a further 10 000 following the recent stayaways.

Iscor confirmed the meeting would take place but was unavailable for further comment.



8/day 28/6/88

# Mine dispute finding due in two weeks

ALAN FINE

THE arbitration finding involving R10m, arising out of the dismissal settlement between Anglo American and the National Union of Mineworkers, was expected within two weeks, Anglo spokesman Michael Spicer said yesterday

The private arbitration before Advocate William Schreiner followed a settlement in terms of which 9 000 miners dismissed during August's strike would be re-employed with financial compensation, and a similar number would receive at least 18 weeks' notice, severance and compensation pay.

The dispute arose over the definition of "pay", with the NUM claiming it included fringe benefits (valued at the time at R164 a month), while Anglo argued it referred only to the cash wage

Spicer said the arbitration hearings were concluded last week.

Arbitration over the fairness of the dismissal of another 2 500 miners at Western Deep Levels after they staged an underground sit-in during the strike is due to begin next week

10  
25  
25

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28/6/88. B/day

# Drama at inquiry

14013

*Sowetan 24/16/88*  
THE Government Mining Engineer's inquiry into the 1986 Kinross mine disaster in which 177 miners died, got off to a dramatic start yesterday when the National Union of Minerworkers was refused permission to cross-examine witnesses

The NUM legal representative, advocate Mr Edwin Cameron, told the inquiry that the union would go to the Supreme Court for a ruling on the issue

He applied to the inquiry's presiding

officer, assistant Government mining engineer, Mr Hennie Liebenburg, to have the inquiry adjourned pending the Supreme Court ruling

This was denied

Mr Cameron said NUM objected to the presiding officer's ruling on cross-examining rights "as in our view he has the discretion to allow it (in terms of the Mines and Works Act)"

Mr Liebenburg said that if the Supreme Court rule that the GME inquiry should have allowed the union the right to cross-examine, then the inquiry would be re-opened



troops blocked Palestinian territories from entering Jerusalem to protest.

## NUM refused role

EVANDER. — The government mining engineer's inquiry into the 1986 Kinross mine disaster, in which 177 miners died, started dramatically yesterday when the NUM was refused permission to cross-examine witnesses.

# Union gets new rights for fathers at Pick 'n Pay

*CAPE TIMES 29/6/88*  
OWN CORRESPONDENT *(25/6/88)*

JOHANNESBURG — Pick n Pay and the Commercial, Catering and Allied Workers' Union (Ccawusa) have concluded a "parental rights" agreement described by the union as the first of its kind in South Africa

The agreement — signed on Monday and which covers the company's 18 000 full-time employees — is unusual in that, in addition to providing normal maternity benefits, it also extends new rights to fathers. The purpose, said Ccawusa's Mr Jeremy Daphne, was to eliminate sexual discrimination

The agreement provides for 11 months' parental leave, of which nine months are paid — three at 75% of earnings and six (during which the state maternity benefit is available to qualified employees) at 30%.

# Kinross disaster inquiry 'a sham'

Stev 21/6/88

The inquiry into South Africa's worst gold mine disaster, in which 177 men were killed in 1986 after a fire at the Kinross Mine, was completed in Evander yesterday in only three hours.

Following the Government Mining Engineer's (GME) inquiry, the National Union of Mineworkers' (NUM) health and safety officer Mr Hazy Sibonyani called the proceedings "a sham".

"I can't believe that an inquiry of this magnitude can be completed in just three hours with some witnesses not even being

questioned," he said

However the inquiry's presiding officer, assistant GME Mr Hennie Liebenberg, denied the inquiry had been a "mock" one, saying, "this was a strict inquiry in terms of the Mines and Works Act"

He said there would be no finding, but copies of the day's proceedings would be handed to the Attorney-General and the GME for any possible further action.

The inquiry opened on a dramatic note when Mr Liebenberg refused the NUM permission to cross-examine witnesses

The NUM's legal representative Mr Edwin Cameron notified the inquiry of the union's intention to get a Supreme Court ruling on the matter. He also applied to Mr Liebenberg for an adjournment of the proceedings pending the ruling. This was denied.

Mr Cameron said the NUM objected to the assistant GME's refusal to allow the union to cross-examine "as it is our view that the presiding officer has the discretion to allow it (in terms of the Mines and Works Act)".

Mr Liebenberg said

section 6,2 of the Act would be enforced strictly and only parties entitled to cross-examine in terms of this section would be allowed to do so

The GME's original probe into the foam fire formed the basis for the State laying charges of culpable homicide and related charges under the Mines and Works Act against seven Gencor employees

After a lengthy trial, all were acquitted except a welder who was found fined for contravening the Act's regulations.

140A

2/88



# Right to shared parental leave agreed with union

Star 24/6/88  
1407 By Mike Siluma,  
Labour Reporter

The Commercial, Catering and Allied Workers' Union (Ccawusa) and Pick 'n Pay have concluded a precedent-setting parental rights agreement guaranteeing couples employed by the retail chain up to 11 months' shared parental leave, nine of which will be paid.

Ccawusa said it was the first of its kind in South Africa and resulted from years of research and negotiations. According to the union, the agreement affected more than 24 000 employees.

"The agreement is geared around the needs of the whole

family, particularly the proper care of infants (with) the responsibility of child care being shared more equally between both parents."

Fathers, whose partners were employed by Pick 'n Pay, will share the leave period.

The agreement also provided for the saving of some of the leave for later periods until the child was four.

Other aspects of the agreement included a proviso that the company would not reject a job application because the applicant was pregnant and prospective mothers would not be retrenched while on parental leave.

# Fathers get right to take paternal leave

PICK 'n Pay and the Commercial, Catering and Allied Workers' Union (Ccawusa) have concluded a "parental rights" agreement described by the union as the first of its kind in SA

The agreement — signed on Monday and which covers the company's 18 000 full-time employees — is unusual in that in addition to providing for normal maternity benefits, it also extends new rights to fathers

The purpose, said Ccawusa's Jeremy Daphne, was to eliminate discrimination based on sex. The parties acknowledged that women and men should have equal opportunity to combine gainful employment with family life and the agreement aimed at ensuring that child-care responsibilities were shared more equally between parents

The agreement provides for 11

months parental leave, of which nine months are paid — three at 75% of earnings and six (during which the state maternity benefit is available to qualified employees) at 30%. Where both parents are employed at Pick 'n Pay, this leave may be shared between them

In addition, fathers are to be entitled to eight days paid leave at the time of confinement plus one day a month for the first six months to take infants for medical check-ups. A further 18 days unpaid leave is provided for.

Similar provisions apply in the case of adoptions

Pregnant women will not be required to work overtime or at night and may arrive at work 10 minutes late and leave 10 minutes early

ALAN FINE

# Charges against unionists dropped

ROBBERY and assault charges against 11 trade unionists from the Eastern Transvaal have been withdrawn in the Ermelo Regional Court, Cosatu has reported.

In a statement in Johannesburg Cosatu said the case was withdrawn last Friday after being postponed twice in April and May at the Breyten Magistrate's court.

A motorist had alleged that he was robbed of R200 and assaulted by the 11, which led to their arrest on March 20. — Sapa/RK.



THE SKY



CAPL TIME  
30/6/88  
**Kinross**  
**inquiry** (140A)  
**'a token**  
**formality'**

JOHANNESBURG. — Tuesday's inquiry into the Kinross disaster would do little to allay National Union of Mineworkers' members concern over the safety of working conditions in mines, the NUM said yesterday.

"The impression that the inquiry was a token formality will do little to allay the union and its members' concern over the safety of working conditions in the South African mining industry, or the adequacy of the current legal provisions to detect and prevent hazards which claim hundreds of lives every year," Mr Hazy Sibanyoni, NUM's health and safety officer, said

The inquiry into the Kinross disaster of September 1986 in which 177 workers died, took place at the Evander Club on Tuesday, 21 months after the disaster.

Due to run for three days, the inquiry was disposed of in little over three hours, NUM said

NUM's legal representatives were refused the right to cross-examine any of the witnesses

This was the only time the company and its officials were called to account for the circumstances that led to the disaster, NUM said

"At the inquiry the witnesses read out their statements and were subjected to minimal cross-examination by the presiding officer

"The evidence led at the inquiry goes no way to explaining how the deadly rigid foam came to be applied to the mine's tunnel walls despite the fact that it has been prohibited elsewhere, is known to be extremely dangerous, and has led to the loss of lives in other accidents on South African mines," Mr Sibanyoni said — Sapa

# REVISED OFFER AS A STRIKE LOOMS

EMPLOYERS in the metal industry made a revised offer to four International Metalworkers' Federation unions on Tuesday as the D-Day towards a possible strike by about 120 000 employees approached.

Indications yesterday were that the IMF affiliates, who last night

were expected to release the outcome of a ballot which could pave the way for the workers in the metal industry to go on strike, could withhold the results pending further talks with the employers.

The employer body, the Steel Engineering Industries' Federation of SA (Seifsa), and the IMF unions are scheduled to meet for another round

of wage negotiations tomorrow.

The four IMF affiliates are the National Union of Metalworkers of SA, Steel Engineering and Allied Workers Union, Engineering and Allied Workers Union, and Electrical and Allied Workers' Trade Union of SA.

They have rejected Seifsa's final offer of 17,4 percent in favour of their demands for a pay rise of about 40 percent.

Mr Brian Fredericks, general secretary of the SA Council of the IMF, was not available for comment yesterday.

## Exchange

A Seifsa spokesman said employers, in the revised offer, had proposed recognition of May 1 as a paid holiday "in exchange for one of the existing public holidays".

This proposal was conditional upon the acceptance by IMF unions of the employers' final wage offer, he said.

Additional demands tabled by the unions include

- A minimum wage of R5 an hour,

- May 1, March 21 and June 16 be regarded as paid holidays;
  - Six months' paid maternity leave and 14 days' paid paternity leave; and
  - A 40-hour week
- The Confederation of Metal and Building Unions has accepted the employers' final offer



# REVISED OFFERS A STRIKE LOOMS

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• A minimum wage of R5 an hour.

- May 1, March 21 and June 16 be regarded as paid holidays.
  - Six months' paid maternity leave and 14 days' paid paternity leave; and
  - A 40-hour week
- The Confederation of Metal and Building Unions has accepted the employers' final offer.



# 1 000 jobless after protest

By Adele Baleta

Unionists said this week that although a large number of workers fired during the June 6 to 8 stayaway had been reinstated, more than 1 000 previously employed workers were now without jobs

Paper Printing Wood and Allied Workers Union general secretary Mr Jeremy Baskin, said 1 300 workers had been fired.

Most of them were employed by companies in the Eastern Transvaal

The union had negotiated the reinstatement and re-employment of 1 080 of these workers, he said.

The Transport and General Workers Union (TGWU) reported that of the 361 workers dismissed, 214 had their jobs back

A National Union of Metalworkers of South Africa (Numsa) spokesman said it was not yet certain how many of the the almost 500 Numsa members who were fired were now reinstated

14019

Star 2016/08

# INDUSTRIAL RELATIONS - WORKERS' ORGANISATIONS

## COSATU

1988

JULY

African Trade Unions	Lundall, P., Schroeder, I. & Young, G.	Volume 3.	Young, G., Pillay, D. & Budlender, D	Volume 4.	Schroeder, I. Young, G.	Volume 6.
Wage determination in South Africa.	1/1986	R75.00		Conditions of employment set by the Industrial Council and the Wage Board	12/1985	R75.00
Updates wage data and industrial agreements and wage determinations	Quarterly Bulletin	R20.00	Updates wage data and industrial agreements	the Wage Board	Quarterly Bulletin	R20.00

w/News 1-7-11/100 40A

# Legal row over Kinross inquiry

1-7/7/88  
By EDDIE KOCH

A LEGAL row erupted this week as the National Union of Mineworkers failed to obtain the right to cross-examine witnesses at the government inquiry into the underground blaze which claimed 177 lives in 1986

The inquiry, held at the country club in Evander, began with union lawyer Edwin Cameron announcing that Num would go the supreme court to appeal for the right to challenge evidence presented by Kinross mine officials

Cameron's appeal for the inquiry to be adjourned until the supreme court made a ruling was turned down by the presiding officer, Hennie Liebenburg

Num's health and safety officer

Hazy Sibanyoni said witnesses then "read out their statements and were subjected to minimal cross-examination"

The union had been calling for an inquiry for nearly two years "Due to run for three days, it was disposed of in little over three hours," said Sibanyoni

"The impression that the inquiry was a token formality will do little to allay the union's and its members' concern over the safety of working conditions in the South African mining industry"

The Kinross gold mine near Evander was the scene of one of South Af-

rica's worst mining disasters In September 1986 177 miners were killed by noxious gases from polyurethane foam that had been used to line an underground tunnel

Cameron told the *Weekly Mail* he would file papers in the supreme court within the next week

During the hearing Liebenburg, who is also the assistant government mining engineer, said the inquiry could be re-opened if the court ruled in favour of the union

Evidence at the inquiry was presented by seven officials who earlier this year faced charges of culpable homicide and related charges under the Mines and Works Act No other witnesses were called

All seven were acquitted except for a welder who was found guilty of using the underground oxyacetalene torch which sparked the blaze He was fined R100

At the time Num offered to pay the fine as a sign of protest at the ruling.

"The evidence led at the inquiry goes no way to explaining how the deadly foam came to be applied to the mine's tunnel walls despite the fact that it has been banned elsewhere in the world and had led to loss of lives on South African mines in the past," said Sibanyoni

Jean Leger, who conducts research into mine accidents at the University of the Witwatersrand, said the use of polyurethane foam to seal underground tunnels had led to at least two other major mine accidents during the 1980s.

In September 1982 a fire at the Buffelsfontein mine killed 12 miners It was later found they had inhaled gases given off by burning polyurethane.

In October 1983 a government inquiry into an accident at Vaal Reefs number 4 shaft found 10 people had died from "inhalation of noxious gases and vapours from an underground fire The fire originated at an air crossing. Polyurethane foam used to seal the crossing ignited while holes were being cut in one of the steel beams with flame cutting apparatus"

Leger, noting the causes of the 1983 accident appeared to be the same as those of the Kinross disaster, expressed concern about the brief nature of this week's inquiry.

He pointed out it was no longer necessary for the government mining engineer to make public the findings of inquiries into accidents, even though "the starting point of these investigations should be a determination to prevent another accident of the same nature from taking place"

After the hearing Liebenburg said he would make no immediate finding and would instead hand copies of the proceedings to the Attorney General and the government mining engineer



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WEEKLY MAIL

July 1 to July 7, 1988

EMPLOYERS in the metal industry are considering a nationwide lock-out in order to pre-empt an impending strike by 120 000 members of four trade unions with which they are locked in a wage dispute

In a confidential document leaked to the *Weekly Mail*, the executive director of the Steel and Engineering Industries Federation of South Africa (Seifsa), Brian Angus, tells employers "Seifsa has decided that an urgent ballot be conducted among the membership to determine the extent of the support for an industry lock-out."

Four unions linked to the International Metalworkers' Federation (IMF), with 120,000 members in the metal industry, have declared a wage dispute with Seifsa and are currently balloting their members for a nationwide legal strike

Union shop stewards said this week that employers had also begun asking workers to sign forms saying that they accepted Seifsa's wage offer and undertaking not to take part in the looming national strike

The Seifsa circular, leaked by an employer to the *Weekly Mail*, says the organisation plans to begin counting the employers' ballot votes on Thursday this week

An industry-wide lock-out has never taken place in South Africa  
A memorandum from Seifsa's law-

# Leaked letter tells of plan to 'lock out' metal strikers

## EDDIE KOCH reports on a Seifsa strategy to get tough with unions

ers, attached to the circular, argues that if employers take the initiative by locking workers out, the four unions will no longer be able to launch a legal strike

It notes that in terms of the Labour Relations Act, companies are obliged to conduct a ballot if they wish to stage an industry-wide lock-out

"The party which initiates the industrial action, whether it be a strike or lock-out, characterises the industrial action," says the memorandum. Seifsa's lawyers point out, however, that there is some disagreement in legal circles about whether this interpretation of the law is correct.

Seifsa representatives were not available for comment at the time of going to press.

Wage talks between Seifsa and the IMF unions deadlocked earlier this year, with the workers demanding an across-the-board increase of about 40 percent and a minimum hourly wage of R3,65. The employers' final offer comprised increases ranging from between 11,6 percent and 15,7 percent.

Seifsa's lawyers say the aim of a lock-out is to "induce or compel any employees to agree or to comply with the demands or proposals made by the employer/s concerning conditions of employment".

Under the heading "Advantages of the lock-out", the memorandum says the tactic "can be used as a collective bargaining tool enabling the parties to reach agreement on issues in the dispute."

It also advises that employers will not have to pay wages during the lock-out period.

Seifsa has reached agreement on wage increases with 11 trade unions, representing mainly white and coloured unions in the industry, and has announced that it will not extend the pay increase to members of unions who still reject their offer.

The National Union of Metalworkers of South Africa (Numsa) has condemned this move as a bid to foster antagonism to the IMF unions.

Seifsa has denied the charge and says it is "reasonable and legitimate to arrange for the agreement to be extended to employees of a group of trade unions that has accepted the employer offer".

Shop stewards of the IMF unions report that their members were this week asked by various companies to sign forms saying: "I hereby request to implement the employer offer of increased wages ... In return I undertake that I will not take part in any strike action concerning the employer."

The four IMF unions are. Numsa, the Steel, Engineering and Allied Workers' Union of South Africa (Seawusa), Engineering and Allied Workers' Trade Union of South Africa (Eawusa) and the Engineering and Allied Workers' Union (Eawu)



METAL INDUSTRY

# Wedges in the deadlock

*(Handwritten scribbles and '140A')*



**Seifsa's Angus ... May Day bargaining chip offered**



**Numsa's Schreiner ... questioning the procedures**

The unions grouped together under the International Metalworkers' Federation (IMF) are unperturbed by Seifsa's objection to their allegedly "illegal and defective" strike ballot papers. If indeed they are, this could, of course, snag the unions' planned strike against the steel and engineering sector — assuming the ballot result, expected this Thursday, is in favour of one.

While Seifsa is seeking legal advice on the matter, IMF spokesman, Numsa's Geoff Schreiner, describes the objections as "totally spurious". He points out that the balloting has been done under the supervision of independent mediators, Imsa, whose involvement would seem to give the unions cover. So, it's over to the labour lawyers.

Despite all that, Schreiner tells the *FM* a meeting is due this Friday between Seifsa and the IMF unions, which declared a dispute with the industry late in May. Seifsa,

however, said that negotiations had reached "finality". But on Tuesday, it conditionally offered to recognise May 1 as a paid public holiday in substitution for an existing public holiday if the IMF unions accept the employers' final wage offer.

Seifsa is highly unlikely to better its final wage offer of a 15,7% increase to labourers, which would give them R3,02 an hour, as against the IMF demand for R3,65. Therefore, the deadlock reached in May over the annual negotiations on the main industrial council agreement, remains — unless a deal is reached on the May Day offer.

Seifsa's Brian Angus said members were this week fully briefed on how to deal with a legal strike and contingency plans have been drawn up. The industry's main agreement on wages and conditions expires on June 1. Seifsa has meanwhile applied to the Manpower Minister to implement the employers'

stances, some wonder whether the IMF unions have a power base big enough to mount a successful strike.

If the minister does implement this "partial" new agreement it would, says Schreiner, be "novel". The IMF unions also have a legal nicety up their sleeve: they will call into question the procedures Seifsa has followed in seeking to get the partial agreement implemented — if it is. They would also question the legality of having the agreement apply to non-unionised employees. Once again — over to the labour lawyers. ■

## CAPE TEACHERS

### Left turn

At its annual congress last week at the University of the Western Cape, the Cape Teachers' Professional Association (CTPA) celebrated its 21st birthday by adopting the Freedom Charter. This is a watershed event in the politics of the coloured community; arguably, the conference was the most important political happening in the region since the launch of the UDF at Mitchell's Plain in August 1983.

Most of the four-day conference was devoted to dealing with matters of specific professional interest. More significant, however, were the political undercurrents. From the emotionally charged opening evening onwards, there was a clear feeling, repeatedly expressed in the speeches, that "the time has come" for the organisation to stand up and be counted.

The political significance of the conference boils down to this: an organisation which in the past had been seen to be equivocal about its political stance, hitched its wagon in the most convincing way to the "democratic movement". This was most obviously done through the organisation formally accepting the charter. It also decided to align with Sacos and the nonracial sports movement and discussed the formation of a central teacher union affiliated to Cosatu (which itself adopted the Freedom Charter last year).

CTPA's political stance is remarkable when the constituency of the organisation and its past are considered. This is not an outfit of T-shirt sporting political activists. It is an essentially moderate, God-fearing (in the words of their president, Franklin Sonn) group of people. It is also, with 22 000 members, probably the largest organised grouping in the coloured community.

The opening ceremonies were dominated by such luminaries of the Left as Allan

**BALLOT PAPER**

Are you in favour of taking lawful industrial action, including strike action, so as to secure agreement on each of the demands set out in the IMF proposals (as amended) concerning:

- 1 wages and working conditions to be embodied in the main agreement of the National Industrial Council for the Iron Steel Engineering & Metallurgical Industry to come into effect upon the expiry of the current main agreement or an extension thereof.
- 2 procedures for the private resolution of disputes in the industry;
- 3 the right to strike;
- 4 the negotiation of substantive conditions of employment for non-scheduled employees including monthly-paid employees?

YES        NO   

**Questions in dispute**

final offer, which would then apply to the 11 unions grouped under the mainly white Confederation of Metal and Building Unions (CMBU), which accepted the offer, as well as to non-unionised workers. This would cover roughly half the workforce in this sector, which employs some 350 000, accounting for 55% of all manufacturing activity in SA. In these circum-

*1/7/88 FM*





(160A)

WEDNESDAY MAIL, JULY 1 TO JULY 7, 1988

EVERY month the *Government Gazette* lists between three and 12 new companies joining the security industry which now employ 300 000 people, 90 percent of them black

The upsurge in the activities of "fly-by-night" security firms, equipped with the trappings of a paramilitary force but lacking in professional standards, is troubling both trade unions and established security companies

Jimmy Nuns, chairman of the SA National Security Employers' Association (Sanesa), is worried about the harmful image that unprofessional operators give the industry "Any person," he says "can employ half-a-dozen people, put them in second-hand overalls and sell them as security guards They operate for about six months and then move on"

The Transport and General Workers' Union (TGWU) believes the situation is tolerated because the private firms police areas of the cities at little cost to the government while security forces are stretched to cope with counter-insurgency, township unrest and soaring crime rates caused by unemployment.

TGWU general secretary Jane Barrett says the operation of small security companies, which use uniforms, insignia and vehicles that resemble a police force, fits government policy of deregulation

She notes that companies which have been operating for less than a year or employ less than 15 workers are exempt from the minimal regulations that do exist to control their labour practices

The union's press officer, Kally Forrest, says 125 000 workers are employed by private companies that contract out their guards. The remaining 175 000 work for in-house security units Her union has 6 000 members, mostly in the "contract" sector

A study undertaken at the University of Cape Town in 1984 found 80 percent of "contract" security guards were paid less than half the minimum wage. Today the basic wage laid down by the government ranges from R187 to R262 a month, depending

Just one of the demands for watchmen on guard all night: A chair to sit on

# The

# Short-changing of the guards

BY EDDIE KOCH

on the region the company is in

Nuns disagrees with the union's assessment of how widely the law on wages is being breached but acknowledges that many small companies are paying below the minimum.

"However, members of Sanesa are either paying the minimum or more," he said Sanesa members include Fr-delity Guards, of which Nuns is a director, and two multinationals. British-owned Pritchard Security and the Australian company, Lodge Services

"Another major reason for minimum wages being ignored," says Forrest "is that while security firms are mushrooming, the number of government inspectors employed to monitor conditions in those companies that are bound by the regulations has dropped from 35 to five."

Wages for the industry are regulated by a government-appointed wage board which hears submissions from employer and worker organisations

but does not allow for collective bargaining before making its determinations.

At a hearing of the board in Johannesburg last week, grievances voiced by the TGWU included low wages and that guards have to work a 60-hour week, mostly in 12-hour shifts

The union pointed out that employers can arbitrarily define certain tasks as "emergency work" In such work there is no limit on the hours that workers have to stand guard.

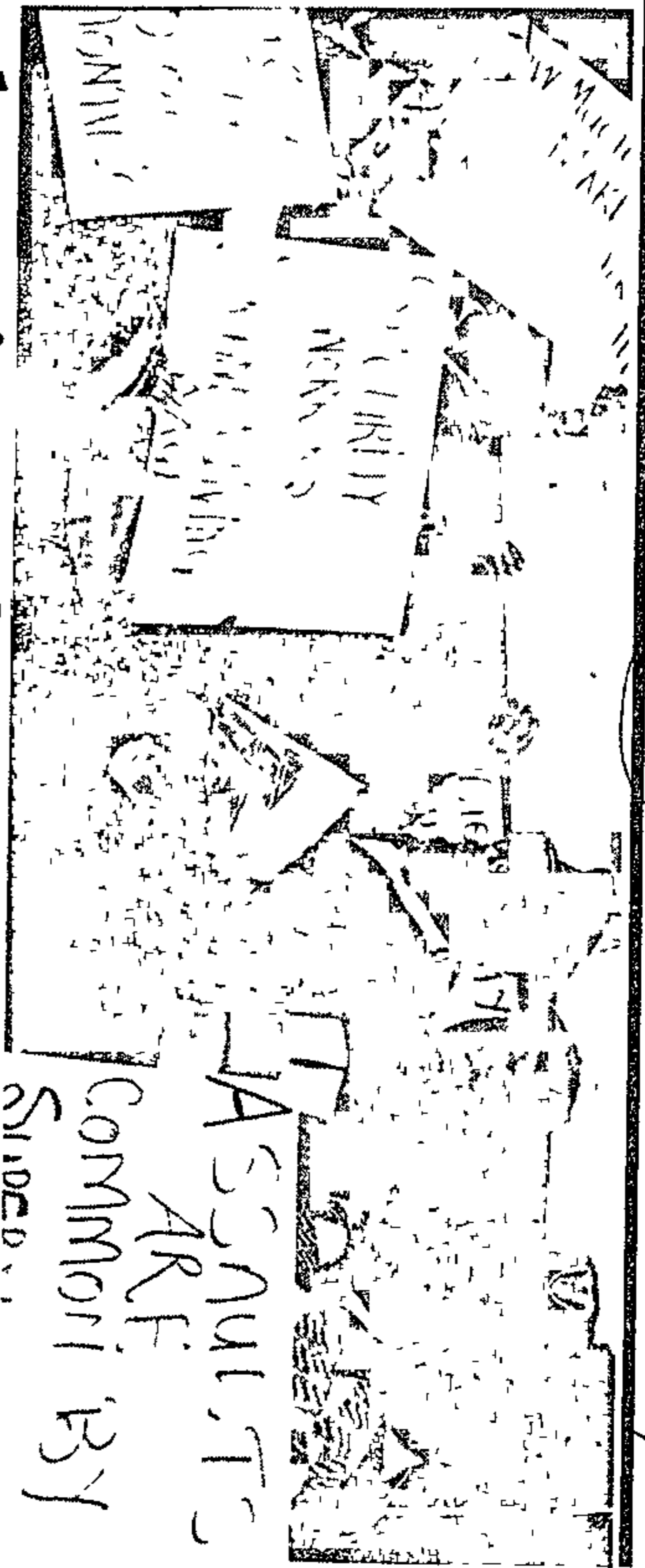
"This clause in the wage determination is frequently used by employers to force their watchmen to work beyond the 12-hour limit," says Barrett. "It in effect means guards can sometimes be at their posts for up to 48 hours at a time."

A major complaint tabled by the union at the wage board related to the exemption of small companies from its regulations. "The chairman of the board made it clear that the government was reluctant to drop the exemptions and, if anything, were keen to deregulate the industry even further," says Barrett.

At the hearing, the union made demands for the minimum wage of R262 to apply to all regions and asked for additional increases of between R185 and R210 a month

It also demanded a 46-hour week, more overtime pay and higher meal allowances, paid maternity leave for the growing number of women in the industry — and a chair for watchmen, who the union says often spend their shifts atop an upturned tin

The board has heard the union and employer submissions and will make new regulations for the industry at a later date In the meantime Nuns says he hopes the implementation of a new law, the Security Officers' Act, later this year will control the activities of the fly-by-nighters



Security workers air their grievances outside the Wage Board hearing

Picture MACKSON TSHIKAMBU

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"The Act will require all companies and their employees to be registered and will impose standards and a code of conduct on them that we believe will lead to much higher standards of professionalism in the industry"

The union has less faith in the law

TGWU is wary because the Act lays down a strict code of conduct for guards and requires companies as well as workers to be registered People convicted of crimes are barred from being employed

Barrett notes that between 10 and 40 percent of their members have been convicted, often for minor cases of assault carried out in the course of their duties

"While employers have indicated they will apply the law with a great deal of discretion, we are concerned that it could be used against key individuals, like union shop stewards"

The TGWU has been holding talks with employer organisations about the possibility of setting up an industrial council for the industry, where employers and unions will be able to bargain collectively over conditions of work

"The industrial council will be able to employ its own inspectors and have much greater clout in terms of ensuring that minimum conditions are adhered to," says Barrett.



W/Mashile

1-7/7/88

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## Weavers find a helper in Lebowa MP

WEAVERS at Masana textile plant, Lebowa have found unexpected allies in their dispute with the company — two "homeland" chiefs have said they will urge management to recognise the workers' trade union.

About 450 workers at Masana, jointly owned by Anglo American and De Beers, were dismissed last month after striking for union recognition. Most were re-employed but about 90 workers, including two shop stewards, were not taken back.

Chief Matsikitsane Mashile, Lebowa legislative assembly MP for Mapulaneng, said he wished to intervene on behalf of the workers

Mashile received a letter from Masana MD, Ian Johnson, saying workers were told before the strike that as the company was in Lebowa, "there was no legislation" providing for union recognition.

By EDDIE KOCH

The letter said Masana was not prepared to recognise the union, but "accepted the principal of consultation and the establishment of a properly constituted 'liaison committee'."

Last week Marc Allan, Masana's industrial relations adviser, rejected worker claims that the firm was acting against Anglo policy by denying the weavers trade union rights.

Allan said Masana accepted that most of the workers belonged to the SA Textile and Allied Workers' Union. Worker representatives were told organisation would be recognised if they drafted a recognition agreement suitable to conditions in Lebowa.

South Africa's Labour Relations Act does not apply in the "homelands" and it was necessary to draft an agreement creating other ways of

resolving disputes, Allan said

A representative of the Masana workers rejected Allan's claims. He said Johnson's letter to Mashile was proof the company was making use of the "homeland" system to pay low wages and deny trade union rights

Allan said the letter to Mashile contained a "qualified rejection of the union in the sense that the union had failed to produce a suitable draft recognition agreement"

He said Masana had received no recognition proposal in six months. He said the issue was "not whether we recognise the union but rather to develop appropriate and workable procedures for the relationship"

Masana pays basic wages of R90-R130 a month. The company can recover 90 percent of these costs from the government in terms of "decentralisation incentives."

These cards being placed on illegal seted atmosphere of the white...

# Rhodes res strike will hit festival

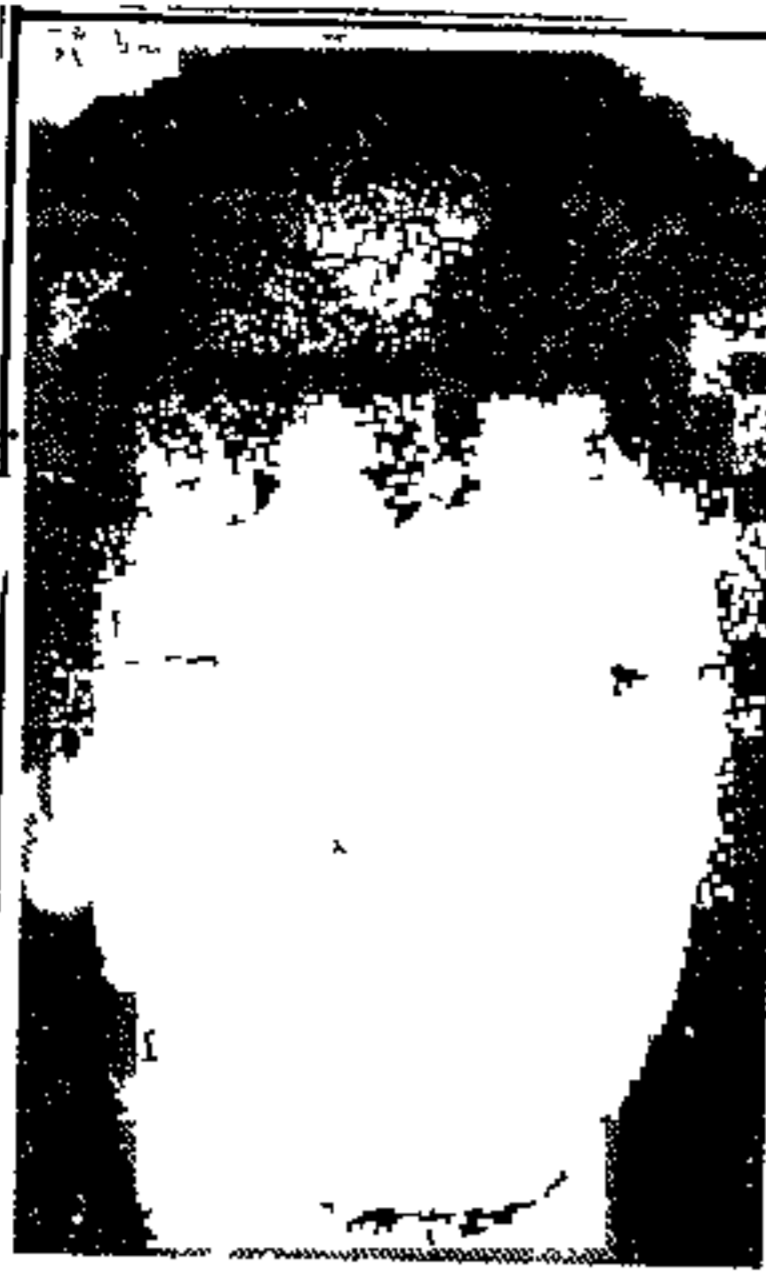
Weekly Mail Reporter

RESIDENCE workers at Rhodes University in Grahamstown have voted not to work during the Standard Bank National Arts Festival in protest against the low wages they say they receive. Rhodes offers accommodation to people attending the festival, and the workers are asked to work during this period. The money they receive is in addition to their monthly wages. The chairman of the Transport and General Workers Union (TGWU) in Grahamstown, Elijah Ntentile, said workers had also

demanded that they be paid immediately after the festival, rather than waiting until they receive their monthly pay. At a meeting last week between TGWU officials and university representatives, the parties agreed to appoint a mediator, Port Elizabeth lawyer Fikile Bam, to help resolve the dispute. Negotiations between the university and the union were broken off two months ago after deadlock was reached. - ANA

BY GAKHY ITHUDAU

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**NUM official, Mr Marcel Golding.**

# Num happy with offer

THE Chamber of Mines' proposal for a provident fund was a major gain for black mineworkers, the National Union of Mineworkers said yesterday.

Mr Marcel Golding, NUM's assistant general secretary, said black miners had never enjoyed any retirement benefits in the past

He said "While the union is not entirely satisfied with the wage increases, the Chamber's revised offer on the provident fund was the principal item which precipitated a settlement"

Mr Golding said details and rules of the provident fund would be

negotiated by the two parties over the next three months

"If full and final agreement has not been reached between the Chamber and NUM by November 1988, the issues on which agreement has not been reached will be referred immediately to a mutually acceptable arbitrator," he said

The NUM and the Chamber have reached agreement on wage increases ranging from 13 to 16,5 percent



# Labour Update

# 42 BANGKATA WORKERS

FORTY-TWO members of the National Union of Metalworkers of SA dismissed by Richard Hirschmann company after staying away from work on June 16 had been reinstated, a Numsa spokesman said yesterday.

Mr Hassan Lorgat, a Numsa official, said the dismissals were reversed mainly due to pressure from the union's mother body, the International Metalworkers' Federation, which pursued the matter with the company's headquarters in West German.

Earlier, Mr Lorgat said, management had warned these employees for staying away during a three-day protest against the Labour Relations Amendment Bill. Among those dismissed was Orlando Pirates' player, Vincent "Last Born" Makrothi. Meanwhile Numsa is involved in another row with the company over



IT WAS all systems go as these workers, dismissed after failing to report for duty on June 16, returned to work yesterday.

the alleged retrenchment of 14 workers

Mr Lorgat said "We wanted the 14 workers reinstated because we believe that they were victimised as a result of the slayaways"

• An American multinational company, Alfred Teves Technology, has dismissed 26 workers who failed to report for duty during a three-day protest against proposed amendments to the Labour Relations Amendment Bill, according to Numsa

A Numsa official said the 26 were some of the 74 employees dismissed after the three-day stayaway. Forty-eight of these workers were later re-instated after the union launched investigations into the matter, he said

These workers were to be given a final warning as a result of their absence from work on that day, the Numsa spokesman said. He said this "hardline attitude" was not expected of a company which was a signatory of the Sullivan Code.

Numsa is to challenge the dismissals in the metal industry's industrial council.

## **OK in spotlight** (14017)

THE wage agreement between OK Bazaars and the Commercial Catering and Allied Workers' Union of SA will come under the spotlight at the union's meeting in Johannesburg on Sunday.

Ccawusa has asked all Ccawusa members in the Johannesburg region to attend the meeting to be held at the union's Kerk Street offices at 10am

Ccawusa and OK recently reached a wage settlement after negotiations which were mediated by two attorneys. The parties agreed not to publicise the details of the agreement before union representatives had reported to their members.

## **Seifsa meeting**

THE STEEL and Engineering Industries Federation of South Africa and four metal unions representing more than 120 000 workers meet today in a bid to avert a wage strike in the industry.

## 350 workers fired (1/6/78)

• ABOUT 350 members of the National Workers Union of South Africa, who downed tools last week after their colleague was fired, have been fired by Martilon management in Babelegi near Hammanskraal.

Mr Nolo Mokalapa, a Nawusa official, said the work stoppage was sparked by the dismissal of a shop steward, Mr Herman Matsuinyame, for staying from work on June 16. He said Mr Matsuinyame and another worker, Mr Albert Ntuli, were detained by Bophuthatswana police on Wednesday this week.

## 'More dismissals' (1/7/78)

• MORE dismissals related to the June 16 stayaway have been reported at R J Spargo company in Alrode, Alberton.

Thirty-two members of the Chemical Workers' Industrial Union (CWIU) have been sacked for failing to report for duty on that day, according to the union.

## Row over canteen

A ROW over canteen facilities has led to a strike by about 200 members of the CWIU at Gilletts company on the East Rand.

A CWIU spokesman said the row revolved around the replacement of the present canteen staff with a contractor. "The use of outside contractors is a problem for the employees, who believe that these contractors pay low wages to save costs."

## Union's challenge

THE Food Beverage Workers' Union is to take Hercules Cold Storage company to the industrial Court over the dismissal of its 200 members.

The case will be heard on July 4. The union is challenging the validity of the dismissals which took place

after the workers went on a wage strike early this year.

Conciliation Board talks collapsed this week after the two parties reached a stalemate.



**Wage agreement** (11/01/78)

*source from 11/7/78*  
THE Chemical Workers Industrial Union has concluded a wage agreement with Colgate-Palmolive in Boksburg.

A CWIU spokesman said the two parties had agreed on a new minimum hourly wage of R5,33 which would raise a minimum wage at the company to R922 a month. The company would now regard May 1 and June 16 as paid holidays, he said.

Meanwhile the CWIU has declared a dispute with a British multinational, Vulco Latex, after their wage negotiations broke down, a spokesman for the union said.

By CHRIS BATEMAN

HUNDREDS of pamphlets attacking Archbishop Desmond Tutu and several local union office-bearers — and accusing one union worker of being a police informer — were distributed in New Crossroads this week — allegedly from a Casspir

Miss Moki Hans, 25, of Yanta Street, New Crossroads, said she was sitting in a car in her driveway about 1am on Thursday when she saw a Casspir drive past with a man throwing pamphlets from the top of the vehicle.

The pamphlets entitled "SA Trade Union Monthly Titbits" include a picture of Archbishop Tutu headlined "The Flying Bishop" and another of a emaciated woman begging with her hands cupped and the caption "give us this day our daily bread"

# Crossroads pamphlets attack Tutu

They say workers would lose jobs and service benefits and face starvation through the archbishop's calls for disinvestment and sanctions.

Office-bearers of the Food and Allied Workers' Union and the National Union of Food Workers are accused of stealing money, in one case R15 000 from union funds

● The secretary-general of Fawu, Mr Jan Theron, said he had laid a complaint of crimen injuria at Woodstock police station after reading allegations concerning him in the pamphlet.

CAPL Trust  
2/7/88  
1409

Robbery with

# DISPUTE IN METAL INDUSTRY

By DICK USHER, Weekend Argus Labour Reporter  
A VITAL meeting between employers and four unions in the metal industry has been postponed because the counting of strike ballots has not been completed

The parties were due to meet today in a bid to avert a wage strike in the industry

The four unions involved are the National Union of Metalworkers, the Electrical and Allied Workers' Trades Union, the Steel Engineering and Allied Workers' Union, and the Engineering and Allied Workers' Union — all affiliates of the International Metalworkers Federation (IMF)

Eleven other unions representing mainly skilled workers have already reached agreement with the Steel and Engineering Industries Federation (Seifsa) These include unions affiliated to the Confederation of Metal and Building Unions

Seifsa has proposed to the Minister of Manpower that the new agreement be published but that the IMF affiliates be excluded from its terms.

Observers said this could mean that their members would no longer be covered by the industrial council agreement but by the Basic Conditions of Employment Act

An IMF spokesman said today's meeting had been postponed until next week

Issues in dispute include wages, working hours and public holidays.



CAT TRNS

2/7/88

# Strike threatens festival

GRAHAMSTOWN — Rhodes University residence workers have refused to work during the next two weeks — the period in which the university is hosting a number of conferences and accommodating hundreds of visitors to the Standard Bank National Arts Festival

This was confirmed by representatives of workers, who are affiliated to the Transport and General Workers' Union, and the university administration yesterday

While residence workers do not work during student holidays, they are usually required to work when conferences are hosted by the university. For this they are paid an extra amount, in addition to their normal wages

Mr Elijah Ntentile, chairman of the shop stewards' committee, said workers had decided not to work as they felt they would be underpaid for the long hours they would be required to work. Workers would normally be paid only an additional R5 a day for this work, he said

# New deal won for working parents

By KERRY CULLINAN

THE Commercial, Catering and Allied Workers Union this week took a historic step when it signed the first-ever parental rights agreement with Pick 'n Pay.

According to Ccawusa organiser Jeremy Daphne, the agreement, which directly affects about 24 000 people, is geared towards eliminating discrimination against women by making childcare more of a joint parental responsibility.

In terms of the agreement, if both parents work for Pick 'n Pay, they can share 11 months' parental leave, nine of which is paid.

A father may take eight days' leave when his baby is born, as well as one day off a month to take his child to the clinic.

Women are given nine months' paid maternity leave, and are guaranteed their jobs back on their return. Pregnant and nursing women are exempted from working overtime, at night or in dangerous areas.

"One of the principles underlying the agreement is the acknowledgement that men and women have the right to hold a job, lead a normal family life, work under healthy and safe conditions and give their children the necessary care and attention," the union said, adding that it hoped the agreement would make an important political contribution.

"The political questions of equality between women and men and gender roles have not received sufficient attention, and this agreement makes concrete contributions in this area," added Daphne.

CP Press 3/7/82

~~CP Press~~ NDA

Dismissal declared null and void (14/07)

# OFS might have to pay sacked workers

Own Correspondent

**BLOEMFONTEIN** — The Free State Provincial Administration might face the prospect of having to find in excess of R500 000 to meet the wages of about 280 employees who were dismissed unlawfully in August and September last year

On Thursday Mr Justice A P van Collier upheld an

application by three employees of Pelomoni Hospital in Bloemfontein

He declared their dismissal null and void because they had not been given the opportunity to state their case prior to being sacked

The three were chosen to represent all the employees who had been dismissed following a strike on August 25 and 26 last year.

The strikers wanted a democratically elected workers' committee, recognition for their trade union, the National Educational Health and Allied Workers Union (Nehawu), an end to "harassment" by hospital security personnel, a living wage and permanent status

Some employees alleged they had been on the temporary staff for about 20 years. The workers also complained about the disappearance of a colleague just before the strike.

A spokesman for Nehawu, whose members were dismissed, said the 280 employees involved earned between R142 a month — the normal starting wage — and R500 for a clerk

## Sang and danced

About 100 of the employees affected sang and danced in the union's offices in Bloemfontein on Friday after the instructing attorney, Mr Phaketi Masekela, explained the terms of the judgment

A spokesman for the provincial administration said it had made an application for leave to appeal against the judgment but a final decision on the move to appeal had not yet been taken.



# Big clash looming

1407  
THE wage dispute in the metal industry has taken a new dimension with employers considering, as a possible counter-action, lock-outs to pre-empt a strike by more than 120 000 workers.

This move has set the stage for a head-on clash between the employers and four International Metalworkers' Federation (IMF) affiliates, whose members may soon go on strike in support of their wage demands.

Locked in this wage dispute are employer body, the Steel Engineering Industries' Federation of SA (Seifsa), and the four IMF affiliates — National Union of Metalworkers of SA, Engineering and Allied Workers' Union, Steel Engineering and Allied Workers' Union and Electrical and Allied Workers' Trade Union of SA.

Seifsa has indicated that it is seeking opinion, in a ballot, from its more than 3 000 members whether to effect lock-outs to pre-empt a strike by the IMF unions. This move is apparently based on a 1948 Supreme Court case which ruled that a strike and lock-out cannot be held over the same issue.

The outcome of the ballot would be made available this week, a spokesman for the

employer organisation said yesterday.

Mr Brian Fredericks, a general secretary of the SA Council of the IMF, said union members were undaunted by the threat of a lock-out from employers. The IMF would this week release ballot results which might pave the way for a strike by its members, he said.

The wage dispute between the two parties was sparked by the IMF union's rejection of a Seifsa offer of 17,4 percent wage increase in favour of their demands for a pay rise of about 40 percent.

IMF affiliates' demands include:

- A minimum wage of R5 an hour,
- May 1, March 21 and June 16 be regarded as paid holidays,
- A 40-hour week, and
- Six months' maternity leave and 14 days' paid paternity leave

Meanwhile, Seifsa and the four unions are scheduled to meet soon in fresh attempts to resolve the dispute. Last Friday's meeting between the two parties was postponed after the unions requested time to consult their members.

The wage talks will focus on a revised offer made last week by Seifsa in a bid to avert a strike by IMF members. Seifsa has offered to recognise May 1, in exchange for one of the existing public holidays.

## Closer to mediation (14017)

THE two-month-old ~~151~~ After management dispute between Afcop issued an ultimatum, 110 and the Paper Printing employees returned and Wood and Allied the rest were dismissed. Workers Union will go to The 110 later staged a mediation today, the work stoppage, ignored company reported last another ultimatum and Friday.

The dispute, which said, adding that six affected seven Afcop other Afcop plants then plants and involved more staged an illegal work than 1400 employees, stoppage.

centred around the "Although Afcop dismissal of four Star obtained an interdict Furnishers employees for resulting in the employ- alleged assault of a co-ees "at these plants worker in April. returning to work, the

As a result of the union declared a dispute dismissal, which follow- against the company and ed an inquiry and appeal, on May 30, all PPWA- the PPWAWU work- WU workers employed force at Star staged an in these plants went on illegal strike. strike." — Sapa.

# NUM meets lawyers over Kinross issue

*Some time 5/7/88*

*1408*

THE National Union of Mineworkers is consulting its lawyers over the Kinross Mine disaster with a view to seeking the re-opening of the inquiry into the occurrence

Num official, Mr Hazy Sibanyoni, said the move followed the decision by Mr Hennie Liebenburg, a presiding officer at last week's inquiry into the disaster, to refuse the union's legal representative permission to cross-examine witnesses at the hearing.

There was drama at the inquiry last week when a Num legal representative, Mr Edwin Cameron, was refused permission to

cross-examine the witnesses. The union is to seek a Supreme Court ruling allowing Mr Cameron to cross-examine witnesses.

The Num official said the Government Mining Engineer's inquiry into the mine disaster — which claimed 177 lives in 1986 — had failed to satisfy the Num's desire to see similar occurrences prevented. The inquiry proceedings ended "in just over three hours" instead of taking place over three days as scheduled, he said.

## Objections

Num's objections against the inquiry included that

- Evidence led at the

inquiry did not explain how "the deadly rigid foam came to be applied to the mine's tunnel walls despite the fact that it had been prohibited elsewhere".

- The inquiry did not satisfy the union's desire to see similar disasters prevented by "a proper examination of the dangers present during the Kinross disaster including the use of faulty equipment";

- The inquiry did not give hope that the use of "rigid foams" in South African mines would be more closely monitored by the Government's mining engineer,

- The conduct of the inquiry would give Num

members the impression that the inquiry was "a token formality" and would do little to allay the union and its members' concern about the safety of working conditions in the mining industry.

## Response

Responding to Num's statement, Gencor said in a statement. "The tragic circumstances of the Kinross accident have been fully addressed according to the law.

"All the questions of fact raised by the Num were dealt with at the criminal trial in the Witbank Regional Court which was conducted publicly. The Num statement disregards the facts established at the criminal trial as contained in the court record,"



**HAZZY Sibanyoni**

the company added Mr Sibanyoni said the criminal trial itself could not be regarded as "an adequate substitute for proper inquiry"

"The union has good reason to believe that the technical evidence led by the company at the prosecution should be subjected to cross-examination and is at variance with the opinion of safety experts," the Num official said

## ROOFING PROBLEMS?



# Chamber and NUM agree on wages

ALAN FINE  
5/27/82

THE National Union of Mineworkers (NUM) and the Chamber of Mines last night reached agreement on improvements to wages and working conditions for 1988.

It is the first time since 1983 that settlement has been reached in time to be implemented as from the traditional July 1 date.

The settlement came when the NUM notified the chamber of its acceptance of a revised employer offer made last week, which included a detailed chamber proposal on contributions to a provident fund, which had already been accepted in principle.

The chamber's offer of wage increases ranging from 13% to 16.5% — which were on the table when deadlock was reached 13 days ago — remained unchanged.

Provident fund rules will be negotiated over the next few months, and any points of disagreement as at November 15 will be referred for arbitration.

NUM general secretary Cyril Ramaphosa said while he and NUM members were not entirely satisfied with the wage increases, the chamber's decision to move on the provident-fund issue had made settlement possible.

"Now we no longer have to live with the unacceptable situation where workers have no retirement benefits." It was thus incorrect to ascribe the early settlement to weakness on the union's part.

A chamber spokesman said employers were pleased at the settlement "because bargaining in good faith is so much more satisfactory than industrial action".

BLACK pupils flocked by  
classes in Durban as d

July 5 1988

Labour Relations Amendment Bill is attacked again

140A  
8/20/88  
5/7/88

# Cosatu's complaint referred to the UN

LONDON — The International Labour Organisation (ILO) has referred a complaint from Cosatu against the SA government to the UN

Cosatu has alleged infringements of freedom of association in SA in a document presented to the ILO

The UN will now approach the SA government to seek its consent to set up an ILO commission to examine the issue

The Cosatu complaint was presented to the ILO by a delegation including president Elijah Barayi and general secretary Jay Naidoo

Cosatu maintains the Labour Relations Amendment Bill seeks to give preference to racially-consti-

MIKE ROBERTSON

tuted unions at the expense of non-racial bodies

It said the Bill fundamentally curtailed the right to strike

The ILO considered the request, but because SA is not a member of the organisation, it decided to refer the complaint to the UN Economic and Social Council

## Complaints

In his report to the governing council, the ILO director-general pointed out that this was established procedure for dealing with complaints against UN members

which were not ILO members

He said "The procedure lays down that the UN secretary-general shall request the consent of the government concerned to the case being referred to the Fact-Finding and Conciliation Commission on Freedom of Association (of the ILO) before the complaint is examined by the Economic and Social Council

"If the government does not so agree, the Economic and Social Council shall consider the situation arising out of that refusal with a view to taking appropriate steps to protect the rights relating to freedom of association which have been invoked in the case"

# Chamber, NUM agree

The Chamber of Mines and the National Union of Mineworkers had reached agreement on the 1988 review of wages and other conditions of employment, a Chamber spokesman announced last night.

The 250 000-strong union notified the Chamber yesterday of its acceptance of the Chamber's offer.

The spokesman for the Chamber of Mines said differences with the union, which led to the breakdown of negotiations on June 22, had been resolved without any changes in the 13 percent to 16,5 percent wage increases tabled by the Chamber.

At the end of the June 22 meeting, the union declared a dispute and announced it would seek the appointment of a conciliation board.

The Chamber spokesman said that after the breakdown of the negotiations, attention was focused on the union's provident fund demands.

Chamber negotiators submitted an offer which was accepted by the union.

The offer provided for the phased introduction of a contributory provident fund over the next three years.

"We are very pleased that we have been able to reach a negotiated settlement with the NUM," the spokesman said.

The spokesman said the agreement would cover all Chamber-affiliated gold and coal mines. — Sapa.



**UN to hear  
Cosatu claim**

LONDON. — The International Labour Organization (ILO) has referred to the United Nations a complaint from Cosatu against the South African government, alleging infringement of freedom of association

Cosatu maintains that the Labour Relations Amendment Bill seeks to give preference to racially constituted unions at the expense of non-racial ones and fundamentally curtails the right to strike

# Mine bosses reach agreement with NUM

*Sowetan 5/7/88*  
THE Chamber of Mines and the National Union of Mineworkers had reached agreement on the 1988 review of wages and other conditions of employment, a Chamber spokesman announced last night.

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*(14019)*  
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The offer provided for the phased introduction of a contributory provident fund over the next three years

"We are very pleased that we have been able to reach a negotiated settlement with the NUM," the spokesman said.

"Bargaining in good faith is so much more satisfactory than industrial action

"This gives us a healthier basis for the future."

*Cape Times 5/7/88*

# Mine dispute settled

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Chamber negotiators submitted an offer which was accepted by the union



## Recognition for union?

**MORE** than 3 000 employees of the Soweto Council will petition the municipality today to dissolve the staff association, a spokesman for their union has said.

14017

A spokesman for the SA Municipal Workers' Union (Samwu), which represents these employees, said the council staff rejected this association and instead demanded recognition of the union

some few  
6/7/88

Mr Baxter Mbuthuma, a Samwu official, said his union and a council delegation would this week meet the Transvaal Provincial Administration to discuss workers' grievances which included the dissolution of the staff association

# The 5 most dangerous mines, by the NUM

NEARLY one in every 100 underground workers at Gencor's St Helena gold mine lost their lives in industrial accidents during 1987, says the National Union of Mineworkers.

According to a recent report by the union, the five most dangerous mines in South Africa last year were St Helena, the small Erfdeel mine, Anglo's Western Deep Levels and Vaal Reefs mines, and Goldfield's Kloof mine.

Dr Dennis Rubel, head of Num's Health and Safety Department, says in the report St Helena had a death rate in 1987 of 9,23 for every 1 000 workers employed underground.

The fatality rates for the other four mines were 5,34 at Erfdeel, 4,34 at Western Deep Levels north mine, 3,33 at Western Deeps south mine, 2,57 at Kloof and 2,38 at Vaal Reefs west mine.

Rubel says his statistics are based on an analysis of the Chamber of Mines official death and injury rate tables for all gold, coal and other mines in 1987.

The report, produced annually by the Chamber, has for the first time given separate statistics for underground and surface workers. According to the chamber's tables

**A controversy over deaths figures brews as the mine union names what it considers the five most dangerous mines in South Africa. EDDIE KOCH reports**

the death rate for underground workers during 1987 was 1,42 for every 1 000, while the combined rate for underground and surface workers was 1,13.

Says Rubel: "Underground statistics are the real indicators of mining hazards. Surface statistics serve only

to make the underground dangers more palatable statistically."

He has also made a distinction between deep-level mines and "hot-so-deep level" mines. On the 29 deep-level mines in the country, Rubel says the chamber's figures indicate there were a total of 475 deaths underground and a fatality rate of 1,64 for every 1 000 workers.

A representative of the Chamber of Mines said a mine's safety performance could not be judged by looking at figures for one year only.

He said a single disaster could happen in any one year which could

The article was co-authored by Wits University academic Jean Leger and published in the latest edition of the *Journal of the South African Institute of Mining and Metallurgy*. It says: "South Africa is unique among major mining countries in adopting so high a threshold as 14 days in its definition of a reportable accident. Rightly or wrongly, this inevitably invites the charge of indifference to lesser accidents. Similarly, the belief voiced . . . that falling injury rates are necessarily indicative of improvements in safety . . . suggests a distinct element of complacency." The Chamber says a reply to the Eisner/Leger article is due to be published in the same journal shortly. "The allegation that injured workers are put back on duty early in order to avoid reporting the injury has been examined in detail and proven to have no foundation," said the representative. "The claim that the Chamber's reporting of injuries is completely unreliable . . . is erroneous and shows that Num has chosen to ignore the Mines and Works regulations which define the criteria under which an injury becomes reportable. Any amputation of a limb or part thereof, for instance, becomes reportable immediately."

create fatality figures that run counter to the mine's performance over a number of years. Thus St Helena was high on Num's list, even though it has one of the best safety records and won the industry's most prestigious award for safety in 1983. The high fatality rate for 1987 was due to a single accident which killed 63 workers. While the union has welcomed the publication of separate figures for underground deaths, it is less happy with the Chamber of Mines' method for reporting of injury rates. The official tables indicate that more than two out of every 100 underground workers were seriously injured in accidents during 1987. The injury rate for underground workers was 22,35 for every 1 000 workers while the combined rate for underground and surface workers was 11,80 out of every 1 000. Both these figures show a sharp drop in the injury rates for 1987. But Rubel argues that the figures do not reflect the real situation as only injuries that caused a worker to be off work for 14 days or longer are included in the tables. "We know of workers who have had fingers amputated, or have had forearm bones broken in accidents, who have been put back on light duty before the end of the 14-day period. This is in line with the emphasis on prizes and shields for those mines improving their accident figures," his report says. Herbert Eisner, an international expert on mine accidents, has argued in a recent article that the apparent decline in injury rates on the mines since 1970 reflects a more favourable picture than the actual number of injuries.



# Mine wages dispute ends with increase way below last year

By EDDIE KOCH

THE National Union of Mineworkers (Num) has ended its wage dispute with owners of the country's major gold and coal mines by accepting an increase far below that which the union rejected before embarking on the huge mine strike last year.

Num this week agreed to the Chamber of Mines offer of wage increases ranging from 13,5 percent to 16 percent in exchange for an undertaking from the employer body to negotiate a provident fund for black miners.

Last year Num's refusal to accept the offer of a wage hike ranging from 17 to 23,5 percent sparked the biggest strike in South Africa's history — raising the obvious question of why the union settled so quickly for much less this time round.

Num's assistant general secretary, Marcel Golding, says union members felt the Chamber's agreement to introduce a system of payment for retired black miners in the form of a provident fund was a major breakthrough for workers.

"We are not happy with the level of wage increases but the provident fund was the principal item which precipitated a settlement," says Golding. "I don't think it reflects weakness on the part of the union or capitulation."

But the outcome of the dispute is bound to reinforce the Chamber's view that the mood of mineworkers this year is less militant and the union weaker than it has been in previous years.

Outgoing Chamber of Mines president Naas Steenkamp said in an address to the organisation's AGM last month that a groundswell of reaction to the defiant posture adopted by the union last year had set in among workers

by the loss of jobs resulting from the strike and from sanctions. These have developed a counter reaction with which management must deal."

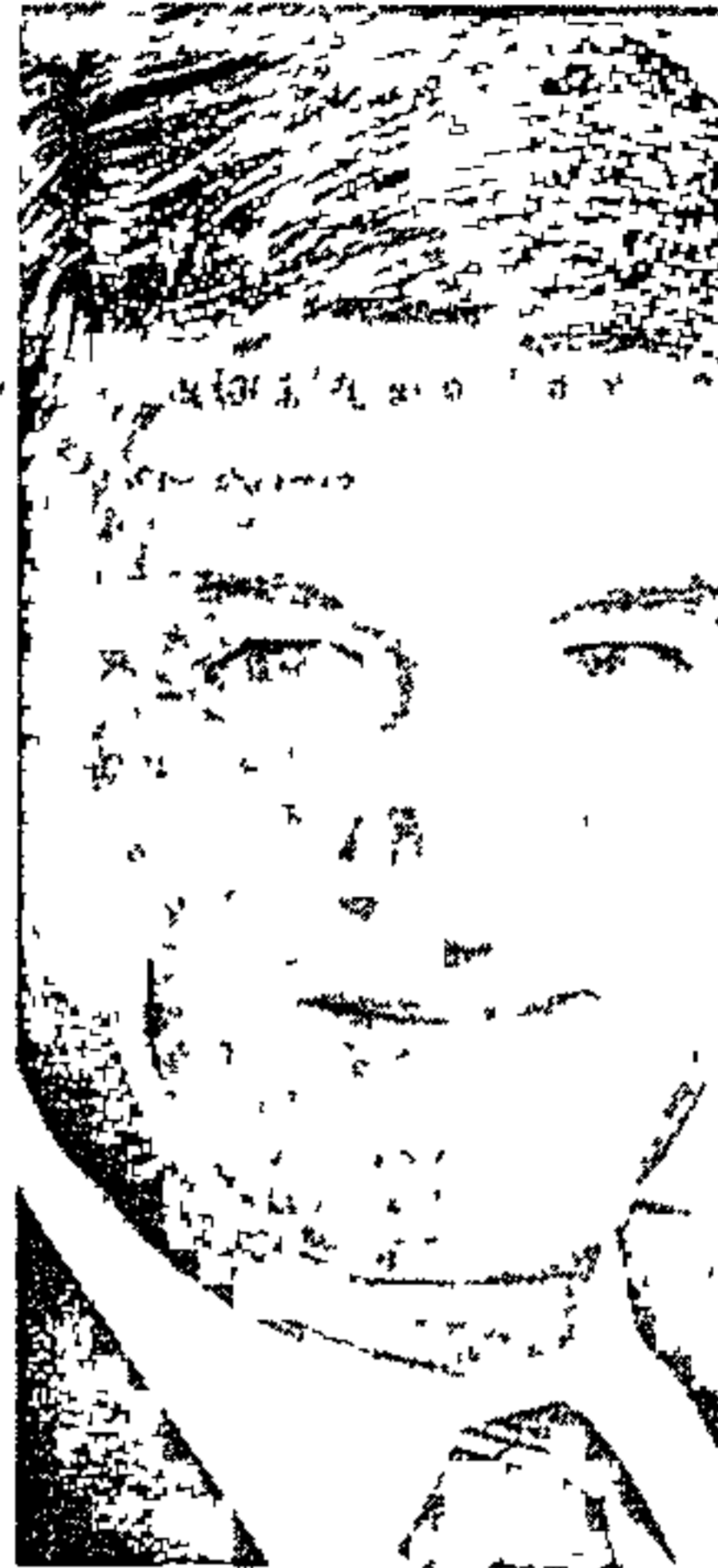
Steenkamp said the relative lack of mineworker participation in last month's stayaway to protest against the Labour Relations Amendment Bill was further proof of a new mood of moderation among the workforce.

However, a more obvious reason for the settlement was Num's obvious desire to rebuild its organisation in the wake of the dismissal of 40 000 members, including an estimated 3 000 to 4 000 shop stewards, after last year's strike.

The mood of workers is difficult to judge but one trend in labour disputes is for the level of rank-and-file militancy to build up as the dispute progresses.

Although Golding refused to be drawn on the issue, it is possible that Num decided to settle as quickly as possible to pre-empt growing demands for a strike which would cut across the tactic of rebuilding union structures before seriously tackling the wage issue again.

However, it is clear that the introduction of a provident fund is a major gain for black miners and is not merely being used by the union as a



Naas Steenkamp

means of presenting its apparent strategic retreat as a victory.

For the first time most of the 750 000 workers employed in the mining industry, the largest industrial workforce in Africa, will have the right to regular remuneration after they retire.

The introduction of such a system in South Africa, where unemployment is high and workers enjoy minimal forms of social security, has been a major demand of organised workers in recent years.

The details of the fund still have to be worked out but the Chamber of Mines has committed itself to the phased introduction of a system whereby workers and mineowners will pay equal contributions to the fund. In the first year each party will contribute 1,5 percent of the workers wage. This will increase to three percent in the second year and five percent in the third year.

Details and rules of the fund will be negotiated by the union and the Chamber over the next three months and disagreements will be referred to a mutually acceptable arbitrator.

This represents a minor gain for the union in that the Chamber has tended to reject arbitration in the past and has preferred to follow the more cumbersome procedures laid down in the Labour Relations Act.

But it is employers who are most satisfied with an agreement in which they did not have to significantly boost the level of increases offered when the annual wage talks began.

"We are very pleased that we have been able to reach a negotiated settlement with Num," said a Chamber representative. "Bargaining in good faith is so much more satisfactory than industrial action. This gives us a healthier basis for the future."





# Labour Update

# MOVIES AGAINST

FEWER blacks may be employed in major industries in future as employers embark on a new trend of "race substitution" to avert increased strike action in the workplace.

This is the finding of a recent snap survey conducted by a management consultancy, PE Corporate Services

This survey found that employers would in future employ more coloureds and Indians because they were less susceptible to strike action or stayaways

"Employers attitudes have definitely hardened to the extent that they intend to adopt a tougher line in the future and be better prepared — not only to deal with a situation, but to use such a period more effectively," said Mr Rob Daniel, a director of the consultancy

## Agencies

In another development linked to the new employer strategy, agencies supplying non-unionised workers are reported to be mushrooming with at least 30 said to have sprung up in recent months

The Congress of SA Trade Unions (Cosatu) and the National Council of Trade Unions (Nactu) lashed at the new employer attitudes.

# STRIKES

## Other races to replace blacks

BY LEN MASEKO

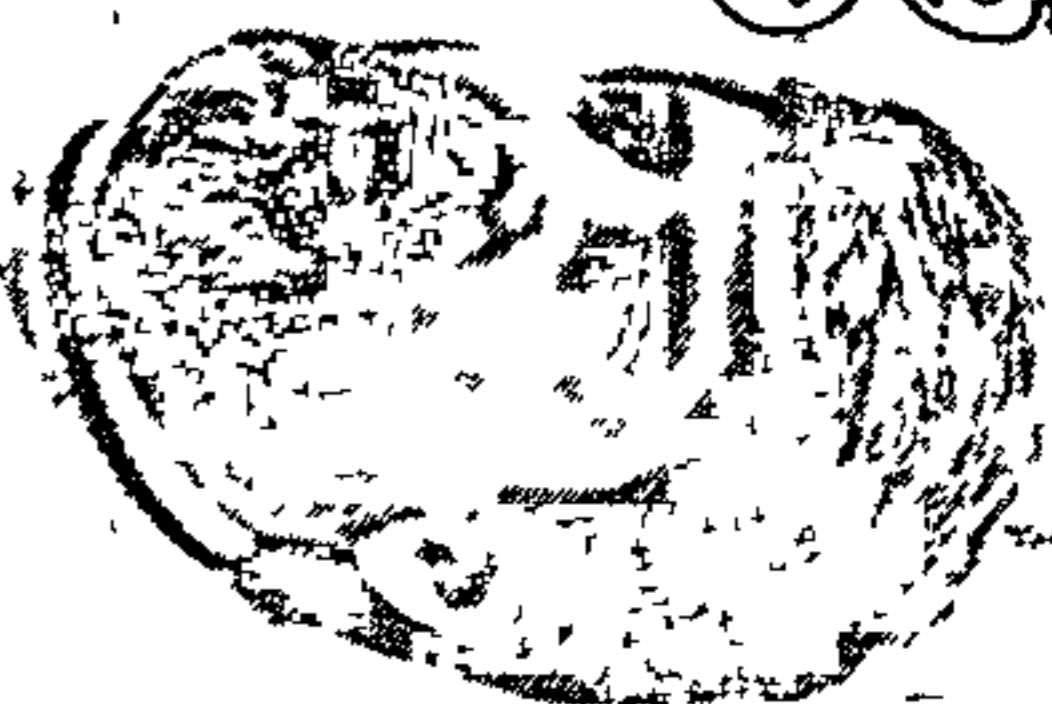
saying managements should instead blame the Government and its apartheid policies for the increased labour unrest

Nactu said "We have always known about these tendencies. We are grateful that they are unmasked and are part of an important debate to engage employers on the issue

"While employer organisations like the SA Consultative Committee on Labour Affairs plead liberalism among their members this stark reality of racism has been unmasked," the federation added

Mr Frank Meinjies, Cosatu's Press officer, said big business was using "escapist tactics to run away from real issues" The Cosatu official said "We, trade unions

Some fan  
6/7/82  
1409



NACTU'S general secretary, Mr Proshaw Camay.

will resist the strike-breaking manoeuvres as a fundamental attack on us. In the past scabbing has led to violence and in the light of this, agencies are being reckless and provocative

## Immoral

"They (agencies) will have to take responsibility for conflict that will certainly arise as a result of their immoral and illegitimate actions," Assocom spokesman, Mr Vincent Brett, was

- not available for comment yesterday. He has reportedly said "partial race substitution was a viable measure against industrial unrest" and that employers were considering the matter
- According to the survey, most employers — canvassed for opinion on the recent three-day stayaway — reacted to the protest by
  - Taking some kind of disciplinary action,
  - Threatening to dismiss or actually dismiss workers,
  - Adopting a "no work, no pay" policy,
  - Threatening to automate or mechanise or going ahead with this decision,
  - Allowing workers to take leave, paid or unpaid,
  - Proposing to reduce the ratio of black workers in favour of coloured or Indians, and
  - Negotiating with unions to make up for lost time



COSATU'S Press Officer, Mr Frank Meinjies.

# Hanging could lead to sanctions, says Cosatu

*(144)* Labour Reporter ~~SA~~ Congress of SA Trade Unions (Cosatu) delegation. *Stv 6/7/88* Hans-Dietrich Genscher and his Labour Minister, Mr Norbert Blum.

The hanging of the Sharpeville Six by the South African authorities would be seen as provocation, which could lead to sanctions, West German leaders have told a visiting

In a statement released yesterday after the return of the delegation, Cosatu said it had met the West German Foreign Minister Mr

Both Mr Genscher and Mr Blum had warned that the hanging of the six would be seen as "provocation", said the statement.





A STRIKE can be a very sobering and cleansing experience

Nowhere is this better reflected than in Monday's mining industry wage settlement. Not since 1983, when the Chamber of Mines pushed through an agreement with the then infant National Union of Mineworkers (NUM), had these two adversaries reached settlement before the eleventh hour. Last year this was achieved only three weeks later.

The 1988 talks, which lasted just six weeks, were marked by a low-profile approach by both sides, with each apparently cognizant of the other's concerns and limitations, and steadily closing the initial gap between them.

In many respects the contrast between the last two sets of mining sector negotiations is a microcosm of trends in commerce and industry as a whole.

After the record year for mandays lost through industrial action in 1987, this year has been notable so far for the absence of any major wage confrontations. The journal, "Work in

# Mines' Sober Settlement

ALAN FINE

Progress", estimates the number of workers who participated in strikes in the first five months of 1988 at just over 20% of the figure for the same period last year.

But if surveys by bodies like the Bureau for Economic Research, which suggests average wage increases for the year are likely to be around 15% and thus a couple of percentage points above the inflation rate, are correct, this suggests the softening up process of last year has worked both ways.

The mine settlement was the culmination of remarkable flexibility by the NUM and the chamber. NUM general secretary Cyril Ramaphosa conceded the 13% to 16.5% wage increases were lower than hoped for and below the levels of previous years although, he said, they were on a higher base. Further, the NUM dropped at the

11/20/88

6/7/88

last moment base demands for a R350 monthly minimum wage, paid leave on June 16, improvements to annual leave and the leave allowance. But the new aspects of the chamber's offer made settlement possible.

The chamber, for its part, did a quick turnaround on its refusal to commit itself on details of the proposed provident fund. It is understood the Anglo group, still most vulnerable to strikes in the industry, was prominent in pushing this review through.

Chamber industrial relations adviser Johann Liebenberg explained that the shift came when the NUM sent signals that the provident fund matter was the most critical. Em-

players then decided to concentrate on it, while withdrawing offers which partially met union demands for improvements to annual leave conditions and the leave bonus.

The fund will be established early next year. It will initially be funded by equal contributions from employers and employees of 1.5% of earnings. This will increase to 3% for the year from July 1, 1989 and to 5% thereafter.

Significantly, the chamber — often reluctant to put its fate in the hands of an outsider — has agreed to arbitration in the event of a failure to reach agreement over the rules of the fund.

Liebenberg said the difference was that any dispute here would be of a technical nature.

"We both want the fund established and it has been agreed that the arbitration will be conducted by

benefit scheme specialists," he said. He added that recognition agreements between the NUM and the Rand Mutual Hospital, and for hospital staff on mines, provided for arbitration in the settlement of disputes.

It is expected each side will appoint an actuary to assist in negotiations on the rules of the fund which are to be conducted between now and November.

While the agreement officially applies to only 160 000 NUM members on 29 gold mines and 22 collieries, it is normally extended to cover employees on all chamber mines, and comes into effect from July 1.

In the chamber's view, the settlement means a healthier basis for the future relationship between the two sides. Liebenberg said he believed both sides realised a strike would be a costly affair and aimed at avoiding it if possible.

"Both sides saw and experienced the value of good faith bargaining. Hopefully, building on this, future negotiations will be based on this experience."

## REVIEWS

~~7/13/88~~ 140A Scutz 7-13/7/88

# Fawu bid to counter smear

DETAILS of corruption and misuse of money in the Food and Allied Workers Union (Fawu) were released by the union this week

Relief money for striking Spekenam workers had been misused and there had been an attempt to cover this up, union officials and organisers admitted

But, they said, these "problems" had been resolved at a special national congress in Cape Town last weekend

"The conference decided that the organiser accountable for the money should be dismissed and took a strong stand against corruption or misuse of money in any form," the officials said

"There are bound to be problems in any big organisation, and Fawu has almost 70 000 members. It has 22 000 members in the Western Cape which makes it Cosatu's biggest affiliate in the region"

Fawu general secretary Jan Theron said the union wanted to counter smear pamphlet which appeared last week at railway stations, in townships and outside factories

## Informer

The pamphlet, called "SA Trade Union Titbits," claimed some Fawu officials had embezzled union funds and that one official was a police informer

The pamphlet, which had no details about its publishers or printers, also carried a scathing attack on Anglican Archbishop Desmond Tutu, who was referred to as "the flying Bishop"

A New Crossroads woman claimed to have seen some of the

pamphlets being dropped from a Casspir in the area last week

A police public relations spokesperson denied police were involved

"We are investigating this claim and are calling on other people with information to come forward so we can take legal action against whoever is responsible," said Theron

## Smear

He said at least three other smear pamphlets attacking Fawu had appeared in the past year

"These pamphlets want to undermine the confidence of workers in our union and Cosatu. The information printed is based on half-truths and rumours

"We have nothing to hide and believe that the best way to defend our organisation is through the truth

"We do not condone misappropriation of funds and have taken a strong stand on this issue. Anyone in a leadership position guilty of corruption will be removed

"We discussed these problems at our conference and came out more united. We thought we had put these issues to bed but it seems there are elements who would like this to remain an issue," Theron said

The union planned to bring out a pamphlet for members soon. They also planned to hold factory and regional meetings to discuss the issue and report back on the national conference

7 000  
7-13/7/88  
SARHU  
strike  
against  
union

By THABO THULO

DURBAN. — More than 7 000 members of the South African Railways and Harbours Workers Union (Sarhwu) have downed tools twice in the past two weeks demanding that they be allowed to resign from the rival Black Trade Union (Blatu).

After the second work stoppage, management and Blatu acceded to their demand.

The city's largest harbour was the first to be hit last Friday when about 5 000 workers including crane operators, forklift drivers and train marshalls staged a three-hour work stoppage.

Workers at Bayhead Goods Shed, the biggest in Durban, and the new pier goods shed followed suit this week. They returned to work after management and Blatu's Natal chairperson, Mr M G Mthlyane, promised them they would be allowed to resign from Blatu at the end of the month.

Sarhwu Natal secretary, Mr David Moeti, said all members of his union would go strike on July 28 if management and Blatu did not stick to their promise.

The strike took place in the wake of a second attempt by Sarhwu lawyers in Natal to have their members released from Blatu.

No bonus

In April, a Durban magistrate granted Sarhwu shopsteward Themba Pakkies an order prohibiting SATS from deducting Blatu fees from his salary. Pakkies was subsequently released from the union.

During the strike, SATS wrote a letter to the strikers informing them they had held an illegal gathering.

They were warned disciplinary steps would be taken and they would not get bonus and pay for the time they were on strike.

The regional manager, Mr A Fourie, later wrote another letter advising the workers if they wanted to resign from Blatu they had to sign individual resignation forms.

The letter also notified workers they had to give Blatu a month's notice before resigning.

In another incident during the strike, Sarhwu Natal chairman Lereko Thamae was briefly detained and released for the second time since May.

Police liaison officer Lt Bala Naidoo confirmed the first detention but said he had no record of the second.

SATS labour relations officer, Mr AC Jacobs, said the matter had been resolved and was an internal affair between the workers and Blatu. He stressed it had not affected SATS.

CONCORD NEWS



THE TIMES 7/1/83

# Drop racism, says union

1408

Own Correspondent

JOHANNESBURG. —  
The National Union of  
Metalworkers of SA  
(Numsa) included in its  
wage demands with  
Seifsa yesterday that  
Seifsa undertake to en-  
sure member companies  
abandon racism.

Seifsa said it would  
distribute the demand to  
its members.

Numsa organizer Mr  
Bobby Marie said the  
union found evidence of  
racism in at least five  
companies employing  
about 40 000 workers.

Numsa declared a dis-  
pute with Union Steel  
Corporation claiming  
discrimination in pay  
scales and overtime  
rates.

## Secret meeting on pay dispute

By Stan Hlophe

(KOP) Samwu's

regional

A five-man delegation of Soweto council workers and their management will meet a Transvaal Provincial Administration MEC at a secret venue in Johannesburg tomorrow afternoon.

This follows negotiations between the South African Municipal Workers' Union (Samwu) and the management over a pay dispute which led to a three-day strike by 3 000 workers.

chairman, Mr Sandile Ndlungwane, said high on the agenda in their meeting with the council, to be led by town clerk Mr Nico Malan, and the MEC would be remuneration and salary scales.

The delegation would also bring to the attention of the MEC "corruption and irregularities" in the council.

- Mr Malan was not available for comment.

DEADLOCK over wages in the steel and engineering industry dragged on this week as employers and four major metalworker unions failed to come to any agreement in mid-week talks.

Four unions linked to the International Metalworkers' Federation (IMF) told employers at the meeting they were prepared to reduce substantially the size of the wage hike they are demanding.

The Steel and Engineering Industries Federation (Seifsa) has undertaken to refer the offer back to its members, but after the talks issued a press statement saying it was "highly unlikely that employers would make further concessions on substantive matters."

The dispute appears to be on the verge of developing into either a huge legal strike or a nation-wide lock-out.

Wage negotiations in the metal industry are characterised by fierce collective bargaining as some of the most experienced and militant unions in the country size up to a tough group of employers.

For the first time rival unions affiliated to the two biggest trade union federations in South Africa have coordinated their demands and tactics in the negotiations while Seifsa members have shown an increasing willingness to explore get-tough methods, like the lock-out, to induce members of the recalcitrant unions to accept their conditions of employment.

The four unions have been conducting a strike ballot among their members and interim results have indicated a massive vote in favour of strike action, Seifsa has asked its members

# Metal dispute in stalemate <sup>8-14/78</sup> and <sup>w/ Mail</sup> a strike looms <sup>(GDA)</sup>

*The metal unions have agreed to reduce their demands, but employers have said they are unlikely to accept. Now the industry faces possible strikes or lockouts. EDDIE KOCH reports*

to vote in a ballot on whether to preempt the strike by locking out the 120 000 IMF union members.

The IMF unions will finish counting their votes and announce the official result of the ballot at a meeting tomorrow. But a representative for the biggest IMF affiliate, the National Union of Metalworkers (Numsa), told the *Weekly Mail* that the four unions would first discuss tactics before deciding whether to strike.

Seifsa has circulated a confidential document which argues that a lock-out would make the looming strike illegal, in terms of South Africa's labour laws, if employers took the initiative by closing the factory gates before the strike starts.

But sources within the metal industry say Seifsa is having trouble getting all of its 3 000 member companies to take part in the lock-out ballot. According to the Labour Relations Act, the employer federation must get a 50 percent poll for its ballot to be

valid. Many of the members are small firms who are reported to have no interest in the dispute because the IMF unions have no presence on their factory floors.

Numsa representative Bernie Fanaroff also claims that a number of big companies have begun to offer wage increases higher than those made by Seifsa. "Indications are that some major employers are becoming disillusioned with Seifsa's intransigence."

Seifsa director Brian Angus acknowledged that many employers paid wages above the minimum laid down in the agreement for the industry but said he had received no indications of dissatisfaction from member companies about Seifsa's stance on the wage talks.

He said Seifsa had extended the deadline for employers to complete their ballot forms and these were still being processed by his office. The IMF unions decided at a mass

meeting of shop stewards from around the country last weekend to reduce its demand for a wage hike of 76c an hour across-the-board to 60c an hour.

The unions also revised their demand for May 1, June 16 and October 10 to be public holidays by offering to swap these days for other public holidays. Their insistence that Seifsa withdraw its support for the controversial Labour Relations Amendment Bill was modified to a demand that it publicly endorse the suspension of the Bill and discuss proposals for an internal dispute procedure that will by-pass its contentious clauses.

The IMF unions also urged Seifsa's member companies to undertake to end racial discrimination in the industry before September this year.

According to a Seifsa press release, the employer body "informed the IMF that it was highly unlikely that employers would make further concessions on substantive matters."

Seifsa nevertheless said that the revised demands would be referred to its members for consideration.

Both parties have agreed to a further round of talks on Wednesday next week.

The four IMF unions are Numsa, the Steel Engineering and Allied Workers' Union of South Africa, the Engineering and Allied Workers' Union of South Africa and the Engineering and Allied Workers' Trade Union.

Numsa is an affiliate of the Congress of South African Trade Unions, the other three are members of National Council of Trade Unions.



# A deal is struck

The effective non-participation in last month's three-day work stayaway by members of the National Union of Mineworkers (NUM) seems, with hindsight, to reflect the generally less militant mood which enabled the union and the Chamber of Mines to clinch a wage settlement for 1988

NUM's acceptance on Monday of the chamber's revised offer — which brought forward proposals to introduce a provident fund for workers (and which may also have been the union's face-saving device) — appears to vindicate last month's observations on mine labour relations by outgoing chamber president Naas Steenkamp. He detected "grounds for hope that the union leadership has sensed the mood of reaction prevailing in the work force, reflected by the relative peace enjoyed by the industry latterly..." Steenkamp also observed that negotiations with NUM on the 1988 review of wages and conditions had "progressed on more conventional lines." Welcoming the deal, the chamber said "Bargaining in good faith is so much more satisfactory than industrial action. This gives us a healthier basis for the future."

Happily, the threat by NUM's Cyril Ramaphosa that last August's mine strike was a "dress rehearsal" for this year proved to be merely rhetorical. After the protracted strike, which left workers no better off financially, the appetite for another was lost.

Differences with the union, which led to NUM declaring a dispute on June 22 and applying for a conciliation board, were resolved without any changes to the chamber's wage offer of increases of between 13% for higher grades and 16,5% for lower-paid workers.

According to the chamber, acceptance of the union's demand for a provident fund will



**Ramaphosa . . .  
proved merely rhetorical**

8/7/88  
FM 140A

mean the phased introduction of a contributory scheme over the next three years. Contributions to the provident fund would be made by the employer and employees. In the first year, the chamber proposes, both would contribute 1,5% of the wage earned, increasing to 3% in the second year and 5% in the third. However, details of the fund are to be negotiated, with arbitrators brought in if necessary.

NUM originally demanded a 40% wage increase, while the chamber offered 10,5%. The union had dropped its demand to 22% when a dispute was declared. NUM also sought a minimum wage of R350 (rejected), June 16 as a holiday (rejected), 10 additional days' leave (the chamber offered to increase only certain surface workers' leave by seven days), holiday leave allowance increased by 100% (only 10% offered), and the establishment of a provident fund for all workers — which emerged as the bargaining chip that saved the day.

# Union harassed by smear pamphlets

160A  
 9/7/88

by DICK USHER, Weekend Argus Labour Reporter  
 A LEADING union in the Western Cape has been hit by a sustained campaign of attack by spurious and often defamatory pamphlets

The Food and Allied Workers' Union (Fawu), the largest affiliate of the Congress of South African


Trade Unions (Cosatu) in the region has been hit by at least five pamphlets which have generally been distributed by the thousand at key points such as major bus and train stations or factories

Fawu has 22 000 members in the region and 9 000 in Cape Town

The latest pamphlet, distributed widely in the Peninsula, made allegations of financial corruption against union officials and also attacked Anglican Archbishop Desmond Tutu and his position on disinvestment

**S.A. Trade Union Monthly Titbits.**  
 WE BRING YOU NEWS AND STORIES EVERY MONTH, HOT OFF THE PRESS! !!!

**THE FLYING BISHOP**



TUTU IS CALLING FOR SANCTIONS AGAINST SOUTH AFRICA

TUTU IS CALLING FOR DISINVESTMENT IN SOUTH AFRICA

TUTU IS CALLING FOR BOYCOTTS OF SOUTH AFRICAN GOODS

FOR YOU, THE WORKER, IT MEANS THAT YOU WILL

- Lose your job
- Lose your long service benefits
- Starve together with your families
- Not be able to carry on with your regular payments of rent, furniture and clothing
- Lose money for the education of your children

IF YOU LOSE YOUR JOB TUTU REMAINS EMPLOYED  
 IF YOU LOSE YOUR PENSION TUTU IS ASSURED OF HIS  
 IF YOU STARVE TUTU WILL ENJOY HIS DAILY BREAD  
 IF YOUR PAYMENTS ARE IN ARREARS TUTU WILL NOT PAY FOR YOU  
 IF YOU LOSE, TUTU LOSES NOTHING

THINK OF YOUR JOB SECURITY!  
 REJECT SANCTIONS!  
 THINK OF YOUR FUTURE!

STOP ENRICHING PEOPLE WHO DON'T CARE FOR YOU AS WORKERS!

**FOOD AND ALLIED WORKERS UNION**

After investigation it appears that Debra Kamosa secretary and organiser of FAWU Border, whom also attended the COSATU meeting in Johannesburg, is actually a police-informer and also responsible for the disappearance of Union Funds

After a National FAWU meeting during which

- R JADA resigned
- the president was accused of not being fit to hold his position
- and the assistant General-Secretary accused of covering up corruption

FAWU headoffice instructed its branches to forbid any voting by workers on the organisers/secretaries/Union - out of fear for a vote of no confidence. FAWU's headoffice furthermore reported to COSATU that FAWU is falling apart because of internal corruption and the resignation of R Jada

**NATIONAL UNION OF FOOD WORKERS**

Jan Theron apparently stole R15 000 of the Union Funds and Chris Dlamini who seems to struggle to fight the corruption is becoming more unloved by the day

(Monthly Titbits can only wonder when Dlamini is going to be caught with his hands in the till)

**FOR THE WORKERS' INTEREST**

IT appears that COSATU's stay away actions in the Northern-Transvaal were a failure. Hospitals and Municipalities functioned normal. School attendance was also normal and this is the best example to show how COSATU is losing support among the workers. The black workers obviously don't need Indian Jay Naidoo to run their lives

★ **DID YOU KNOW?**

DESMOND TUTU spent 73 of the 151 days during the first half of this year overseas campaigning for sanctions against SA instead of praying for the congregation

## Grain of truth

Fawu this week called a Press conference to discuss the attacks which, according to general secretary Jan Theron, often had a grain of truth behind them, but a grain which had been completely distorted to support the purposes of those behind their distribution

He said the main danger was that they tended to erode members' confidence in the union and especially to undermine the confidence in unionism of unorganised workers

The latest pamphlet came soon after a special Fawu national congress in Cape Town last month called to discuss financial problems in the union which had arisen last year after members employed at Spekenam in Bellville had gone on strike and been dismissed

A concert organised to raise money to support them was a failure and lost thousands of rands

Also, Fawu found that money given for their support had been misused and was not received by some workers who were supposed to get it

Signatures had been forged to get the money and "there was an attempt to cover up the corruption that had taken place"

"Workers were misinformed. Workers were told that the problems did not concern corruption but instead that there were personal differences between the officials," said a pamphlet which Fawu had prepared for distribution to members

The official concerned had been dismissed, said Mr Theron

One of the pamphlets which are being distributed.

# OFS may have to fork out



CP Correspondent

THE Free State Provincial Administration might have to find more than R500 000 to cover the wages of about 280 workers dismissed unlawfully in August and September last year

Last week Judge AP van Collier upheld an application by three workers of Pelonomi Hospital in Man-

gaung near Bloemfontein. He declared their dismissal null and void because they were not permitted to state their case before being sacked

The three were chosen to represent all the workers dismissed following a strike on August 25 and 26 last year

The strikers wanted a democratically elected

workers committee, recognition of their union, the National Educational Health and Allied Workers' Union, an end to "harassment" by hospital security personnel, a "living wage" and permanent status

Some claimed they have been on the temporary staff for more than 10 years

A spokesman for Nehau said the 280 workers involved earned between R142 a month - the normal starting wage - and R500 for a clerk

A spokesman for the Provincial Administration said application for leave to appeal against the judgment had been made, but a final decision to appeal had not yet been taken

140A

10/7/88 C/Press



# Strike off with new pay deal

CP Reporter

△ REPEAT of last year's mineworkers' strike was averted this week when the National Union of Mineworkers accepted the Chamber of Mines' revised offer

NUM had declared a dispute with the Chamber after attempts to reach agreement over improved wages and working conditions reached a deadlock. However, the Chamber then revised its position on a provident fund and the NUM accepted the package

The Chamber's initial wage offer of increases ranging from 13 to 16,5 percent remained unchanged

Union spokesmen have indicated that, while they were not entirely happy with the wage offers, the establishment of a provident fund represented a significant improvement

Political comment and Newsbits by K Siblyn and ZB Molefe. Headlines and sub editing by F Alberts, all of 204 Eloff Street F.v.t. Johannesburg

(Handwritten scribble)

(Handwritten scribble)

1/20/73

C. Press

10/7/73

10/11/88

# Sats men strike to quit union

*CP*  
CP Correspondent

MORE than 7 000 members of the South African Railways and Harbours Workers' Union in Durban have downed tools twice in the last two weeks demanding that they be allowed to resign from the Black Allied Transport Union.

After the second work stoppage, management and Blatu acceded to their demand.

*140A*  
The city's harbour was the first to be hit last Friday when about 5 000 workers staged a three-hour work stoppage.

Although there was no agreement at the time, workers resumed work.

This week workers at Bayhead goods shed, the biggest in Durban, and the New Pier good sheds followed suit.

The workers returned to work after management and Blatu's Natal chairman promised them they would be allowed to resign from Blatu at the end of the month.

The strike has taken place in the wake of attempts by lawyers of Sarwhu in Natal to have their members released from Blatu. - Concord



## Paternity leave for the sires

**FOR** the first time in SA, fathers will be allowed "paternity leave" under an agreement signed between Pick 'n Pay and the Commercial, Catering and Allied Workers Union (Ccawusa).

Called the parental rights agreement, its purpose is to eliminate discrimination based on sex. It covers the company's 18 000 full-time employees.

For some time maternity leave demands have been tabled by trade unions with some success, but paternity time off is a new concept.

### High time

Ccawusa national negotiator Jeremy Daphne says "It is high time fathers shared child-rearing and family responsibilities more equally. Most companies exclude men from parental rights, which results in men's estrangement from their families."

The agreement provides for 11 months' parental leave, of which nine months are paid at varying percentages of earnings.

Where both partners work at Pick 'n Pay the leave can be shared between them.

In addition, fathers are entitled to eight days' leave at the time of confinement plus a day a month for the first six months to take infants for medical check-ups.

10/2/88  
S/11/11/88



# Checkers' wage talks snag

1407

TALKS between the Commercial, Catering and Allied Workers' Union (Ccawusa) and Checkers reached deadlock on Friday after they had resumed in the wake of their suspension the previous day, when union members arrived at work wearing union T-shirts.

11/7/88

Ccawusa declared an official dispute against the company after only marginal movement by both sides. Friday's talks began with the union demanding a R122 across-the-board monthly increase and Checkers offering R72,50.

Earlier, Checkers human resource director Andy MacLauren said the talks had resumed after the union had under-

BRONWYN ADAMS  
and ALAN FINE

taken to ensure all workers would be dressed in regular uniforms. The company had threatened a court interdict on the issue.

A Ccawusa spokesman said negotiators had made the undertaking in the interests of collective bargaining, after Checkers had made this a prerequisite for more negotiations.

The spokesman said workers had worn the T-shirts and embarked on a go-slow in order to pressurise management to increase its wage offer.

*140A*

# Metalworkers favour *CAE Tuis 12/7/8,* 'industrial action'

JOHANNESBURG.— Of 90 000 National Union of Metalworkers of SA (Numsa) members, 87% voted in favour of industrial action over wage increases.

A total of 130 000 International Metalworkers Federation (IMF) workers will take part in the current ballot.

An IMF spokesman said the "Industrial action" would still have to be decided upon.

A strike would be included among the possibilities.

The four unions linked to the IMF are Numsa (Cosatu), the Steel, Engineering and Allied Workers Union of SA, the Engineering and Allied Workers Union of SA and the Engineering and Allied Workers Trade Union.

The unions demand an across the board increase of 60 cents an hour.

late of emergency censorship apply to this publication

# Saccola and unions to talk on labour laws

CH. 7/8 12/7/88

*[Handwritten initials]* Own Correspondent

JOHANNESBURG. — Negotiations between South Africa's two largest trade union federations and the SA Co-ordinating Committee on Labour Affairs (Saccola) on labour legislation are set to begin this week after Cosatu's central executive committee approved the procedures for this process.

Cosatu information officer Mr Frank Meintjies said the weekend meeting had confirmed the plan to participate jointly with Nactu in the talks.

It had also approved detailed written submissions to Saccola on the Labour Relations Amendment Bill and existing legislation. Saccola was to detail its own views in writing, after which the parties would meet with a view to reaching agreement on as many aspects as possible, he said.

Thereafter, the agreed points would be submitted to the Manpower Department. Mr Meintjies said both Cosatu and the employers were hopeful the process would impact on future labour legislation.

He said it was expected areas of non-agreement would be referred to arbitration, although Saccola secretary Ms Frieda Dowie said finality on how to deal with points of dispute would be resolved later.

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# Metalworkers might call strike over wages

By Mike Siluma  
Labour Reporter

With further wage talks due tomorrow between metal unions and employers, results of balloting among members of the biggest union involved have shown most want strike action if no agreement is reached with employers

A statement released by the International Metalworkers Federation (IMF) said 87 percent of eligible workers in the National Union of Metalworkers of SA had voted in favour of industrial action in a 60 percent bal-

lot Numsa is the biggest IMF affiliate, claiming to represent about 80 000 metalworkers

The IMF, which claims to represent 129 000 of the industry's employees, said it was awaiting results from the Electrical and Allied Workers Trade Union of SA, Steel Engineering and Allied Workers Union, and Engineering and Allied Workers Union

The employer body, the Steel and Engineering Industries Federation (Seifsa) is, yet to release results of balloting among about 3 500 member-firms on whether to lock out the strikers to induce them to accept employers' final wage offer

Last week, wage talks aimed at staving off a strike or lock-out in the industry were postponed to tomorrow, when employers will respond to a revised set of demands from the IMF unions.

Employers' final offer

is based on increases of 17,4 percent on bonus and wages

The unions have demanded an increase in basic wages ranging from 14 percent to 23 percent for labourers and that Seifsa publicly support the suspension of the Labour Relations Amendment Bill and discuss an internal dispute procedure for the industry

## INCREASES

They also demand that Workers' Day be replaced by May 1 and that workers be entitled to choose to observe June 16 instead of October 10, and either March 21 or another public holiday. The IMF also wants Seifsa to accept equivalent increases for employees not covered by the main agreement, or that unions bargain on behalf of such employees at plant level.

The unions have also demanded, by September, an end to racial discrimination in the industry

Star 12/7/88  
1409  
1003

# Saccola and unions to meet

NEGOTIATIONS between SA's two largest trade union federations and the SA Co-ordinating Committee on Labour Affairs (Saccola) on SA's labour legislation are set to begin this week, after Cosatu's central executive committee (CEC) approved the procedures for this process at the weekend.

Cosatu information officer Frank Meintjies said the weekend meeting had confirmed the plan to participate jointly with Nactu in the talks.

The meeting had also approved detailed written submissions to Saccola on the Labour Relations Amendment Bill and existing legislation. Saccola was to

ALAN FINE

detail its own views in writing, after which the parties would meet to reach agreement on as many aspects as possible, he said.

Thereafter, the agreed points would be submitted to the Manpower Department. Meintjies said Cosatu and the employers were hopeful the process would impact on future labour legislation.

He said it was expected areas of non-agreement would be referred to arbitra-

To Page 2

# Saccola and unions to meet this week

tion, although Saccola secretary Frieda Dowie said finality on how to deal with disputed points would be resolved later.

Nactu general secretary Piroshaw Camay said Cosatu's and Nactu's views on the detail of the Bill largely coincided, and their submissions had been drafted by the same legal team.

Meintjies said the CEC meeting had also begun implementing Cosatu's congress decision in May to convene a meeting of a broad range of anti-apartheid organisations.

From Page 1

It had also adopted three resolutions held over from the congress, including a call for the release from prison of veteran unionist Oscar Mpetha, 78, who is serving a five-year prison sentence, the revival of the living wage campaign, a campaign for the reinstatement of workers dismissed during the June 6-8 protest, and the establishment of Cosatu committees for each industrial area.

AFCOL and the Paper Printing Wood and Allied Workers Union (Ppwawu) settled their dispute through mediation,

and 1 200 Afcol workers would end their six-week strike and return to work today, Ppwawu said yesterday.

A Ppwawu spokesman said the union had agreed to drop the case of the initial dismissal of four workers for alleged violence. These dismissals sparked the work stoppage at Star Furniture and the subsequent dismissal of all 300 employees there

Afcol human resources director

# Afcol dispute has been resolved

13/7/88  
1408  
B/day  
BRONWYN ADAMS

George Kinmont said the company was not reconsidering the case of the four dismissed workers

Kinmont said both parties agreed to take the issue of the dismissal of the 300 to arbitration Ppwawu said Afcol gave its assurance there would be no victimisation of either strikers or non-strikers



# Call for indaba

1401A

THE Congress of South African Trade Unions yesterday said it was preparing to host an anti-apartheid conference to be attended by organisations opposed to apartheid and seeking a democratic South Africa.

*Sowetan 13/7/88*

In a statement to the *Sowetan*, Cosatu's information officer Mr Frank Meintjes, said the decision to call the anti-apartheid conference was taken at a two-day special congress held in Soweto. It ended on Monday. The date of the conference was not released.

# Migrant labour system to blame, says adviser

Star  
13/7/88

1400

The migrant labour system is responsible for the spread of Aids among black mineworkers, the National Union of Mineworkers (NUM) medical adviser, Dr Dennis Rubel, said in Johannesburg yesterday

He was speaking at an "Aids at Work" conference organised by Corporate Management Consultants to investigate the implications of the killer disease on the working environment

"The migrant labour system is fertile ground for an Aids epidemic and the State and industry should bear the responsibility. The NUM believes Aids sufferers should be compensated," Dr Rubel said.

He said homosexuality as practised on mines was not the kind that would result in transmission of Aids.

It was not surprising, he said, that hostel dwellers formed sexual liaisons with women because their wives and families were not allowed to live with them

Dr Rubel said that while it was understandable for a dying Aids sufferer to go home, it was illogical to repatriate Aids carriers

The NUM he said, regarded repatriation as dismissal

Aids testing was not standard and it was not yet certain how many false positives had resulted

Repatriation meant handing over the problem to another country

The Chamber of Mines medical adviser, Dr O Martini, said the only weapon against Aids was education

The cost of treating an Aids sufferer was between R20 000 and R40 000 and was ultimately the responsibility of the State, he said



*Cap Times 13/7/86 (1404)*  
**1 200 Afcol workers to  
return as strike ends**

JOHANNESBURG. — All 1 200 Afcol workers who have been on strike for over six weeks are due to return to work today

The Paper, Printing, Wood and Allied Workers' Union (PPWAWU) said in a statement that although the settlement was reached last week "it could not be finalized last week owing to police disruption of the union report-back meeting"

The settlement involved the issue of the dismissal of 300 Star furniture workers on April 20 and four workers dismissed on April 14

An agreed interim disciplinary procedure will operate for two months while negotiations on a final procedure continue

The company has agreed to reply to the union next week on the workers' demand that the eight workers detained last Friday should receive full pay while being held under emergency regulations — Sapa



# Unions hope for freeze on new Bill

The Argus Correspondent

JOHANNESBURG. — The Labour Amendment Bill becomes law on September 1, but major trade unions believe there will be a freeze on enforcement of controversial clauses while talks are held to iron out disputes.

Manpower Director-General Dr Piet van der Merwe made it clear today that the Bill would be promulgated as planned on September 1. He was reacting to speculation that the Bill would be put on ice pending negotiations between major trade unions and employers.

Dr van der Merwe indicated that amendments to the Bill were not ruled out. However, the normal channels would have to be followed to amend the Bill.

## DOORS OPEN

He said that his department was always willing to discuss the Bill with interest groups. "Our doors are open to anyone who has problems with it"

Dr van der Merwe clarified the position today after a statement by the Steel and Engineering Industries Federation (Seifsa) that the Government would hold back the Bill until

current negotiations between the SA Employers Consultative Committee on Labour Affairs (Saccola), the Congress of SA Trade Unions (Cosatu) and the National Council of Trade Unions (Nactu) had been completed

The Bill sparked a three-day national stayaway by black workers in June

Seifsa made its statement in response to a demand by metal unions that it publicly endorse the suspension of the Bill and to discuss a proposal for an internal dispute procedure for the industry

Saccola chairman Mr Bobby Godsell said that having met the Minister, employers had been "encouraged to pursue our talks with Cosatu and Nactu as a matter of urgency".

The belief was that "if our talks resulted in agreement between the three organisations, that agreement would have an impact" on the Bill's fate

Mr Peter Soal, Progressive Federal Party spokesman on manpower, said: "This Bill is controversial and in many regards misunderstood. It contains good and bad. I welcome the department's attitude that they are prepared to discuss it"

11/6/68 10/7/68  
197-157 (1401) (37)

# Union establishes rights over rival

Labour Reporter

A SNAP ballot at an Atlantis textile company has been won by the Amalgamated Clothing and Textile Workers Union, according to a union spokesman

The ballot followed an application this week in the Industrial Court for an urgent interdict alleging unfair labour practices by the company, Capelon Yarns

The union had recognition from Capelon until February this year when it was withdrawn

"It then refused to negotiate wages with us, encouraged support for a rival trade union, denied access to our officials and threatened to withdraw stop order facilities."

At a hearing on June 27 the

court granted an interim order re-establishing the union's rights at Capelon and calling on the rival, the Garment and Allied Workers Union (Gawu), to show cause why it should not be joined as second respondent in a final order

The spokesman said the urgent application was brought when the company later gave access to Gawu officials

# Poll forms burned

THE Government's efforts to woo blacks to take part in the forthcoming municipal elections were rejected by workers at a Johannesburg company yesterday when the Food and Allied Workers Union (Fawu) decided to burn election registration forms issued to its members.

A spokesman for Fawu said the union had decided to burn the election registration forms after 40 members employed at the South African Abattoir at City Deep in Johannesburg handed them over to the union officials. The forms were issued to workers on Monday. The Fawu spokesman said the company's action was "provocative" because by issuing election forms to workers and promising them a paid day-off on election day the company was involving itself in politics.

1977/5  
17/1/78  
1408

LOANS OF SAVINGS



# Mystery man helps SAP

A MAN disguised by a balaclava allegedly helped police arrest eight striking Afcol workers at the Klipspruit Dutch Reformed Church in Soweto last Friday, a Paper, Printing, Wood and Allied Workers' Union (PPWAWU) official said yesterday

PPWAWU official Farouk Jardin said about 50 policemen surrounded the church where a PPWAWU meeting was taking place. The meeting was attended by 1 200 striking PPWAWU members.

"Union members were instructed to enter a room in groups of five for purposes of identification

"The operation, which lasted from 12 30pm to 3 30pm, resulted in two men being pointed out by the dis-

(140R) Biday 14/7/88  
guised man," Jardin said

He said a further six were also arrested

He said the union suspected the arrests were related to the recent spate of train incidents, in which eight members of the National Union of Furniture and Allied Workers (Nufaw) were thrown off moving trains. Three men died

Police spokesman Captain R H V Bloomberg said police visited the premises after receiving information. He confirmed eight people were detained in terms of the emergency regulations

DANIEL SIMON

140A

# ACTWUSA CLAIMS TWO MORE BIG GAINS

THE Amalgamated Clothing and Textile Workers' Union of SA (Actwusa) has negotiated two significant gains for its members — parental rights and the union's first recognition agreement to be concluded in a homeland — union spokesman John Eagles said yesterday

Actwusa concluded a recognition agreement with Beier Industries' KwaZulu Footwear Division, in Isithebe, providing 450 members with the right to negotiate wages and conditions of employment in an

## BRONWYN ADAMS

area where labour laws were virtually non-existent, Eagles said.

He said Actwusa was eager to conclude recognition agreements with at least another 12 employers, especially those hesitant to be the first to grant recognition to an independent trade union

Eagles said workers earning wages as low as R28 a week would be protected against indiscriminate dismissal by employers with the inclusion of a clause barring selective

dismissal or rehiring of strikers.

Actwusa and British-owned protective clothing manufacturer James North had concluded the first maternity and parental rights agreement in the garment industry for the firm's 240 employees, Eagles said.

The agreement includes unlimited maternity leave with payment of one-third of salary for three months, and continued employer provident fund contributions during maternity; it also provides for unlimited unpaid paternity leave.

14-20/7/88

# Cosatu to act on sackings

THE Congress of South African Trade Unions (Cosatu) is to launch a concerted campaign for the reinstatement of workers sacked after the three-day national protest action.

Public relations officer Frank Meintjies said the decision was taken at a meeting of the central executive committee in Johannesburg at the weekend.

Meintjies said the executive noted that about 2 000 workers initially dismissed after the action on June 6, 7 and 8 had now been reinstated.

## Warnings

"Several hundreds others are still dismissed and thousands have been given warnings. A campaign is to be launched to demand the re-instatement of all and the scrapping of warnings.

"The first step will be

to circulate to all affiliates names of relevant companies with the type of victimisation. Unions will then meet at Cosatu level to plan a concerted national campaign."

The executive also decided to facilitate the organising of a major anti-apartheid conference to counter the current repressive climate in the country.

## Mpetha

A resolution to organise a conference of all those opposed to apartheid was taken at the recent national conference at the University of the Witwatersrand in Johannesburg.

Meintjies said the central executive committee also resolved to call for the release of 78-year-old Oscar Mpetha, currently serving a five-year prison term in Cape Town.

"We have also decided

to revive the living wage campaigns by focusing on racial and sexual inequality as well as discrepancies between rural and urban, skilled and unskilled workers.

"We will also take up the struggles against

the wage freeze, privatisation and decentralisation which constitute a major attack on wages and working conditions"

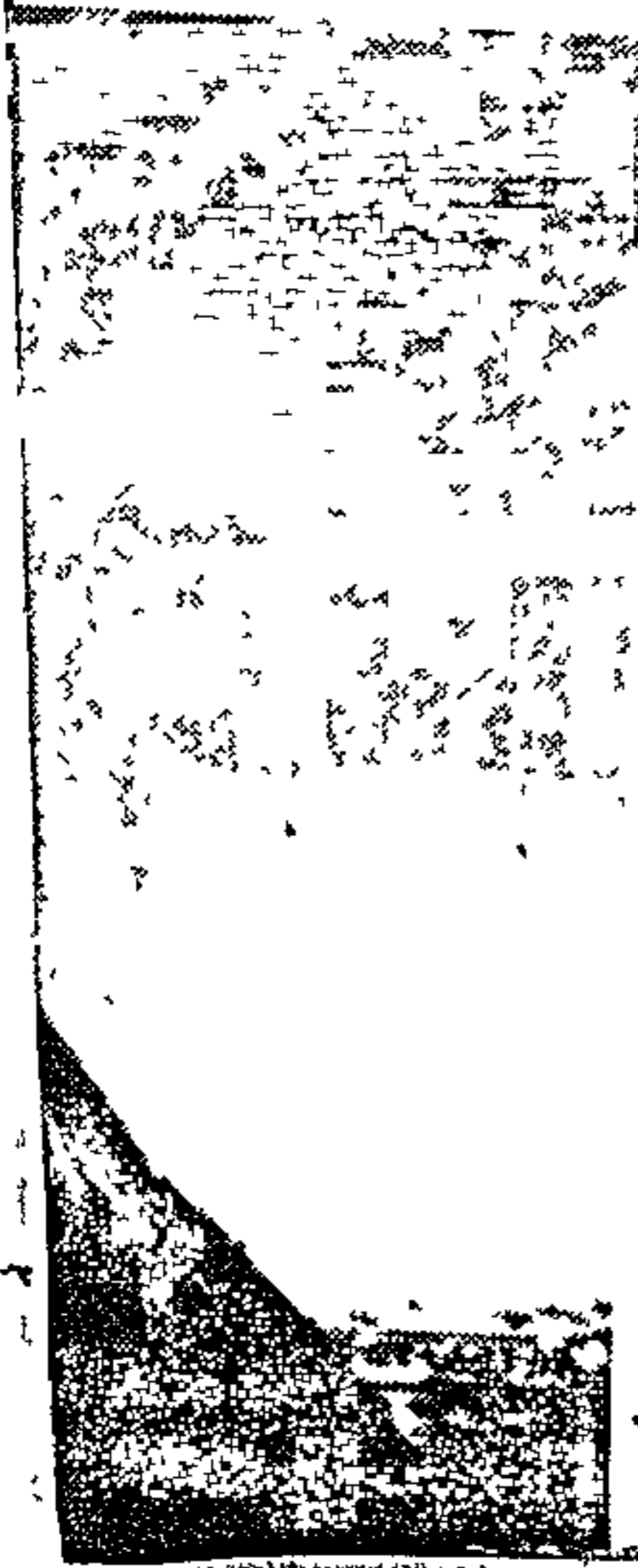
Meintjies said Cosatu and Nactu would make joint representations to

Saccola, the employer organisation, against the Labour Relations Amendment Act which was aimed at circumscribing the rights of workers and weakening the power of trade unions — PRESS TRUST OF SA.



CHK Times 14/7/88

1409  
152  
158



## Strikers held after man in balaclava aids police

JOHANNESBURG. — A balaclava-clad man helped police in arresting eight striking Afcol workers at the Klipspruit Dutch Reformed Church in Soweto last Friday, a Paper Printing and Allied Workers' Union (PPAWU) official alleged yesterday.

Mr Farouk Jardin said about 50 policemen had surrounded the church, where about 1 200 striking PPAWU members were meeting. The strikers were paraded before the disguised man, who was possibly a member of the National Union of Furniture and Allied Workers' (NUFAW). Two men were pointed out, but another six were arrested.

He said the union suspected the arrests were related to the recent series of abductions in which eight NUFAW members were thrown off moving trains. Three men died as a result of the incidents.

## Fifteen guilty of necklace killing

~~1401A~~  
1401A  
~~1401A~~  
~~1401A~~

# Labour Bill put on hold

CAPC Times 14/7/88

## — Seifsa

Own Correspondent

**JOHANNESBURG —**  
The Minister of Manpower, Mr Pietie du Plessis, has undertaken not to promulgate the Labour Relations Amendment Bill until September 1, according to a section of the Seifsa press release on the metal industry wage dispute

However, neither the government nor the SA Co-ordinating Committee on Labour Affairs (Saccola) would confirm this last night.

The Seifsa statement, in dealing with union demands that employers support the suspension of the Bill, said the purpose was to allow Saccola, Cosatu and Nactu more time for their discussions, now under way, on the Bill

Saccola chairman Mr Bobby Godsell would say only that Mr Du Plessis had encouraged them to pursue discussions. This could affect the legislative process

Manpower Director-General Mr Piet van der Merwe said the final promulgation date had not been decided

# Wage demands central to metal industry dispute

By Mike Siluma, Labour Reporter

The see-saw of wage demands and counter-demands between metal industry employers and trade unions continued yesterday, pushing the industry closer to possible industrial action.

Reacting to revised union demands tabled last week, the Steel and Engineering Industries Federation (Seifsa) said yesterday that it had made "important concessions".

It said it was prepared to backdate its final offer to increase bonuses and wages by 17,4 percent, but that the offer could not be reviewed. Its offer to recognise May 1 as a paid holiday in exchange for an existing public holiday still stood.

On the Labour Relations Amendment Bill, Seifsa said it supported the Government's decision to suspend the Bill pending the conclusion of present talks between employers and unions.

Seifsa also agreed to the appointment of a committee to investigate and report on paternity leave within three months.

The four unions in dispute with Seifsa are the National Union of Metal-

workers of SA, the Electrical and Allied Workers' Trade Union of SA, the Steel Engineering and Allied Workers Union and the Engineering and Allied Workers Union, all affiliated to the International Metalworkers' Federation.

IMF spokesman Mr Brian Fredericks said, based on the employers revised offer, the unions would make recommendations to members over the next week or so. The recommendations "will be fairly new", he said. He would not elaborate.

"We made the point last week that everything depended on the wage issue. The employers have not made a concession on wages," said Mr Fredericks.

He said the results of a strike ballot among members would be finalised today.

The IMF demanded, among other things, an increase in basic wages ranging from 14 percent to 23 percent for labourers and that the Government-declared Workers' Day be replaced by May 1 and that workers be entitled to choose to observe June 16 instead of October 10, and either March 21 or another public holiday.



1401

# Grinaker assures unions on Bill

By Adele Baleta

Grinaker Construction Limited (GCL) says it has reassured unions that existing agreements will be honoured irrespective of what appears in the eventually amended Labour Relations Act

The company has 12 000 employees

Group manpower consultant, Mr S van Wyk, said GCL companies had been consulting elected shop stewards on the draft Bill

The group had reaffirmed its commitment to the process of collective bargaining

Congress of South African Trade Unions publicity secretary, Mr Frank Meintjies, said businesses should speak out against the Bill and apply pressure for its withdrawal

Several companies had already condemned the proposed legislation

Former Premier Group chairman, Mr Tony Bloom, said in his company's 1988 report that proposed amendments should be resisted by employers and employee alike

"The message must be conveyed to the Government that the potential for reasonable industrial peace is being severely jeopardised by legislative activities and security police involvement in industrial relations"

Shell executive chairman, Mr J R Wilson, said in his company's 1987 report that the Bill was aimed at undermining the strength of the union movement

It was up to companies to make known their criticism and grave disquiet

Stew 1417/82

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SA 1417/82

# Num asks for a conciliation board

Sowetan 17/7/58 (1407)

WAGE negotiation talks between the National Union of Mineworkers and De Beers Consolidated Mines broke down on Tuesday after almost two months bargaining. Both parties immediately applied for a Conciliation Board to resolve the impasse.

Both parties have stated their willingness to continue the talks but each accuses the other of negotiating in "bad faith"

## Dragged

The Num spokesman, Mr Marcel Golding, said in a statement to the *Sowetan* that "De Beers have dragged the negotiations and have acted in 'bad faith' by refusing to provide reasonable and realistic offers"

De Beers spokesman, Mr Neville Huxham,

said "We perceive an unwillingness to negotiate from the NUM team which failed to move from the initial wage demand while we bettered our offer"

Negotiations started on May 18

When talks broke down on Tuesday the Num stood by its 20 percent across-the-board parity increase for all its more than 8 500 members in six De Beers mining companies

De Beers employs an estimated 9 000 workers, which means that NUM represents at least 99 percent of its workforce

De Beers said it had improved and "moved" on its initial offer to 12,5 percent for unskilled workers and 12 percent for skilled workers when talks closed on Tuesday

Mr Huxham said the

above percentage offer would raise the minimum rate for unskilled workers from R481 a month to R541, an increase of R60. This excludes accommodation which is offered free to employees

## Reasonable

Nr Huxham said their 12,5 percent offer was "reasonable" because the Num settled with the goldmines for 13-16 percent this year. He said conditions in De Beers diamond mines were better than those at the gold mines

But Mr Golding said "The De Beers offer does not even compensate for inflation which is at about 13-14 percent"

He said De Beers had made a record 47 percent sales which earned the company R5 910 million

15-21/7/88  
W/Trail

# Workers return but fears for eight

ABOUT 1 170 furniture workers returned to work on Wednesday after a bitter six-week strike which has allegedly left eight workers in detention.

BY MZIMKULU MALUNGA

statement sent by Ppwawu to the *Weekly Mail*

(140A)  
The workers returned following an agreement after mediation between the Paper Printing Wood and Allied Workers Union (Ppwawu) and the Associated Furniture Company Limited (Afcot) last week.

The union proposal that the April 20 dismissal of 300 Star Furniture workers from an Industria West plant be taken to arbitration has been accepted by management, which rejected it earlier as being "unreasonable". The arbitrator will have the power to reverse or uphold the dismissal of the 300.

It was agreed that a case involving four workers whose dismissal sparked off the strike "will not be pursued by the union. The individual workers will be entitled to pursue the case if they wish," according to the

On Tuesday Ppwawu approached the management for "clarification on the position of eight workers detained last Friday in terms of the State of Emergency". The union said the company agreed to approach the police regarding the alleged detentions "They also agreed that their jobs will be held open for them in terms of the general settlement agreement," the statement added

The two parties have agreed to an "interim disciplinary procedure" while negotiations on a final procedure continued. The agreement also included a clause promising "no victimisation of either strikers or non-strikers will take place".

Meanwhile the contracts of the strike-breaking labourers which Afcot employed during the strike termi-

nated on Tuesday afternoon, according to Afcot's director of human resources, George Kinmont. He told *Weekly Mail* on Wednesday "they were employed on weekly contracts and their contracts terminated yesterday afternoon".

Kinmont said the company has "made representations to the police for further information concerning the employees because they are Afcot's".

● Captain R Bloomberg of the SAP public relations division said the police cannot confirm the detention of people under the State of Emergency.

Meanwhile Ppwawu condemned the alleged detention of its members, saying it "notes the workers were on a legal strike and have not been charged with any offence. We are extremely concerned for their safety whilst in detention.

We call for their immediate release."





Transport and General Workers' Union officials arrived at work yesterday to find their head office gutted by fire. Police are investigating suspected arson.

## Union head office gutted by fire

By Adele Baleta

The head office of the Transport and General Workers' Union (TGWU) in Johannesburg was gutted by fire yesterday.

General secretary of the Cosatu-affiliated union, Miss Jane Barrett, said the fire destroyed union records and caused damage estimated at R50 000.

Mr Milton Ntanzu, a security guard at the Queens Court building in Klein Street said his colleague Mr Leonard Zuma was approached by four white men at about 4 am yesterday.

*Star 15/9/88*

"They sprayed teargas in his face and overpowered him. Three of the men went to the third-floor TGWU offices and the other man chased after Mr Zuma," Mr Ntanzu said.

Police are investigating possible arson.

Miss Barrett said the blaze followed a series of incidents at the building.

On July 2 the TGWU offices were broken into and property was removed and dumped in the foyer of the building. In February the offices of the National Education, Health and Allied Workers' Union were destroyed by fire.

ANGLO AMERICAN

# Wage settlement boost

140A ~~248~~

**Activities:** Mining finance house whose interests include gold, diamond, platinum and other mining activities, financial, industrial and commercial, and property companies

**Control:** De Beers is a major shareholder, with 38% SA Mutual holds 7,8%

**Chairman:** G W H Relly, deputy chairmen J Ogilvie Thompson, N F Oppenheimer and W G Boustred

**Capital structure:** 228,6m ords of 10c, 515 090 "S" ords of 10c and R4 758 750 6% cum pref stock Market capitalisation R13,3bn

**Share market:** Price R58 Yields 3,9% on dividend, 13,6% on earnings, PE ratio, 7,3, cover, 2,0 \*12-month high, R95,75, low, R44 Trading volume last quarter, 1,6m shares

**Financial:** Year to March 31

	'85	'86	'87	'88
Investments				
Book value (Rm)	4 285	4 903	5 781	7 313
Market value (Rm)	11 155	17 155	25 858	20 658

**Performance.**

	'85	'86	'87	'88
Trading income (Rm)	319	446	423	274
Investment income (Rm)	545	752	943	1 015
Other income (Rm)	33	103	175	121
Earnings				
Attributable (c)	264	353	451	453
Equity accounted (c)	386	523	658	790
Dividends (c)	135	180	225	225
Net worth (c)	4 691	7 071	10 539	8 536

\* Based on attributable earnings

The early and clean settlement of the annual wage talks with the National Union of Mineworkers must be seen as bracing news for investors in Anglo American Corp. Broadly spread though the investments are, earnings from gold remain the backbone of the house's income. Last year's strike contributed materially to the R51m drop in equity-accounted earnings from this source.

The directors note that gold production by the group's major mines was significantly affected by the strike. At the Transvaal mines, for example, tonnage milled for the 1987 calendar year declined only slightly but this was because additional, low-grade, surface waste-rock dumps were treated, there-

by diluting overall grade. Gold production fell by almost 10% to 117,9 t, profit margins narrowed as the rand gold price increase of only 7% was much lower than the rise in working costs, and pre-tax profit thus fell 14% to R1 742m.

Although inflation-induced cost pressures may not have eased much and recovery grades at some producers may yet disappoint — that will become clearer when June quarterly figures are published soon — the lifting of the strike threat for this year must be a

price received for the year, accelerated many capital projects and capex rose by 9% to R548,2m

Elsewhere in the portfolio, the house enjoyed major improvements in dividends from diamond, platinum and industrial interests, which more than offset the weakness on the gold side. The first two of these are being driven partly by a weak rand and should be capable of showing sound growth again this year. As far as De Beers is concerned that is an understatement, as shown by the first-

## EARNINGS BREAKDOWN

Investment earnings and value	Earnings (%)		Value (%)	
	1987	1988	1987	1988
Gold	39	34	49	45
Diamonds	13	14	8	9
Coal	7	3	3	3
Platinum	8	10	10	9
Other minerals	1	—	3	4
Industrial & Commercial	19	27	16	18
Finance & Insurance	10	10	10	10
Property	3	2	1	2
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
<b>Equity accounted earnings</b>	<b>1987</b>	<b>1988</b>	<b>1987</b>	<b>1988</b>
	<b>Rm</b>	<b>%</b>	<b>Rm</b>	<b>%</b>
Mining finance	230	15,3	396	21,9
Gold (including Amgold)	446	29,7	395	21,8
Diamonds	288	19,2	350	19,3
Industrial	178	11,8	293	16,2
Platinum	80	5,3	116	6,4
Finance & insurance	93	5,2	93	6,2
Coal	51	2,8	95	6,3
Other minerals	15	1,0	24	1,3
Property	20	1,3	23	1,3
<b>Total</b>	<b>1 445</b>	<b>96,1</b>	<b>1 741</b>	<b>96,2</b>
Other net revenue	129	8,6	175	9,7
Prospecting	(71)	(4,7)	(107)	(5,9)
<b>Equity earnings</b>	<b>1 503</b>	<b>100,0</b>	<b>1 809</b>	<b>100,0</b>

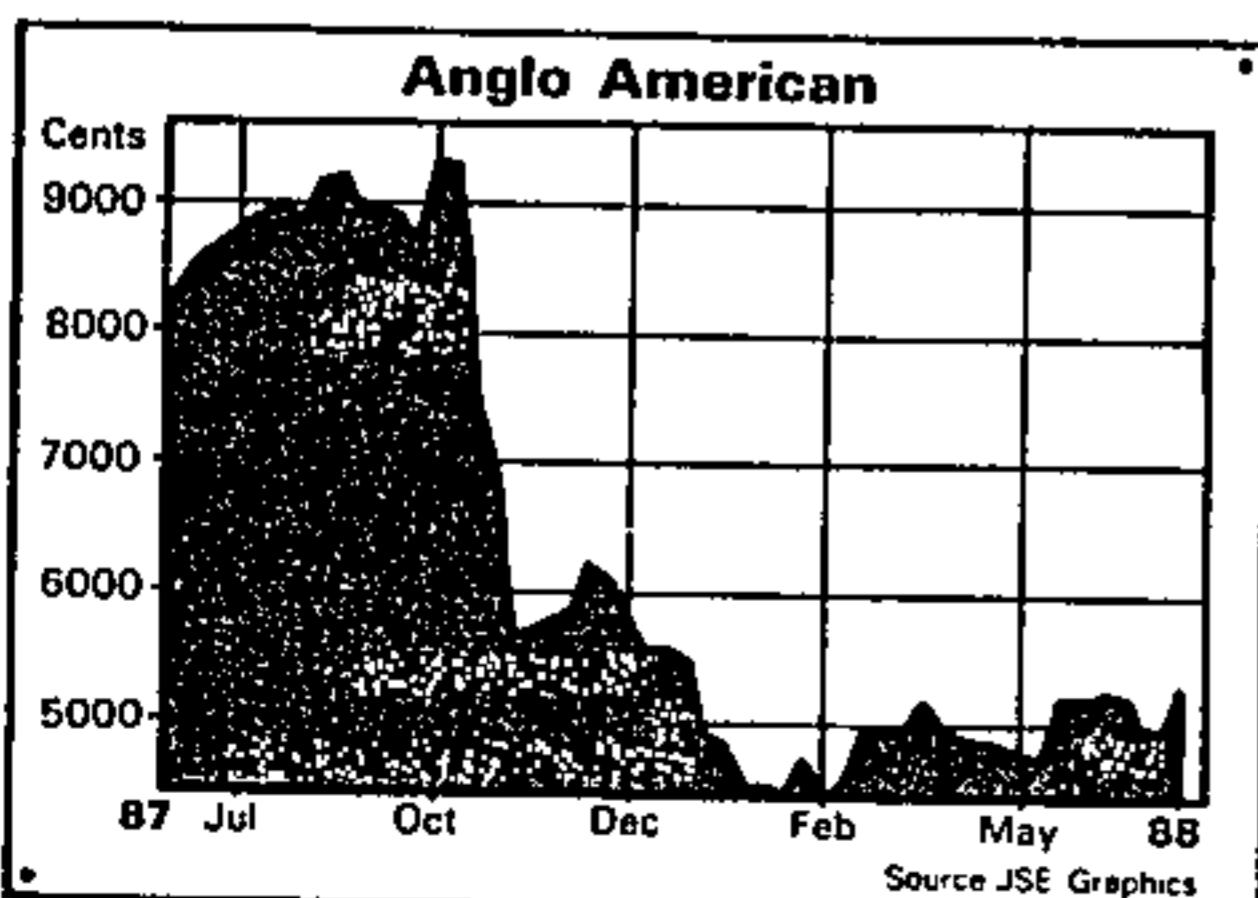
relief for Anglo London gold fixings in the year to end-March averaged US\$459/oz, up by 20% over the previous year, but in rand terms the trend was less favourable. The average price received by AAC-administered mines rose to R925/oz, an increase of only 7%. More recently, the rand price has improved (see Fox) and currently stands around R1 030/oz. While this in itself may not indicate better profit margins, an easing of last year's production problems should help.

The group's major administered gold producers are continuing to spend at a high rate. Capital spending by the Transvaal producers remained at R533m, in line with the previous year, but Freegold, encouraged by the 10% increase to R28 887/kg in the average gold

half figures for Central Selling Organisation diamond sales.

With some of the steam out of the economy, the industrial and commercial outlook is more murky. However, Amic has a high sensitivity to a weak currency and should again show strong earnings growth, notwithstanding the forecast maintained results from Mondri, which will result from the rising impact of deferred tax. Samcor is in profits and after the R200m capital injection from the disinvesting Ford Canada, all existing bank debt has been repaid.

Principal changes to investments during the year included the acquisition of 19,9% of Lebowa Platinum, following its listing, right to subscribe for these was derived from the house's existing shareholding in Rustenburg.





Platinum Also listed was Barbrook gold mine, of which Anglo owns 33,8% In April, an effective 19,1% was bought in Palabora Mining (Palamin), with De Beers acquiring 9,5%, when the US shareholder Newmont sold out, and the stake in Oryx Gold Holdings was built up to 2,8% Since year-end, the interest in First Bowring & Associates was raised from 33,3% to 50% following the sale by Marsh & McLennan, New York, of its one-third interest to Anglo and First National

For Anglo, the Palamin deal represents a breakthrough as the house has long sought to expand the base metals part of its portfolio

On the international front, a major move came last year with the change in domicile of cash-flush Minorco to Luxembourg and the announcement that a more active approach would be taken to management Brazil is voting a new constitution which is expected to be promulgated in August However, Anglo's directors say that from available information published in Brazil it is not foreseen that the investments in the country will be affected

The Australian interests, now restructured and held in the listed Anglo American Pacific, continue to plod on A feasibility on a gold tailings re-treatment operation at Kalgoorlie, Western Australia, is being considered

Meanwhile, the group is pressing on with exploration and prospecting, which absorbed R107m (R71m) last year The directors note that exploration activity is again being accelerated so as to minimise the holding cost of increasingly expensive mineral rights options Results over the past few years have been "most encouraging" and it is expected that the high rate of activity will be maintained for some time to come.

Top of the list is the area extending 14 km north of the Beatrix mine in the Free State, where results are described as encouraging and could lead to further mine development in the area Other prospects include the Moab area south of Vaal Reefs mine, where drilling is scheduled for completion this year, after which the area will be evaluated Drilling results from several principal reefs in the "Potchefstroom Gap" were sufficiently encouraging to warrant purchase of further mineral rights Results at Kalbasfontein, south of the Western Areas mine and adjacent to JCI's South Deep area, also continue to be encouraging Drilling south of the old Simmer & Jack mine is nearing completion.

Though some prospects may be taking longer than outsiders expected to come to fruition, the stage is drawing nearer when one or more new mines will be announced. Funding capabilities effectively remain as strong as ever After net retentions from operations fell last year to R634m (R732m) on the maintained dividend, the balance sheet shows deposits and cash of R1,8bn (R2,3bn) On the international front, the Minorco reshuffle has added some excitement to Anglo's image

At R58, the share stands some 32% below

net worth and yields 3,9% on dividend Income may well improve this year but may not be high enough to warrant an increase in the dividend However, further gains could well be seen in the price in view of the quality of assets and the sensitivity to a weaker rand

Andrew McNulty



# Rejected

<sup>157788</sup>  
MEMBERS of the Commercial, Catering and Allied Workers Union will hold strike ballots today in connection with the wage dispute with Gallo Africa, a union spokesman said yesterday.

(140A)  
The two sides are yet to meet for mediation and the union has proposed July 29 as a meeting date. A proposal by the company for a meeting yesterday fell through.

# Back to work

<sup>140A</sup>  
NEARLY all of Afcol's 1117 striking workers returned to work at six of the company's plants on Wednesday.

Those employees not yet back at work have until today to return.

"After that, each case will be treated on merit," said the company's Human Resources Director, George Kinmont.

• The workers are members of the Paper, Printing, Wood and Allied Workers Union (PPAWU)

# Union signs deal for dads

Own Correspondent

(140A) ~~(140A)~~  
DURBAN — Dad, that almost forgotten member of the family often judged by the bulge of his wallet, is set to take on more responsibility after a revolutionary labour agreement.

It seems that about 7 000 fathers at the supermarket chain, Pick 'n Pay, actually want to play a bigger role in bringing up their children.

This week the Commercial Catering and Allied Workers' Union (Cawusa) signed a precedent-setting agreement with management which will allow mothers to relax a bit and take the occasional day off.

Although the agreement applies only to employees of the supermarket chain, experts feel it could be the start of good things to come for all parents.

## PAID LEAVE

It provides for 11 months' parental leave, of which nine months' will be paid, for employed couples.

In addition, fathers will be entitled to eight days' paid leave at the time of confinement, plus one day a month for the first six months in order to take the baby for medical check ups.

Adoptive parents will get the same benefits, less one month.

In cases where both parents work at Pick 'n Pay, the leave can be shared and the parents can decide how it should be broken up, a move described by Cawusa's Mr Jeremy Daphne as "a huge development".

His union hoped that all companies where Cawusa was represented would consider the deal.

## PRESSURE

Other aspects of the agreement include a provision for pregnant women to arrive ten minutes late at work each day and leave ten minutes earlier in order to "avoid the crush at the doors".

Pregnant women will also have special uniforms in future, replacing the "dowdy" clothes they have had to wear up until now, according to Pick 'n Pay general manager, personnel and labour relations, Mr Frans van der Walt.

The new deal was praised by Mrs Magda Dobie, assistant director of Child Welfare in Johannesburg, who believes the step could even help save some marriages, with the pressure being taken off mothers and divided between both parents.

(1024) (1025) (1401A)  
NACTU takes exception to journalism which smacks of sectarian overtones. The Worm's Eye View column by Steven Friedman (June 17-23) analyses the recent three-day protest action. He assesses the scope and capability of the labour movement and community organisations to organise such a protest.

Friedman reviews Cosatu's post protest action in what seems to be an evaluation of the labour movement's gains. *W/Mail*

The disturbing factor is the *Weekly Mail* and Friedman ignore the fact that the protest action against the Bill was a result of united worker action made possible through discussions between the country's largest trade union federations, Nactu and Cosatu. 15-21/7/88

The article undermines the significance of joint action between Nactu and Cosatu. This leads us to the conclusion that this article is part of a concerted campaign of media hostility and bias against Nactu.

Any analysis or review of the post protest action should reflect the true actors and respect the fact that the gains made cannot be assessed in sectarian manner.

If the *Weekly Mail* pursues this blatant bias which fosters disunity within the labour movement then it should abandon sloganeering about how alternative it is. — Connie Molusi, Nactu

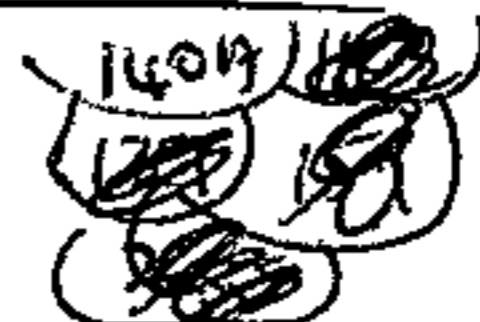


News in Brief

**Blaze guts union office**

JOHANNESBURG — The head office here of the Transport and General Workers' Union (TGWU), an affiliate of Cosatu, was burnt out by arsonists about 4.30am yesterday, according to the union spokesman. He alleged arsonists smashed their way into the office and made a bonfire of desks, chairs and telex machines.

# DEMANDS REVISED



FOUR unions affiliated to the International Metalworkers' Federation this week tabled revised demands in a fresh bid to break the stalemate between them and employers in the metal industry.

The revised wage demands, submitted at the two parties' meeting in Johannesburg on Wednesday, include increases ranging from 14 percent for artisans to 23 percent for labourers.

The employer body

By LEN MASEKO

the Steel Engineering Industries' Federation of SA (Seifsa), has agreed to consider the wage demands and is to report back to the IMF unions on July 13.

The IMF-affiliated unions are the National Union of Metalworkers of South Africa, Steel Engineering and Allied Workers' Union, Engineering and Allied Workers' Union and Electrical and Allied

Workers' Trade Union of South Africa. Their demands included

- May 1 to replace Workers' Day as a paid holiday;
- June 16 to be recognised as a paid holiday in exchange for October 10 and March 21 (Sharpeville Day) in exchange for another public holiday,
- Seifsa to publicly endorse the suspension of the controversial Labour Relations Amendment Bill.

• Seifsa to call on its members to give an undertaking to end racial discrimination in the industry before September 1988.

In their campaign against the Bill, the IMF affiliates have proposed an internal dispute procedure for the industry. This move, if agreed to by Seifsa and the four unions, would nullify State interference in the collective bargaining process in the industry.

① ②

# Union offices Sowetan 15/7/68 gutted by fire

A MYSTERIOUS fire gutted the headquarters of the Transport and General Allied Workers Union in Johannesburg early yesterday, writes Mojalefa Moseki

The fire destroyed the furniture, filing cabinets, telex machines and a computer. A union official estimated the damage at R50 000.

She said "When we arrived at 8 30am we found the whole place still engulfed in fumes and smoke. Files and other items inside the office were still burning despite the efforts of two security guards who battled to put off the fire."

The union official said there were several burglaries at the place recently.

The union's telex machine was stolen two weeks ago. The offices of the National Education Health Allied Workers Union — next to those of the TGWU — were found gutted early this year.

A spokesman for the SAP, Lieutenant P Louw, yesterday said the police were investigating. He could not confirm reports.



# Worker wants his job back

1407  
15/11/88  
Sundin

AN APPLICATION for the reinstatement of a Wilgespruit Fellowship Centre employee, Mr Mandla Seleane, was yesterday withdrawn in the Pretoria Industrial Court.

Mr Seleane, who is also a Commercial, Catering and Allied Workers Union of South Africa (Cawusa) official, was dismissed from work on January 12 for allegedly being insubordinate.

His counsel, Mr Modise Khoza, told the court that he was withdrawing yesterday's case in order to arrange for an application for a permanent order against his client's employers. He said such an order will be sought on September 26 and 27.

TWO smear pamphlets, one purporting to be a Cosatu attack on Nactu and the other a Nactu attack on a Cosatu affiliate, surfaced yesterday.

## Two union smear pamphlets surface

They are the latest of several similar smear documents distributed around the country in the last few months.

Nactu said it believed the document purportedly issued by Cosatu was produced by "the dirty tricks department of the state".

The document included a reproduction of a bank statement which Nactu had not yet received through the mail.

It said "the easy access to private information within public institutions is cause for grave concern".

Nactu had launched an investigation with both the Post Office and the bank concerned.

Nactu said the document was a reaction to union growth and a spokesman

*Alan Fine*  
ALAN FINE

added it could also be an attempt to disrupt growing co-operation between Cosatu and Nactu.

Sapa reports Nactu's Food and Beverages Workers' Union (FBWU) had dissociated itself from a pamphlet attacking Cosatu's Food and Allied Workers' Union (Fawu) and its president Chris Dlamini.

FBWU spokesman Goba Ndlovu said his union acknowledged rivalry between the two, but would never resort to smear campaigning.

In addition, the pamphlet provided an address the union had vacated six years ago.

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# Post-apartheid SA: 'Workers know their duty'

W/E ARG 45 16/7/88

1400

DALE LAUTENBACH  
Political Staff

THERE is no room in the post-apartheid South Africa for idle people, according to trade union leader Mr Cyril Ramaphosa

Addressing about 400 people yesterday on The Freedom Charter and the Economy, the secretary-general of the National Union of Mine Workers said the application to the economy of the principles laid down in the charter would unleash "enormous productive forces" which had been "fettered by apartheid"

The two-day conference on the Freedom Charter, which continues today, is hosted by the Institute for a Democratic Alternative for South Africa and, according to a spokesman for this organisation, there were about 1 000 applications to attend

Idasa is considering holding similar conferences in other centres following the popularity of this meeting

Mr Ramaphosa said the reality of apartheid was about much more than just separation it was about inequality

Workers understood that with the right to control the means of production came with a duty to produce, and that the material benefits envisioned in the charter would be realised only through their own labours

Workers were prepared to work even harder to secure better education for their children and to ensure a decent living

Speakers were in broad agreement that the charter did not enshrine a specific economic doctrine or the socialism that its detractors feared

Whites had the idea that in the future expropriation would be the order of the day, said Mr Ramaphosa

"Nothing could be further from the truth"

When freedom had been attained, a just economic dispensation would have to be thrashed out, he added

University of Witwatersrand political scientist Mr Mark Swilling said South Africa could not wait for an economic blueprint before it addressed its problems

Solutions to the present chaos would lie in a creative process and not in some predetermined document



## Cosatu to act on dismissals

By KERRY CULLINAN

COSATU is planning a national campaign to challenge the dismissal of workers who participated in last month's three-day protest action against the Labour Bill

According to Cosatu, although about 2 000 workers initially dismissed have been re-instated, there are still several hundred who have not been re-employed

Thousands of workers have also been given final warnings, which means that if they engage in any other protest action they will be fired.

"The first step in the campaign will be to circulate names of relevant companies, together with the type of victimisation, to all affiliates," said Cosatu information officer Frank Meintjies.

"Unions will then meet at Cosatu-level to plan a concerted national campaign to contest the punitive action," he added.

*press*

17/7/88

140A

*[Handwritten signature]*

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# Salary agreement (140A)

THE Commercial Catering and Allied Workers' Union of South Africa and OK Bazaars have agreed to an across-the-board increase of R105 a month and a minimum wage of R500

The two parties reached a settlement last month but agreed not to publicise details of their agreement until union

representatives had reported the deal to their members

Other terms of the wage agreement include

- No pay will be deducted for any employee who is absent on June 16,
- Improved long service benefits, and
- Part-time employees will receive two thirds of

the R105 across-the-board increase and two-thirds of the new minimum wage

OK has undertaken to continue its research into Ccawusa's demand for the recognition of traditional healers

At the beginning of negotiations Ccawusa demanded — among other things — an across-the-board rise of R300, R700 minimum pay, a 25 percent staff discount -

*18/1/81*

# Cosatu, Nactu join hands for talks

Sowetan 18/7/88

1401

By MOJALEFA MOSEKI

THE two largest labour federations in South Africa, the Congress of South African Trade Unions and the National Council of Trade Unions are to make joint representations against the proposed labour legislation to the South African Employers Consultative Committee on Labour Affairs soon.

This was said by Cosatu's information officer, Mr Frank Meintjies, last week after a two-day Central Executive Committee (CEC) special congress in Soweto. The date for representations was not released, but it is expected to be soon because both union federations have been compiling their objections to the proposed labour legislation.

**Law**

The momentum for making early representations was fuelled by an announcement by the director-general of manpower, Dr Piet van der Merwe, that the Government would be making the Labour Amendment Bill into law as from September 1 this year

- CEC also resolved to
- Call for the release of veteran trade unionist and UDF president Mr Oscar Mphetha (78), who is serving a five-year prison term,
- To revive Cosatu's Living Wage Structures and to focus on racial and sexual inequality as



NACTU president . . . Mr James Mndaweni.



COSATU president . . . Mr Elijah Bai

well as discrepancies between rural and urban, skilled and unskilled workers,

- Take up the struggle against the wage freeze, deregulation, privatisation and decentralisation which constitute a major attack on wages and working conditions of hundreds of workers who have been discharged in punitive management action.

**Campaign**

Cosatu also resolved to launch a campaign demanding the reinstatement of all workers dismissed during the three-day protest action, and the scrapping of all warning notices given to workers by management

The federation will circulate names of all companies which victimised its members to all affiliates. Affiliate unions will then meet at Cosatu's national level structures to decide on the course of action

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ARGUS 19/7/88

SA unionist joins 'world's most eminent'

The Argus Foreign Service

LONDON. — A South African trade union leader's name appears in the latest addition of *The International Who's Who*, published here.

With the entry Mr Matamela Ramaphosa, general secretary of the National Union of Mineworkers, joins 18 000 others in what is described as "the established source of information on the world's most eminent men and women".

Other new South African entries include the Minister of Justice, Mr Adriaan Vlok, the Rev Frank Chikane, general secretary of the South African Council of Churches and the Rev Winston Ndungane, executive officer of the Church of the Province of South Africa.

Also listed is Mr Edward Perkins, US Ambassador to South Africa.

*The International Who's Who* is edited by Cape Town-born Mr Richard Fitzwilliams.

# Zimbabweans apologise for holding Kinnock

Argus Africa News Service

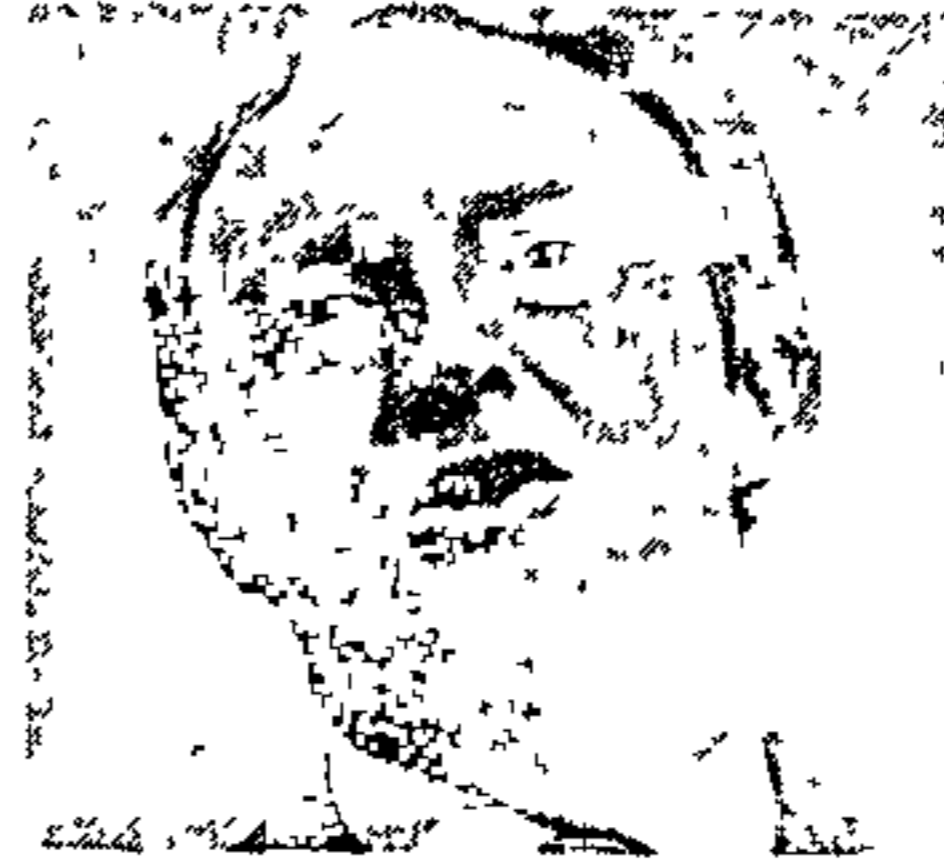
HARARE — The Zimbabwe Government and army have apologised to British opposition leader Mr Neil Kinnock and his frontline states tour party, who were held at gunpoint for an hour by troops on Sunday.

The day after armed soldiers had threatened and abused Mr Kinnock at a remote airstrip, some of the men involved and the brigadier in charge of the district went to apologise to him

Brigadier Paradzai Zimonte said yesterday "We are all very sorry for what happened to Mr Kinnock. It should never have taken place"

Bishop Joshua Dhobe, governor of Manicalan province, in which the incident happened, issued a public apology

Mr Kinnock, who returns to Britain today, responded by



Mr Neil Kinnock

hugging the bishop and saying "It is already forgotten"

● The Southern Africa correspondent of Britain's Guardian newspaper, two South African television crewmen and a pilot accompanying the tour were arrested on Sunday night

A Worldwide Television News (WTN) representative here said Mr David Beresford of the Guardian, South African-based WTN crewmen Mr Spokes Mashiyane and Mr Carlo Guidozi and a Zimbabwean

pilot living in South Africa, Mr Casey Wilford, had been arrested at Harare airport

He said a release order signed by deputy police commissioner Mr Godwin Mabika was issued to the law and order branch of the Zimbabwe police this morning

But the four had since been taken into the custody of the Central Intelligence Organisation, a department controlled by President Robert Mugabe's office

The WTN representative said he believed Mr Wilford's name had been recognised by immigration officials who knew police wanted to question him. His passengers were taken in for questioning at the same time

He said police had seemed "satisfied" with their explanations. He expected the four to be released today

The Lotus 1.2.2 Cannon

Silence ARGUS



# Wage dispute rages on

A WAGE strike involving 400 members of the Commercial Catering and Allied Workers' Union at Gallo Stores would continue until their demands were met, a union official said yesterday

Mr Madumo Ramalope, the union organiser, said workers at Gallo went on strike on July 7, demanding an increase in their wages

Ccawusa demanded an

increase of R262 a month across-the-board while management offered R108

Other demands include 40 hours a week without loss of pay, a long service allowance, a 13th cheque to be paid in December

Workers are also demanding that the company recognise traditional doctors and that March 21 and June 16 be recognised as paid public holidays, he said.

Meanwhile, the company issued notices warning workers that their absence would be regarded as a breach of their employment contract

A Gallo spokesman said "We find it disturbing that, with the agreed mediation proceedings imminent, the workers have decided to take industrial action"

# Labour Update

# A NEW DEAL FOR WORKING MUMS

Sowetan 19/7/88

(140A)

~~19/7/88~~

### SOWETAN Correspondent

THE Amalgamated Clothing and Textile Workers' Union of South Africa has concluded a "far-reaching agreement" on maternity leave with a British-owned manufacturer of protective clothing and equipment.

A spokesman for the union, Mr John Eagles, said the agreement — signed with James North (Africa) in New Germany near Durban — covers the factory's 240 workers and is the first parental rights agreement ever to be negotiated in the entire garment sector country-wide

"The garment sector is marked by no maternity protection whatsoever. There are no formal job protection agreements in existence, and the pregnant mother has to rely on the goodwill and charity of the employer to give her her job back

after her child has been born — definitely not a praiseworthy arrangement," he said

The union had made great strides in winning parental rights for its members in the garment sector, he said

He said that among the significant features of the agreement were

- A guarantee of re-employment following the birth of the baby,

- Unlimited maternity leave and financial assistance equivalent to one third of the women workers' wage for a maximum period of three months

Mr Eagles said Actwusa had already negotiated several maternity agreements with employers in the textile industry

While many agreements provided for unpaid leave, an increasing number of paid maternity leave

agreements were being concluded, he said

There were already over seven separate agreements covering about 1100 women countrywide granting them paid maternity leave

"The financial assistance which has been won from otherwise tight-fisted employers has allowed families to look forward to the joys of parenthood — rather than to place additional burdens on people who

are already struggling," he said

James North manager, Mr Philippe Julie, confirmed the agreement and added that the paternity agreement had been in force in James North since 1984

"Actwusa subsequently tabled certain amendments to the old agreement which was duly negotiated upon," he said

He said the agreement would be implemented as from January 1, 1989

# Bands hit right

## note backing strike at record studios

By Mike Siluma, Labour Reporter

Some leading recording artists have stopped work in support of the strike by between 180 and 400 Gallo Africa employees.

Groups which confirmed they have stopped recording are Splash, Volcano, and leading band, Stimela. More musicians contracted to Gallo were reported to have stopped work in support of the strikers.

According to a spokesman for the Commercial, Catering and Allied Workers' Union (Ccawusa) Mr Abie Ramalope, about 400 workers downed tools on Friday at four Gallo concerns in Steeldale, Bedfordview and Johannesburg, including the company's head office.

Mr Ramalope said workers had been driven off company premises by dogs on Monday morning after failing to heed a management demand that those on strike leave the premises. No one was injured.

He said workers were demanding an across-the-board R262 monthly increase, increased leave, long-

service awards, a 13th cheque, the recognition of traditional African doctors, interest-free personal loans and the recognition of March 21 and June 16 as public holidays.

Spokesmen for both Splash and Volcano said the groups had decided to support the strikers because they believed that they had a common demand for better pay.

Stimela leader Ray Phiri said his band was not on strike, but had stopped recording in solidarity with the Ccawusa members.

A company spokesman said earlier that the company was offering a 20 percent increase package.

The dispute between Ccawusa and Gallo is to be dealt with through mediation on Saturday, according to the company.

# GALLO MUSICIANS JOIN THE STRIKERS

*Sowetan 20/7/75*  
MUSIC groups contract-  
ed to the Gallo Record  
Company have refused to  
work until the strike by  
about 400 Gallo employ-  
ees is resolved, a  
spokesman for the  
Commercial Catering and  
Allied Workers' Union of  
South Africa, Mr Abie  
Ramalope, said yesterday.  
The canteen workers  
went on strike last Friday  
over a wage dispute at  
various Gallo plants on  
the Reef.

They are demanding

an across-the-board  
increase of R262 a  
month. Management's  
offer is R108 a month.

Other union demands  
include a reduction of the  
working week from 45  
hours to 40 without loss  
of pay, a 13th cheque in  
December, interest free  
personal loans, an extra  
week's leave and  
recognition of tribal  
doctors in the medical  
aid scheme.

The union spokesman  
said Stimela, Plush and  
Volcano were among the  
music groups who were  
refusing to perform in  
terms of their contracts  
with Gallo in solidarity  
with the workers.

He said the union took  
exception to a manage-  
ment letter received by  
the workers, stating that  
the strike was illegal and  
that they were in breach  
of their working condi-  
tions.— Sapa



14011  
CALL TOX 20/7/88  
Mercedes  
silent on  
work deal

Own Correspondent

EAST LONDON. — Mercedes-Benz has declined to comment on a new code of practice which will give its employees the same rights as West German workers employed by Daimler benz.

Mr Franz Steinkuehler, chairman of the West German Engineering Workers' Union, IG Metall, said that the code had been drawn up to protect black South African workers against the government's race laws.

The code also protected striking workers from being imprisoned or having their salaries withheld, Mr Steinkuehler said.

The public relations officer for Mercedes-Benz, Mrs Delene Macfarlane, said yesterday the code was part of a recognition agreement being negotiated with the National Union of Metalworkers of South Africa (Numsa), and as such regarded as an "internal issue".

The regional secretary of Numsa in East London, Mr Viwe Gxarisa, said the union would comment after a meeting with the Mercedes Benz management next week.

# Stimela standstill over Gallo strike

CAPE TOWN 20/7/85 (2:00 PM) (140A)  
JOHANNESBURG. — Music groups contracted to the Gallo record company have refused to work until the strike by about 400 Gallo employees is resolved, a spokesman for the Commercial Catering and Allied Workers Union of South Africa, Mr Abie Rhamalope, said yesterday.

The union spokesman said Stimela, Plush and Volcano were among the music groups refusing to perform in terms of their contacts with Gallo in solidarity with the workers.

The canteen workers went on strike on Friday over a wage dispute at various Gallo plants on the Reef.

They are demanding an across-the-board increase of R262 a month. Management's offer is R108 a month.

Other demands include a reduction of the working week from 45 hours to 40, a 13th cheque and recognition of tribal doctors in the medical aid scheme. — Sapa

# Thousands of Soweto Council workers strike

Star 21/7/81 (1407)

By Stan Hlophe

Thousands of Soweto Council workers went on strike over a wage dispute yesterday and resolved not to go back to work until their demands were met.

The decision was taken at a meeting of the South African Municipal Workers' Union (Samwu) held at the Tabernacle Church in White City.

"We have compromised a lot. Until our demands are met we will not go back to work," a union spokesman said.

The workers' demands include recognition of the union, the disbanding of the "sweetheart" staff association, and salary upgradings retrospective to July last year.

"What we are asking from the council is the minimal living wage. We are paid peanuts while the white officials and councillors are earning fat figures," the spokesman added.

The strike follows a deadlock be-

tween the workers' delegation and the management committee at a meeting on Monday.

Workers have further accused the council of using "coercive" methods to involve workers in the rent impasse.

"We are workers, not agents for the council. If they fail to talk to the true representatives of the people, then they should not involve us," the spokesman said.

The spokesman added that the union took exception to the letter from town clerk, Mr Nico Malan, stating that the strike was illegal and that they were in breach of their working conditions.

Soweto's mayor, Mr Nelson Botile, refuted the union's allegations. He maintained the council was prepared to meet their demands, but was short of funds.

Mr Botile also denied that the council attempted to use workers in a bid to solve the rent boycott.

(140A) (140)

# Support <sup>21-27/7/88</sup> for Cosatu

JOHANNESBURG — The Congress of South African Trade Unions (Cosatu) and the 5-million strong General Confederation of Italian Workers (CGIL) pledged at the weekend to strengthen bilateral solidarity and co-operation.

CGIL pledged in particular to continue to mobilise support for Cosatu and the democratic movement in South Africa

During the past two weeks both Cosatu and Kagiso Trust co-hosted a delegation from CGIL — the largest trade union body in Italy.

Cosatu spokesman Frank Meintjies said the CGIL delegation came soon after a Cosatu delegation visited Italy earlier this year to participate in a "solidarity week" hosted by CGIL

The Italians were briefed about Cosatu's activities, about the conditions trade unions faced under an apartheid state, and about developments in the fight against the "Labour Relations Amendment Act"

## Regular contact

Various possibilities for co-operation were discussed, said Meintjies

The proposals of the various unions, and local and regional offices, will be put forward in a Cosatu proposal to the CGIL

Meintjies said the following areas of co-operation were identified: legal assistance, special education projects, farmworkers and co-operatives

It was further established that the two federations will have regular contact, beginning with reciprocal participation in respective union and national congresses

The idea of regional and local links which could imply the regular exchange of shop steward delegations and information, Meintjies said, would be developed in future discussions

The Italian delegation left for home on Sunday



# Numsa gears <sup>21-29/7/88</sup> up to down tools <sup>(140A)</sup>

LABOUR relations at the British-based multinational Dunlop factory in Durban are restive following the dismissal of Mr Bongani Mkhungo, national chairman of shopstewards under Dunlop.

More than 1 200 workers went on strike on July 13 in support of Mkhungo, but were forced back to work on July 18 after Dunlop management brought a successful court interdict against the workers - all members of the National Union of Metalworkers in South Africa (Numsa).

Shopsteward Samuel Mthethwa said the dispute started after management dismissed Mkhungo for attending a meeting in Harare when he had been booked off sick by a doctor.

At a meeting last weekend, shop stewards from all Dunlop factories in Natal declared a dispute and decided that a lawful strike would be effected 30 days after an application was handed to the Conciliation Board.—PTSA

# OK workers win R105 a month more

JOHANNESBURG —  
The 65 000-strong Commercial Catering and Allied Workers Union of South Africa (Ccawusa) and OK Bazaars have

21-27/7/88  
agreed to an across the board increase of R105 a month and a minimum wage of R500

*South*  
The two parties reached

a settlement last month but agreed not to publicise details of their agreement until union representatives had reported the deal to their members.

Other terms of the wage agreement include. No pay will be deducted from any employee who is absent on June 16; improved long service benefits; and part-time employees will receive two-thirds of the R105 across the board increase and two-thirds of the new minimum wage

OK Bazaars has undertaken to continue its research into Ccawusa's demand for the recognition of traditional healers.

At the beginning of negotiations Ccawusa demanded — among other things — an across the board rise of R300, R700 minimum pay, a 25 percent staff discount.

There are about 22 000 workers employed by OK Bazaars. Of these some 11 000 are Ccawusa members.

## Settlement

Ccawusa's national general secretary Vivian Mtwa told SOUTH the union could have achieved more than the settlement.

"We are not very excited about the agreement," he said

"Our members deserve more than is being offered. But we are happy that an agreement had been reached"

The wage negotiations started in April and the agreement reached has somehow averted what could have developed into a major labour confrontation.

In 1986 Ccawusa was involved in a three-month strike that crippled OK Bazaars nationally. A total of 11 000 OK Bazaars' employees downed tools at the time.

# Ramaphosa features in latest Who's Who

The Star Bureau

LONDON — A black South African trade union leader's name appears for the first time in the latest addition of the International Who's Who, which is published here this month

He is Mr Cyril Matamela Ramaphosa, general secretary of the National Union of Mine-workers, whose entry joins that of 18 000 others in what is described as "the established source of information on the world's most eminent

men and women"

Other new South African entries include those for the Minister of Law and Order, Mr Adriaan Vlok, the Rev Frank Chikane, general secretary of the South African Council of Churches, and the Rev Winston Ndungane, executive officer of the Church of the Province of South Africa. Mr Edward Perkins, US Ambassador to South Africa, is also listed

The International Who's Who is edited by Cape Town-born Mr Richard Fitzwilliams

1401A

Star 21/7/88

Library

2 SOUTH, JULY 21 TO 27 1988

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# Stimela supports strikers

JOHANNESBURG. - Supergroup Stimela have stopped recording in sympathy with about 400 striking workers at the Gallo record company.

A spokesman for the Commercial Catering and Allied Workers Union (Ccawusa) said music groups Plush and Volcano were refusing to perform in solidarity with the workers

Canteen workers at Gallo went on strike on July 8 over a wage dispute at various Gallo plants on the Reef

Ccawusa national organiser Abie Ramalope said workers wanted an across-the-board increase of R262 a month Management had offered R103

Other demands include a reduction of the working week from 45 to 40 hours without loss of pay, a 13th cheque in December, interest free personal loans, an extra week's leave and recognition of tribal doctors in the medical aid scheme

## Volcano

He said the workers were evicted from the premises on Monday by a security company hired by Gallo

They then gathered outside the union offices at 142 Kerk Street in central Johannesburg

Spokesmen for Splash and Volcano said the groups supported the strikers because they believed that they had a common demand for better pay

Stimela leader Ray Phiri said his band was not on strike, but had stopped recording in solidarity with the strikers.

A company spokesman confirmed that Ccawusa members were on a legal strike and said the company had offered a "20 percent increase package".

He could not comment on the groups' allegations because there had been "no contact or communication" from them



# 3 000 down tools again in Soweto

*Soweto town 21/7/84*

*(14019)*

MORE than 3 000 Soweto City Council employees yesterday downed tools for the second time in as many months.

Among their demands are the upgrading of salaries and the recognition of their union, the South African Municipal and Allied Workers' Union (Samwu)

Departments involved in the work stoppage include maintenance, electricity, administration, water, treasury and parks and recreation.

A spokesman for Samwu said the council employees resolved to strike after the Transvaal Provincial Administration failed to resolve the wage row between the two parties. TPA officials had told the municipality and a Samwu delegation that they had no jurisdiction over the matter, he said.

The Samwu spokesman said "We have concluded that the municipality is applying delaying tactics instead of attending to workers' grievances. The council had said the TPA was the right organisation to deal with our grievances but that the TPA washed their hands of the

matter."

Soweto town clerk Mr Nico Malan was yesterday not available for comment.

Last month, council employees called off their week-long work stoppage after the council referred the matter to the TPA. The wage row was sparked by workers' complaints that their salaries had not been upgraded "from Grade 9 to 12" in keeping with the new status of the council.

The strike — if it remains unresolved — may cause a breakdown of essential services in Soweto, including a backlog in the digging of graves in the area

The council workers, in addition, demand the dissolution of the staff association which they have described as a "toothless organisation"

# Pay talks at brewery reach loggerheads

21/7/88 by dch  
SA BREWERIES' beer division has declared a dispute with the Food and Allied Workers' Union Human resources director and negotiating team leader Rob Childs said yesterday the dispute came after three rounds of talks "characterised by ludicrous demands and disrupted by non-procedural actions" by the union

SAB had offered a minimum wage of R4,60 an hour and improved shift allowances which, he said, together amounted to a 16% increase

The union had originally demanded R10 an hour then R7,75 "Taken with their demands for allowances, this amounts to

R2 200 per month Overall their demands bear no relationship to existing market prices," Childs said

The union had demanded a 12-week bonus, six to nine weeks annual leave, a 35% shift allowance and five times the normal hourly rate for working overtime on Sundays, he added

SAB had on offer R940 a month for the lowest-paid shift worker and R1 280 a month for the lowest-paid continuous shift worker

A senior blue-collar worker on continuous shift would, SAB said, earn R1 770 a month — Sapa

since the old agreement expired on July 1. A union source points out, though, that their entire "package" would have to be accepted by Seifsa in order to stave off strike action, for which balloting has been extended until Saturday

Aside from the reduced wage demand, the unions want to parley over public holiday concessions. Using the "same criteria" on which Seifsa last week based its offer to grant May Day as a paid holiday in lieu of another paid holiday, the unions now also wish to explore the possibility of swapping say, Settlers Day (April 6) for Sharpeville Day (March 21), and, similarly, being granted June 16 instead of Kruger Day (October 10)

The package (unofficially) would also require:

- Seifsa to publicly endorse the call for the Labour Relations Amendment Bill to be suspended, at least until Cosatu and the minister have met to discuss it;
- An "interim agreement" whereby the metal sector would agree to "address" contentious clauses of the Bill;
- Seifsa to accept that the unions may bargain on behalf of "non-scheduled" employees,
- A joint investigation into the question of paternity leave, producing a recommendations in three months' time; and
- Seifsa to call on all its members to end "discrimination" within four months.

Meanwhile, employer responses to Seifsa's ballot on a possible lockout of the unionists in dispute are coming in and the result (as well as that of the unions' strike ballot) was expected this Saturday.

#### Three forms

A lockout, in terms of the Labour Relations Act, is a refusal by an employer to employ his or her workers unless they collectively accept certain conditions — in this case, Seifsa's 1988 wage offer. It is a form of economic pressure invoked when collective bargaining reaches deadlock

Lockouts can take one of three forms: excluding the workers from the factory premises, the total or partial discontinuance by the employer of the business or of work provision; and the breach or termination of the contracts of certain employees. In order for a lockout to be legal, it must carry with it the employer's demand, where employer bodies are concerned, they also require secret balloting to decide whether a majority is in favour of closing the factory gates, so to speak.

Whether a lockout and a strike (or a go-slow) can occur at the same time is unclear, although one precedent suggests that the party which initiated the action determines its nature. From the employers' viewpoint, a legal lockout could well induce the union to settle since it is not able to resort to legal remedies via the industrial court if the dispute is unresolved. It is not clear whether a legal lockout exempts the employer from paying the workers affected ■

## METAL INDUSTRY

### New IMF package

Signs of new room to manoeuvre out of the wage deadlock between Seifsa and the four International Metalworkers' Federation (IMF) unions emerged on Monday.

But whether the employers, who seem to have the upper hand, would play ball over a fresh package of proposals bounced off the union membership last weekend awaited Wednesday's meeting between the parties.

The FM understands the IMF unions have significantly reduced their main wage demand from 40% to 23%. This would mean a rise from R2,61 an hour to R3,21 — down from last week's R3,65 and not too far off Seifsa's R3,02 offer which the employers say is "final". They have already asked the Minister of Manpower to implement their offer.

# NO RENT, NO PAY

## Council strikers are told

*Soweto 21/7/81*

1401

THE wage demands by more than 3 000 employees of the Soweto City Council could only be met when the township's residents ended the current rent boycott, Soweto mayor Mr Nelson Botile said yesterday.

The mayor said the council did not want to deny its employees pay increases, but that the rent boycott had affected the council's ability to increase salaries. Rent and electricity were the main source of the council's income, he said.

The entire workforce of the municipality went on strike on Tuesday, demanding — among other things — the upgrading of salaries and recognition of their union, the South African Municipal Workers' Union (Samwu).



MAYOR Botile

Departments involved in the work stoppage include maintenance, electricity, administration, water, treasury and parks and recreation. Mr Botile said the council presently received financial assistance from a bridging fund. Wage talks between the council and Samwu have reached deadlock. The Transvaal Provincial Administration had also failed to break the stalemate, according to the union.

The council workers, in addition, demand dissolution of the Staff Association



SAPC TRIPS 22/7/88

## Strikes start industrial action

JOHANNESBURG — Strikes at three metal companies yesterday heralded the beginning of a wave of selective industrial action over the wage dispute between the Steel, Engineering and Industrial Federation of South Africa (Seifsa) and International Metalworkers' Federation unions, a union spokesman said

A spokesman said the strikes were in protest against management's refusal to agree to plant-level negotiations

(SAPC) (KOA) (SAPC)



The establishment of the latest issue of the Journal of the Professor had made a positive contribution, but, he an informed decision on

Start of campaign, says union

(1401) B/day

# Work stoppages hit metal plants

22/7/88

ALAN FINE

**STRIKES** at three metal-sector companies yesterday heralded the beginning of a wave of selective industrial action over the wage dispute between Seifsa and International Metalworkers' Federation unions, a union spokesman said.

National Union of Metalworkers of SA (Numsa) official Geoff Schreiner said strikes at Femco, Brits, and Denver Steel, Benoni, were in protest against managements' refusal to agree to plant-level negotiations which would be aimed at improving on the Seifsa offer.

Schreiner said a significant number of companies that normally did not bargain at plant level had agreed to do so this year. The unions had decided to isolate those that had refused, and focus attention on them. He predicted the strike would spread over the coming week.

Seifsa director Brian Angus said a third company, which he declined to

name, had also been hit. Unions had not yet informed Seifsa whether the actions represented a formal rejection of the employer offer made at the industrial council last week.

Union spokesmen have alleged recently that Seifsa's attempt at a ballot of members over a lock-out in the industry had been unsuccessful, in that few companies had responded.

However, Angus said Seifsa would continue to pursue the lock-out option. He said members would be advised Seifsa did not believe their or the industry's interests would be served by plant-level bargaining.

Angus said in the face of strike action members would be advised to offer to implement the final Seifsa wage offer. Companies report many employees have signed a document accepting the offer and undertaking not to strike.

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# The gossip is juicy, the facts ... imaginative

By EDDIE KOCH

A NEWSLETTER which recently hit the streets with promises to publish hot-off-the-press gossip about labour leaders every month, has sparked a pamphlet war between the anonymous publication and trade unions.

Under the masthead *SA Trade Union Monthly Titbits*, the latest edition of the newsletter claims that Archbishop Desmond Tutu spent 73 days of the first 151 days this year campaigning for sanctions "instead of praying for his congregations".

Other pieces include reports that the 70 000-strong Food and Allied Workers' Union (Fawu) "is falling apart because of internal corruption" and that last month's stayaway was a failure because "black workers don't need Indian Jay Naidoo to run their lives".

Naidoo is general secretary of the South African Congress of Trade Unions (Cosatu).

Thousands of copies of the newsletter have been distributed in major centres, says Cosatu press officer Frank Meintjies. *Titbits*, he says, is just the latest in a spate of smear pamphlets.

The smear campaign was high on the agenda of Cosatu's recent central executive committee (CEC) meeting where it was reported that an average of three different pamphlets are being distributed every week in what appears to be a co-ordinated attempt to undermine the Cosatu leadership.

Allegations in *Titbits* that

## THE FLYING BISHOP



TUTU IS CALLING FOR SANCTIONS AGAINST SOUTH AFRICA.

TUTU IS CALLING FOR DISINVESTMENT IN SOUTH AFRICA.

### *Titbits* on Tutu

Fawu's general secretary stole R15 000 from union funds and that other union officials had been caught with their hands in the till have prompted the union to lay defamation charges with the police.

Another counter-measure has been to issue thousands of pamphlets that reply to the smears in *Titbits*.

The accusations against the leadership of Fawu, the third biggest affiliate of Cosatu, came at a time when the union was experiencing serious internal divisions that erupted over the misuse of funds that should have been used to support striking workers at the Spekenham factory.

After the publication of *Titbits*, Fawu responded with a counter pamphlet confirming that the organiser responsible for the funds had been dismissed and stating that the union had drawn up a strict leadership code which provides for immediate dismissal of union officials involved in embezzlement.

WALLOO I FFAO



22-28/7/88  
w/maul

(buss) (100) (78) (140A)

# Stars on strike: Musicians join the workers

POPULAR musicians Ray Phiri and Lucky Dube and the band Stimela are on strike

They have decided to act in concert with some 400 workers who are staging a wage strike at the Gallo recording company in Johannesburg

The strike began a week ago after Gallo rejected the workers' demands for an across-the-board wage hike of R262 a month during wage talks with the Commercial Catering and Allied Workers' Union (Ccawusa)

Solidarity between black musicians and anti-apartheid groups has been on the increase in the last two years

Stimela and Ray Phiri, for example, were due to perform at the banned birthday concert for Nelson Mandela

By EDDIE KOCH

at Fun Valley last week and other bands have frequently performed at benefit concerts for workers

Trade unions have also begun to form their own choirs and traditional dance groups in an attempt to build a working class culture in the country

But this is the first time commercial musicians have performed in such close harmony with workers on strike

Other groups that have joined the strike include Volcano and Plush

"These guys feel their music has made huge profits for the company and the workers should receive the benefits of this," says Ccawusa orga-

niser Abie Ramalope

"They feel they are fighting a common goal for increased wages and better conditions of employment."

The musicians have informed Gallo they will not go into the recording studios until the dispute with the union has been resolved

A Gallo representative confirmed that workers at Gallo's head office and their warehouses have been on a legal strike

He declined to comment on the implications of the musicians' decision to participate in the strike for the company on the grounds that this could prejudice sensitive arbitration talks planned for tomorrow

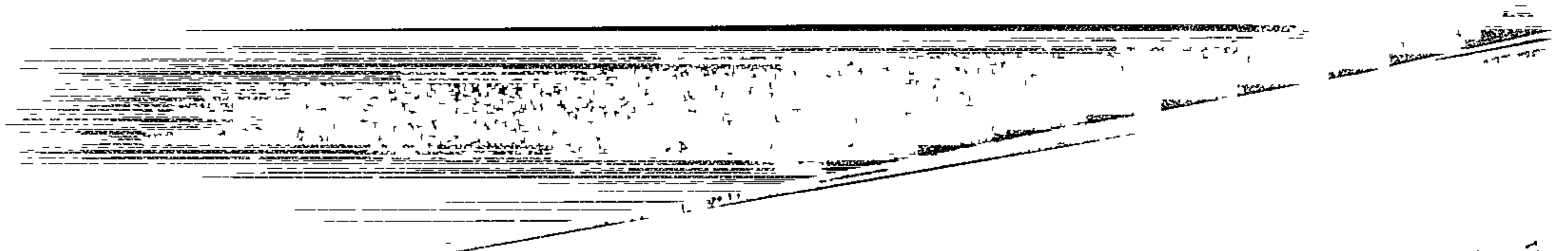
The workers' other demands in-

clude a call for the recognition of traditional healers in the company's medical aid scheme

They also want a 13th cheque in December, a reduction in the workweek from 45 to 40 hours and increased annual leave

Ramalope feels participation by the musicians in the strike is an important step in attempts by anti-apartheid organisations to mobilise commercial artists behind their cause

"These musicians are always travelling around the country and maybe now they will put lyrics into their songs about the workers' struggle and conscientise people with their music"



# And no burial threat

FUNERALS planned for the weekend in Soweto may not take place following the strike by more than 3 000 council workers, including grave diggers, in the township.

*Since from 2 17/8*

The workers are demanding higher wages and the recognition of their union, the South African Municipal Workers Union. The strike started on Tuesday.

A spokesman for one of the Soweto undertakers yesterday said they were not sure whether they will conduct any funerals this weekend because all grave diggers in the township had gone on strike.

*(100) Fix (140)*

"We are all in a fix. We are hoping that graves may be dug today or we will be forced to cancel all funeral arrangements," said the spokesman.

At the time of going to Press last night, the diggers were still on strike.

# BLINDFOLDED OR 12 HOURS

140A

Sowetan 22/7/88

A COMMERCIAL Catering and Allied Workers' Union of South Africa official and five union members were arrested in Groblersdal after a union meeting on Sunday and allegedly kept blindfolded for over 12 hours by South African Defence Force soldiers, a union official has announced.

Mr Mathabatha Seema, CCAWUSA regional organiser based in Pietersburg, said he and five branch executive members were released on Monday at Marble Hall

"We were taken from the meeting place and

By MATHATA TSEDU

ordered to take off our T-shirts These were used to blindfold us We were taken to a camp near Jane Furse Hospital where we slept in tents still blindfolded They were very rough with us," Mr Seema said

The six were offered "what we were told was tea and bread" in the morning while still blindfolded They refused to eat They were later taken to Marble Hall where they were released, he said

A telex response from the SADF in Pretoria yesterday confirmed that the six had been detained "by SADF members acting in support of the Lebowa police The persons were handed to the South African Police at Marble Hall the following morning and were subsequently released thereafter"

The statement did not respond to the union's allegations that the six were roughly handled and blindfolded for long hours

The Sowetan had also asked for confirmation that the six had been offered food while blindfolded

Mr Seema said the soldiers had invaded the meeting earlier in the day and had insisted that the meeting should be stopped although the organisers had a permit from a magistrate

"It seems the permits amount to nothing because these soldiers just ignore them We were busy with union matters and it is totally unacceptable to us that soldiers supposedly to be guarding the country's borders against enemies, should be disrupting union meetings," Mr Seema said

## Strikers told: No rise until rent boycott ends

Wage demands by more than 3 000 striking Soweto Council employees could be met only when township residents end the rent boycott, Soweto mayor Mr Nelson Botile said yesterday. *SKR 22/7/88*

The mayor said the council did not want to deny its workers a pay rise, but that the rent boycott had affected the council's ability to increase salaries.

The entire workforce of more than 3 000 went on strike on Tuesday, demanding — among other things — the upgrading of salaries and the recognition of their union, the South African

Municipal Workers Union.

Departments involved in the work stoppage include maintenance, electricity, administration, water, treasury and parks and recreation.

Mr Botile said the council currently received financial assistance from a bridging fund. *(JEB)*

A union spokesman said they sent a telex to the Administrator of the Transvaal, Mr Danie Hough, on Wednesday appealing to him to solve the dispute. *(140A)*

Mr Hough's secretary said that they had not yet received the telex.



# Meeting over pay dispute

The current wage dispute between Checkers and the Commercial, Catering and Allied Workers Union (Ccawusa) will be discussed at a meeting of the union's members in Soweto on Sunday

The meeting will be held at the Methodist Youth Centre in Central Western Jabavu at 10 am

SLR 22/7/88  
● A 300-member congress of the Amalgamated and Textile Workers' Unions (Actwusa) this week endorsed the union's participation in the proposed front of anti-apartheid organisations, decided upon by the Congress of SA Trade Unions in May

Actwusa said delegates had also decided to restructure the organisation to ensure "greater democracy, accountability of leadership and greater participation by workers"

At the congress, Mr Amon Ntuli was elected president and Mr John Copelyn was elected general secretary of the union.

~~THREATS~~ THREATS 1409  
● Ccawusa this week accused the management of the Savells furniture store in Mafikeng of threatening 17 members with dismissal and dismissing another for belonging to the union

A management spokesman said "The company subscribes to freedom of association and denies that any employee is victimised or disciplined as a result of their union membership"

The company and the union had agreed to have an informal meeting to discuss Ccawusa's allegations

McCallum

23/7/88

Strikes at three metal factories

JOHANNESBURG

Strikes at three metal sector companies yesterday are the latest step in the wage dispute between Seifsa and the International Metalworkers' Federation unions. Strikes at Femco, Brits and Denver Steel in Benoni were in protest against managements' refusal of plant-level negotiations — Sapa

Vertical text on the right edge of the page, possibly a page number or reference code.

# Actwusa wins ballot

140A 24-20/7/88 South

THE Amalgamated Clothing and Textile Workers Union of SA (Actwusa) has won a factory ballot against the Garment and Allied Workers Union (Gawu), according to Actwusa's regional secretary Ebrahim Patel

In this week's ballot, Actwusa obtained 65 per cent of the votes and Gawu 34

The ballot, at Capelon Yarns in Atlantis, was held in terms of an order of the Industrial Court (Cape Division) Actwusa is now the recognised union at Capelon, according to

Patel

In February the company withdrew Actwusa's recognition, refused to negotiate wages, encouraged support for Gawu, denied access to Actwusa officials, and threatened to withdraw stop order facilities, Patel said.

At a hearing in June, an interim order re-established access to Actwusa as well as shop steward recognition and meetings with management.

## Show cause

Gawu was asked to show cause why it should not be joined with the company as a second respondent.

The company subsequently granted access to Gawu officials. Actwusa brought an urgent interdict against Gawu and Capelon Yarns

The parties agreed to a snap ballot. The results on the first three shifts gave Actwusa an overall majority, and made voting on the 4th shift unnecessary, Patel said.

(BBS) (140A) (BBS)

Companies should uphold decisions

# Seifsa says no to bargaining over some demands

A SEIFSA document circulated to members last week and acquired yesterday by Business Day strongly advises metal sector firms not to enter into company-level bargaining with unions on demands already rejected by Seifsa at the Industrial Council.

The circular, dated July 20, anticipated pressure by International Metalworkers' Federation unions for in-house bargaining on the demands. Last Thursday saw the first of several strikes aimed at such negotiations.

The document warned that company level bargaining would "seriously undermine the national negotiating strategy and could, moreover, commit such companies to a long-term obligation" to bargain at this level.

It, and an earlier circular, anticipated disruptive actions including selective strikes, overtime bans and go-slows. Since July 1 there has been no council agreement.

It advised employers to follow various guidelines.

The document also urged employers to continue to attempt to get written individual undertakings from employees that in return for implementation of the final Seifsa

ALAN FINE

offer they will participate in strike action.

Meanwhile workers at three metal sector firms yesterday returned to work while those at another two embarked on strike action, according to information supplied by Seifsa and the National Union of Metalworkers of SA.

Seifsa director Brian Angus said the three plants returned to normal without the companies having made any new concessions to employees, while strike action began at another. He declined to name them.

Numsa spokesman Peter Daantjie said action also began at Dorbyl Palaborwa. Angus was unable to confirm this. Numsa and Seifsa have confirmed strikes at Femco, Brits and the East Rand firms of Denver Metal, Tilley-MacMill (T-M) and National Bolts where, according to Numsa, three separate plants are affected.

Negotiations are underway at some of these firms.

The IMF negotiating team is due to meet today to plan overall strategy. Unionists have said the strikes were not centrally co-ordinated.



Families undertakers battling to dig

# CHAOS AT CEMETERY

140A

Soweto 25/7/88

CHAOS reigned at Soweto's Avalon cemetery yesterday as bereaved families and funeral undertakers battled to dig graves left undug by striking Soweto Council workers.

Even the few graves dug by a company hired by the council with a caterpillar were too narrow for coffins and most families had

By MOJALEFA MOSEKI

to extend the graves by digging with picks and shovels

Some funerals were delayed for up to 45 minutes while graves were being dug on Saturday. A council official and members of the security forces kept guard at the cemetery and issued numbers at the Avalon Cemetery entrance.

The situation worsened yesterday in the absence of the council's officials. No one was available for the issuing of grave numbers and undertakers said they just buried in the available graves in the hope that the numbers would be allocated when they went to the council offices this morning.

### Available

Some undertakers allocated graves during the week found them not dug and had to either bury in available nearby graves or start digging before they could bury their dead.

One undertaker said "If the council does not come to terms with the employees, we will soon not be able to bury because of lack of graves. It is also dishonesty on the part of the council to expect us to pay for a service they cannot render."

More than 2000 council workers yesterday held a three-hour meeting where a decision to continue the protest was unanimously taken.



SOME mourners had to widen some graves to allow coffins to be lowered. The graves had apparently been dug early in the week prior to the strike by council workers.

The meeting was at the Tabernacle church hall in White City, Jabavu, Soweto.

The protest took a new turn when the Soweto Youth Congress (SOYCO) and Soweto Residents' Committee repre-

sentatives pledged their support for the council employees.

The workers rejected an ultimatum issued on Friday urging them to return to their jobs today or face automatic dismissal.

## Downs coach quits

STANLEY "Screamer" Tshabalala yesterday dropped a bombshell when he quit Mamelodi Sundowns.

The 39-year-old Tshabalala said he was getting out after some players petitioned the Standard Bank to



Tshabalala

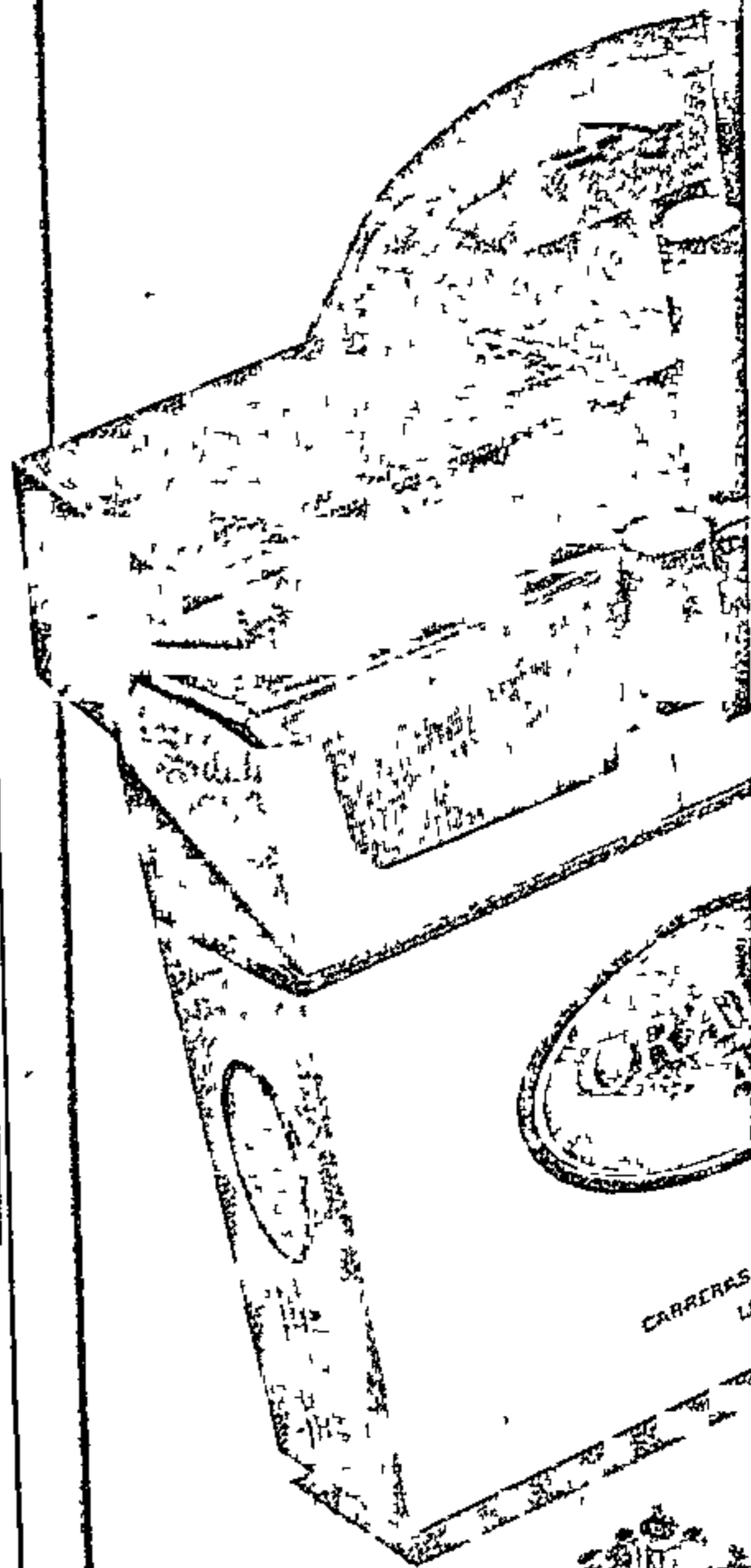
suspend him together with the club's PRO Ngamula Malewa and other officials Trot Moloto and Spear Mkhoba.

"Although I do not

• To Page 2

REPORTS, pictures and comment in this edition may be censored in terms of the Government's state of emergency.

World-famous  
**CRAVE**  
MENTHOL FRESH



1788

CARRERAS OF PICCADILLY  
A TRADITION OF DISTINCTIVE

Craven "A" cigarettes are made in Europe. No

# HOTEL

SOWETAN, Monday, July 25, 1988

Page 7

# WORKERS WARN

140A

THE Hotel and Restaurant Workers Union has warned that its members would go on a national strike beginning from today if their dismissed colleagues were not reinstated.

The warning was issued at a weekend Press conference in Johannesburg by the union's executive members,

By MANDLA  
NDLAZI

among them Mr Chris Mahulatsi and Mr Allan Horwitz

"The bosses have declared war and we will retaliate in the fight for our rights," said Mr Horwitz, adding, "and if these companies refuse to reinstate the dismissed

workers, we have no option but to go on strike at national level."

He warned that the strike action was being considered to start today

## Fired

The conference was told that an estimated 160 workers were fired for having stayed away from work on June 16

and "seemingly more will be dismissed for the same reason", said Mr Mahulatsi

Several other workers were given "last warnings" for having stayed away from work on June 6, 7 and 8, Mr Mahulatsi said

Mr Horwitz said the union and management signed an agreement in January this year that May Day and June 16 would be regarded as paid public holidays "But it seems the bosses want to retreat on this issue, if not then they seem not to understand the significance of these days among the black people"



# Families battle to bury dead as workers strike

By Stan Hlopha (140A)

Striking Soweto Town Council workers have vowed to defy the ultimatum to return to work today, but bereaved families and undertakers battled to bury their dead at the weekend when they found graves had not been dug

Some funerals were delayed for up to 45 minutes while graves were dug by family members.

A council official and mem-

bers of the security forces kept guard at the Avalon cemetery and issued numbers at the entrance ~~STW 2517788~~

Undertakers said no one was available for the issuing of numbers and they said they buried people in available graves in the hope the numbers would be allocated when they consult with the council today

A circular issued by town clerk, Mr Nico Malan, warned more than 3 000 striking work-

ers that "you are employees of a local authority who are rendering essential services and your participation in the present strike is illegal

"If you fail to comply with the deadline your services would be unilaterally terminated"

The workers have resolved to return to work "only if our demands are met" Their demands include, recognition of their union, disbanding of the staff association and a salary increase

More than 30 000 workers affected, says union (40A) ~~2/28~~

# Tradegro firms in dispute over wages

B/day 29/7/88

THE Commercial, Catering and Allied Workers' Union (Ccaawusa) had declared disputes over wage increases with Tradegro companies Checkers, Frasers and Metro, a union spokesman said at the weekend.

Wage negotiations were also being conducted at two other Tradegro companies, Jazz and Smart Centre. Another Tradegro company, Fairways, was about to begin wage negotiations, a union statement said.

The union said more than 30 000 workers were affected directly or indirectly by these negotiations.

Dispute meetings had been concluded and conciliation board hearings applied for at Checkers and Metro. A dispute meeting was scheduled for Frasers next week.

"Fairways wage negotiations

will begin shortly and the union intends entering into wage negotiations with Wanda Furnishers and Dions, all Tradegro companies.

"All Tradegro companies have started wage negotiations on an exceptionally low base and are making, in the view of the union, low wage offers in spite of the improved financial situation in the retail trade.

"This is seen as a deliberate and concerted attempt by Tradegro and its majority shareholder, Sanlam, to negotiate low wage settlements this year.

"In 1987, Tradegro made a profit after tax of almost R42m.

"It is estimated that Sanlam controls 11% of all shares listed on the stock exchange, making it second only to Anglo American in this respect.

"For the year ended September

30, 1987, Sanlam reported its assets exceeded its liabilities by R1.4bn.

"Most directors of Tradegro companies earn more than R1 000 a week per company, many being directors of several companies.

"While Tradegro and Sanlam make these profits and their directors earn thousands of rands a week, the minimum wages vary from as low as R300 a month at Frasers to R410 a month at Checkers and Metro," the union said.

CHRISTOPHER TUCHER reports Tradegro denies the union's argument "The claims are puerile and infantile. Sanlam has nothing to do with the wage negotiations," said Donald Masson, a Tradegro executive and, come October, Checkers chairman.

Tradegro CE Mervyn King said he had no comment — Sapa



# Work or be sacked council

Star 25/7/88  
1409

By Stan Hlophe

The Soweto Town Council has issued an ultimatum to striking workers to return to work today or lose their jobs

A circular issued by town clerk Mr Nico Malan warned more than 3 000 workers that "you are employees of a local authority who are rendering essential services and your participation in the present strike is illegal in terms of the Labour Relations Act"

The workers are warned that if they fail to meet the deadline they will have terminated their service contract "unilaterally, by your own doing"

A South African Municipal Workers' Union spokesman said strikers would defy the ultimatum as they regarded it as an "intimidation tactic"

He said workers would resume duties "only if our demands are met"

## NO COMPROMISE

"We will stick to our guns and we are not compromising a bit. The council have shown us that they have not the welfare of their employees at heart"

Mr Malan listed the consequences of loss of employment

- Re-employment was not guaranteed
- Loss of regular income
- Loss of housing subsidy and loan guarantees
- Loss of 13th cheque
- Loss of subsidised medical aid fund and subsidised pension fund contributions

Mr Malan also said the council "wishes to reaffirm its commitment to the relevant negotiation process and, as a result of such negotiations, it has resolved to implement the grade 12 salary structure with effect from July, subject to the availability of funds"

# Soweto services ground to a halt

COMMUNITY services ground to a halt in Soweto yesterday as more than 3000 council employees continued with their strike which enters its seventh day today.

Cesspools from blocked sewerage pipes were a common sight in Soweto townships such as Chiawelo Maintenance and repair jobs were not done. Most council offices could not be contacted through the phone as no receptionist was at work. Council employees, who defied a warning to return to work by yesterday or face voluntary dismissal, vowed to continue with the strike until their salaries have been increased and other demands met.

## Apology

Mr Botile, who was with the chairman of the management committee, Mr Letsatsi Radebe, said his council "apologised" to Soweto residents for the inconvenience caused at the Avalon Cemetery at the weekend. Three caterpillars, reportedly hired from a private company, were digging and extending some graves left-over from last week. A council official at the Avalon Cemetery said there would be no problems at the cemetery at the weekend as they were working to correct all problem areas which occurred because of the protest action by council employees.

## Demand

Mr Botile, who was with the chairman of the management committee, Mr Letsatsi Radebe, said his council "apologised" to Soweto residents for the inconvenience caused at the Avalon Cemetery at the weekend. Three caterpillars, reportedly hired from a private company, were digging and extending some graves left-over from last week. A council official at the Avalon Cemetery said there would be no problems at the cemetery at the weekend as they were working to correct all problem areas which occurred because of the protest action by council employees.

*Southern*  
*26/7/88*



## Shop steward allegedly held by vigilantes

By Stan Hlophe (LCA)

The strike by Soweto Town Council workers, which enters its fifth day today in defiance of an ultimatum issued by the council, took a dramatic turn yesterday when a shop steward, Mr Khaya Khunjwa, was allegedly held for questioning by council vigilantes.

It is alleged Mr Khunjwa, who was on his way to Orlando West, was later locked up at the municipal headquarters in Dube.

### LEGAL ADVICE

South African Municipal Workers Union representatives have sought legal advice on the incident with a view to taking legal action regarding the ultimatum issued by the council.

During a meeting at the Soweto Tabernacle the workers reiterated that they would not return to work until their demands were met.

The town mayor, Mr Nelson Botile, said he knew nothing of the attack on the shop steward

# Fawu condemns faked pamphlet

THE Food and Allied Workers Union yesterday condemned the authors of a mysterious pamphlet which seemingly sought to promote rivalry between itself and another union in the food sector, writes LEN MASEKO

Fawu president, Mr Chris Dlamini, said the pamphlets — distributed at a number of East Rand factories — made “damaging allegations” against him and his union

The allegations, he said, were

- That he (Mr Dlamini) received double pay from the union and Kellogs in Springs, where the official is employed,
- Fawu was “in disarray” and its members should join the Food Beverage Workers Union,
- That Fawu members had been dismissed by their employer, Kanhym (Balfour), because a union official had failed to follow “correct procedure”

Mr Dlamini said “It is not true that I am receiving a salary for being an official of the union. Only full-time employees of the union receive salaries”

Fawu viewed the mysterious pamphlets as part of a “concerted attack” by some employers

Mr Dlamini said the FBWU had promised to investigate the matter

“It is true that we had some misunderstanding within the union, but this was resolved at our congress. Our members are united,” the Fawu official said



FAWU official Mr Chris Dlamini.

See page 20/7/83

## Row over salaries

THE Commercial Catering and Allied Workers Union of South Africa has declared a dispute with three Tradegro companies, a spokesman for the union said yesterday

Ccawusa official Mr Jeremy Daphne said the companies were Checkers, Metro and Frasers

The union demands

- Checkers An across-the-board increase of R122 a month while the company offered R74,40,

- Frasers A rise of R150 a month across-the-board against the company's offer of R80 a month,

- Metro An increase of R140 a month while management's offer is R40 a month

Mr Daphne said “All Tradegro companies have started wage negotiations on exceptionally low base and are asking, in the view of the union, low base and are making, of the improved financial situation in the retail trade



(1401)  


# Dispute in wage talks

Labour Reporter  
11/25/88 26/7/88

A DISPUTE has been declared in annual wage negotiations at Metro Cash & Carry.

According to a spokesman for the Commercial, Catering and Allied Workers' Union (Ccawusa) the union has rejected a company offer of split increases totalling R110 a month and is demanding R140 a month across-the-board.

The Ccawusa spokesman said Metro had offered an increase of R70 a month from July to December this year and a further R40 a month from January to July 1989.

Both parties have agreed to refer the dispute to mediation.

It is one of three disputes in which Ccawusa is involved with companies in the Tradegro group involving about 30 000 workers.

Other companies are Checkers and Frasers.

The union spokesman accused Metro of trying to promote another union, the National Union of Distributive and Allied Workers (Nudaw) in the Western Cape.

Metro spokesmen were not available for comment.

## Labour Update

# Gallo strike: mediation talks put back

*Sowetan 26/7/88*

*14011*

*[Handwritten scribbles]*

**MEDIATION** talks between Gallo Limited and the Commercial Catering and Allied Workers Union of SA to resolve a wage strike by the company's employees would resume at a later date, a spokesman for the company said yesterday.

The Gallo spokesman said mediation proceedings were scheduled to have taken place last weekend, but were postponed indefinitely after Ccawusa officials

failed to attend. He said the two parties would set a new date for the talks this week.

The legal strike involving about 850 Gallo employees country-wide, follows the collapse of talks between management and Ccawusa at a conciliation board meeting on July 8.

Ccawusa demands an across-the-board increase of R262 a month while management is offering R108 a month.

Other union demands

include a reduction of the working period from 45 to 40 hours, without loss of pay, 13th cheque in December, an extra week's leave, interest-free personal loans and recognition of tribal doctors in the medical aid scheme.

The strike took a new turn last week when music groups contracted to the record company refused to perform in solidarity with the workers. The groups are Stimela, Plush and Volcano.

By LEN MASEKO

# Tradegro firms in pay talks

By Mike Siluma,  
Labour Reporter

The Commercial, Catering and Allied Workers Union (Ccawusa) has declared wage disputes with three companies in the Tradegro group, affecting thousands of workers

Ccawusa spokesman Mr Jeremy Daphne said the three companies with which Ccawusa was in dispute were Checkers, Fraser and Metro

Ccawusa was also having wage talks with two other Tradegro companies — Jazz Stores and Smart Centre — and was soon to start talks with Fairways

According to the union, more than 30 000 workers are affected in some way by the negotiations. Conciliation Board hearings have been applied for at Checkers and Metro

At Checkers, Ccawusa was demanding a R122 a month across-the-board increase against the company's offer of R74,70, alternatively R40 in July and R70 in January

# Strikes spread further

STRIKES in the metal sector in support of wage demands rejected recently by employers federation Seifsa had spread to eight plants by yesterday afternoon.

National Union of Metalworkers of SA (Numsa) official Bernie Fanaroff said the present strikes had not been centrally planned. However, feelings were building up due, in part, to companies implementing the Seifsa wage offer only for non-International Metalworkers' Federation union members.

Late last week union spokesmen said they would "focus their attention" on companies which refused to bargain at plant level on their demands which include a R3,21 an hour minimum wage. Seifsa's offer stands at R3,02.

Seifsa director Brian Angus said he was aware of four more affected companies, but declined to name them. The number of workers involved is estimated at close to 1 500.

 (140A) 6/day  
ALAN FINE 26/7/88

Numsa spokesman Geoff Schreiner said one of the first two affected companies had made offered a new production bonus and the other had proposed a transport allowance. The union was not opposed, in principle, to such offers. However, in order to keep the strikes lawful, it could not make demands additional to those already tabled at the council.

National Bolts MD Alan Schlesinger said employees "were exercising their democratic right to achieve higher wages" and negotiations were underway. He declined to elaborate as he wanted to preserve goodwill.

JCI's David McGilray, however, said T-M was bound by Seifsa's offer, and the company did not negotiate rates over and above these.



# Return to work, urges mayor 1409

STN 27778 ✓  
By Stan Hlophe

The mayor of Soweto yesterday appealed to more than 30 000 striking workers to return to work and serve the community.

Mr Nelson Botile said the workers should resume their essential ser-

vices to avoid a crisis facing the township

Maintenance and repair services have ground to a halt because of the strike. Sewage pipes have become blocked and no graves have been dug. The telephone service in the

council headquarters in Jabulani is being manned by the SADF

Workers have vowed not to return to work until their demands have been met. Their demands include recognition of their union, disbanding of the staff association, and salary increases

# 4 UNIONS DISGUSSED PAY OFFER

Spoken  
27/7/58  
(UCIA)

FOUR unions affiliated to the International Metalworkers Federation are to hold a meeting today to discuss metal companies' final wage offer.

The meeting comes in the wake of reported strikes at eight metal factories on the Reef this week

The four IMF affiliates are in dispute with the employer body, the Steel Engineering Industries Federation of South Africa (Seifsa), which represents more than 3 000 firms

## BY LEN MASEKO

South Africa

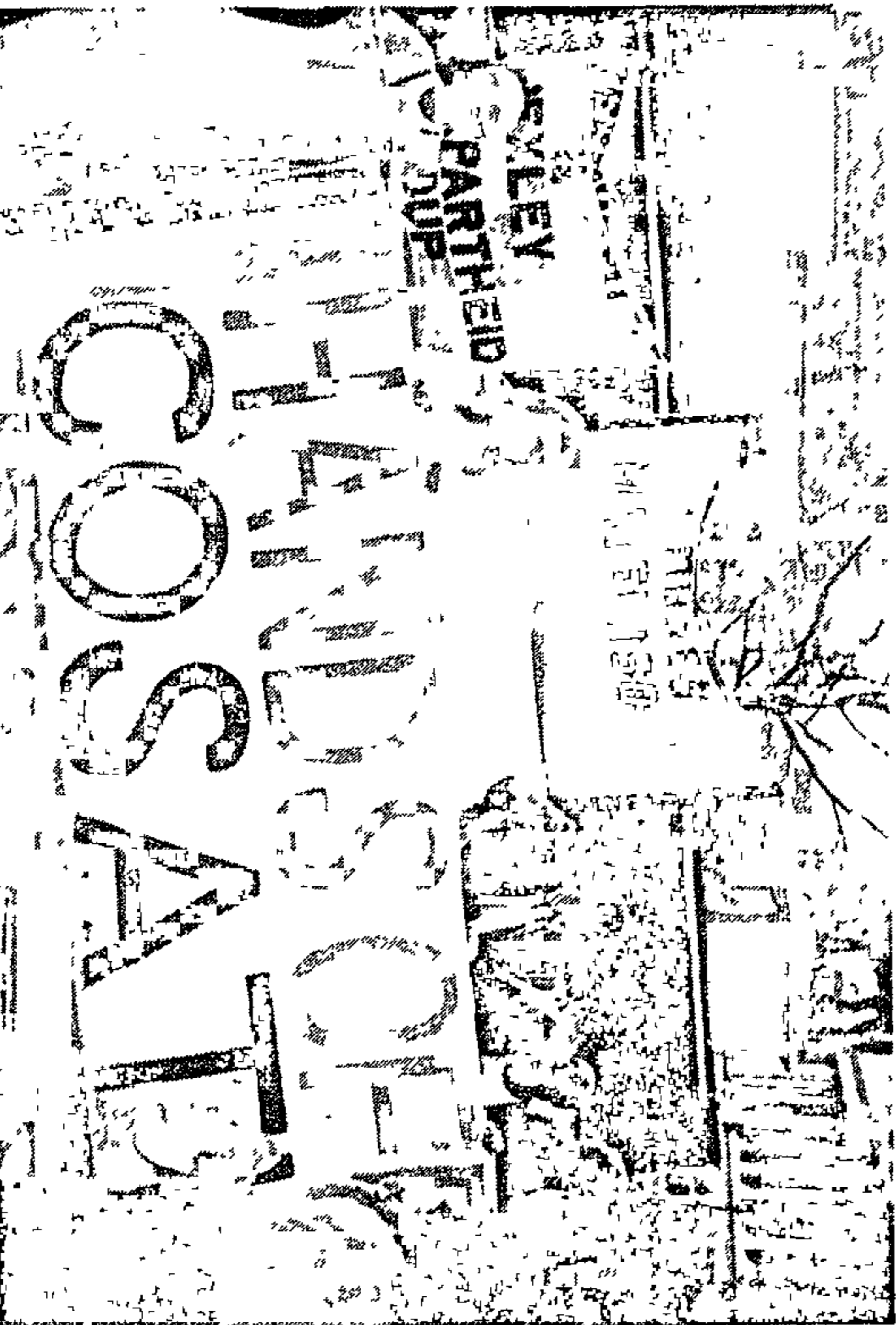
The four unions also demand recognition of May 1 and June 16 as paid holidays. Seifsa has offered to recognise the two days in exchange for the existing public holidays

## Demands

The IMF unions demand — among other things — a minimum hourly wage of R3,21 while management's final offer stood at R3,02 an hour

The IMF affiliates are the National Union of Metalworkers of South Africa, Steel Engineering and Allied Workers Union, Engineering and Allied Workers' Union and Electrical and Allied Workers Trade Union of

ANTI-apartheid demonstrators picket the South African Embassy in London in protest against restrictions placed on the Congress of SA Trade Unions. The demonstrators belong to various British organisations.





# The Ladies of the Lamp on the move

*(Handwritten scribble)*  
*(140A)*

By THABO THULO

**DURBAN** — A wave of discontent is sweeping the nursing profession in private institutions

Hospital wards are turning into a battleground of sorts, while overworked nurses fight fiercely for a living wage and reasonable working conditions

Conflict between nurses and private hospitals has reached fierce levels. Police have been called in, on occasion, to quell the zealous militancy of the nurses

And nurses have discovered the value of unionism to consolidate their fight against officialdom

Now the nurses are joining the National Education Health and Allied Workers Union (NEHAWU) and its ally, the Health Workers Organisation (HWO), in greater numbers. But this has stepped up conflict between nurses and employers

### With pride

Conservatism and humility, traditional virtues in the nursing profession, are being discarded by militant "ladies of the lamps"

This stance has been aptly portrayed in a

placard used by demonstrating nurses in Canada.

Florence had a little lamp  
She carried it with pride  
But when she saw her pay cheque  
Even she sat down and cried

Florence Nightingale's legacy of long hours, no complaints and obedience to superiors is now a big issue in modern nursing

One of the most serious problems so far stems from the contradiction between a pledge started by Florence more than a century ago and the Labour Relations Act following recommendations by the Wiehahn Commission in 1977

### Join unions

According to the pledge a nurse regards the interests of the patient as primary, irrespective of status and religion

On the other hand nurses working for private institutions unlike their counterparts in public institutions, are covered by the Act and are catered for by the industrial court. This allows them to join unions and the right to strike and to enter into agreements which may include working conditions and wages

Crises in the nursing profession seemed to deepen this month as more nurses in the coun-

try's private hospitals — who at one stage or another took part in a work stoppage — were charged by the South African Nursing Council (SANC) for improper and disgraceful conduct

The latest to receive summonses are about 200 nurses at Durban's John Conradie, Farrer and Southern houses, all old age homes owned by The Association for the Aged (TAFTA)

### Downed tools

They downed tools with other staffers for six hours in April after accusing management of delaying tactics to avoid a meeting on recognition, salaries and working conditions

Natal Settlers Home nurses were the first to receive summonses last month a year after 152 staffers downed tools in demand for higher wages and better working conditions

Those summoned are accused of refusing, or deliberately or negligently failing, to execute their lawful duties when absent from work without authorisation

This case has been postponed to August 8 to allow the SANC to investigate new evidence from the nurses

A National Education Health and Allied Workers Union (NEHAWU) spokesperson said the nurses pointed out that before downing tools they sought help, in vain, from the South African Nursing Association (SANA)

SANA's aims include promoting the status of nurses and improving health care but NEHAWU is in possession of correspondence showing that Durban's Bill Buchanan Old Age home had retrenched assistant nurses and replaced them with wardmaids

As wardmaids are not trained it makes economic sense to use them instead of assistant nurses. One assistant returned from sick leave and was told by management that her post as a nurse had expired but she could be rehired as a wardmaid

The nurse said she sought help from SANA, which said it could not help her

According to a NEHAWU spokesperson 'In such cases SANA should intervene for the process is not only demoting nurses, it is also lowering the standard of health care'

A pre-planned interview with SANA was cancelled at the last moment and the writer was referred to a Pretoria based labour sociologist, who could not be contacted

### Aerobics

A journal, Nursing in Natal, found that nurses problems and grievances were not being addressed. But the official SANA journal instead focused on an aerobics marathon, a choir competition, a Kwazulu Natal Indaba video presentation and various discounts for nurses

The standard of food is a major grievance among nurses throughout the country and is the reason for the recent disturbance at Thembisa Hospital, outside Johannesburg

In Bloemfontein food is cooked at a white hospital in town, packed into small boxes and transported to Pelonomi Hospital, a major training centre for student nurses from as far afield as Namibia

Asked whether the food reached them still fresh, one nurse replied with a question: 'How do you tell if food is fresh? Is it really food that has been cooked, frozen and reheated again?'

A prominent Port Elizabeth doctor has called for a commission of inquiry into the shortage of nurses in provincial hospitals

### Disastrous

In a letter in the June edition of the SA Medical Journal he said the shortage had reached disastrous proportions. He called on the government to reconsider privatising medical services as most South Africans could not afford large-scale privatisation

He ascribed the national shortage of qualified nurses at provincial hospitals to several reasons including the expansion of private hospitals, working conditions and salaries

Port Elizabeth Provincial Hospital has about 130 empty beds due to the staff shortage

A National Medical and Dental Association (NANDA) spokesperson said Durban's Addington Hospital had the same problem while the larger hospitals were also overcrowded. He cited Soweto's Baragwanath and Durban's King Edward VIII as examples

One of the peculiarities of privatisation is that while it drives nurses away from provincial hospitals the lower fees attract more patients, increasing pressure on the remaining nurses, which the HWO blames for mistakes like nurses administering incorrect medicines with serious consequences

### Big companies

SANA's statistics show that last year — in Natal alone — there were nine inquests involving 40 nurses

Qualified nurses are in high demand among big companies where they are employed in various food and health care projects

A Soweto driving school owner recently told reporters his business was booming as nurses prepared themselves to drive company cars. The trend is being established in all the major cities

The Ladies of the Lamp are on the move

## Queuing for a measly pittance



THEY wait from the early hours of the morning for their pensions. Some even sleep outside the payment centres every two months

But the pittance they get is hardly enough to see them through

For African old age pensioners, some pictured on this page, there is no hope of retiring gracefully

They will have to continue with the same routine every two months until they die

PICS: FANIE JASON



2817-4/8/88 South *(Handwritten scribble)*

# Employers, unions agree on changes

*Q174 Faith*  
*28/7/88*  
*[scribble]*  
*[scribble]*

Own Correspondent

JOHANNESBURG. — Trade unions and employers would definitely reach agreement on proposed changes to labour legislation, including some in key areas, Cosatu information officer Mr Frank Meintjies said yesterday.

*1/20/7*  
*[scribble]*

He said Cosatu had informally been told of this by employer representatives, although no formal agreement had yet been signed.

The SA Co-ordinating Committee on Labour Affairs (Saccola) is presently studying a 22-page joint Nactu/Cosatu memorandum on proposed amendments to the Labour Relations Amendment Act.

He expected a written Saccola response and then a formal meeting between the parties next week. He declined to specify the areas of probable agreement.



# 5 000 strike in Soweto

From MONO BADELA

JOHANNESBURG. - Community services ground to a halt in Soweto this week as industrial action by more than 5 000 council workers entered its second week.

The workers defied an ultimatum by Soweto town clerk Nico Malan that they go back to work or face dismissal. They vowed to continue the strike in support of their demands for increased salaries, recognition of the South African Municipal Workers Union (Samwu) and dissolution of the "sweetheart" Staff Association.

At a meeting in Soweto this week, the workers demanded Malan's resignation.

The union telexed Constitutional Development Minister Chris Heunis, asking him to dismiss Malan and intervene to settle the dispute.

## Entire workforce

Last Friday, Soweto mayor Nelson Botile said the strikers' demands could only be met when the township's residents ended their two-year-old rent boycott.

He said the council did not want to carry its employees' increases, but the rent boycott had affected the council's ability to increase salaries.

Rent and electricity were the main source of the council's income, he said.

The entire workforce of the municipality went on strike last week. Departments affected include maintenance, electricity, administration, water, treasury and parks and recreation.

Botile said the council was receiving financial assistance from a bridging fund.

Wage talks between the council and Samwu have reached a deadlock. The Transvaal Provincial Administration had failed to break the stalemate, according to the union

# Actwusa goes for democracy

DURBAN — The Amalgamated Clothing and Textile Workers Union of South Africa (Actwusa) has adopted a new constitution designed to ensure democracy and workers' control in the union

The union decided at its second national congress to participate in the broad front of anti-apartheid organisations, in line with the Congress of SA Trade Unions (Cosatu) special congress in May

## Office bearers

Actwusa, with 70 000 members, is a merger of the National Union of Textile Workers (NUTW), the National Union of Garment Workers (NUGW), and the Textile Workers Industrial Union of SA (TWIUSA)

The newly-elected national office bearers are Amon Ntuli of Natal (national president), Bert Pitts of Western Cape (national vice-president), Mandi Mekam of East London (second vice-president), Joyce Kgoadi of West Rand (national treasurer), John Copelyn (general secretary), Norman Daniels (assistant general secretary) and Elias Banda (national organiser). — *Concord News*

190A

28/7-4/8/85 South

# SOS to

Soweto 20/7/08

# Heunis

SOWETO mayor Mr Nelson Botile yesterday sent a telex message to the Minister of Constitutional Development and Planning, Mr Chris Heunis, asking an urgent meeting to resolve the week-long strike by more than 3 600 council employees.

ILDA

The single issue on the agenda is a request for money to make-up for the increased salaries of the striking council workers.

The Soweto Traffic Department, attached to the Soweto City Council, stopped work and joined the striking workers in a meeting at the Tabernacle Church Hall at Crossroads in Soweto yesterday.

# Unions, employers 'near agreement on labour law'

IT appeared trade unions and employers would definitely reach agreement on proposed changes to labour legislation, including in some key areas, Cosatu information officer Frank Meintjies said yesterday.

He said Cosatu had informally been told this by employer representatives, although no formal agreement had yet been signed.

The SA Co-ordinating Committee on Labour Affairs (Saccola) is presently studying a 22-page joint Nactu/Cosatu memorandum on proposed amendments to the Labour Relations Amendment Act.

Meintjies expected a written Saccola response and then a formal

1908 ALAN FINE

meeting of the parties within the next week. He declined to specify the areas of probable agreement.

He said thereafter joint union/employer recommendations would be made to the Manpower Department. This would be followed by talks on how to settle those areas where disagreement remained.

Saccola delays had put the process behind schedule, and the question of extending the promulgation of the Act may become an issue, he said. Government apparently plans to put the legislation into operation on September 1.

A Saccola spokesman declined to comment at this stage.



**Own Correspondent**

The release on bail of a Transport and General Workers' Union (TGWU) official, who is charged with terrorism and attempted murder, would fan township violence, a magistrate was told in Maritzburg yesterday by a member of the Attorney-General's staff.

Mr Alfred Muntu Ndlovu (38), second national vice-president of the TGWU and regional chairman of Cosatu has been in detention for 10 months and is to stand trial on September 5

The State alleges that Mr Ndlovu incited four

# Union official's release would fan violence

men to kill Mr Phillip Thabethe who had broken away from the TGWU to form a rival union.

In August last year Mr Ndlovu also allegedly drove a trained African National Congress terrorist known as Mjitha and a group of men to a school where members of Inkatha Youth were holding a meeting. The men are alleged to have fired shots at a group of

schoolchildren with an AK-47 rifle.

The State says their intention was to kill a certain Mr Joseph Mabaso.

In September last year Mr Ndlovu allegedly instructed Mr Dumisani Buthelezi to join Inkatha to obtain information about the times and venues of Inkatha meetings.

Mr Ndlovu is also said to have supplied a man

with a homemade firearm to attack members of Inkatha.

Mr Chris Nicholson, appearing for the accused, said that the offences Mr Ndlovu is alleged to have committed had not involved the loss of life. He had been a stable worker for 12 years, had a house, a wife, five children and two cars.

The union was prepared to put up the bail and would be keen for him to stand trial and clear his name and the risk of Mr Ndlovu absconding or interfering with witnesses was not high.

SKV 24/7/88

(140A)

# Settlement to Soweto workers' strike likely

By Stan Hlophe

The Soweto council workers' strike, in its ninth day today, is likely to end if yesterday's negotiations between a workers' delegation and the council management is anything to go by

Although it was agreed that the outcome of the meeting not be disclosed pending a further meeting this morning, both parties appeared satisfied and hopeful

The workers' delegation was headed by its legal adviser, Mr MD Legodi, and the management team was led by town clerk Mr Nico

Malan

The Star established that negotiations were "fruitful" and an agreement was about to be reached

According to sources, the implications of the strike by more than 30 000 workers were realised by both parties

"There is no longer any toughline attitude from either party," one source disclosed

High on the agenda at today's meeting will be a circular, distributed by Mr Malan, warning workers they would not be paid this month unless they went back to work

Star 29/11/88  
140A

29/7-4/8/88 (S) (S) (140A) W/Maul

# On the edge: Metal industry hovers close to strike blow-up

By DREW FORREST

THE simmering wage dispute in the giant metal industries came to the boil this week as trade unions representing the majority of organised workers in the sector moved decisively towards large-scale industrial action.

At the same time, the metal industries' employer body, the Steel and Engineering Industries Federation (Seifsa), issued strike guidelines to its members.

Seifsa director Brian Angus told the *Weekly Mail* that employers were adamant there would be no improvement in their wage package.

"All the indications are that a substantial proportion of workers do not support the proposed union action and that they have undertaken not to support strike action if employers implement their final offer," he added.

At a meeting on Wednesday, four union affiliates of the International Metalworkers' Federation, representing 125 000 workers, most of them black, voted to recommend "strategic" industrial action to meetings of IMF shop stewards at the weekend.

Metal companies mainly on the Reef have already been hit by selective industrial action, and the first dismissals arising from the strikes were due to take place yesterday.

However, the decision of the IMF negotiating committee indicates a move to more systematic and widespread action.

Seifsa's Angus said he knew of six companies where members of the National Union of Metalworkers of SA (Numsa) were on strike, and three others where strikers had returned to work after accepting the employer offer.

According to Bernie Fanaroff, engineering sector secretary of Numsa, the largest IMF union, strikes have taken place at four plants of National Bolts on the Reef and in Parys, Femco in Brits and three other Reef firms, Astat, Denver Metal Works and Tilley-MacMill.

The dismissals are reportedly threatened at a Dorbyl structural engineering site at Phalaborwa, where 240 workers are said to be conducting an overtime ban.

A Dorbyl spokesman was quoted as saying only 80 were union members and had followed the correct procedure for lawful industrial action. The rest faced dismissal today.

Commenting on the distribution of the strikes already undertaken, Fanaroff stressed that 270 000 of the industry's 320 000 production workers were concentrated in the Transvaal.

Although Eastern Cape workers were very militant, he said, most employers in the area had been amenable to plant-level negotiations.

The current dispute centres on annual negotiations for a minimum wage agreement covering the entire metal industry negotiated at the metal industrial council.

The IMF unions have rejected the employers' offer of a 15,7 percent increase which would bring the minimum wage for the lowest-paid workers to R3,02 an hour. Their most recent demand was for R3,21.

The remaining unions on the council - which represent mainly artisans - have, however, settled with Seifsa. The agreement has been forwarded to Minister of Manpower Pietie du Plessis with a request for the IMF union members to be excluded from its scope.

This is a significant departure from last year's negotiations, when the agreement was extended to all union members, effectively scotching legal strike action by Numsa.

Fanaroff revealed that a letter had been sent to the minister complaining that in requesting the exclusion of IMF members from the agreement, the council had acted "unconstitutionally".

Commenting on the charge, Seifsa's Angus said the council's actions reflected the wishes of employers and unions party to the agreement.

In the letter to the minister, the IMF also argues that because the unions party to the agreement are not representative of workers in the industry, the minister cannot gazette it.

A Numsa organiser, Jeff Schreiner, said legal action on the issue was being contemplated.

Schreiner also stressed that in the absence of a gazetted agreement, workers were entitled to conditions under the Basic Conditions of Employment Act - which in many cases were more favourable to workers than their current contracts.

Money was already owed to workers under the Act, and certain factories would be targeted for back pay.

This, he said, represented a form of pressure on employers "at least as significant as strike action".

In another development, Seifsa has circulated guidelines to its members on how to handle strike action.

These appear to take a cautious line on dismissals, advising members not to fire without a Seifsa directive and to be wary of falling foul of industrial court rulings on the issue.

W/Maul  
29/7-4/8/88

## THE ECONOMY

# Out to sea means out of court for oil men

The industrial court rules that workers on an oil rig off-shore are not protected by the Labour Relations Act because they are outside South Africa CARMEL RICKARD reports

SOUTH AFRICAN riggers off the coast of the Republic have no right to the protection basic labour legislation

The vulnerable position of workers on oil rigs drilling for gas has been shown in an industrial court judgement which ruled that the riggers were beyond the protection of the court

In terms of the ruling the court has no jurisdiction to intervene in a dispute between riggers and employers. The Labour Relations Act doesn't apply to workers on rigs which all technically operate outside the country

The court was asked to intervege following a dispute between workers and Sopedog, the company which manages the rigs drilling for gas off Mossel Bay and the west coast

The workers, who are members of the Chemical Workers Industrial Union, were objecting to the company's attempts to introduce new conditions of employment some months ago

During the case, Sopedog lawyers conceded that the workers were employed in Cape Town where the company was based, that they were paid in rands and that the staff — who work two weeks on and two weeks off — were taken back to Cape Town during their off-duty periods as most live in or near the city

However, despite these concessions, the lawyers argued that the oil rigs operated outside South Africa's "territorial waters" which extend 12 nautical miles off-shore

They said that since the rigs operated outside South Africa, the Labour Relations Act did not apply to the workers and the industrial court thus had no jurisdiction over them

In their ruling on the case, handed down last week, the presiding officers, Pierre Roux SC and Professor Klaus Schwietering, accepted this argument and dismissed the application by the workers, saying "the dispute is one concerning conditions of employment outside South Africa

"In the absence of any provision in the Labour Relations Act giving (the Act) extra-territorial operation, (it) consequently does not enjoy such extra-territorial operation"

Cape Town labour lawyer John Sandler, who acted for the CWIU in the case, said the effect of the court's judgement was to deprive the workers on the rigs of the rights and protection of the Act

Chris Albertyn, director of the Centre for Socio-Legal Studies at Natal University, Durban, said, "The law should apply an even hand between capital and labour

"Capital is able to operate within the economic zone of South Africa — 200 nautical miles off-shore — and yet take advantage of and operate within South Africa's company and other laws

Labour lawyers said the judgement was important as it had implications far beyond this particular case

"There are many people who enter into a contract in South Africa, but who are then taken by the employer to work in a 'homeland'

"The implication of this judgement is that when people are recruited and employed in this country and then relocated to a 'homeland' to work, they lose the protection of the Labour Relations Act."



Biko film 'best recipe for revolution'

# 'Cry Freedom': appeal board ruling today

B/day 29/7/88

ELSABE WESSELS

THE film "Cry Freedom" was the best recipe to incite revolution among young blacks, SABC programme organiser for Radio Pulpit Justus Tshungu told the Publications Appeal Board (PAB) yesterday.

Tshungu gave evidence at the PAB hearing, called to reconsider the desirability of Richard Attenborough's film on the life and death of black consciousness leader Steve Biko

The PAB, who had to decide whether the film would threaten state security or be harmful to inter-group relations, will give a decision today before the first public screening, scheduled for 10am

Tshungu said blacks and whites would experience the impact of the film differently and said the film was not fit for blacks between the ages of 12 and 30 He said blacks in that age group regarded Biko as a martyr and a hero

He said the film would evoke a response similar to that which he witnessed when a film about the life of Christ was shown and the audience was

reduced to tears

Tshungu said he thought the opening, a police raid in Crossroads, and the closing scene, a scene showing police shooting children during the Soweto 1976 uprising, would incite blacks in that age-group to violence

Counsel for "Cry Freedom" distributors UIP Warner, Professor Johan van der Westhuizen, in his submission, challenged Tshungu's credibility as an "expert witness" and said blacks would find his evidence "insulting".

Another expert witness, Unisa Communications Science Professor Pieter Fourie, said "Cry Freedom" could be compared to American films about racism in the 1950s

Fourie said there was no scientific evidence to prove that a single film could immediately incite action It could influence long-term perceptions, he said

It was his belief that the film would have a positive rather than a negative effect on viewers

Metal unions  
PAB 29/7/88  
ALAN FINE  
140P

UNIONS affiliated to the International Metalworkers' Federation have decided to proceed with "strategic strike action" next week to demand an improvement in Seifsa's final wage offer

The National Union of Metalworkers' of SA (Numsa) said yesterday 66 metal companies had agreed to "disassociate" themselves from Seifsa's refusal to move on its R3,02 an hour wage offer.

Union officials declined to specify the form of the planned action, although industry employers said they expected further strikes at companies refusing to bargain at plant level

Up to seven companies are presently affected

Numsa's Bernie Fanaroff said the fact that 66 companies had agreed to consider the IMF union wage proposals reflected unhappiness among employers with Seifsa's "rigidity"

Seifsa has advised its 3 500 members not to bargain at company-level

The unions also planned to inform companies they were underpaying employees by not implementing the provisions of the Basic Conditions of Employment Act (BCEA) where these were more advantageous than employment contracts previously in existence — namely the terms of the agreement which expired on June 30

However, Seifsa director Brian Angus disputed any question of underpayment, and also warned there were some BCEA provisions which were less favourable than those in the old agreement

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Sowetan 29/7/88

## Concern over civic leader

THE Congress of South African Trade Unions has expressed concern over the disappearance of an official of the Mamelodi Civic Association

Cosatu official, Mr Frank Meintjies, said there were "many suspicious aspects" about the disappearance of MCA secretary-general, Mr Maisha Stanza Bopape, who allegedly escaped from police custody on June 9

Mr Meintjies said "Mr Bopape has not been seen since June 9 when he was detained. His attorneys have been told — only in July — that Mr Bopape allegedly escaped from custody on June 12"

Mr Bopape's disappearance has left his family and colleagues deeply worried. According to his employers, Community Resource and Information Centre, the activist was detained in June under Section 29 of the Internal Security Act, together with a fellow CRIC staff member, Mr Bheki Nkosi

Cosatu, he said, viewed with concern the increased number of youths detained throughout the country. These detentions would not stifle the "fervent youth opposition" to apartheid, Mr Meintjies said

# Tek Industries workers face unemployment

CP Press  
140A  
3/17/88

## CP Correspondent

ONLY the preferred few will be eligible for jobs at East London's Tek Industries after the dismissal of 900 workers two months ago

The company announced that 200 jobs would be advertised following "protracted negotiations between the company and the National Union of Metal Workers of South Africa"

It said preference would be given to dismissed workers as well as those with past service records

"New jobs are likely to be available in the next year because of market pressures on the company to increase production," it said.

By giving preference to former employees it hoped to "re-establish the sound relationship that existed with many former employees, particularly those with longer service"

Workers at Tek were dismissed on April 7 after they refused to sign a new booklet containing rules and regulations

Numsa's regional secretary, Viwe Gxarisa, said workers were dismissed while negotiations on grievance procedures were un-

derway.

He said 20 workers were dismissed earlier under the "pretext" that they were on probation and had failed to abide by the conditions of employment

Earlier attempts aimed at negotiating the return of 900 workers reached a stalemate after both sides disagreed on proposals

Numsa had proposed a negotiated re-instatement of all workers on full pay

According to the union, management was prepared to talk to them provided they withdraw their proposal. The company also demanded that a previous dismissal of 20 workers be negotiated as a separate issue from the dismissal of the 900

Meanwhile, black workers said white and coloured workers had been recruited. White workers are believed to form the majority in the new labour force

This is not the first time white workers have been employed to replace dismissed black labourers in East London

Several companies in industrial disputes with black workers last year employed white workers in their place

- Elnews

9

INDUSTRIAL RELATIONS - WORKERS' ORG.

1988

140A

AUGUST - SEPT.



## Labour Update

# Mysterious pamphlets smear trade union

**MYSTERIOUS** pamphlets have been distributed in the Transvaal, alleging corruption and misappropriation of funds within the National Council of Trade Unions.

The pamphlets, purported to be from the Congress of South African Trade Unions (Cosatu), contain photocopies of Nactu's financial statements as well as cheques allegedly withdrawn or received by the federation.

The pamphlets, which are peppered with spelling mistakes, read in part "A time ago

**Sowetan Reporter**

pamphlets were distributed in which were (sic) complained about the fact that Cosatu allowed executive members to spend R700 per week on entertainment. We duly explained our position on this issue which is that such entertainment is necessary to maintain our executives in luxury (sic)."

The pamphlets, which also claimed that Nactu received "R75 000 per month from the Confederation International — Des Syndicates Libres," called on the federation to explain

some of its "darker doings." Questioning certain alleged withdrawals, the pamphlets asked "Where did this money go — or did it disappear (sic) into the pocket of some fat Nactu executive?"

Cosatu official, Mr Frank Meintjies, yesterday dismissed the faked pamphlets as part of an attempt to divide members of the two federations. "It is obvious that there is someone working in the interests of employers and the State, which is determined to undermine the labour movement," he said.

He said the authors of the pamphlet seemed to have "a lot of resources and time to go about smearing and defaming

organisations of the people" Cosatu, he said, called on its members not to be misled by "these propaganda initiatives."

Nactu said "We note that the dirty trick department has produced and distributed another leaflet in the Potchestroom, Klerksdrop and Rustenburg areas, allegedly emanating from Cosatu."

"That the production of the bank statement is made public raises some serious concern within Nactu. The federation has not received these statements from the bank or through the Post Office. We are therefore concerned with the vulnerability within both these institutions," the federation added.

Nactu has referred the matter to its lawyers.

Allegations fly in metal industry.

# Strike action set to begin

2/8/88 B/Day  
CO-ORDINATED and "strategic" strike action in the metal industry would begin tomorrow, the SA council of the International Metalworkers' Federation (IMF) said yesterday.

Mass meetings of shop stewards at the weekend had endorsed recommendations to that effect made by the IMF negotiating team last week.

The IMF said the action would take place primarily in the major industrial areas and in companies which were important in Seifsa decision-making.

The four unions involved are demanding a 23% increase in the minimum wage, while Seifsa has offered 14% to 17%.

However, 66 companies which had "decided to move away from Seifsa's rigid position", most of whom had already agreed to increases close to the IMF demand, would be excluded from the action. So would others which made acceptable offers

before tomorrow.

The IMF said Seifsa's wage offer did nothing to reduce the industry's wage gap, which was a result of a history of job reservation and the exclusion of African workers from collective bargaining.

Seifsa director Brian Angus said those allegations had been raised and refuted several times during negotiations.

He said employees at another company had yesterday notified management of acceptance of the Seifsa offer, suggesting certain elements in the National Union of Metalworkers of SA were not supporting the union stand.

Employer sources said they understood there had been substantial worker support for the acceptance of the wage offer. However, a group of militant East Rand elements had swung the decision in favour of a strike.

ALAN FINE

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- 0 Mazda LDV
- 0 Opel Kadett GLS
- 0 Toyota Corolla 1.3 GL
- 0 VW Golf GL
- 0 Toyota Corolla 1200
- 0 BMW 728E A/T
- 0 Mazda 323 1.3
- 0 Citroen Club GS
- 0 Ford Cortina 1.6L
- 7 Ford Escort 1.6 GL
- 6 Audi 100 LS
- 4 BMW 520 A/T
- 3 VW Beetle 1300
- 11 M/Benz 220/4
- 0 Ford Cortina 1600

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**ctions**  
**ERIC JOHN MARCUS**  
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1865

# Metalworkers opt for strategic strike

*CAPE TIMES*  
2/8/88  
140A  
Own Correspondent

**JOHANNESBURG.** — Co-ordinated and "strategic" strike action in the metal industry is to begin tomorrow, the SA council of the International Metalworkers' Federation (IMF) said yesterday.

Mass meetings of shop stewards at the weekend had endorsed recommendations of this effect made by the IMF negotiating team last week. Strike action involving about 2 000 workers is already occurring at seven Transvaal firms.

The IMF said the action will take place primarily in the major industrial areas, and in some companies which are important in Seifsa decision-making.

The four unions involved are demanding a 23% increase in the minimum wage, while Seifsa has offered 14% to 17%.

However, 66 companies which have "decided to move away from Seifsa's rigid position", most of whom had already agreed to increases close to the IMF demand, will be excluded from the action. So, said the statement, would others which made acceptable offers before Wednesday.

The statement said Seifsa's wage offer did nothing to reduce the industry's wage gap, which was a result of a history of job reservation, the exclusion of African workers from collective bargaining.

The wage gap was also a consequence of Seifsa's continuing practice of signing agreements with predominantly white minority unions, and its refusal to bargain properly with the majority unions representing semi-skilled and unskilled workers, the IMF said.



Allegations fly in metal industry.

# Strike action set to begin

2/8/88 B/Day  
CO-ORDINATED and "strategic" strike action in the metal industry would begin tomorrow, the SA council of the International Metalworkers' Federation (IMF) said yesterday.

Mass meetings of shop stewards at the weekend had endorsed recommendations to that effect made by the IMF negotiating team last week.

The IMF said the action would take place primarily in the major industrial areas and in companies which were important in Seifsa decision-making.

The four unions involved are demanding a 23% increase in the minimum wage, while Seifsa has offered 14% to 17%.

However, 66 companies which had "decided to move away from Seifsa's rigid position", most of whom had already agreed to increases close to the IMF demand, would be excluded from the action. So would others which made acceptable offers

before tomorrow.

The IMF said Seifsa's wage offer did nothing to reduce the industry's wage gap, which was a result of a history of job reservation and the exclusion of African workers from collective bargaining.

Seifsa director Brian Angus said those allegations had been raised and refuted several times during negotiations.

He said employees at another company had yesterday notified management of acceptance of the Seifsa offer, suggesting certain elements in the National Union of Metalworkers of SA were not supporting the union stand.

Employer sources said they understood there had been substantial worker support for the acceptance of the wage offer. However, a group of militant East Rand elements had swung the decision in favour of a strike

ALAN FINE



Scanned  
2/8/88

140A

~~140A~~

## **SOCIALISM ADOPTED**

A MEETING of the Commercial Catering and Allied Workers' Union of South Africa members in Tzaneen at the weekend unanimously adopted socialism as a cornerstone of the union's policy.

The meeting, held at the Nkowankowa Cinema, also rejected a Freedom Charter as a "divisive" influence in the struggle of the black workers. The workers resolved that socialism was the only policy that could ensure a bright future for the black working class in South Africa.

The organiser of the Tzaneen region, Mr Thabang Motlhodisi, said the meeting was part of the preparation for the branch annual general meeting to be held in Pietersburg on a date still to be announced.

# Alert over attack on Nactu

*Sowetan*  
*2/18/88*  
*140A*

COSATU had alerted all its members following the distribution of pamphlets in the Transvaal alleging corruption and misappropriation of funds within the National Council of Trade Unions, a Cosatu official, Mr Frank Meintjies, said in Johannesburg yesterday

He said Cosatu would take further legal steps once the culprits responsible for the pamphlets had been identified

The pamphlets, which created the impression that they had been issued by Cosatu, contained photocopies of Nactu's financial statements as well as cheques allegedly withdrawn or received by the organisation

## Alerted

Mr Meintjies said Cosatu had alerted its members that the pamphlets could have come from the same source "as other extra-legal attacks" being made against Cosatu

The pamphlets, which also claim that Nactu received R75 000 a month from the Confederation International des Syndicates Libres, asked the federation to explain some of its "darker doings"

"Where did this money go, or did it disappear into the pocket of some fat Nactu executive?" the pamphlet asks

Mr Meintjies said Nactu had referred the matter "which raises some serious concern" to its lawyers — Sapa

# 300 are dismissed

ABOUT 300 members of the Food and Allied Workers' Union have been dismissed at Farm Fare's Wynberg plant after going on strike.

Dr Eugene Brock, managing director of Farm Fare, said these workers had contravened "an undertaking signed by their representatives and Fawu on June 28 that they would not take unprocedural strike action."

He said this agreement was signed after "unprocedural work stoppages" affected

productivity and customer service over the past months.

The strike action was taken in sympathy with drivers at Farm Fare central distribution at City Deep, who had been retrenched after refusing an offer of transfer on full benefits to a transport company, which has been contracted to carry out Farm Fare's chicken distribution."

Fawu's assistant general secretary, Mr Mike Madlala, could not be reached for comment yesterday.

*1603*  
*2/8/82*  
*Eugene Brock*

# Metal workers set to strike tomorrow

Mass meetings of shop stewards from International Metalworkers' Federation unions at the weekend endorsed recommendations of the IMF's negotiating committee for strike action in the metal industry from tomorrow, a statement from the National Union of Metalworkers of South Africa said today.

This decision followed the Steel and Engineering Industries Federation of South Africa's (Seifsa) "refusal to make any further move on the wage offer it agreed with minority unions".

The statement said the IMF represented the majority of organised workers in the industry and its members rejected Seifsa's wage offer which "does nothing to reduce the wage gap in the industry".

"This gap is a result of job reservation, of the exclusion of black workers from collective bargaining in the past, and the continued practice of Seifsa to sign agreements with predominantly white minority unions and refuse to bargain properly with the majority unions . . ."

## 66 COMPANIES

The statement said the "legal strategic strike action" would occur primarily in the major industrial areas and at some of the companies which are important in Seifsa decision-making.

"The action is scheduled to begin on Wednesday August 3"

Numsa said 66 companies had decided to move away from Seifsa's position.

Wage increases close to the IMF's demand had been agreed in most of the 66 companies and they were not expected to be included in the strike.

Other companies which made acceptable offers on the IMF demands before tomorrow would also be excluded, the statement said.

The IMF was looking for an average wage increase of 23 percent and wanted to exchange two other public holidays for June 16 and Sharpeville Day.

Seifsa had offered increases of between 14 and 17 percent and had agreed to May 1 as a workers' holiday.

A spokesman for Seifsa was not immediately available for comment — Sapa



**Workers  
stick  
to their  
demands**

# METAL INDUSTRY

HUNDREDS of workers continued their strike in the metal industry yesterday in an attempt to pressure managements to accede to their wage demands.

A spokesman for the Steel and Engineering Industries Federation of South Africa (Seifsa), said six companies were affected by the industrial action while workers at five other firms had called off their strike and returned to work.

He said companies hit by the industrial action included Repco in Port Elizabeth, where the workforce had embarked on a go-slow strike.

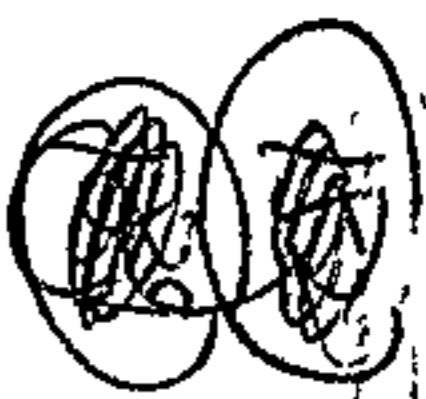
Members of the International Metalworkers' Federation (IMF) are on strike in protest against Seifsa's refusal to move on its final wage offer.

Four IMF affiliates locked in a wage dispute with Seifsa are the National Union of Metalworkers of South Africa, Electrical and Allied Workers' Trade Union of SA, Steel Engineering and Allied Workers' Union and Engineering and Allied Workers' Union.

The IMF unions demand — among other things — a minimum hourly wage of R3,21 while managements' final offer stood at R3,02.

# DISPUTE STILL ON

2/8/88  
Smevan  
(140A)



# Food union hits at company's 'bantu policies'

140A  
Star  
3/8/68

The Food and Allied Workers' Union (Fawu) accused a Premier Group subsidiary, Farm Fare, yesterday of supporting the "bantustan system which it always attacks on public platforms"

Reacting to the dismissal of 300 Fawu members at Farm Fare's Wynberg factory, the union said Farm Fare "bussed in scab labour from Bophuthatswana while we were in negotiations"

## Demanded

Fawu demanded the immediate reinstatement of workers dismissed at the Wynberg plant last Wednesday after a strike in solidarity with workers at Farm Fare Central Distribution at City Deep, who were retrenched after allegedly refusing to be transferred to a trucking company contracted to Farm Fare

The union said Farm Fare also threatened to cancel recognition agree-

ments with Fawu and to retrench all workers who went on strike in solidarity. It added Premier intended "to bash Fawu"

It said the Wynberg workers were discussing an ultimatum from management to return to work when they were issued with letters of dismissal. A request for more time to discuss the ultimatum was refused.

Fawu said three shop stewards taken from the factory, Mr Raymond Sibanda, Mr Phillip Ziqubu and Mr Elvis Rathogwa, were still in detention.

Farm Fare managing director, Dr Eugene Brock, said the workers were dismissed because they had broken an undertaking signed on June 28 that workers would "not take unprocedural strike action".

He said the agreement was signed after "unprocedural work stoppages" had affected productivity and customer service — Sapa

# Cosatu: unions hit by detentions

3/8/88 Star 140A  
Cosatu-affiliated unions had been hard hit by detention of members in recent weeks, the Congress of South African Trade Unions said yesterday.

The union grouping claims in a statement issued in Johannesburg that 11 Afcol workers — members of the Paper, Printing, Wood and Allied Workers' Union (PPWAWU) — have been held under the state of emergency.

Cosatu names them as Mr Zachariah Modise, Mr Patrick Kgalane, Mr Godfery Pooe, Mr Stanford Gumbi, Mr Sydney Makhoba, Mr Alex Ndaba, Mr Samuel Machebela, Mr Robert Mbatha, Mr Thole Tshabalala, Mr Michael Machepe and Mr Elias Phasha.

The detentions took place during the last two weeks and "came in the wake of the seven-week-long Afcol strike", Cosatu information officer Mr Frank Meintjies says.

A former president of PPWAWU, Mr Lungeleo Mbalane, was detained on July 21, the statement adds.

Members of the Transport and General Work-

ers Union were detained in June and July. They are

- Mr Matthew Zondi, head shop steward Durban Transport Management Board (DTMB)

- Mr Aaron Sithole, Mr Erasmus Dlungwana and Mr Cornwell Mjomi, all drivers at DTMB.

- Mr David Mhlanzi, a driver at Interstate Bus Lines

Cosatu also lists Transport Union members who have "recently" been released from detention.

- Mr Nkosinathi Nhleko, Northern Natal organiser

- Mr Sizwe Ntlokwana, Rhodes University shop steward

- Mr Bhekí Phakati and Mr Bertus Ngcobo, both of kwaZulu Transport

- Mr Bucks Xuma, Maritzburg Transport Department

- Mr Philemon Ndlovu, of DTMB

"These detentions are part of the continuing persecution of democratic trade unionism and Cosatu in particular," the statement claims.

The detentions were meant to "disorganise the unions", it says — Sapa

# Unions in joint action over salaries

1407  
3/8/88  
Smetan

THE National Union of Distributive Workers, the Federal Council of Retail and Allied Workers and the Commercial, Catering and Allied Workers Union of South Africa have submitted joint proposals for a new wage agreement with Clicks

Clicks is one of the Score group of companies

At a recent meeting in Johannesburg, representatives of the three

unions reached consensus on the proposals and negotiations that would begin this week, a union statement said

This is the first time the three unions would act jointly, although NUDAW, once previously, negotiated with CCA-WUSA for an agreement at OK Bazaars and with

FEDCAW at Clicks

Union proposals include minimum wages, increased annual leave and such matters as uniforms. Probably the most important, next to wages, is the 40-hour week

The union also proposes recognition of "traditional doctors" for

purposes of sick leave and medical aid and paid study leave for school and tertiary level exams  
— Sapa



# Union-bashing claim after 300 strikers fired

THE Food and Allied Workers Union (Fawu) yesterday accused Premier Group subsidiary Farm Fare of supporting the "Bantustan system which it always attacks on public platforms".

In a statement on the dismissal of 300 Fawu members at Farm Fare's Wynberg, Johannesburg, factory, the union said Farm Fare had "bused in scab labour from Bophuthatswana" during negotiations.

Fawu demanded the immediate reinstatement of workers dismissed at the Wynberg plant last Wednesday after a solidarity strike with workers at Farm Fare Central Distribution at City Deep.

Farm Fare MD Eugene Brock said the workers were dismissed because they had broken an undertaking signed between the company and Fawu on June 28 that workers would not take unprocedural strike action.

3/8/88 Productivity Day

He said the agreement had been signed after unprocedural work stoppages had affected productivity and customer service over the past months.

The union said Farm Fare had also threatened to cancel recognition agreements with Fawu and to retrench all workers who struck in solidarity. It added Premier intended "to bash Fawu".

It said the Wynberg workers were discussing an ultimatum from management to return to work when they were issued with letters of dismissal. A request for more time to discuss the ultimatum was refused, Fawu said.

Three shop stewards were still in detention, Fawu said. — Sapa.

# Rising support

# Cosatu unions 'hard hit by detentions'

COSATU-affiliated unions had been hard hit by detention of members in recent weeks, the trade union group said yesterday.

Cosatu said in a statement 11 Afcol workers — members of the Paper, Printing, Wood and Allied Workers Union (PPWAWU) — had been held under the state of emergency in the

last two weeks in the wake of the seven-week Afcol strike

Cosatu information officer Frank Meintjies said former PPWAWU president Lungeleo Mbalane was detained on July 21.

Five Transport and General Workers Union members had also been detained in June and July — Sapa.

~~(2)~~  
B/Dewy 3/8/88



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# New move on wage demands

By LEN MASEKO

UNIONS affiliated to the International Metal Workers Federation are expected to step up industrial action today in another bid to force metal companies to meet their wage demands.

IMF secretary Mr Brian Fredericks said "strategic strike action" would take place in major industrial areas, and at some of the influential companies affiliated to the employer body, the Steel and Engineering Industries' Federation of South Africa (Seifsa)

At the centre of the wage dispute between Seifsa and four IMF unions is the employer body's refusal to improve its final offer of R3,02 an hour minimum wage. The IMF affiliates demand — among other things — a minimum hourly wage of R3,21

The IMF official said "The IMF represents the majority of organised workers in the metal

industry and our members reject Seifsa's wage offer. The offer does nothing to reduce the wage gap in the industry

"This gap is a result of job reservation, of the exclusion of African workers from collective bargaining in the past, and the continued practice of Seifsa to sign agreements with predominantly white minority unions," he added

Sixty-six companies, the official said, had decided to "move away from Seifsa's rigid position". Wage increases close to the IMF's demands had been agreed to at most of these

companies, he said.

Mr Fredericks said "The IMF remains open to negotiations, but Seifsa has not replied to the IMF's request"

A Seifsa spokesman referred the *Sowetan* to an earlier statement issued by the employer body in which it refuted some of the IMF claims

He said employees at another company had already accepted the Seifsa offer, suggesting that some members belonging to one IMF affiliate did not support the union's stand

At least 11 companies in the metal industry have had production affected as a result of

strikes by IMF unions in the past week

The IMF unions are the National Union of Metal Workers of South Africa, Engineering and Allied Workers Union, Steel Engineering and Allied Workers Union and Electrical and Allied Workers Trade Union of South Africa

Meanwhile Seifsa is still awaiting response from its member companies whether lock-outs should be effected in the event of strike action by IMF affiliates, a spokesman for the employer organisation said

Seifsa is conducting a ballot over the issue among its more than 3000 members

*Sowetan 3/8/88*

*[scribble]*

*[scribble]*

*140A*

# Strike to focus on PWV area

THE metal industry strike planned for today is likely to be based mainly on the Witwatersrand, National Union of Metalworkers of SA leader Bernie Fanaroff said yesterday.

He declined to estimate how many of the 130 000 members of the four unions affiliated to the International Metalworkers' Federation, which had called the wage strike, would take part.

Companies with normal in-house agreements, as well as those which have made satisfactory offers outside the industrial council, have been exempted from strike action.

ALAN FINE

These include many of the industry's large groups, and it is expected the action will hit mainly smaller plants. However, there are some large groups, Dornier for example, which have refused to bargain outside the council. Fanaroff said few companies outside the Transvaal did not bargain outside the council. However, 70% of the industry's workforce was based in the Transvaal.

Seifsa chief economist Michael MacDonald said base metals producers were unlikely to be affected.

B/Oay 3/8/88



2/18/88 (circled) 140A (circled) Stat

# Metalworkers begin selective national action

By Adele Baleta and Janet Heard

Thousands of metal workers — mainly in the Transvaal — began strike action today to induce industry employers to reopen wage negotiations for 1988

However, spokesmen for the National Union of Metalworkers of SA (Numsa) and the Steel and Engineering Industries Federation of SA (Seifsa) could not give an indication of the areas and exact number of workers on strike at the time of going to press.

Numsa spokesman Dr Bernie Fanaroff said reports on the selective strike action called by the International Metalworkers'

Federation (IMF) would be received from local offices during the day

Mr Brian Angus, Seifsa director, said today there has still been no communication between the IMF and Seifsa regarding the union's decision to strike

He said the bulk of Seifsa's 3 500 members were unlikely to accede to the IMF demands because they regarded the employer final offer to the unions as "very fair"

The IMF is demanding an average wage increase of 23 percent and a minimum hourly rate of R3,21, against an employer

offer of 17 percent and R3,01. The parties are also in dispute over the recognition of June 16 and Sharpeville Day (March 21). The unions want the days exchanged for two existing public holidays

IMF spokesman Mr Brian Fredericks said the unions were still open to negotiations

In addition to Numsa, the other unions involved in the dispute are the Electrical and Allied Workers' Trade Union of SA, the Steel Engineering and Allied Workers' Union and the Engineering and Allied Workers Union

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abouts.

*Cape Times 4/8/88 (1409) 3/88*

### Cosatu man refused bail

MARITZBURG — Cosatu office-bearer Mr Alfred Ndlovu, who faces charges of terrorism and attempted murder, was refused bail in the Regional Court here yesterday

# Metalworkers on strike for 23% wage increase

OWN Correspondent  
CAN Trib 4/8/88

JOHANNESBURG — Metalworkers yesterday went on a strike in demand of a 23% wage increase, but figures for numbers who took action differed and employers said the strike had limited impact

International Metalworkers' Federation secretary Mr Brian Fredericks said reports showed that 20 517 union members at 111 factories were involved. The majority were members of the National Union of Metalworkers of SA (Numsa). The action is confined to the PWV area in all but two cases.

A statement by the employer body, the Steel, Engineering and Industrial Federation of SA (Seifsa), said members reported that 10 123 workers at 83 companies were on strike. This represented 8% of total IMF membership and suggested employees were generally not in favour of strike action.

Numsa leader Mr Bernie Fanaroff said the union had received indications from certain major groups in Seifsa that they may be prepared to negotiate.

# Metal workers pour back to work

By Adele Baleta

Thousands of striking metal workers returned to work yesterday after wage settlements were reached between the International Metalworkers' Federation (IMF) and the managements of several companies

The IMF and the Steel and Engineering Industries Federation of SA (Seifsa) both reported a fall-off in the number of workers striking for more pay and to force employers back to the negotiating table

An IMF spokesman said yesterday more than 100 companies had negotiated separate wage agreements with the union federation and more than 4 000 workers had returned to work so far this week

Most of the firms involved in the agreements had offered more than the IMF's demanded 60c an hour increase.

He said two of the major settlements reached yesterday were with the giant Siemens group and

National Bolts. Both companies had agreed to pay more than the Seifsa offer of 41c an hour.

A Siemens spokesman confirmed the settlement. He said the 1 400 workers on strike at five plants had returned to work

National Bolts managing director, Mr Alan Schlesinger, said "constructive" negotiations had resulted in a minimum increase of 50c an hour. The agreement would affect more than 600 workers at four plants, he added

Seifsa said 90 factories were still hit by strikes yesterday — 23 fewer than the previous day. A total of 11 270 workers were said to be on strike and four companies had dismissed 1 214 workers

A Seifsa spokesman said 4 368 workers had returned to work at 25 companies and 10 of those firms had agreed to the 17,4 percent wage increase offered by Seifsa at industry level

He said it not clear on what basis the remaining 15 companies had secured a return to work

11/8/88 Star 140A



# Metalworkers continue strike action today

Between 10 000 and 21 000 metalworkers continued strike action today aimed at pushing employers to resume 1988 wage negotiations

International Metalworkers' Federation (IMF) secretary, Mr Brian Fredricks, said yesterday the strike could last between two and five days, depending on the Steel, Engineering and Industries Federation of SA (Seifsa) response to the action.

He said 111 factories had been hit by the strike and 20 517 union members, mostly National Union of Metalworkers of SA (Numsa) members, had participated in the action which began yes-

By Adele Baleta  
and Janet Heard

terday.

But in a statement yesterday, Seifsa said 83 companies were affected and between 10 000 and 11 000 employees were involved

Seifsa director, Mr Brian Angus, said the strike appeared to have "limited impact" and would not affect Seifsa's final wage offer

The strike arose from an ongoing dispute over wages and conditions of employment between the 3 500-strong employer federation and the four trade unions belonging to the International Metalworkers' Federation (IMF)

The IMF is demanding an average wage increase of 23 percent and a minimum hourly rate of R3,21. Seifsa has offered a 17,4 percent increase including an hourly minimum rate of R3,02

The strike has centred primarily on the Witwatersrand, Mr Fredricks said

The number of companies which had agreed to negotiate at plant level rose from 66 to 76 yesterday, he added Mr Angus however, said he had not received reports from members who had reopened negotiations

In a statement, Seifsa said reports had been received from certain companies yesterday that strikers were singing and chanting and interfering with the work of temporary employees

"The companies have advised that they intend to seek court interdicts against striking workers and others have indicated that lock-out action is being considered"

# Witbank workers down tools

By Adele Baleta

At least 1 000 National Union of Metalworkers of SA (Numsa) members at Middelburg Steel in Witbank went on strike yesterday to back demands for the dismissal of a management staff member, a union spokesman said.

A management spokesman said last night that the strike which involved between 350 and 500 members ended only yesterday afternoon following talks with Numsa.

This could not be confirmed by the union at the time of going to press. A Numsa official said earlier the workers demanded that the staff member be removed after he threatened members with dismissal if they did not resign from the union.

This happened during Numsa's in-house wage negotiations with Barlow Rand, owners of Middelburg Steel, he said.

A hearing exonerated the official, he said

4/8/83

Handwritten initials and a circular stamp.

# RUSMINESS DAY

FRIDAY, AUGUST 4 1988

60c (54c + 6c tax)

AL and CAPE 80c (71c + 9c tax)

(40A)

(40A)

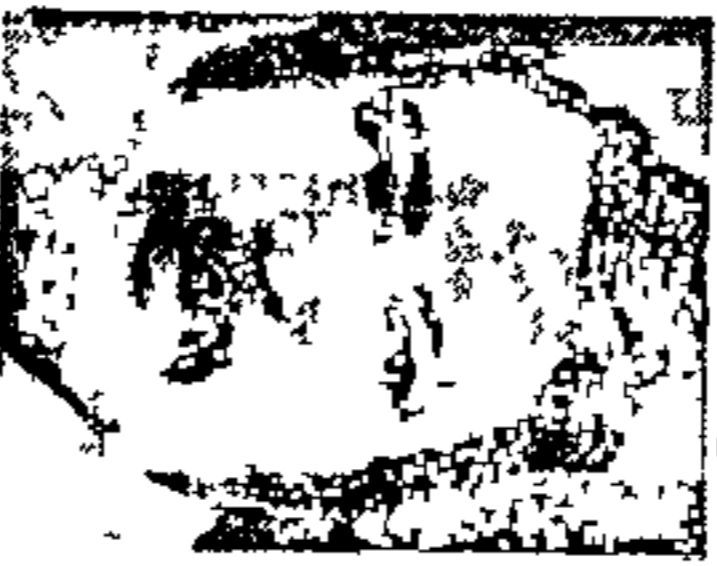
8/18/88

4/18/88  
MEDIA PUBLICATION

## PWV metalworkers begin wages strike

UP to 20 000 metalworkers yesterday began a strike which union leaders predicted would last for two to five days. The action, confined to the PWV region except for two cases, backs a 23% wage increase.

International Metalworkers Federation local secretary Brian Frederickicks said regional reports showed 20 517 union members at 111 factories were involved. The



● FREDERICKS

vast majority were National Union of Metalworkers of SA (Numsa) members.

A Seifsa statement said the action appeared to have had limited impact. Reports from members showed 10 123 workers at 83 companies were involved. This represented 8% of total IMF membership and seemed to confirm employees generally did not favour a strike.

However, union leaders pointed out that companies with in-house agreements, plus another 76 which had broken ranks with Seifsa, were exempt from the

strike. The numbers participating therefore represented 60% of those eligible.

Seifsa said strikers' conduct had been generally peaceful and orderly. However, certain companies had reported strikers interfering with the work of temporary employees. They intended to seek court interdicts against the strikers, and lock outs were being considered.

The union said most affected companies were small ones with up to 300 employees. However, the numbers included 3 600 Dorbyl/Metkor employees at 15 plants, and 2 500 Siemens workers.

Siemens put the figure at 1 500, while Dorbyl could not be reached.

Numsa leader Bernie Fanaroff said the union had received indications from certain major groups in Seifsa that they might be prepared to negotiate outside the council. However, this raised the danger that Seifsa, and therefore industrywide bargaining, may crumble.

Seifsa director Brian Angus said yesterday's feedback from employers indicated the dominant Seifsa view, that there should be no movement on the wage offer, would not change.

PK

976-1118 5/10/11  
Metal worker  
strike swells  
in talks bid

## STC employee dies after falling from bus

JOHANNESBURG — Metal workers from another 19 companies began striking yesterday in an attempt to reopen wage negotiations, bringing the total number of companies involved up to 130, the local secretary for the International Metalworkers Federation (IMF), Mr Brian Fredericks said yesterday.

About 23 000 workers were now engaged in the strike, he said

However, director of the Steel and Engineering Industries Federation of South Africa (Seifsa), Mr Brian Angus, said the situation was "generally unchanged" from yesterday, and only a "small number of companies" had reported strike action yesterday — the second day of the wage strike. — Sapa

JOHANNESBURG — An employee of Standard Telephone and Cables (STC) in Boksburg was killed instantly last night when she fell under the wheels of a bus after allegedly being pushed off, group executive of Altech, Mr Jacques Sellschop, said yesterday

Mr Sellschop stressed that the woman was completely off STC property when the incident happened, adding that the bus was not a company vehicle

East Rand police spokesman, Lieut Willie Meyer, confirmed that the worker was killed after being run over by the bus, but said they had not received any information that she had been pushed off

The incident happened after a group of women were leaving the factory premises, Mr Sellschop said

"To what extent the incident is industry related, we do not know, as an investigation into her death has not yet been carried out"

He said between 70 and 90 workers out of the 3 800-strong workforce went on strike for a few hours yesterday morning over a wage dispute, but were back at work in the afternoon

Between 10 000 and 23 000 metal workers began striking yesterday in an attempt to coerce employers to push up their wage offer — Sapa



1404

# Workers down tools in pay row

Labour Reporter

ABOUT 40 workers at the Montagu Gardens depot of BP stopped work today over a wage dispute

A spokesman for the workers, members of the Chemical Workers Industrial Union, said the parties had reached deadlock with employees seeking a R160 a month across-the-board increase or 15 percent, whichever was greater, and the company offering R150 a month or 14½ percent

He said a company offer of R155 a month was withdrawn when it was rejected

Employees sought a service bonus of R5 a month for each year of service BP had offered R2 a month but this offer had also been withdrawn when the pay offer was rejected

Workers also wanted hours of work reduced

BP spokesmen were not available for comment

# Metal wage strike spreads

ABOUT 25 000 workers were staging wage strikes in the metal industry yesterday as the industrial action spread to 130 factories, a spokesman for the National Union of Metalworkers of South Africa said.

Numsa official, Mr Bernie Fanaroff, said between 10 000 and 21 000 workers participated in the industrial action on Wednesday — the first day of the strike.

The strikes are aimed at forcing the employer body, the Steel and Engineering Industries' Federation of South Africa (Seifsa), to settle a wage dispute between itself and four unions affiliated to the International Metalworkers' Federation (IMF).

The IMF unions involved in the wage dispute include Numsa,

Engineering and Allied Workers' Union and Steel Engineering and Allied Workers' Union. They demand — among other things — an average wage increase of 23 percent and a minimum hourly rate of R3,21.

Seifsa, which represents about 3 500 firms, has offered a 17,4 percent rise including an hourly minimum of R3,02.

Mr Fanaroff said managements had instituted lockouts at some plants affected by the strikes. These companies, he said, included Tilley MacMill, Austen Safes, Printers' Rollers Services, Abkins Steel, Dorbyl Heavy Engineering and Mitco Tools.

The Numsa official said a number of large companies were not affected by the industrial action because they had separate, in-house agreements with the IMF affiliates.

Sowetan

(KDA)

PATERNITY LEAVE

Take your time . . .

A shopfloor agreement on paid maternity leave, as well as unpaid leave for fathers, was recently negotiated at the Pinetown plant of James North (Africa). Claimed to be the first of its kind in the garment industry, the agreement has been hailed as a victory for "parental rights" by the Amalgamated Clothing and Textile Workers Union (Actwusa), a Cosatu affiliate

James North's negotiator, production director Ed Bailey, takes a more modest view Bailey says the agreement formalised long-established company policy of granting leave

FINANCIAL MAIL AUGUST 5 1988

on "compassionate" grounds to both pregnant mothers and to fathers who requested time off during their wives' confinement. Furthermore, he added, the term "unlimited" as applied to unpaid leave now formally available to fathers in terms of the agreement, would have to withstand a test of reasonableness. (The union was naturally overjoyed at the prospect of "unlimited" paid leave for fathers) "And if we discover that in the first year of its operation we have 10 fathers simultaneously on unlimited paternity leave, the principle of reasonableness will be tested," he warned.

Financial director Deon Botha said the direct wage costs arising from a new undertaking contained in the formal agreement to pay pregnant mothers one-third of their wages for a maximum maternity leave period of three months represented only the "tip of the iceberg" to the company. To this would have to be added production losses and re-training costs. However, he was not yet in a position to put accurate cost projections to the agreement.

Actwusa says there now exist seven maternity agreements affecting a total of 1 100 women countrywide in the textile industry. However, until the agreement reached at James North, it said, there existed no maternity protection "whatsoever" in the garment industry.

Significant features of the agreement, said Actwusa's John Eagles, included: "A guarantee of re-employment following the birth of the baby; unlimited maternity leave; financial assistance equivalent to one-third of the women workers' wage for a maximum period of three months; and unlimited paternity leave (depending on circumstances), thereby enabling fathers not only to be with their wives or girlfriends when their baby is born, but also to enable the father to play a more active role in raising children."

Actwusa not unnaturally believes the agreement represents a precedent which will be followed by other companies in the garment industry. Bailey is not so sure.

"I don't believe many companies will go down this line, because they won't be able to project costs. In our minds, we have put a cost to it, but we can do so because we are a relatively small operation. Even so, we still have to see it working in practice before we can be confident about the impact it will have," he says.

RM 5/8/88

# Nampak strike over shift dispute enters fifth day

Labour Reporter

The strike by about 80 members of the Paper, Printing, Wood and Allied Workers' Union (PPWAWU) at Nampak's plant in Chamdor, Krugersdorp, continued for the fifth day today as legal representatives of the parties attempted to resolve the dispute

PPWAWU spokesman, Mr Siphon Kubheka, said workers had downed tools after management introduced a new shift from 6pm to midnight, "which would put the lives of workers in danger" He accused management of introducing the shift without consulting workers or the union

"The workers requested management to arrange transport to take them home after work on Saturday nights, but this request was turned down without any valid reason"

Three workers had already been dismissed as a result of the dispute, ac-

ording to Mr Kubheka

Nampak spokesman, Mr Ian Cameron, confirmed the Chamdor strike, which he said was illegal

He said the company had made a proposal to PPWAWU lawyers concerning the strike and was awaiting a response "It should be noted that the company's attitude is that it has not acted unfairly in any respect and the proposal has been made simply in an attempt to end the strike," Mr Cameron said

● The Black Health and Allied Workers' Union of SA and Kemtrade Distributors of SA have reached a wage agreement guaranteeing a new minimum rate of R520 a month, plus an across-the-board 33 percent rise

A union spokesman said the parties also agreed on an overtime rate increase May Day and June 16 were granted as public holidays



# Metal strike starts to harden

5/8/88  
B/Day

ALAN FINE

THE metal industry wage strike spread yesterday as union leaders said they might extend the stoppage for two or three weeks. Seifsa said its members would sit it out

Unions originally planned a strike of between two and five days

An employee of one of the affected companies was killed on Wednesday outside the plant. It is not known whether her death was related to the strike.

Seifsa said about 12 000 employees at 89 firms were affected yesterday, compared with 83 on Wednesday.

Spokesmen for the local council of the International Metalworkers' Federation said 140 plants — 29 up on Wednesday — and 25 000 workers were involved

Seifsa director Brian Angus, asked to explain the discrepancy, said his estimate might be an understatement as he relied on reports from members.

Angus said some companies were contemplating dismissing strikers. Seifsa had advised them to take note of recent industrial court judgments which indicated employers could not easily nor quickly dismiss workers striking legally.

Unionists said another 15 firms had agreed to negotiate terms over and above Seifsa's offer to take the total to 91. Seifsa's failure to approach the IMF for negotiations meant the strike might last for two to three weeks.

Angus said Seifsa had notified the IMF yesterday that the July 13 offer would be withdrawn unless the unions communicated by close of business yesterday. By late-afternoon no reply had been received.

National Union of Metalworkers of SA leader Bernie Fanaroff expressed concern that 11 companies had locked out employees.

"Having hundreds of people milling around will not help matters," he said.

● To Page 2 →

# Metal industry strike starts to harden

Seifsa said workers had been told to leave company premises because of incidents of violence and intimidation. Reports of intimidation had been received from about 15 firms, a spokesman said.

A woman employee at Anglo American's Standard Telephones & Cables in Boksburg died on Wednesday night after being knocked down by, or falling out of,

5/8/88  
B/Day  
From Page 1  
a bus, Anglo industrial relations adviser Don Ncube said. She had just been attacked by six balaclava-clad people.

Ncube stressed there was insufficient information to determine who her assailants had been.

48-7-103 6/8/68

## Metal industry shop stewards meet today

JOHANNESBURG — Some 450 shop stewards in the metal industry will meet here today to decide whether to extend the strike, now in its third day.

The local secretary of the International Metalworkers' Federation (IMF), Mr Brian Fredericks, announced yesterday that the strike — initially planned to last between two and five days — could be extended to two to three weeks.

Between 14 000 and 25 000 workers, mostly in the Witwatersrand area, have been striking since Wednesday morning.

The proposed extended action is an attempt by the union to push Seifsa into reopening wage negotiations and raise their offer of a 17,4% increase, including an hourly minimum rate of R3 02. The four IMF unions are demanding a minimum wage increase of 23%.

Mr Fredericks said the full shop stewards council would meet at Wits University today to decide whether the strike should continue for longer than five days.

Seifsa's director, Mr Brian Angus, yesterday said he had received more reports of strike action, but could not confirm when the workers had begun striking. He said 14 800 workers at 102 companies had taken action since Wednesday — Sapa.

# 6 saw blast suspects

AT LEAST six people saw a white couple who allegedly planted the Ellis Park car bomb on July 2, fleeing the scene minutes before the explosion.

The blast killed two people and injured 35.

Police have confirmed that they are hunting for a white couple who allegedly parked a stolen BMW car outside the stadium in an area reserved for Transvaal Rugby Union members.

The investigation is said to be at a sensitive stage. — Sapa.

# Metalworkers may extend strike

ABOUT 450 shop stewards in the metal industry will meet in Johannesburg today to decide whether to extend the strike.

The local secretary for the International Metalworkers' Federation (IMF), Mr Brian Fredericks, announced on Thursday that the strike — initially planned to last between two and five days — could be extended to between two and three weeks.

Between 14 000 and

25 000 workers, mostly on the Witwatersrand, have been striking since Wednesday.

The proposed extended action is an attempt to push the Steel and Engineering Federation of South Africa (Seifsa) into reopening wage negotiations and to up their offer of a 17,4 percent increase, including an hourly minimum rate of R3,02.

The four IMF unions are demanding a minimum wage increase of

TO PAGE 2

# Landmark settlement to metal strike

are due back at work by Monday Fana-roff said most would return by today

The settlement was based on an eight-point offer made by Seifsa, which supplements the final employer offer made last month. The entire deal was backdated to July 1

It included one feature that will add to employees' annual pay packets this year — an attendance allowance of up to two days' pay a year. Angus said the *quid pro quo* for employers was the prospect of better attendance

However, other aspects of the deal were noted as even more significant. These included

- employer acceptance of a five-year programme to eliminate anomalies in the industry's wage curve,
- a procedure to investigate allegations of racial discrimination in individual firms. This will also be used for investigating alleged intimidation and violence,
- may 1 and June 16 as paid holidays in

From Page 1

exchange for Workers' Day and Founders Day, subject to a 75% vote in favour by employees at each plant. Minorities will be protected through allowing them to work in extra hours so as to take leave on the latter two days if desired. This is believed to be the first such industry-wide agreement.

- Seifsa is to attempt to persuade companies that have dismissed workers for their participation in the strike to reinstate them, and
- Seifsa will support the Sacco's initiatives regarding the Labour Relations Amendment Act

SIPHO NGCOBO reports that Cosatu in a statement yesterday saluted the metalworkers for having won "major gains" following the strike, saying they had shown tremendous courage in pressing their demands "against one of the most hardline" employer bodies.

## **Metal workers down tools**

7/8/88

By KERRY CULLINAN

C. Press

METAL factories in the PWV area came to a standstill this week as some 20 000 workers downed tools in support of a 23 percent wage increase.

The International Metalworkers Federation, which represents the workers, said that 20 517 of its members at 111 factories were on a strike which would last from two to five days.

The action comes in the wake of a deadlock between workers in the IMF and employers organised in the Steel and Engineering Industries Federation of SA.

Those firms which had indicated that they were prepared to negotiate separately from Seifsa had been exempted from the strike. This meant that those taking part represented 60 percent of those eligible, said IMF.



## Estimates differ on striking metalworkers

The metalworkers' strike entered its fourth day today with employers and the union providing markedly different estimates of the number of workers and factories involved

A National Union of Metalworkers of SA (Numsa) spokesman said a meeting of 600 shop stewards at the weekend had decided that the strike was to continue beyond Tuesday of this week

The meeting was told that 28 745 workers were involved at 160 factories

An employers' spokesman said that the numbers involved were 14 050 workmen at 102 factories — Staff Reporter

peared for the State

~~ARMS 7/8/88~~  
**Pay boost  
for council  
workers**

1408  
**Municipal Reporter**

PAY increases of up to 15 percent have been offered to Cape Town City Council staff as part of a job evaluation scheme

The Cape Town Municipal Workers Association is to discuss the offer tonight. Further negotiation with the council is likely

Certain groups of staff have been offered five percent, others 10 percent and some lower-paid groups up to 15 percent

The council began the scheme in collaboration with its staff unions in mid-1987.

It undertook to introduce market-related salary and wage adjustments from July 1 and to consider these adjustments annually.

According to the council, "market related" means salary and wage scales in various job categories being linked to a market rate which may differ according to job grades.

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### **Vehicles found**

**THOHOYANDOU** — Thirty-nine motor vehicles stolen in South Africa have been recovered in Venda. — Sapa.

# Labour Upda

## Accord is reached

*Sowetan*  
*9/8/88*  
*1/10/88*

GALLO (Africa) Ltd and the Commercial, Catering and Allied Workers' Union reached a settlement in their wage increase dispute yesterday ending a three-week strike by 180 of their employees.

A spokesman for Gallo said a statement to Sapa that striking workers would return tomorrow.

He said under the joint agreement, employees would receive a R120-a-month increase across the board, backdated to April 1 1988. The company had also agreed to pay a Christmas bonus equivalent to three weeks' wage for 1988.

Gallo would also pay a retirement gratuity on a scaled basis to permanent employees who would not qualify for an extra week's leave after five years' continuous service.

The statement said the company had agreed to recognise traditional doctors for a trial period of one year on the basis that employees would be entitled to five days' sick leave per year within the recognised sick leave cycle on presentation of a traditional doctor's certificate. It was also agreed that employees may apply for a day's annual leave within the annual leave entitlement for March 21, 1989

In a joint statement, Mr Byron Xypteras, Gallo's industrial relations manager, commented. "The company is gratified at the joint settlement reached and looks forward to a continuation of the good relations existing with Ccawusa as a basis for future negotiations" — Sapa

Another 300 men fired

# Metalworkers strike extended until end of week

By Adele Baleta

Another 300 striking metalworkers were dismissed yesterday, bringing the total number of those who have lost their jobs so far to over 1 200, a National Union of Metalworkers of SA (Numsa) spokesman said today

The spokesman said the 300 workers had been fired from Vetsak in Isando, Johannesburg

A company spokesman confirmed the dismissals but could not give an exact figure

Numsa reported yesterday that 500 workers were dismissed by Vetsak in Bothaville in the Free State, 19 were fired by Printer Rollers in Germiston, 400 from Maksal Tubes in Springs and 48 from Baisch Engineering in Kempton Park

The union would soon be taking legal action against the dismissals, the Numsa spokesman said

The Steel and Engineering Industries Federation of SA (Seifsa) said 847 employees of two firms had been dismissed

The employer federation also reported that 15 400 workers at 113 factories were on strike and 1 291 workers at seven companies had returned to work

The International Metalworkers Federation (IMF) said a total of 30 835 workers were now on strike at 178 factories. This was an increase of more than 10 000 workers since the strike started on Wednesday last week

An IMF spokesman said a meeting between Doryl Metkor and union shop stewards ended in deadlock yesterday with the group refusing to raise the Steel and Engineering Industries Federation of SA (Seifsa) wage offer of 17,4 percent. Workers are demanding a 23 percent wage increase

The strike, which was originally due to end today, would last until Friday.



# Court action over metalworker sackings

4/8/88 B/Day

NEARLY 1000 striking metalworkers at four firms had been dismissed and legal advisors would be proceeding with Industrial Court action on these cases soon, International Metalworkers' Federation local secretary Brian Fredericks said yesterday

He added that Vetsak in Bothaville had dismissed 500, Maksal Tubes in Benoni 400 and two Kempton Park small firms a total of 65. Seifsa said it had been notified that 847 employees of two firms had been dismissed.

ALAN FINE

According to the federation, 10 firms had applied for interdicts ejecting employees from premises and nine of these had been granted

Seifsa said 15 400 workers at 113 companies were involved in the strike yesterday while 1 291 at seven firms had returned to work. Of the 113 firms only three had agreed to bargain at plant level. Employers, on the whole, were determined to resist union demands.

The IMF said an additional 18 firms had been hit by the strike and that 30 835 union members were now out

Reacting to Seifsa allegations of violence and intimidation at six firms, reported on Friday, Fredericks said strike organisers had made it clear that such action would not be tolerated

"If necessary we will send organisers and officials to the plants where this is allegedly occurring. But it would help if Seifsa supplied us with details," he said

9/18/88 Star



Members of the Paper, Printing, Wood and Allied Workers' Union who were dismissed last year celebrate a court order reinstating them.

## Firm is told to reinstate 110 axed workers

By Adele Baleta

Liberty Box and Bag Manufacturers in Stafford, Johannesburg, has been ordered to reinstate 110 workers dismissed on July 28 last year.

An arbitrator, Mr R Sutherland, ruled on Thursday that the dismissal of the workers was "substantively unfair".

He ordered that the company reinstate the workers on terms and conditions not less favourable than those applicable immediately before the dismissals.

Workers were to be given until August 18 to

present themselves for work, Mr Sutherland said

A Paper, Printing, Wood and Allied Workers' Union spokesman said the employees were fired after striking in support of a demand for the reinstatement of a shop steward who had been dismissed after being absent from work for two weeks.

"After long, fruitless meetings, both parties agreed to refer the matter to arbitration," the spokesman said

Arbitration proceedings began on November 25 1987 and final argument was addressed on July 4 this year

(40A) (S)

# 28 500 involved in metal industry strike

CLOSE on 28 500 workers were involved in the metal industry's wage strike which entered its fourth day yesterday, a spokesman for the National Union of Metalworkers said yesterday.

Numsa official, Dr Bernie Fanaroff, said the strikes had spread to about 160 factories in the Pretoria - Witwatersrand-Vaal areas. He said 30 Dorbyl and Melcor plants were affected by the industrial action.

He said other developments related to the strikes included:

- Dismissal of 500 workers at Vetsak's Free State plant. An ultimatum, the union official said, had already been issued to about 300 employees at Vetsak's Isando factory to return to work.
- Baisch management had obtained a court interdict allowing them to evict 40 employees involved in the strike at the company's Durban factory. However, he said, the workers had not yet been evicted.
- The strikes would continue indefinitely. This decision was taken at a shop stewards' meeting at the weekend.
- Another shop stewards' meeting would be held next weekend to review the strike action.

The strikes were sparked off by a wage deadlock between the employer body, the Steel and Engineering Industries' Federation of SA, and four unions affiliated to the International Metalworkers' Federation (IMF). The IMF unions include Numsa, Steel Engineering and Allied Workers' Union and Engineering and Allied Workers' Union.

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see  
no index

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1401

## Gallo strike ended

Own Correspondent

JOHANNESBURG. — Gallo Africa and the Commercial Catering and Allied Workers' Union of SA reached a settlement in their wage dispute after mediation, ending the three-week strike by 180 workers, a management spokesman said yesterday.

Workers will receive a R120-a-month increase.



140A

# SA business alliance

CAPE TIMES 9/8/88

JOHANNESBURG. — A consultative business alliance, which allows concerned business people "to play a more effective role in opposition to apartheid", has been formed after top-level talks between business, Cosatu and the United Democratic Front at the weekend.

The meeting took place over two days at an undisclosed venue outside Johannesburg. An alliance of businessmen, the Consultative Business Movement (CBM), was formed.

Mr Christo Nel, the workshop co-ordinator, said it had been encouraging to see businessmen getting to grips with political issues. He said that for many the meeting had been an eye-opener on the nature of grievances felt by these organizations. — Sapa, Own Correspondent

CAF-11015  
9/8/88

# Seifsa workers' strike spreads

**JOHANNESBURG.** — The metalworkers' strike entered its fourth day yesterday with management and unions providing different estimates of the number of workers and factories involved.

One of the four unions involved in the strike, the National Union of Metalworkers of South Africa (Numsa), said the number of striking workers had increased by 8 745 to 28 745 since the start of the strike.

But the director of the Steel and Engineering Industries Federation of South Africa (Seifsa), Mr Brian Angus, said the number of workers on strike was 14 050 and 102 factories had been hit.

A spokesman for the International Federation of Metalworkers, Mr Brian Fredericks, said 500 workers had been dismissed by Vetsak in the Free State town of Bothaville while two other companies in the PWV area had dismissed a total of 65 others.

The IFM was granted a Supreme Court interdict yesterday restraining the management at Dorbyl (Vaal) from evicting workers on strike there.

Management at Dorbyl informed the IFM that it intended to stick to the Seifsa offer and would not be induced to make a separate deal with the union.

The IFM unions are demanding a minimum wage of R3,21 an hour, and June 16, May 1 and Sharpeville Day as public holidays.

Seifsa have offered a minimum wage of just over R3 an hour and May Day as a holiday.

# Strikers due to return

By Adele Baleta

At least 180 Gallo Africa employees were expected to return to work today after a three-week wage strike

A wage settlement was made on Monday between the company and the Commercial Catering and Allied Workers' Union (Ccawusa)

About 864 workers would benefit from the agreement, a Ccawusa spokesman said

It was agreed that employees would receive a R120-a-month across-the-board increase back-dated to April 1 1988, a Gallo spokesman said

Ccawusa had demanded a monthly increase of R262

## GRATUITY

The company also agreed to pay a Christmas bonus equivalent to three weeks' wages and a retirement gratuity on a scaled basis to permanent employees, who would also qualify for an extra week's leave after five years' service

Traditional doctors would be recognised for a trial period of one year. This was on the basis that employees would be entitled to five days' sick leave a year within the recognised sick leave cycle on presentation of a traditional doctor's certificate

140A

10/8/88

stay

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AUDIENCE: A crowd of about 500 listens to Dr Zac de Beer, Progressive Federal Party leader.

ARGUS 20/8/88 1401P

## Ex-Sats workers guilty of murdering non-strikers

JOHANNESBURG. — Eight former South African Transport Services workers have been convicted in the Rand Supreme Court of murdering four non-strikers who were found stabbed, beaten and burnt during a strike last year.

Eight other accused were found guilty on charges ranging from culpable homicide, to kidnapping, intimidation and attempted murder.

Two accused, Mr Isaac Mogorosi and Mr Jacob Mmatloa, were acquitted.

Statements by 16 of the 18 members of the South African Railways and Harbours Workers' Union were handed into court. In the statements, accompanied by new pleadings, the accused explained their roles in the kidnapping, assault and murder of Mr Vhulani Mulaudzi, Mr Kati Sebopelo, Mr

Mulatelo Moremane and Mr Jerry Goodman.

The 18 accused all originally pleaded not guilty of five kidnappings, four murders, one attempted murder, four assaults with intent to do grievous bodily harm, two robberies with aggravating circumstances and intimidation.

Bongisi Sibisi, Wilson Matsili and Mafemane Rikhotso, were convicted of four counts of murder, attempted murder, and five counts of kidnapping and intimidation.

George Maungedzo, Patrick Molefe and Takalani Mamphaga were convicted of four counts of murder, attempted murder and intimidation.

David Dzevhe was convicted of three counts of murder and one of intimidation, while Phineas Netshitungulwane was convicted of four counts of murder and one of intimidation. — Sapa.

## murdered Korean sailor

... had made a poor impression the court.

"The court does not accept the story that Wallace shot the de-

Taliep had been with Mr Son and his companion all evening and noticed they had money.

Wallace knew Taliep intended



# 31 000 strike

THE wage strike in the metal industry spread to more companies yesterday bringing the total number of workers involved in the industrial action to about 31 000, a spokesman for the National Union of Metalworkers said

Numsa national organiser, Mr Peter Dantji, said 178 factories were affected by the strikes while 91 had so far reached wage settlements with the union through the International Metalworkers' Federation

IMF affiliates — which include Numsa and Steel Engineering and Allied Workers Union — are locked in a wage dispute with the employer body, the Steel and Engineering Industries Federation of SA (Seifsa)

## Demand

The IMF unions demand — among other things — an average wage increase of 23 percent and minimum hourly rate of R3,21 while Seifsa has offered an average 17,4 percent increase and a minimum rate of R3,02 an hour

Mr Dantji said other developments related to the strikes included.

- Plant-level bargaining between union officials and Printers Rollers' Services resumed yesterday in an attempt to resolve the wage dispute.

- Fresh wage talks between union officials and Dorbyl ended in a

By LEN MASEKO

deadlock this week after, he said, the company indicated it would only negotiate wages and working conditions through Seifsa,

- Some of the 91 com-

panies which had settled with the IMF had agreed to wage increases higher than the 23 percent demanded by the unions, and

- About 1 200 workers had been dismissed at several companies as a result of the strikes

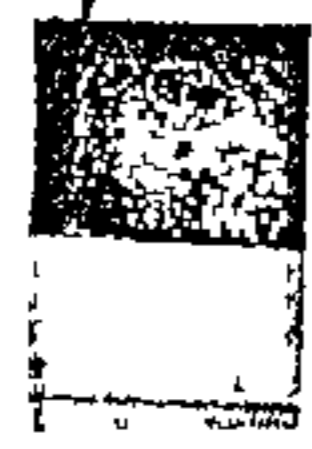
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# CWIU strike into fifth day

A STRIKE by 75 Chemical Workers' Industrial Union (CWIU) members at Janssens Pharmaceuticals would enter its fifth day today after workers downed tool last Thursday, a CWIU spokesman said. He said they were protesting the alleged unfair suspension of a shop steward and management's unfair negotiating practices. The CWIU said the company transferred the shop steward with-

BRONWYN ADAMS

out prior negotiations and threatened him with dismissal should he object. Workers downed tools when the company obstructed more union meetings convened to discuss the issue. A management spokesman said they would be prepared to consider worker grievances on condition they returned to work.



↓ B/Day 10/8/88  
140A

## Metal strike costing R3,5m a day

THE week-old strike in the metal industry is costing R3,5m a day in lost production, calculations by Seifsa's economics division head Michael MacDonald reveal.

The estimate was released yesterday as both sides met for the first time since the strike began.

They held talks on allegations of violence and intimidation and employer ap-

ALAN FINE

plications for interdicts for the eviction of strikers from company premises.

Seifsa said the R3,5m figure was based on employer estimates that the strike involved 15 400 workers at 113 companies; the industry's projected

● To Page 2

10/8/88 B/Day

457

140A

## Metal industry strike costing R3,5m a day

total output of R36bn for 1988, and on the assumption that affected companies were maintaining production at 50% to 60% of normal levels.

MacDonald also assessed strikers were losing about R500 000 a day in wages.

A union spokesman said yesterday the strike had spread to encompass 31 083 workers at 180 firms. Another 728 work-

● From Page 1

ers at four firms had been dismissed and two interdicts had been granted to employers — including one because of workers singing at the plant.

Seifsa said export supplies were not being disrupted by the strike because base-metal producers had separate wage agreements.

B/Day

10/8/88

10/8/88

140A

18

## Pay strike costs R3,5-m a day — metal industry

The Argus Correspondent

JOHANNESBURG — The wage strike by thousands of metal workers was costing the industry an estimated R3,5-million a day in lost production, said a statement from the Steel Engineering and Industries Federation of South Africa

In the statement issued by executive director Mr Brian Angus, the federation said more than one percent, or 113 of nearly 9 000 companies, had been hit by the strike, which entered its eighth day today.

Seifsa said some firms had hired temporary labour and others were maintaining production with non-striking employees.

"Assuming that companies affected by the strike are managing to maintain between 50 and 60 percent of normal production levels, it is estimated that the strike is now costing R3,5-million a day in lost production," the statement said.

The employer federation said yesterday the situation remained unchanged with 15 400 workers on strike

A total of 847 employees were reported to have been dismissed from two companies

But National Union of Metalworkers of SA spokesman Mr Jeff Schreiner said the strike continued to gain momentum with 31 083 workers involved at 180 factories

### "LOCKED-OUT"

He said another 380 workers were dismissed yesterday, raising the total number of sackings since the strike began last Wednesday to 1 647

"Standard Telephone Cables has again moved to evict workers

"One hundred and fifty were locked-out at the British Doughty company because they were singing and Hart employees in Alrode were threatened with eviction because they were also singing," he said.



*CHE Tink 10/8/88*

# SATS non-strikers died after threat to stoppage

JOHANNESBURG. — Participants in last year's SATS strike decided that five non-strikers should be killed because it was believed that their refusal to join the strike could cause its collapse, the Rand Supreme Court was told yesterday.

Mr Bongisi Sibisi, a member of the SA Railways and Harbours Workers' Union, said in a statement to the court that the decision to kill the non-strikers was taken after it became increasingly difficult to control the strike.

He and 17 other former SATS workers were charged with murdering four non-striking colleagues and the attempted murder of a fifth. They initially all pleaded not guilty, but Mr Sibisi and six co-accused, on agreement between the state and the defence, yesterday pleaded guilty to the four murders at the start of the state case.

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1401



# Metal strike affects 1% of firms — Seifsa

10/8/88  
IMF

JOHANNESBURG — The Steel and Engineering Industries Federation of South Africa (Seifsa) said yesterday that this week's metal industry strike had affected "just over one percent of the nearly 9 000 companies in the industry"

A statement by Seifsa said that 113 companies had experienced strike action involving 15 400 workers

The International Federation of Metalworkers (IMF), whose four member unions are involved in the strike, claimed that strike action involving more than 30 800 workers at 178 companies had taken place since last week.

Seifsa confirmed that more than 800 employees had been dismissed by two companies because of the strike

The IMF said on Monday that workers were fired from Vetsak plants in Bothaville and Sandton, — Sapa

# Strike costing R3,5-m a day

By Adele Baleta

The pay strike by thousands of metal workers was costing the industry an estimated R3,5 million a day in lost production, the Steel Engineering and Industries Federation of South Africa (Seifsa) said yesterday

For the first time since the strike began a week ago, both sides met yesterday to discuss employer's allegations of violence and intimidation.

A statement by executive director Mr Brian Angus said the projected value of production in the industry for 1988 was expected to be R36 billion

## DISMISSED

He said 113 out of nearly 9 000 (1,2 percent) companies in the industry had been hit by the strike which entered its eighth day today

The employer federation said yesterday the situation remained unchanged, with 15 400 workers on strike. A total of 847 employees were reported to have been dismissed from two companies

But the National Union of Metalworkers of SA (Numsa) spokesman, Mr Jeff Schreiner, said yesterday the strike had continued to gain momentum, with 31 083 workers involved at 180 factories.

## SETTLED

Another 380 workers had been dismissed yesterday, raising the total number of those who had lost their jobs since the start of the strike to more than 1 647, he said

He said settlements had been concluded with more than 100 companies.

Many of these companies had agreed to wage increases higher than the 23 percent demanded by the unions, he said

11/8/88

## Job security for pregnant women guaranteed

# New agreement will give workers the right to parental benefits

Start  
140A  
23

The parental rights agreement between the Commercial, Catering and Allied Workers' Union (Ccaawusa) and Pick 'n Pay — which comes into effect this month — has placed the issue on the social agenda at a time when most South African working women have yet to win the right to have children without jeopardising their jobs.

The agreement is based on a set of principles, which include the notion that women and men should have equal opportunity to combine employment with family life under safe conditions.

The agreement includes the following innovations:

- The right for women employees to take 11 months' parental leave, for nine of which they will be paid 75 percent of their wages. Fathers are entitled to share the remaining two months' unpaid leave provided they work for Pick 'n Pay.

- Eight days' paid leave for fathers during their partners' confinement or when adopting a child. Fathers are also entitled to a total of 18 days unpaid leave until their children are 12 years old, plus an additional paid day off each month during a baby's first six months.

### No discrimination

The agreement also guarantees job security for pregnant women and outlaws discrimination on the basis of pregnancy. In addition, women will be entitled to paid leave in accordance with a doctor's recommendation in the event of a stillbirth or miscarriage.

The Ccaawusa-Pick 'n Pay agreement, followed closely by a less generous one between the Amalgamated Clothing and Textile Workers' Union and James North Africa in Natal, is the result of growing pressure among the black union movement for improved parental rights for South African workers, itself the culmination of years of campaigning for maternity rights.

The first comprehensive maternity agreement was signed in 1983 between Ccaawusa and OK Bazaars. It included a year's unpaid leave and job security. This was followed by agreements with other employers in the retail and distributive trade and other sectors.

According to Ccaawusa spokesman Mr Jeremy Daphne, many women earning low wages were forced to return to work too soon after childbirth because of financial difficulties. The Unemployment Insurance Fund (UIF) only provided for six months' pay at 45 percent of a woman's wages.

He praised Pick 'n Pay for being "reasonably open-minded" in their approach to the whole issue of parental rights.

"We believe that Pick 'n Pay were in the best position to negotiate an enlightened agreement because they were accustomed to the union and were, more importantly, financially in a position to agree to our proposals," said Mr Daphne.

Pick 'n Pay's industrial relations general manager, Mr Frans van der Walt, acknowledged that the company's comparatively strong financial position might have been crucial to management's approach.

According to Mr van der Walt, Pick 'n Pay believes it has a role to play in helping employees with parenting.

It was impossible, said Mr van der Walt, to predict the exact cost of implementing the agreement because the

The struggle for parental rights in South Africa has received a boost through a precedent setting agreement between the Commercial Catering and Allied Workers' Union (Ccaawusa) and leading retailer Pick 'n Pay which employs 18 000 people. However the majority of South African workers still have a long way to go before they can enjoy parental and child care benefits as a right writes Labour Reporter MIKE SILUMA.

number of people who would make use of the facility was unknown. But he did give a "guesstimate" of between R1,2 million to R2 million a year.

"We will now have a clear cut policy (on the parental rights issue) and this could have a positive effect on industrial relations in the company," said Mr van der Walt.

Ccaawusa regards the Pick 'n Pay agreement as an important first step and hopes it will be a precedent in providing for the parental and child-rearing needs of all South African workers, according to Mr Daphne. The union plans to table proposals similar to the Pick 'n Pay agreement to all companies where it is recognised.

The same proposals have been submitted to the industry's wage board, which sets minimum standards for wages and working conditions for retail workers.

But while Ccaawusa has its sights set on a comprehensive parental rights programme the vast majority of employees in both the public and private sectors have yet to attain maternity rights, let alone child care facilities or paternal rights.

Thousands of farm and domestic workers are not covered by the Labour Relations Act, and do not, therefore, qualify for UIF benefits.

### Maternity rights

According to the Institute for Industrial Relations, central Government and provincial departments have no provisions for either maternal or paternal benefits. Pregnant women are allowed to take unpaid leave for up to six months, which may be increased depending on circumstances. However, where a replacement is necessary, a woman going on maternity leave would have to resign.

Employees of some municipalities are covered by industrial council agreements which provide guidelines for maternity rights.

A recent snap survey by management consultants PE Corporate Services showed that only 20 percent of Johannesburg companies approached were prepared to grant three months' unpaid maternity leave, 50 percent gave three months' paid leave and 20 percent gave up to six months' unpaid leave. Only 10 percent would give a year's unpaid leave.

All companies arranged that there be no loss of pension benefits during maternity leave. All the companies also gave women returning from such leave the same position as before if they returned within an agreed time. Only 10 percent offered child care facilities and 100 percent considered women for professional appointments on the basis of ability and qualifications for all positions.

Regarding paternity leave, com-

panies were willing to give a day's compassionate leave at the time of childbirth. If the father wanted longer time he would have to take it from his annual leave. The survey concentrated on professional and skilled employees.

PE Corporate Services' remuneration division manager, Ms Naomi Brehm, said the figures showed that paternity leave and the provision of child care facilities were not common.

"While these are big issues in the United Kingdom, Europe and United States, (they are) things we still have to pay attention to if we are to draw women into the workforce. The only way we can do that is to provide means of child care."

She said State and private child care facilities were not easily accessible and could only be afforded by high income earners.

CHARTER BUREAU

In the  
city of  
Johannesburg

11/8/88



## 1 214 workers fired, '28 000 still on strike'

JOHANNESBURG. — At least 1 214 striking metalworkers have been dismissed because of the stoppage while 4 368 workers have returned to work following the wage strike that started last Wednesday, the Steel and Engineering Industries Federation (Seifsa) said yesterday.

The statement said Seifsa was notified that 90 companies had experienced strike action involving 11 270 employees.

The International Federation of Metalworkers (IMF) earlier estimated that between 28 000 and 29 000 workers were still on strike at 180 companies.

"So far 25 companies have informed Seifsa that 4 368 workers are back at work," the statement said.

Of the 25 companies, 10 have confirmed to Seifsa that workers had accepted the 17,5% wage increase offered by the employer federation while the IMF unions were demanding increases of around 23%.

Seifsa said it was not clear on what basis the remaining 15 companies had secured a return to work.

The IMF said that more than 100 companies had negotiated separate wage agreements with the IMF. Most of the companies involved in the agreements had offered more than the IMF's demanded 23% increase.

Seifsa said it had been confirmed that 1 214 striking workers had been dismissed by four companies involved in the dispute. — Sapa

and CAPE 80c (71c + 9c tax)

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(10A) Day

A TIMES MEDIA PUBLICATION

# Metal worker strikers reach agreements with two major groups

WAGE settlements yesterday at two major groups involved in the metal workers' strike appeared to mark the start of a new trend — a substantial return to work with or without improved wage offers.

Two of the firms most affected — Siemens and National Bolts — concluded agreements yesterday.

A Siemens spokesman, who said 1 500 employees at five locations had been on strike, confirmed workers on the lowest rates were to receive increases of 56c an hour.

The spokesman said the company traditionally negotiated additional merit increases once the industry agreement had been concluded.

Normally these were over a specific range and finally determined on merit. On this occasion, however, the extra increases would be paid across-the-board in each job category.

National Bolts MD Alan Schlesinger confirmed minimum increases of 50c an hour had been agreed for 600 workers at

four plants. He said workers had returned to work last week after four days on strike and "intensive and constructive" negotiations had then begun.

Employer-body Seifsa had offered hourly increases of 41c on the bottom rate, with the unions demanding 60c, when negotiations deadlocked.

The National Union of Metalworkers of SA (Numsa) said yesterday a total of 4 404 members had returned to work since Tuesday after reaching settlement with several companies, including two

in the Haggie Rand group. In all, spokesman Geoff Schreiner said, the union had concluded agreements with 122 companies, most of which had not been affected by the strike.

There was no sign of a settlement with the Dorbyl/Metkor group where, according to Numsa, 31 plants were affected.

A Seifsa spokesman said 4 368 strikers employed by 25 companies had returned to work. At 10 of these employees had accepted Seifsa's 17,4% offer.

He said 90 companies remained affected by strike action involving 11 270 employees. Four companies had dismissed 1 214 strikers.

Siemens and National Bolts settlements would not affect most employers' determination to remain firm on their financial wage offer.

Schreiner added an increase in the number of plants evicting workers from premises had taken place yesterday.

He added worker representatives remained ready to enter negotiations with Seifsa unconditionally.

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# Settlement on wages at De Beers

12/8/88 ALAN FINE

DE BEERS and the National Union of Mineworkers (NUM) this week reached agreement on their wage dispute — the last major one in the mining industry this year.

The settlement, which provides for a 15% wage increase for 9 655 union members at five De Beers diamond mines and the geological department, was signed days before the expiry of the 30-day period allowed for the establishment of a conciliation board.

NUM assistant general-secretary Marcel Golding described the agreement as "satisfactory in the circumstances". It takes the De Beers minimum monthly wage to R563.

~~Security~~ Security 140A

He said it also entrenched parity in wages, annual leave conditions and shiftwork times in the different De Beers divisions. This, he said, was largely to bring conditions at the Premier mine up to the same standards as the others.

The agreement further provides for one year's income security for members in the event of incapacity and an "inconvenience" allowance for members who spend nights doing fieldwork.

Golding described the latter as a breakthrough: previously such allowances were granted to whites only.

De Beers added the agreement provides for a paid holiday on May 1 each year and an unpaid holiday on June 16.

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# Decision leaves metal industry without agreement

THE Manpower Department yesterday notified the industrial council for the metal industry that it was unable to gazette a wage agreement on the basis proposed by most of the council.

This still leaves the industry, in which the previous deal expired on June 30, without an agreement.

In June the council asked the Minister to gazette the agreement to exclude members of the four unions affiliated to the International

ALAN FINE

Metalworkers' Federation now in dispute with Seifsa.

It would then cover members of those unions that signed the agreement and non-unionised employees.

However, a letter from the director-general yesterday said the department's legal advice was that objections to such an arrangement advanced by the IMF unions were

probably correct.

These included section 48(1)(b) of the Labour Relations Act that empowered the Minister to bind all employers and employees to an agreement. He did not, the unions submitted, have the power to exclude any.

Seifsa director Brian Angus declined to comment as members were to discuss the matter today.

National Union of Metalworkers of

SA spokesman Bernie Fanaroff welcomed the news. He said the IMF unions, and Numsa particularly, had complained for years at council treatment.

"They have to learn to deal with us properly," he said.

The strike remained stable yesterday. Fanaroff said two more Dorbyl plants joined the stoppage while Angus said employees at a couple of firms had returned to work.

## Potential investment of R1,865bn

### IN BRIEF

Brand SA, says Carter

140A  
[Handwritten scribbles]

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S



WORKERS at the Gallo recording company can now take paid sick leave if a sangoma says they must.

This week some 400 members of the Commercial Catering and Allied Workers' Union (Ccawusa) returned to work after staging a month-long strike to support demands for higher wages and the right to time off if this is prescribed by a traditional healer.

The company agreed to raise wages by R120 a month across-the-board and to grant workers five days' paid sick leave per annum if they produce a certificate from a sangoma, inyanga, herbalist or other healer.

The medical part of the strike settlement will operate on a trial basis for one year and has been hailed by the union as a breakthrough in industrial relations.

"The major victory is over traditional doctors and it will encourage our members to make similar demands in wage talks with other companies," said Ccawusa organiser Abie Raimalope.

Gallo's industrial relations manager Byron Xypteras said the company was "gratified at the joint settlement

# At Gallo it's okay to stay off sick, if the sangoma agrees

BY EDDIE KOCH and NZIMKULU MALUNGA

reached and looks forward to a continuation of the good relations with Ccawusa as the a basis for future negotiation".

Jeremy Daphne, a research officer for the union, confirmed similar proposals have already been tabled in wage negotiations with the large Metro, CNA and Frasers retail chains.

"There are many ailments which workers prefer to consult African doctors about and there's been an overwhelming feeling from workers and shop stewards in large companies that they have the right to visit such

people when they have health problems," said Daphne.

"Most employers have in principle recognised the right of workers to see traditional healers but there is still a lot of disagreement over technicalities like how to prove that one has been to a sangoma and what kinds of certificates can be used to do this."

The union has suggested one way to solve the problem is for the company to produce standard forms which can be signed or stamped by a traditional doctor.

Ccawusa is also considering making demands that workers have the right to claim the costs of visiting African healers from company medical aid schemes and to include visits to healers as part of their compassionate leave.

Daphne says demands around these issues are likely to be raised when national wage talks with large chain stores such as OK Bazaars and Pick n Pay begin later in the year.

The pioneering agreement at Gallo will add impetus to growing co-operation between traditional and Western medical practitioners, though formal liaison between the two medical systems is effectively illegal.

The South African Medical and Dental Council bans doctors, dentists and psychologists from collaborating with those not registered by the council but there have been increasing calls from practitioners for the value of folk medicine to be recognised.

Another unique aspect of the Gallo strike was the support received from top musicians like Ray Phiri and Stimela, who refused to enter the company's recording studios in solidarity with the workers.

# Strike continues to see-saw in metal industry

By Adele Baleta

The metal industry strike is continuing to see-saw, with more workers going on strike while others return to their posts at the conclusion of wage deals between the International Metalworkers Federation (IMF) and several companies

A National Union of Metalworkers of SA (Numsa) spokesman, Dr Berne Fanaroff, said yesterday workers at another seven firms had joined the strike, which entered its eighth working day today.

They included four Dorbyl/Metkor plants, raising to 35 the number of the group's operations affected by the strike.

## DEADLOCK

A meeting between Dorbyl/Metkor and union shop stewards ended in deadlock this week with the group refusing to better the Steel and Engineering Industries Federation of SA (Seifsa) offer of 17,4 percent

A union spokesman based in the Eastern Cape said six companies in Port Elizabeth and Uitenhage had been affected by the strike

Company comment was not available at the time of going to press

# De Beers and mineworkers agree on wages

The National Union of Mineworkers (NUM) and the world's biggest diamond producer, De Beers Consolidated Mines, have reached a wage agreement for 1988, a mine spokesman announced yesterday.

The spokesman said

both parties had agreed on a 15 percent wage increase for the NUM—represented categories on De Beers' South African mines and in its geology department

In terms of the agreement, the minimum pay

of an unskilled employee would be R553 a month

The final NUM demand before declaring a dispute was 20 percent across-the-board

The agreement also provided for improved benefits, including a paid holiday on May 1 and an

unpaid holiday on June 16, the spokesman said

"Although both parties had applied for the establishment of a conciliation board following the declaration of a dispute, the agreement now reached makes the board unnecessary," he added

WSTA 12/18/88

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De Beers,  
NUM reach  
agreement

The Argus  
Correspondent

JOHANNESBURG —  
The National Union of  
Mineworkers (NUM) and  
De Beers Consolidated  
Mines have reached a  
wage agreement for  
1988, a mine spokesman  
has announced

The agreement will  
affect at least 8 000  
workers

In a statement the  
spokesman said both  
parties had agreed on a  
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The NUM was un-  
available for comment  
at the time of going to  
press

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**News in Brief**

*Cable Times 13/8/68*  
**Union official arrested** *160AD 106*

JOHANNESBURG.— A shopsteward of the National Union of Metalworkers, Mr Wilson Fudukile Mbovane, was arrested yesterday at his home by the Ciskei police.

CAPE TOWN 13/8/88

988

JOHANNESBURG — A group representing employers on labour affairs has expressed regret over the decision by the Minister of Manpower to promulgate the Labour Relations Amendment Act in full on September 1

## Saccola 'regrets' Labour Bill decision

Mr Bob Godsell, chairman of the the SA Employers' Consultative Committee on Labour Affairs (Saccola), said his organization, as well as Cosatu and the National Council of Trade Unions (Nactu), had agreed to approach the minister to delay the promulgation of six of the 31 clauses in the act.

He said a joint, written motivation of this proposal was also agreed on on Thursday. This was submitted to the director-general of the Department of Manpower yesterday, Mr Godsell said.

"We hope the minister will be able to reconsider this decision in the light of the joint Saccola, Cosatu and Nactu motivation"

Mr Godsell said the detailed discussions between Saccola and the two trade union federations had so far produced significant areas of agreement in principle, as well as proposals to improve the wording of sections of the amending legislation.

Cosatu spokesman Mr Frank Meintjies said the minister was "painting himself in a corner" and the move would "precipitate conflict on the factory shop floor". He described the decision as "reckless"

The Labour Relations Amendment Act of 1988 will come into operation on September 1, according to a government proclamation gazetted in Pretoria yesterday.

The Bill, among other issues, led to a massive three-day national stayaway action by workers in June. — Sapa



# Metal firms sack lock-out strikers

## Wage action becomes more bitter

By KERRY CULLINAN

SINCE workers voted at the weekend to extend the strike in the metal sector, employers have replied with dismissals and lock-outs.

According to the International Union of Metalworkers, which is representing the strikers, more than 1 200 workers have been dismissed in the past week.

The bulk of the dismissals have occurred at Velsa in the Free State, where about 1 000 workers were dismissed.

A number of factories have also locked their workers out and workers at Doughty say management gave "singling on the premises" as the reason for their lock-out.

"The strike is becoming increasingly bitter," said the National Union of Metalworkers of SA in response to the employers' lock-out.

Meanwhile, the employer organisation, the Steel and Engineering Industries Federation of SA, has estimated that the strike is costing R3,5-million a day in lost production.

Companies offering independent wage deals include Anglo Dutch and John Deere.

For the first time since the strike started, a meeting between Seifsa and the IMF was held on Tuesday. However, discussion was restricted to the alleged intimidation of non-strikers and interdicts being brought against the strikers. No new wage offer was made.

A further meeting between strikers and management at the Dorbyl and Melcor groups also ended in deadlock after the companies refused to offer more than Seifsa's 17,4 percent increase. Both groups are powerful decision-makers in Seifsa. Thirty-one of their plants

*CP/22*

*14/7/78*

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THE metalworkers strike has cost the industry an estimated R40-million and seriously affected large operations, such as Moss-gas and Eskom.

Several companies in the motor industry slowed down this week because of a shortage of wheels and other components, says International Metalworkers Federation (IMF) spokesman Bernie Fanaroff

Dorbyl, one of the hardest hit companies, makes many automotive components, including wheels, seats, steering gears and window regulators

# Strikers cost metal industry R40m so far

By Robyn Chalmers

All motor companies were affected by the strike

Nissan general manager of communications Sarel Liebenberg said work was severely disrupted on Tuesday After negotiations with the

union, Nissan reached an agreement and full production resumed on Wednesday

Mr Liebenberg said "All strikes disrupt the economy. This strike is serious, particularly because of the effect it could have on the future position of workers"

Dorbyl is one of the many companies directly or indirectly linked to supplying products to the Mossel Bay project

The Dorbyl and Metkor groups together have had as many as 34 plants out of action in the two-week strike. Dorbyl managing director Dawie Mostert says the

largest number of strikers at any one time was about 10% of the 23 000 work force

"The motor industry and many others have been affected by the strike, but we have to a large extent made arrangements to minimise disruption"

## Wage loss

Michael MacDonald, head of the economics division at the Steel and Engineering Industries Federation of SA (Seifsa), estimates that the strike is costing the industry about R3,5-million a day. "The value of production in the metal industry as a whole in 1988 is expected to be R38-

billion

"Assuming that companies affected by the strike maintained between 50% and 60% of normal production, R3,5-million a day is a fair estimate of the amount of revenue lost"

Seifsa also estimates that striking workers are losing about R500 000 in wages a day. This was worked out on Seifsa's figure of 15 000 strikers in a labour force of 350 000

If the IMF figure of 25 000 strikers is closer to the mark, however, the amount of wages lost by workers would be doubled. The metal industry's loss would also double. The strike began on August

3 and affected mainly the Witwatersrand. Engineered by the IMF, the strike was aimed at forcing Seifsa to raise its final wage offer. The IMF represents four unions, including the militant National Union of Metalworkers (Nunmsa), the Engineering and Allied Workers Union and the Steel Engineering & Allied Workers Union.

## First day

Seifsa's final offer before the strike was a 17,4% increase, including an hourly minimum of R3,02. IMF pressed for an average of 23% and a minimum hourly rate of R3,21

On the first day of the strike IMF spokesman claimed that between 10 000 and 21 000 employees did not go to work. The union figure soon rose to about 30 000

Seifsa and IMF figures have differed throughout the strike. Seifsa says the highest number of strikers was about 16 000.



CP Correspondent

EXTENSIVE damage was caused when unknown arsonists hurled two petrol bombs at a trade unionist's home in Mdantsane this week.

Nomhle Mamele, an administrator of the Amalgamated, Clothing and Textile Workers Union of SA said the petrol bomb -

# Cape unionist's home petrol bombed

*CP 140A*

*140A*

*[scribble]*

which was hurled in through a lounge window early on Monday morning destroyed curtains, a four-piece lounge suit, and some clothes.

She said a second bomb was tossed through the window of a room where

her brother was sleeping. It failed to explode.

No one was injured in the fire which caused damage estimated at R2 616.

Mamele said: "We managed to put out the fire after neighbours came to our assistance."

She said the police came later and cleared the house of the shattered glass from the petrol bombs.

"The matter is now in the hands of the police," she said.

Mamele started working for the Textile Workers In-

dustrial Union of South Africa in 1984 which merged with Actuwsa.

She was uncertain whether her union activities were the reason for her

house being a target for attack

Mamele said she had received a call about three weeks ago from an unknown person who claimed to be a comrade of a fellow union official, Jabu Gwala.

The person asked where Gwala was staying.

"I told him that I did not know where Gwala was staying." - Elnews

21643 11/1888

## Unilong wage dispute settled out of court

Labour Reporter

A DISPUTE between the Transport and General Workers Union and Unilong Distributors has been resolved in an out-of-court settlement after the matter was referred to the Industrial Court, according to a union spokesman.

The dispute led to a three-week strike at the company's Bellville depot when the company rejected union demands for national bargaining and insisted on depot-based wage negotiations.

In the settlement the company agreed to wages being negotiated annually in a national forum to agree on overall increases for all workers at the company's three depots — Bellville, Wadeville and Pine-town.

# 8 Sarhwalu men guilty of Sats strike murders

By MARTIN NTSOELNGOE

EIGHT members of the South African Railway and Harbour Workers Union admitted to a Randa Supreme Court judge this week that they murdered four non-strikers during the 1985 Sats strike. Judge TT Spoelstra and two assessors found each guilty of murder.

Two of the 16 originally charged, Isaac Mogoosi, 30, and Jacob Mmatloa, 33, were found not guilty.

In papers before the court, the 16 accused ad-

mitted holding a meeting at Cosatu House at which a decision was taken to kill all those who did not heed the strike call. The other four were stabbed and a 31kg rock dropped on their heads. They were then set alight.

After the meeting, Albert Phuluwa, John Katsipolao, Mulatelo Petrus Moremane, Vulani Joseph Mulaudzi and Jerry Rudolph Goodman were abducted from various places where they worked and taken to Cosatu House. The other four were Bongani Sibisi, 33, William Rhikheho, 33, Patrick Molefe, 27, Takalani David Mamphanga, 36, George Maudzedzo, 36 and Phineas Netshitugulwane, 25, were found guilty of four murders.

David Dzevhe, 30, was convicted of three murders.

Jacob Ngeobo, 24, Daniel Mkhokhoto, 36, Johnson Mokgesi, 36, Simon Mulomoni, 42, Jacob Mchaku, 33, Freddie Mothusi, 30, Wilson Mushalshane, 33 and Michael Ikaneng, 38, were convicted on various counts of culpable homicide, kidnapping, assault, and intimidation.

The trial was postponed to August 22, when defence counsels intend calling a psychiatrist to give evidence.

## Unions to plead with Minister on new labour Act

Labour Reporter

THE promulgation of the Labour Relations Amendment Act in full with effect from September 1 drew immediate reaction from a leading employer organisation and trade union federation

The Act was promulgated in the Government Gazette on Friday

Expectations had been that the Act, which introduces several changes to labour legislation, would not be immediately promulgated in full and the South African Consultative Committee on Labour Affairs (Saccola), which represents employer interests, said it regretted the Minister's decision

The Congress of South African Trade Unions (Cosatu) said the Act would severely curb the power of unions and generate industrial chaos because of "a lack of forums for negotiation"

Mr Bobby Godsell, chairman of Saccola, said that his organisation, Cosatu and the National Council of Unions agreed at a meeting yesterday to approach the Minister of Manpower, Mr Pietie du Plessis, on the promulgation of six of the Act's 31 clauses.



# Unions accuse Govt of bad faith on Bill

By Adele Baleta

South Africa's two major labour federations have criticised the Government for deciding to implement the Labour Relations Amendment Act from September 1.

The Congress of SA Trade Unions (Cosatu) and the National Council of Trade Unions (Nactu) in a joint statement at the weekend threatened to take action against employers who refused to give an undertaking by September 1 not to enforce the Act. The unions said they would consult their members on the issue.

The Act was promulgated in Pretoria on Friday and followed a meeting between the two labour federations and the South African Consultative Committee on Labour Affairs (Saccola).

An agreement was reached with Saccola at the meeting on Thursday that certain sections of the Act should not be promulgated, the federations said.

Cosatu and Nactu said that by promulgating the amendments in full the Department of Manpower was acting in bad faith.

The two federations have however reaffirmed their commitment to the negotiation process provided Saccola recommended to its members not to use the rights conferred on them by the amendments

same period last year

APR 15 15/88  
140A

# Strikes periodically close motor assembly plants

JOHANNESBURG. — Strikes at motor components manufacturers have forced at least two motor assembly plants to shut down production lines periodically over the last 10 days

A Samcor spokesman said the company's Pretoria plant had been shut down twice early in April. He would not say which parts were unavailable, but a union spokesman said he thought it was a product of a company affected by the main metal industry strike

A Delta spokesman said a wage strike at Hella had caused a shortage of wiring looms and the vehicle assembly plant been forced to close early last Monday and Wednesday and for the full day on Tuesday

The Hella strike, now resolved, was not part of the Seifsa dispute

same period last year.

APR 17 1988  
140A

## Strikes periodically close motor assembly plants

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The Hella strike, now resolved, was not part of the Seifsa dispute.

# Unions blamed for legislation row

Own Correspondent

JOHANNESBURG — The Minister of Manpower and his director-general have blamed the controversy over the implementation of new labour legislation from September 1 on the failure of Cosatu, Nactu and Saccola to keep to pre-arranged deadlines

They also intimated that union federations' refusal to talk to the minister about a possible delay in implementing certain clauses was partly responsible for his unwillingness to consider such representations.

On Friday Cosatu and Nactu telexed the department, accusing it of bad faith in putting the entire Labour Relations Amendment Act into opera-

*Cape Times 15/8/88 (1400)*  
tion. However, in their first ever joint media conference, the general secretaries of the two organizations, Mr Jay Naidoo and Mr Piroshaw Camay, said the negotiation process with Saccola would be kept going provided Saccola recommended to affiliate members not to use the rights conferred on them by clauses which the parties have agreed should be suspended.

Cosatu and Nactu have also demanded that individual employers make such an undertaking by September 1. Mandates would be sought for industrial action against those which refused.

A Saccola official said at the weekend the union demands

had not yet been discussed, as they had been received only late on Friday

The clauses in dispute relate to unfair dismissals, indirect and intermittent strikes, certain registration provisions, time limits for the resolution of disputes, secrecy of Industrial Court judgments and the presumption of union "guilt" for unlawful strike action by members

Director-General Mr Piet van der Merwe strongly denied any question of departmental bad faith. That they were not ready to submit proposed amendments to be considered in time for the forthcoming parliamentary session, as they had agreed in June, "is their own fault", he said



~~NUM accepts~~  
**NUM accepts  
govt invitation**

Own Correspondent

**JOHANNESBURG.** —  
The National Union of Mineworkers (NUM) has accepted invitations to sit on committees established to advise the Minister of Economic Affairs and Technology on matters related to the abolition of job reservation in the industry.

The four committees are to advise the minister on the "proven labour needs" of the industry with regard to blasting certificate holders, onsetters, locomotive engine drivers and winding engine drivers respectively.

140A

## Container depot workers on strike

Labour Reporter *MCS 16/8/88* *1504*  
WORKERS at South African Container Depots downed tools today over the dismissal of a senior shop steward

A spokeswoman for the Transport and General Workers' Union said the stoppage was a legal strike involving employees at depots nationwide

General manager Captain Philip Penn said there had been stoppages in

~~Cape Town~~ ~~Port Elizabeth~~ and Johannesburg, but the Durban depot was working normally

The union applied for a conciliation board following the dismissal in May of the shop steward, Mr Randall Howard, for alleged insubordination

This was not granted and after a dispute was declared in June a strike ballot was held

ALAN FINE

AFTER a day-long meeting yesterday to discuss a fresh Seifsa offer aimed at resolving their wage dispute, representatives of striking metalworkers requested a further meeting with Seifsa on the proposed deal.

The meeting was scheduled for last night. However Numsa official Bernie Fanaroff said no further statement would be made until after today's meeting.

Neither he nor Seifsa director Brian Angus would disclose details of this offer, because unions not party to the dispute had to be informed first.

Sapa reports the strike, now in its

16/8/88 (140A)

## Metals strike talks continue

third week, has been hit by another violent outbreak, with two Hart workers stabbed to death at the weekend.

Police said two Indian workers were killed in Bellair on Friday. They were Gotaul Ganasen, 29, of Merebank, and Dass Venkatspatly, 44, of Chatsworth.

Meanwhile, the number of striking workers has dropped drastically.

A total of 5 594 workers from 35 companies had returned to work since the strike began on August 3, Seifsa said.

CAP 7/16/88

## Two metal workers die in stabbing

JOHANNESBURG

The metal workers' strike, now in its third week, has been hit by another outbreak of violence, with two Hart workers stabbed to death at the weekend in what is believed to be a strike-related incident.

Police said yesterday the two workers were killed on Friday afternoon at the Buttercup tearoom in Bellair while on their way home from work.

However, though the managing director of Hart, Mr Edward Parritt, confirmed the murdered men were Hart workers, he would not say whether the assailant was an employee of his firm.

He also declined to say whether the incident was strike-related.

The dead men have been identified as Mr Gotaul Ganasen, 29, and Mr Dass Venkatspatly, 44.

The Steel and Engineering Industries Federation's (Seifsa) director, Mr Brian Angus, said yesterday that the employer group would be meeting with its members to consider a fresh wage offer discussed at the weekend. — Sapa



140A ~~150153~~ ~~159~~ ~~1537189~~

## Metal workers come out of strike 'stronger'

### The Argus Correspondent

DURBAN — The national strike by unions affiliated to the International Metalworkers Federation has been called off and workers are expected to return to work by tomorrow

A statement from the National Union of Metalworkers of South Africa said members had been asked to convene meetings of the shop stewards' councils tonight to discuss this

"General meetings of workers should be held tomorrow so that there can be a return to work by Thursday," Numsa said

The union said although they did not force the Steel and Engineering Industries Federation of SA to move on money, the

employer organisation gave them benefits that would make them much stronger in future

The strike had damaged the Steel and Engineering Industry of South Africa's ability to control its members as more than 120 companies had offered more than Seifsa's 41c increase an hour

The wage structure of the whole industry had been changed as many companies were now paying more than R4 an hour

Pressure would be put on companies to reinstate dismissed workers, the union said

The union said their strike was the only national industrial strike which had taken place this year

# Gunwagons out — Union

14017  
17/8/88

## Labour Reporter

A CAMPAIGN against the transporting military equipment "for use against neighbouring countries" has been started by the Transport and General Workers' Union

The decision was taken at the union's national congress in Johannesburg

A union spokeswoman said that some members were employed by transport companies which had contracts with the South African Defence Force to carry military equipment

They objected to having to transport equipment which was often, they said, destined for use against neighbouring countries "which are our allies in the struggle"

The congress also adopted the Freedom Charter and committed itself to developing a working-class understanding of the document and to the implementation of socialism.

## Stayaways

It urged employers to negotiate with the union in a national forum on their attitude to stayaways, peaceful protests and public holidays such as June 16 and May Day

The union said members' lives were endangered if transport employers refused to withdraw buses until situations became dangerous

It called for a negotiated reduction of working hours to 45 a week, to take up women's issues more vigorously and to apply for membership of the Non-European Passenger Trade Industrial Council

It claimed that many members working for employers in the council were working under exploitative conditions and subject to a closed-shop agreement

C+-

## Beer-loaders stop work

Labour Reporter

ARGUS 17/8/88  
ABOUT 30 labourers at the South African Breweries depot at Bellville have stopped work over employment conditions

They are employed by drivers contracted to SAB for deliveries under a scheme in which the company helps the drivers to become small businessmen

After a specified period the drivers get ownership of the trucks

### WORKING AS CASUALS

Workers said they had been promised permanent employment, but had been working since October 1987 as casuals and paid R25 a day with no benefits or overtime

They stopped work on Monday in protest at this and other working conditions and, though not members, consulted the Food and Allied Workers' Union

Union officials were understood to have approached the breweries

# Decision likely on metal strike

LEADERS of the National Union of Metalworkers of SA (Numsa) have made a recommendation to regional union structures on Seifsa's new offer, and a final decision on ending the two-week-old strike is expected today

Numsa official Bernie Fanaroff declined to give details of the recommendation or of the offer, but Seifsa described the offer as one which had been developed jointly between Seifsa and Numsa leadership.

The offer does not include any changes to the basic wage rates on the table at the time the strike

ALAN FINE

began  
In the event of acceptance by Numsa members at meetings scheduled for last night, an agreement will probably be formalised at the industrial council on Thursday.

Investigate 140A

Seifsa said the strike involved 10 650 employees at 95 firms yesterday

Meanwhile, Durban-based Numsa officials visited the Hart

17/8/88 B/Day  
factory yesterday to investigate the killings of two Indian employees on Friday

A spokesman said they had found no clear evidence linking the deaths to Numsa members, but the union was prepared to take the matter further if management supplied more detailed information

He said the visit was in response to a telex from Hart's attorneys about a number of incidents of violence and intimidation allegedly perpetrated by union members

Hart GM Ted Parrett confirmed the visit but declined to comment further



# Meeting over IMF wage deal

THE International Metalworkers Federation strike committee yesterday met with local shop steward councils to discuss the offer made by metal industry employers at the weekend.

The Steel and Engineering Industries Federation of SA (Seifsa) package offer did not include an increase on their wage offer of 17.4

percent *Sowetan*  
An IMF spokesman said yesterday the Shop Stewards councils would report back today on meetings held with workers

17/8/88  
He declined to give details of the Seifsa proposals. Seifsa director, Mr Brian Angus, said Seifsa officials had ratified the proposals

*1407*  
*Sowetan*  
*17/8/88*

# Legal sympathy strike

SEVERAL hundred members of the Transport and General Workers' Union who work for the Rennie's Group have gone out on a legal sympathy strike, the union said in a statement yesterday morning.

The TGWU information officer, Ms Kally Forrest, said the strike concerned the dismissal in May of a vice-president of the TGWU, Mr Randall Howard, from the Cape Town branch of SA Container Depot.

A strike ballot was held in the Durban area yesterday among the approximately 500 Rennie's workers there.

Ms Forrest said various isolated industrial actions demanding the reinstatement of Mr Howard had been held

since May, but the strike was the first national co-ordinated demand.

The reinstatement of Mr Howard, who is also an office-bearer in the Western Cape region of Cosatu, is the strikers' only demand, Ms Forrest said.

She said Rennie's management had refused to allow strike ballot facilities on company premises, and had not observed the balloting. Comment from Rennie's Group management was not immediately available. Sapa

Sowetan  
17/8/88

10/17  
17/9/88

## Metalworkers discuss offer

By Adele Baleta

The International Metalworkers Federation (IMF) strike committee yesterday met local shop steward councils to discuss the offer made by metal industry employers at the weekend

The Steel and Engineering Industries Federation of SA (Seifsa) package offer did not include an increase on their offer of a 17,4 percent rise

An IMF spokesman said yesterday the shop stewards councils would report back today on meetings held with workers

He refused to give details of the Seifsa proposals

Seifsa director, Mr Brian Angus, said the employer federation was holding talks with trade unions represented on the Industrial Council for the industry

A special meeting of the Industrial Council was scheduled for tomorrow morning when the industry's main agreement would be discussed

The industry does not have a wage agreement following the expiry of the previous deal on June 30

Mr Angus said 6 555 striking workers at 39 plants had returned to work and 10 650 members were still on strike at 95 companies

# Unions to discuss action on Act

By Adele Baleta

South Africa's largest trade union federation will discuss this week the action it will take against employers who refuse to give an undertaking by September 1 not to implement the Labour Relations Amendment Act

The Congress of SA Trade Unions (Cosatu) publicity secretary, Mr Frank Meintjies, said the federation would meet its affiliates tomorrow

He said talks would include the direction future negotiations and discussions with employers would take provided they refused to use the rights conferred on them by

the amendments

Cosatu and the National Council of Trade Unions (Nactu) pulled out of a meeting scheduled to take place yesterday with the Manpower director-general Mr Piet van der Merwe and the the SA Consultative Committee on Labour Affairs (Saccola)

Mr Meintjies said the meeting, which was to have discussed the non-promulgation of certain clauses of the Labour Relations Amendment Act, was pointless in view of Friday's full promulgation of the Act

Saccola secretary Mrs Friede

Dowie declined to give details of the meeting with Mr Van der Merwe

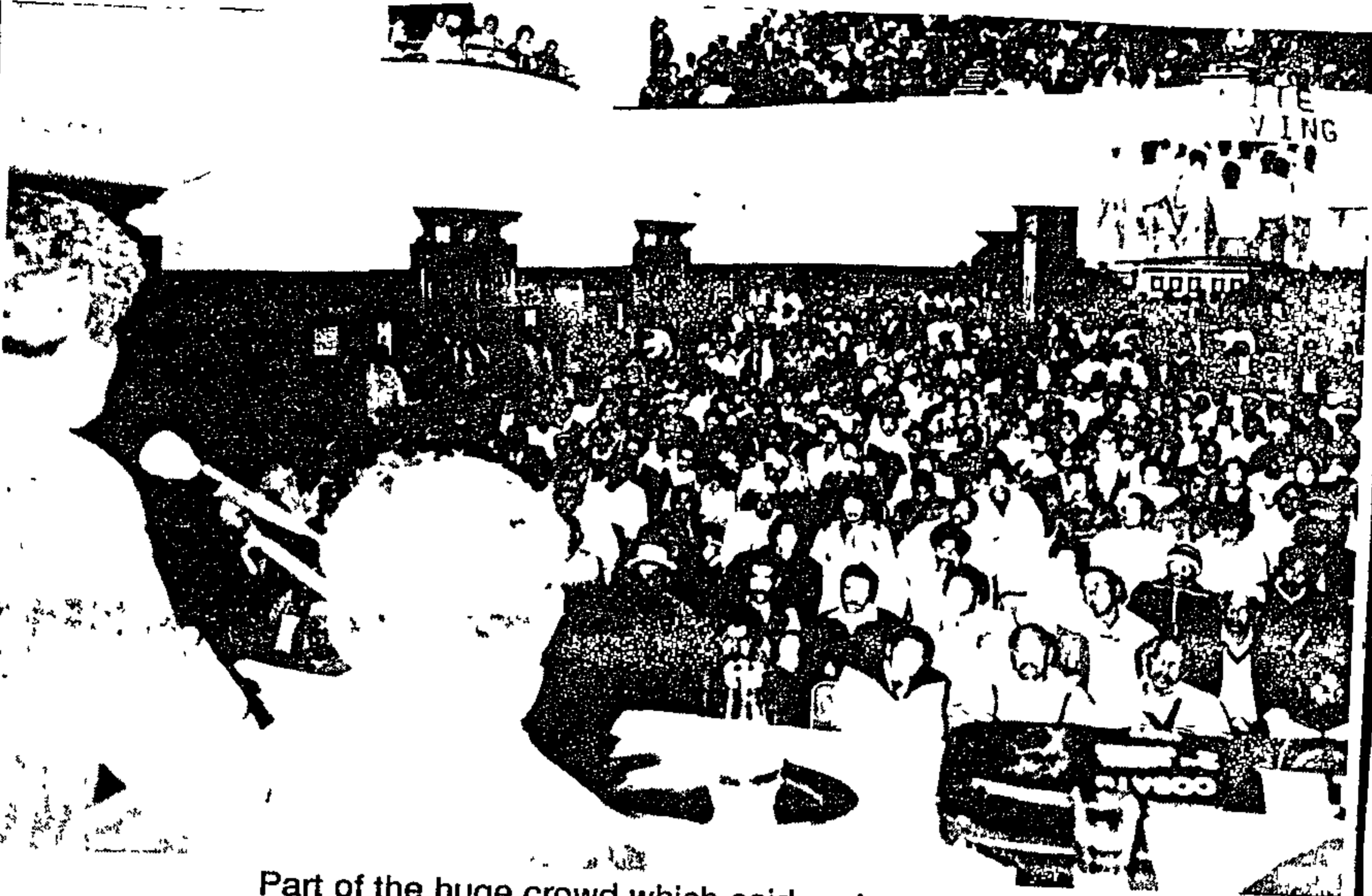
She could not say when or if an undertaking would be given to trade unions not to implement the Act as the matter was still being debated

A spokesman for the Manpower Minister said on Monday the promulgation of the Bill could not be withdrawn by the department. This could only be done by Parliament, he said

He added that a new amending Bill could be tabled early next year

17/9/88  
SAC  
1104





Part of the huge crowd which said no to council's wage offer

# It's 4 000 NOs

CAPE Town's municipal workers have turned down the city council's offer of five to 15 percent wage increases

At a heated meeting in the City Hall this week, about 4 000 workers told the South African Municipal Workers Union (Samwu) to demand a minimum wage of R4 an hour, an increase of 64 percent.

The union should also negotiate an increase of not less than 14 percent for higher paid workers, when they begin annual wage negotiations for the city's 11 000 municipal workers

The present minimum wage is R2,57 an hour (R118,66 a week) This would increase to R2,96 an hour (R136,45 a week) if the council's offer of a 15 percent increase for lowest paid workers was accepted

Samwu's Cape Town branch secretary, Merle Brown, said the City Hall meeting gave an indication that the standard of living of municipal workers was eroding

\*Many workers spoke about their hardships and how they cannot cope with price increases. Some spoke of how they have had to take their children out of school to help make ends meet

\*They could not accept that the council might not be able to afford to pay a minimum wage of R184 a week or the other increases demanded

A council spokesperson said they were awaiting official notification from the union before they would comment

11-17/8/88

140A

*[Handwritten signature]*

Schutz

From MONO BADELA  
JOHANNESBURG. -  
The Transport and  
General Workers Union  
(TGWU) has adopted  
the Freedom Charter  
and committed itself to  
implementing it.

The 360 delegates from  
eight branches throughout  
South Africa also resolved  
to campaign against the  
transportation of military  
equipment to neighbouring  
countries. Instead, they  
pledged to support the  
struggle for self-  
determination in the  
neighbouring states.

These were among several  
resolutions adopted at  
its second annual national  
congress, at Johannesburg  
City Hall at the weekend.

**Not affiliated**

The union also resolved  
to develop a working class  
understanding of the de-  
mands of the Freedom  
Charter but to remain un-  
affiliated to any political  
grouping.

The TGWU is the sev-  
enth Cosatu affiliate to  
adopt the Freedom Charter,  
including the National  
Union of Mineworkers  
(NUM), the National  
Union of Metalworkers  
(Numsa), the National  
Education, Health and  
Allied Workers Union, the  
Construction and Allied  
Workers Union (Cawu)  
and the Chemical Workers  
Industrial Union (CWIU).

The union also intends  
exposing racism in the  
workplace

Other resolutions adopted  
call for the formation of  
women's structures within

# Union 'yes' to Charter

~~scribble~~ 140A

TGWU at local, regional  
and national level, and to  
encourage women to build  
confidence through educa-  
tion and fight for equal  
pay.

Another resolution calls

for discouragement of  
nightshifts for women.

The union has committed  
itself to fight for one  
straight shift for bus  
drivers; for a say in the de-  
sign of buses; an end to

dismissals of drivers found  
guilty of accidents, and for  
better health conditions in  
workshops.

The congress wants  
higher wages for cleaners,  
a nightshift allowance for  
transport to and from

work, and restplaces  
The TGWU is to cam-  
paign for an eight-hour day  
for security guards, a liv-  
ing wage and job security  
for security guards, and  
protection against on-job  
dangers.

11-17/8/88  
Gallo settles *South*  
wage dispute *140A*

JOHANNESBURG. — A record company and the Commercial Catering and Allied Workers Union of South Africa this week settled a three-week wage dispute involving 180 workers

A Gallo spokesman said the workers were expected to return to work this week

The workers will receive a R120 a month increase across the board backdated to April 1.

The company also agreed to pay a Christmas bonus equivalent to three weeks' wages, and a retirement gratuity.

South 11-17/88

# 1 200 metal strikers fired

JOHANNESBURG. - About 1 200 of the more than 30 000 metal workers involved in a national strike were dismissed this week.

The two-week strike was sparked off after wage negotiations for a 23 percent increase ended in deadlock. The employers offered 17,4 percent.

The strike, affecting 178 factories, is believed to have cost more than R22-million

A Numsa spokesman said the union would challenge the dismissals in the Industrial Court.

140A



88/8/88  
STAR  
(40A)

By Adele Baleta

The Rennies Group has accepted a Transport and General Workers' Union (TGWU) proposal aimed at ending a national strike by more than 800 transport workers, the group said yesterday

Freight transport workers at Rennies-owned companies in the western and eastern Cape, Transvaal and Natal went on strike on

## Group agrees

Tuesday to back a demand for the reinstatement of the TGWU vice-president, Mr Randall Howard, who was dismissed in May this year

Rennies' human resources manager, Mr G Peinke, said the group had accepted a proposal to refer the reinstatement of Mr Howard to mediation

140A

o August 18, 1988

5

*weekly mail*

## Truckers won't transport arms

WORKERS in the transport industry plan to mount a campaign against transportation of military equipment to neighbouring states.

According to the Transport and General Workers' Union, the resolution was taken "to support the struggle for self-determination in the neighbouring countries. The struggle of the people in the neighbouring states cannot be divorced from ours".

"Our members are not happy to transport armaments to neighbouring countries," said the union's information officer, Kally Forrest.

She said one company assigned workers to transport military equipment to Northern Namibia. When they complained to management, workers were told the company had no alternative because it had signed contract with the South African Defence Force concerning arms transportation.

# Ccawusa split threat to status

*CWT Times* Staff Reporter *140A*

DIVISIONS within the Commercial, Catering and Allied Workers' Union (Ccawusa) were threatening the union's recognition by Woolworths, a union spokesman said yesterday.

The two factions are disputing the number of shop stewards on the union negotiating team.

*UHP TIKK 18/08/88 1409 (1812)*  
**Wage strike nears end**

**JOHANNESBURG.** — Metal industry sources yesterday said settlement of the 15-day-old wage strike, which involved at its height up to 30 000 workers, appeared imminent

Reports by Own Correspondent, Sapa Reuter AP and UPI



# Labour Update

# TGWU say no to ferrying weapons

*8/18/88  
Sowetan  
1407A*

MEMBERS of the Congress of South African Trade Unions employed in the transport industry may in future refuse to ferry military equipment allegedly geared "for use against neighbouring countries".

This was the resolution taken by the Cosatu-affiliated Transport and General Workers' Union (TGWU) at its third congress in Johannesburg last weekend

About 350 delegates who attended the congress decided to launch a campaign to protest the use of the

union's members to ferry military equipment

This resolution affected TGWU members employed by companies which had transport contracts with the Government

### Other

Other resolutions adopted by the TGWU delegates included

• The union called on employers to negotiate with it on "the issue of employer attitudes" to

By LEN MASEKO

stayaways, peaceful protests and days such as June 16 and May Day

Workers' lives were endangered if employers "refuse to withdraw buses until the situation is too dangerous", the union said

• The union also called on employer organisations to negotiate a reduction of working time to 45 hours a week, and

• The adoption of the Freedom Charter and the union committed itself to develop "working class

understanding" of the document

The delegates, reacting to the recent attack on the TGWU headquarters in Johannesburg, said they suspected "employer involvement in extra-legal attacks on democratic trade unions"

Office bearers elected at the two-day congress are Mr Vivian Zungu (president), Mr Alfred Ndlovu (first vice-president), Mr Randall Howard (second vice-president) and Ms Jane Barrett (general secretary) Mr Ndlovu is currently facing charges of terrorism and attempted murder in Maritzburg

# Workers join legal sympathy strike

18/8/88 *Cape Town*

WORKERS in the Durban depot of SA Container Depots yesterday joined a legal sympathy strike along with workers from other Rennies Group depots in Johannesburg, Port Elizabeth and Cape Town.

The Transport and General Workers' Union said the number of strikers was "about 950" while Rennies management estimated the number of workers involved as "between 700

and 800"

Rennies Human Resources manager, Mr G Peinke, said that the company was studying a union proposal that the matter of the reinstatement of a dismissed shop steward be referred to mediation

He said the company would prefer arbitration, and said communication with the union was continuing

Earlier the union said the strike began at the

Cape Town depot of SA Container Depots where the dismissed worker, Mr Randall Howard, had been employed as a clerk Mr Howard is a shop steward and a vice-president of the TGWU

Rennies said Mr Howard's dismissal was "fair and reasonable" and Mr Randall was dismissed only after "due process and agreed procedures had been adhered to" — Sapa

140A

# 500 down tools

ABOUT 500 members of Food and Allied Workers' Union have downed tools at seven of the Irvin and Johnson plants demanding higher wages and better working conditions.

A Fawu spokesman said the strike revolved around workers' demands for a minimum hourly rate of R3,71, paid maternity leave and a service bonus

of R50 a year. In addition, Fawu members demand recognition of June 16, March 21 as paid holidays.

The company, he said, had made a final offer of R3,21 an hour as a minimum rate and R20 for 14 weeks' maternity leave.

140A

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# City Rennies strike still on

CALC Links B/B/S Staff Reporter

A COUNTRYWIDE sympathy strike involving about 900 workers in the Rennies Group yesterday entered its second day, according to a spokesman for the Transport and General Workers' Union (T&GWU).

Rennies Group human resources manager Mr G L Peinke yesterday confirmed the stoppages, which had "adversely" affected operations at SA Container Depots, Renfreight Forwarding and Renfreight Air-cargo.





# Metal strike settlement 'soon'

METAL industry sources said yesterday settlement of the 15-day-old wage strike, which involved at its height up to 30 000 workers, appeared imminent

An employer spokesman monitoring the action said information was that most strikers had decided on a return to work

National Union of Metalworkers of SA spokesman Bernie Fanaroff said yesterday the union was still receiving reaction from regions to new Seifsa propos-

als negotiated at four meetings between Thursday and Monday

Both Numsa and Seifsa have scheduled media conferences for tomorrow after an industrial council meeting in the morning

Seifsa officials yesterday briefed leaders of the Confederation of Metal and Building Unions, which was not involved in the strike, on the details of the offer

ALAN FINE

B/Daw 18/8/88

# 900 still out in Rennies strike

WORK at three Rennies subsidiaries was severely disrupted yesterday in strikes by 900 Transport and General Workers' Union members, company human resource manager Graham Peinke said yesterday

Staff at Renfreight Air Cargo, SA Customer Depots and Renfreight Forwarding were being called upon

**BRONWYN ADAMS**

to alleviate backlogs

The union said it had not yet received a reply to a mediation proposal. It added workers were unlikely to return without the unconditional reinstatement of dismissed union vice-president Randall Howard.

B. Day 18/8/88

# Metal union may accept wage offer

By Adele Baleta

The two-week-old metalworkers' strike may be called off today

The leader of the National Union of Metalworkers of SA (Numsa), Dr Bernie Fanaroff, said last night indications were that most union members had decided to accept the Steel and Engineering Industries Federation of SA (Seifsa) proposals

He said Numsa was still waiting for report-backs from some members on the package deal which did not include an increase in the employer federation's wage offer of 17,4 percent

## MEETING

The strike committee had recommended at a meeting yesterday of regional and local shop steward councils that the offer made at the weekend be accepted, Dr Fanaroff said

Both the employer federation and the union declined to give details of the offer

A Seifsa spokesman said yesterday there had been no reports of employees returning to work

However, he added there were indications that workers might return to work today

# SATS death trial hears: I lost control

W/Article  
12-18/8/88  
146A

A UNIONIST on trial for murder told the Rand Supreme Court this week he had lost control of striking railway workers when they decided to kill five strike-breakers

Bongisi Sibisi said workers had told him the only way to ensure the April 1987 South African Railway and Harbour Workers' Union (Sarhwu) strike did not collapse was to kill five non-strikers "detained" in Cosatu House

Sibisi's startling evidence came soon after eight Sarhwu members changed their not guilty pleas to guilty this week

In pleas read in court, the trialists said they felt the strike would not be successful if some people worked. They felt those who worked should be eliminated.

Sibisi, 32, of Soweto, Wilson Mtjahi, 33, of Krugersdorp, David Dzeche, 30, of Germiston, Patrick Molefe, 27, of Alberton, Senior Ntshitungulwane, 25, of Soweto, David Maphanga, 25, of Johannesburg, William Rikhotso, 33, of Meadowlands and George Magedzo, 36, of Soweto all pleaded guilty. Some were also found guilty of attempted murder, intimidation and kidnapping

Vhulani Mulaudzi, Kati Sebopelo, Mulatelo Moremane, Jerry Goodman and Albert Phuluwa were taken to bushy ground at the Prolecon industrial area near Johannesburg. Four were killed there, the court heard, but Phuluwa managed to escape. He was the state's main witness

Sibisi was chairman of the hall in Cosatu House where members stayed during the strike. He said as the strike spread, workers' discipline deteriorated, leading to fights

Strike-breakers were taken to Cosatu House, assaulted and made to clean premises, Sibisi said

"I was told by these workers that the only way to ensure the strike did not collapse was to kill the five being detained," Sibisi said

Defence lawyers will argue for mitigation on August 22.



Argus 19/8/88 (140A) 135-137-138-139

# Metal workers' strike ends with settlement

The Argus Correspondent  
JOHANNESBURG — The metal workers' strike is over.

A settlement described as historic by the National Union of Metalworkers of SA (Numsa) and the Steel and Engineering Industries Federation of SA (Seifsa) was agreed to this week, securing a return to work by thousands of metal workers by Monday.

Although workers will not get an increase above the Seifsa final offer of 17,4 per cent, Seifsa has made concessions concerning public holidays, attendance bonuses and stop order facilities.

It was the first time the 90 000-strong union — the largest in the industry — had agreed to sign the main agreement for the metal industry.

The Confederation of Metal and Building Unions, representing mainly skilled workers, the Mineworkers' Union and the SA

Iron, Steel and Allied Industries Union also accepted the proposals at a special Industrial Council meeting yesterday.

Numsa spokesman Dr Bernie Fanaroff said the strike had been "successful" and had "changed the power-balance in the industry".

"It is the first time Seifsa has recognised that it must now deal with the unions that represent the majority of workers in the industry," he said.

Seifsa director Mr Brian Angus described the agreement as a "breakthrough" for collective bargaining.

Agreed proposals included:

- A 17,4 percent rise (76c an hour for artisans and 41c an hour for labourers), backdated to July 1, and

- An amendment to the main agreement to give compulsory stop-order facilities to unions which are party to the Industrial Council.

1201 A 20

R40A

# City pay talks go to conciliation board

Labour Reporter *AKG/S 19/88*  
WAGE negotiations for part of the City Council's workforce have gone to a conciliation board.

Those represented by the South African Association of Municipal Employees rejected the council's pay offer and called for a cost-of-living increase independent of the council's job-evaluation scheme on which its offer was based

A board sitting on Wednesday was adjourned to next Friday

Employees represented by the South African Municipal Workers' Union, an affiliate of the Congress of South African Trade Unions, also rejected the council's pay offer

They demanded a R4-an-hour minimum, R184 a week, and "acceptable adjustments"

of not less than 14 percent for other grades of workers

According to the union, the council's offer of a 15 percent maximum increase with effect from July 1 would mean an increase on the minimum wage of R17,80 a week, bringing them to R136,45.

Union officials were not available for comment on negotiations

# Politics is the problem, says Tvl cricket boss

SIMON HOFF

IT was no use lashing out against the "hypocrisy and double standards" that keeps SA cricket out of the international arena when the real problem was the political system in this country, Transvaal Cricket Council (TCC) chairman, Raymond White said last night.

Speaking at the AGM of the TCC, White, the MD of Metal Box, said it was not only in cricket that the road to the future and international participation was blocked.

"Technologically, culturally, academically and in sport, the decision makers and responsible people in their fields find their paths blocked by barriers marked 'white supremacy'."

he said

Regarding the possibility of further cricket tours to SA, especially as 1989 is the Centenary of the SA Cricket Union, White felt that against the background of increasing international hostility and a deteriorating Rand, tours were becoming "more unlikely and difficult to arrange."

How long, asked White, would South Africans accept declining standards to support an indefensible system? When that was known we might be able to judge when we would return to international cricket.

●See Back Page

## Dorbyl has eyes on a R100m deal

STEELWORK of the R40m accommodation module for the Moss gas platform is almost complete in a Durban shipyard with the likelihood of a further R100m state contract shortly.

Dorbyl Marine MD Joe Bulough said fitting-out for 105 workers would take until June.

It has also received a letter of intent for the construction of a 4 000-ton support frame for R100m — Sapa.

## Rennies strikers return to work

ABOUT 950 workers at 11 Rennies Transport Group depots streamed back to work yesterday after management decided to submit reinstatement of a dismissed shop steward to mediation.

Human resources manager G Peinke said the union agreed to recommend that strikers should return by noon.

A Transport and General Workers' Union spokesman confirmed management had agreed to mediation.

The original stoppage began in Cape Town. — Sapa.

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140A

Way now paved to restructuring

# Metal strike settlement a landmark

THE strike in the metal industry ended yesterday after a landmark agreement between Seifsa and the National Union of Metalworkers of SA (Numsa) that heralds the beginning of a restructuring of employment conditions in the industry.

While it contains no improvement to the original employer wage offer, the deal establishes a five-year programme to eliminate anomalies between different skill levels in the wage curve — seen by Numsa as racially based — and a procedure for dealing with alleged discrimination at individual firms.

This is the first time in five years on the council Numsa has agreed to sign the main wage agreement, which covers some 330 000 employees at 9 000 firms. Numsa's Bernie Fanaroff said the main significance of the "historic" deal was that it had changed the balance of forces in the industry. It was the first time Seifsa had recognised it needed to

deal primarily with the unions representing the majority of organised workers rather than pushing through agreements with the support of the smaller artisan unions.

Seifsa director Brian Angus, who agreed that Numsa had to be reckoned with, said three major factors had facilitated settlement, which he also described as historic.

They were Numsa's accommodating approach to negotiations over the past week; union fears of mounting dismissals of strikers, and the Manpower Minister's decision that he could not lawfully gazette an agreement so as to exclude members of the unions in dispute. Fanaroff said the latter was decisive in strengthening the union's position.

Angus estimated the strike cost R50m to R70m in lost production. All strikers

ALAN FINE

● To Page 2 →

P.T.O

140A

1/9/88 B1 Day





6/8/88

(140A)

## Metalworkers' strike

● FROM PAGE 1.

23 percent

Mr Fredericks said the full shop stewards' council would meet at the University of the Witwatersrand today to decide whether the strike should continue for longer than five days

"The general view is that we are going to have to extend the strike, but it depends on how the shop stewards view the situation"

Seifsa's director, Mr Brian Angus, said yesterday he had received more reports of strike action, but could not confirm when the workers had begun striking

He said 14 800 workers at 102 companies had taken strike action since Wednesday

Mr Fredericks said yesterday the situation remained unchanged from Thursday, and he had not received any more reports of factories on strike. On Thursday the IMF claimed 25 000 workers from 140 companies had taken strike action

Incidents of intimidation and violence were reported to have taken place at six plants yesterday, Seifsa said

"These range from threats, by striking workers bearing sticks and home-made fire-arms, to death threats and physical assault," a Seifsa statement said last night

It said strikers interfering with the work of temporary employees continued to be a problem

A number of employers had applied for court interdicts against the National Union of Metalworkers (Numsa)

The statement said Standard Telephone Cables in Boksburg yesterday obtained an urgent Supreme Court interdict against Numsa. Striking employees at the plant had returned to work

An STC worker was killed outside the factory premises on Wednesday night when she fell under the wheels of a bus, after allegedly being pushed

Mr Fredericks said yesterday workers from a number of factories remained locked out

He said 150 Numsa members had been locked out of Transwire on the East Rand

However, managing director of Transwire Mr Keith Ind yesterday denied this, saying workers were "confined to the change-rooms"

Seifsa informed the IMF on Thursday that the conditional offers made on July 13 relating to implementation dates of wage increases and public holidays among other offers, had been withdrawn

Confirmation had been received that 1 266 striking workers at six plants had returned to work, the Seifsa statement said

Seifsa said yesterday the IMF strike ballot had only been partially successful as only one of the four IMF unions, the National Union of Metalworkers, had released details of its ballot results a 60 percent poll with 87 percent voting in favour of strike action

# Cosatu 'no' to military goods?

CAPE TIMES 19/8/88

140A

200

533

**JOHANNESBURG.** — Members of the Congress of South African Trade Unions (Cosatu) employed in the transport industry may in future refuse to ferry military equipment allegedly geared "for use against neighbouring countries", the Sowetan newspaper reported yesterday.

This was the resolution taken by the Cosatu-affiliated Transport and General Workers' Union (TGWU) at its third congress in Johannesburg last weekend.

About 350 delegates who attended the congress decided to launch a campaign to protest the use of the union's members to ferry military equipment.

This resolution affected TGWU members employed by companies which had transport contracts with the government.

CAP TIALS 19/11/85  
**Checkers end  
wage dispute**

**JOHANNESBURG.** — Checkers and the Commercial Catering and Allied Workers' Union of SA (Ccawusa) have resolved their wage dispute after three months of negotiations, a Ccawusa spokesman said yesterday.

They agreed to an across-the-board increase of R95 from July 1 and another R5, from January 1. The agreement also provides for a Christmas bonus of 10% of monthly salary multiplied by the number of years service up to the equivalent of a 13th cheque.

• There is not yet any agreement between the two factions of Ccawusa at Woolworths over the composition of a negotiating team.

# Union dispute at nine major companies in oil industry

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THE Chemical Workers' Industrial Union (CWIU) has declared a dispute with nine major employers in the petroleum industry for refusing to agree to bargain certain issues with the union at a national level, the union said yesterday.

The dispute affects 3 000 workers and three out of four of SA's crude oil refineries, CWIU general-secretary Rod Crompton said.

He said the union had applied to the Manpower Minister to appoint a conciliation board.

The companies involved are BP, Caltex Oil, Cera Oil, Mobil Oil, Mobil Refining, Sapref, Shell Oil, Shell Chemicals and Veetech Oil.

The CWIU alleges the companies have refused to negotiate for public holidays, maternity leave, education assistance, job security and social responsibility programmes

## Programmes

*140A*

"The oil companies are very vocal about their efforts in the field of social responsibility.

"Some of them spend on one project more than the average worker will earn in a lifetime," Crompton said

He said the union was also concerned that the boost to corporate image should not replace social needs as the criteria for selection of recipients.

"The union finds it shocking that the oil companies refuse to discuss these projects with the very workers who create the profits to make these social responsibility programmes possible," he said. — Sapa.

# da's Justice Mini

Justice Minister Al-  
se has resigned from

**THEO RAWAI**

was sacked by Pres- has left Venda at ar  
standstill with shops  
which have upset the



YOUNG & RUBICAM HEDLEY BIRNIE 9218/E

# Workers to return to their jobs on Monday Historic agreement ends metal strike

By Adele Baleta

The strike by workers in the metal industry is over. A settlement described as historic by both the National Union of Metalworkers of SA (Numsa) and the Steel and Engineering Industries Federation of SA (Seifsa) was reached yesterday, securing a return to work of thousands of metal men by Monday. Although workers will not get an increase above the Seifsa final offer of 17,4 percent, Seifsa has made concessions on public holidays, attendance bonuses and stop-order facilities. It was the first time that the 90 000-member union the largest in the industry — had agreed to sign the main agreement for the metal industry.

### STRIKE SUCCESS

The Confederation of Metal and Building Unions (CMBU) — representing mainly skilled workers — the Mineworkers' Union and the SA Iron, Steel and Allied Industries Union also accepted the proposals at a special Industrial Council meeting yesterday. Numsa's spokesman, Dr Bernie Fanaroff, said the strike was successful and had "changed the power balance in the industry".

Seifsa director Mr Brian Angus said the agreement was a breakthrough for collective bargaining. The proposals agreed to included:

- The implementation of the 17,4 percent wage offer (76 c/hr for artisans and 41 c/hr for labourers) back-dated to July 1.
- That the main agreement be amended to give compulsory stop-order facilities to unions which are party to the Industrial Council
- Acceptance of a three-year timetable to flatten anomalies in the industry's wage curve
- The substitution of May 1 for Workers' Day (first Monday in May) as a paid holiday and the substitution of June 16 for Founders' Day or another holiday. This would be binding on all employees and be determined by a 75 percent worker ballot at plant level
- That employees who work 180 shifts in one leave cycle receive an attendance bonus equal to one day's extra pay, 235 shifts worked would accrue two days extra pay. Pay would not be deducted for absenteeism and short shifts
- That an Industrial Council procedure be developed to investigate allegations of racial discrimination

## Beeld's editor refuses to back down

Di bu

Sowetan 19/8/88

# Metalworkers' strike is over

THE metal industry's wage strike, which involved about 31 000 workers at its peak and cost the sector an estimated R17 million in production losses, was resolved yesterday.

The International Metalworkers' Federation affiliate, the National Union of Metalworkers of SA, reached an agreement with the Steel and Engineering Industries' Federation of SA (Seifsa), ending a three-week-old strike by thousands of Numsa members in the Pretoria-Witwatersrand-Vaal areas.

In terms of the agreement, the two parties have settled on — among other things:

- Seifsa's final offer of between 41 cents-an-hour increase (labourers) and 76 cents-an-hour (labourers) to be

backdated to July 1,

- compulsory stop orders for unions which are party to the industrial council,
- bonus an extra day's pay for employees who work 180 shifts "in one leave cycle", a two days' extra pay for those who work 235 shifts,
- Recognition of June 16 as a paid holiday in exchange for Founders' Day and May 1 for Workers' Day (first Monday in May),
- Wage anomalies to be eliminated in the industry over the next three years,
- Seifsa agreed to recommend to its members and the South African Consultative Committee on Labour Affairs (Saccola) not to rely on the rights conferred on them by the Labour Relations Amendment Act



THE Roodepoort Durban Deep mine this week honoured nine employees — among them Mr Mathews Maphukata — who have completed 25 years' service with the company. Presenting Mr Maphukata with a wrist watch and a certificate, is Mr C Webster, the company's industrial relations officer.

CAPL Ints 19/8/88 (1404)

# Landmark deal ends strike

Own Correspondent

JOHANNESBURG — The strike in the metal industry ended yesterday after a landmark agreement between Seifsa and the National Union of Metalworkers of SA (Numsa) which heralds the beginning of a restructuring of employment conditions in the industry.

While it contains no improvement to the original employer wage offer, the deal establishes a five-year programme to eliminate anomalies between different skill levels on the wage curve — seen by Numsa as racially-based — and a procedure for dealing with alleged discrimination at individual firms

This is the first time in its five years on the council that Numsa has agreed to sign the main wage agreement, which covers some 330 000 employees at 9 000 firms

Numsa's Mr Bernie Fanaroff said the main significance of the "historic" deal was that it had changed the balance of forces in the industry. It was the first time Seifsa had recognized it needed to deal primarily with the unions representing the majority of organized workers rather than pushing through agreements with the support of the smaller artisan unions

Seifsa director Mr Brian Angus, who agreed that Numsa had to be reckoned with, said three major factors had facilitated settlement which he also described as historic

They were Numsa's accommodating approach to negotiations over the past week, union fears of mounting dismissals of strikers, and the Manpower Minister's decision that he could not lawfully gazette an agreement so as to exclude members of the unions in dispute

Mr Fanaroff said this was decisive in strengthening the union's position

Mr Angus estimated that the strike cost R50m to R70m in lost production. Mr Fanaroff said most strikers would return by today although some, not happy with the absence of an improvement in basic wages, were reluctant

The settlement was based on an eight-point offer made by Seifsa which supplements the final employer offer made last month. The entire deal was backdated to July 1

Mr Fanaroff said he was pleased this year's only industry-wide strike had ended with a minimum of damage and casualties. Mr Angus conceded the action had largely been conducted in a disciplined way, and the union had attempted to prevent incidents of intimidation and violence



# Strike cost tops R50m

THE metalworkers strike cost the industry upwards of R50-million.

The National Union of Metalworkers (Numsa) and the Steel & Engineering Industries Federation of SA (Seifsa) reached an agreement on Thursday to end the three-week strike.

Seifsa economics division head Michael McDonald estimates that the strike cost the industry between R50-million and R70-million, but this is worked out on Seifsa's figure of about 15 000 striking workers

Mr McDonald says "It is difficult to come to an exact amount because there are no exact figures on how much production each company lost or of how many workers went on strike

"We calculate the amount of revenue lost from industry sales of R36-billion for 1988 as opposed to R31-billion in 1987. We found the value output a man by dividing the number of workers in the industry — 350 000 — into R76-billion

"This we multiplied by the number of workers on strike, keeping in mind that we believe that most companies managed to maintain be-

By Robyn Chalmers

tween 50% and 60% of production"

The union says there were 30 000 strikers. If that were so, the cost of the strike would be more than R100-million

Large operations, such as Mossgas and Eskom, were indirectly affected by the strike, and so were motor manufacturers who had to go into slow time last week

All of the Seifsa-member companies which did not reach individual agreements with Numsa were affected, some to a larger degree than others

## Concessions

Mr McDonald says, however, that because most companies have been working below capacity for some time, they can probably make up the loss over the next month or two

The four unions linked under the International Metalworkers' Federation (IMF) failed to gain the wages they demanded, but won concessions

They include:

● May Day and June 16 as

□ To Page 3

140A

STimes  
2/8/88

# Strike cost

□ From Page 1

paid holidays in exchange for any other public holidays

● Elimination of anomalies between different skill levels in the wage curve

● The acceptance that Numsa represents most blacks in the industry

● Permission for IMF unions to collect membership dues by stop orders on wage cheques

A Numsa spokesman says "This is a breakthrough for the unions as it has set a precedent for restructuring of wages and conditions. It has also damaged Seifsa's ability to keep control over its members

"Seifsa has agreed to encourage its member companies to reinstate dismissed workers. At least 1 000 of them have been reinstated"

140A

STimes  
2/8/88



**Scrap act  
call at rally**

91408  
Cape Times 22/10/88  
Staff Reporter

**ABOUT 4 000** trade union members yesterday called at a mass rally in the City Hall for the scrapping of the controversial Labour Act.

The gathering, attended by 10 affiliates of the Western Cape branch of the Congress of SA Trade Unions (Cosatu), was closely monitored by police.

Advocate Mr Dullah Omar, calling on the UDF and Azapo to bury their divisions, urged workers on the shopfloor to unite against the newly-promulgated act.

Police photographed people entering the premises, while a water cannon drew up into Darling Street as crowds filed from the meeting at its close.

# Woolworths workers offered wage increase

CAPE TIMES 22/8/88  
Own Correspondent

JOHANNESBURG — Woolworths has taken the dramatic step of making a unilateral wage offer to individual employees as an "interim" measure designed to resolve the delay in annual wage talks.

The delay has been caused by the split in the Commercial, Catering and Allied Workers' Union.

A notice handed out to all staff, on Friday, invites full-time store employees to accept a monthly increase of R120, backdated to July 1, with a 13,4% rise for those now earning more than R900 a month.

Pro rata increases for part-time workers and casuals are provided for.

Woolworths human resources executive Mr Andrew Wilson said this route was taken, as something had to be done about the situation. Factions in the union have been unable to resolve a dispute about the composition of the union negotiating team.

He said the offer was pitched at a fair level and compared favourably with retail sector trends.

# Numsa, IMF in dispute on strike

CAPL TIMES 22/8/88

OWN CORRESPONDENT

JOHANNESBURG — A row has broken out between the National Union of Metalworkers of SA and other affiliates of the International Metalworkers' Federation (IMF) over Numsa's "unilateral" settlement with Seifsa last week of the 15-day wage strike

Mr Tommy Olifant, IMF local president and general secretary of the Electrical and Allied Trades Workers' Union, said on Friday that his union and two others felt betrayed at not having been involved in the negotiations which finally resolved the strike

"Seifsa has won the day. They succeeded in dividing the IMF unions — with Numsa's help," he said. The wage dispute was originally declared jointly by the four IMF unions

A Numsa spokesman said the allegations were without basis. The deal had been negotiated with Numsa because only Numsa members had participated in the strike, he said

# Row erupts over metal strike settlement

A ROW has broken out between the National Union of Metalworkers' of SA and other affiliates of the International Metalworkers' Federation (IMF) over Numsa's "unilateral" settlement with Seifsa last week of the 15-day strike.

IMF local president and general secretary of the Electrical and Allied Trades Workers' Union Tommy Olifant said on Friday his union and two others felt betrayed at not having been involved in settlement negotiations.

"Seifsa has won the day They suc-

ALAN FINE

ceeded in dividing the IMF unions — with Numsa's help," he said

The wage dispute was originally declared jointly by the four IMF unions.

A Numsa spokesman said the allegations were without basis. The deal had been negotiated with Numsa because only Numsa members had participated in the strike

Seifsa director Brian Angus said there had been only a handful of non-Numsa members on strike Therefore Seifsa

needed an agreement primarily with Numsa

Olifant said the three unions left out had not yet signed the agreement as they had no mandate to do so Members were angry about an agreement that contained no improvements in the employer wage offer, he added

IMF local secretary Brian Fredericks also questioned why the IMF had been excluded from the talks leading to settlement, but added that the agreement was "the important thing"

5 Day (KOF)  
22/8/88



## SAB offer by-passes union

SA BREWERIES' beer division has made its final wage offer to Fawu, upping minimum wages by 17%.

SAB human resources director Rob Childs said in a statement on Friday that after four rounds of negotiations, followed by mediation, there appeared to be no point in further negotiation.

"Our final offer of R4,70 an hour for the lowest-paid workers, and R6,46 an hour for the top grade, is the best available in the food and beverages industry. Taken with a substantial increase in shift allowances, it means a grade 1, continuous process shift-worker, working a 40-hour week, would earn a minimum of R1 278 a month, and a grade 5 worker a minimum of R1 757.

"Those wages are well above

both the inflation rate and other comparable wage settlements in this and other industries this year."

Childs said SAB was now appealing directly to its employees to consider the offer.

"I want to stress that at this stage the wage offer, backdated to July 1, is still valid."

He added that SAB was concerned that its employees had not received an increase from July 1 and so were being prejudiced.

"Negotiations this year have been characterised by procedural actions at various breweries.

"They have been complicated by the ludicrous original demands made by the union (for example five days' pay for overtime work on a Sunday), and we now question whether Fawu is acting in the interests of its members." — Sapa.

B/Dey 22/8/88

140A

Woolworths

offer rejected

APC Times 25/1/88  
Own Correspondent

JOHANNESBURG —  
The Commercial Catering and Allied Workers' Union of SA (Ccausa) has rejected Woolworths' unilateral wage offer made to workers at the weekend, Ccausa general secretary Mr Vivian Mwa said yesterday

He said it was an attempt by management to take advantage of the divide between members

## Unions clash over settlement of SA metalworkers' strike

By Adele Baleta

140A  
The International Metalworkers' Federation (IMF) will hold a special meeting this week in an attempt to resolve a row over the settlement which ended the two-week metalworkers' strike last Thursday.

The National Union of Metalworkers of South Africa (Numsa) was the only one of four IMF affiliates to sign the agreement with the Steel and Engineering Industries Federation of SA (Seifsa)

The IMF meeting will be held on Friday to discuss accusations that the remaining three IMF unions were excluded from the settlement negotiations.

The three smaller unions — the Steel, Engineering and Allied Workers' Union (Seawusa), Engineering and Allied Workers' Union (Eawusa) and the Electrical and Allied Trade Workers' Union (Eatwu) — have not yet signed the agreement

Numsa spokesman Dr Bernie Fanaroff said the settlement was signed with Numsa because members of the other three unions had not taken part in the strike.

● Northern Transvaal regional Numsa organiser, Mr Jerry Moropa, was detained in terms of the emergency regulations last Thursday, a union spokesman said yesterday

## Ccawusa turns down wage offer

BRONWYN ADAMS

THE Commercial, Catering and Allied Workers' Union of SA (Ccawusa) has rejected Woolworths' unilateral wage offer made at the weekend, Ccawusa general secretary Vivian Mtwá said yesterday

He said it was an attempt by management to take advantage of the divide between members

The Ccawusa Papi Kganare group national organiser James Khumalo said he believed joint negotiations would have to be held. He noted management's position was open-ended and predicted Woolworths would be able to accommodate Ccawusa if the two factions were able to resolve their differences.

Khumalo ruled out strike action by the Papi Kganare group but said Mtwá had attempted to contact Papi Kganare over the issue of a strike.

Mtwá accused management of undermining the recognition agreement and of challenging the union's legal and constitutional structures.

He said workers were confused by management's offer and called on those who had accepted it to reconsider their positions and insist on a bargaining forum within the recognition agreement

Management was unavailable for comment.

23/8/88

B/Daw





# Protest planned against Labour Act

18-24/8/88  
South  
140A

A WEEK of protest action has been called by the Cosatu Western Cape region against the implementation of the controversial Labour Relations Amendment Act, due to become law on September 1.

The campaign will start on Sunday with a mass rally at Cape Town City Hall, beginning at 12pm.

Speakers include Advocate Dullah Omar, spokespersons from Cosatu affiliates, and dismissed workers.

Cosatu general-secretary Jay Naidoo, who will be in Cape Town for talks over the weekend, may also address the meeting.

Forms of protest for the week include go-slows, lunchtime demonstrations and a demand for a ban on overtime.

At the Cosatu Western Cape Regional congress last weekend, delegates called on the government to abandon the Labour Act and demanded the right to strike and take solidarity action.

They called for a labour law which protected all workers' rights, including a minimum wage, safe and healthy working conditions, minimum hours and the right to join any union.

## Dismissed

Congress also called for the reinstatement of workers dismissed during the June protest.

A series of strike actions aimed at specific industries rather than a national stayaway is on the cards should individual employers refuse to undertake not to enforce the new Labour Act.

In a joint statement issued at the weekend, Cosatu and the National Council of Trade Unions (Nactu) criticised the government for deciding to implement the Act.

The statement said the government's actions were a clear demonstration of its lack of good faith and inability to be involved in any negotiations to resolve conflict in South Africa.

In a surprise move, the government promulgated the Act in Pretoria on Friday.

The previous day the Director General of Manpower had agreed to meet Cosatu and Nactu delegates to discuss revision of the Labour Bill. This followed discussions between the two labour federations and the South African Consultative Committee on Labour Affairs (Saccola).

## Scrap clauses

Big business and the unions had, after intensive talks, agreed to ask the government to scrap controversial

"For a while we thought the three-day protest in June had brought the government and employers to their senses," said Cosatu spokesperson, Frank Memijes.

During the three-day protest more than 2,5-million workers heeded the call for industrial action.

Cosatu and Nactu are now demanding that employers waive the rights conferred on them by the Labour Relations Act.

They want an acceptable undertaking in this regard from employers before September 1 and expect Saccola to have recommended by this Thursday that members of its affiliates give such an undertaking.

If such a recommendation has not been made, Cosatu and Nactu will withdraw from further deliberations.

A meeting of the Cosatu executive is being held this Thursday to discuss further action.

# BP and Shell reject claims by CWIU



BRONWYN ADAMS

TWO major oil companies, BP SA and Shell SA, yesterday rejected claims by the Chemical Workers' Industrial Union (CWIU) that they were not prepared to negotiate issues such as social responsibility projects

Both said they were prepared to negotiate these issues directly with the union

CWIU last week declared a dispute with nine oil companies for refusing to agree to bargain certain issues at a national level.

While BP would not comment on the issue of national negotiations, Shell questioned whether the CWIU was representative of employees in the oil industry and rejected the union's claim to bargain with nine different employers with "different businesses, employment policies and

trade union arrangements"

The CWIU alleged the companies refused to negotiate public holidays, maternity leave, education assistance, job security and social responsibility programmes

BP said there was no issue upon which it refused to negotiate with the CWIU, in those bargaining units where it represented employees

Shell expressed surprise at the CWIU's claim that it was not prepared to discuss fringe benefits and social responsibility items, saying such meetings had already been held

BP said employees were kept regularly informed of its wide range of social responsibility programmes

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24/8/88





Checkers, *Star*  
union sign *24/8/82*  
wage package

The Commercial Catering and Allied Workers' Union and Checkers have reached a wage agreement guaranteeing a R95 across-the-board increase back-dated to July 1

A union statement said the agreement was reached on Monday

An additional R5 was to be paid in January next year and a bonus of 10 per cent of workers' salaries for each completed year of service was also agreed on

*(205) (291)*  
*140A*

## 200 still on strike

WORKERS at the food distributing company Irvin and Johnson continued their wage strike yesterday as union representatives and management sought a solution to the one-week-old stoppage.

Over 200 strikers continued to occupy tents pitched at the largest Johnson depot at Roodepoort after a court order evicted them from buildings, a spokesman for the Food and Allied Workers Union told Sapa.

*Sapa*

140A

24/8/88

182

# Sarhwu trial goes on today

THE trial of 16 members of the South African Railways and Harbours Workers Union was postponed to today by a Rand Supreme Court judge on Monday.

Mr Justice T. T. Spoelstra decided on this after he had been told that 11 of the accused failed to turn up because they were on quarantine because of meningitis epidemic in the Johannesburg prison cells where they are being held.

Defence counsel, Mr Eric Dane, also told the judge that the defence needed sometime to prepare the case mitigation

Present in court were five of the 16 trialists out on bail.

They are the Transvaal secretary of Sarhwu, Johannes Joja Ngcobo (25). He was convicted of intimidation and is out on R2000 bail Wilson Mushaisane (33), convicted on assault and out on R60 bail

Freddie Mothisi (22) convicted of abduction and out on R2000 bail, Jacob Machaka (35) convicted of culpable homicide and out on R2000 bail and Michael Ikaneng (38), convicted of abduction and out on R2000

They were convicted two weeks ago. The 11 in custody were convicted of murder and attempted murder. The convictions follow charges relating to incidents during a strike by South African Transport Services workers on the Witwatersrand on May 13 and April 28 last year.

They were originally 18 trialists and two of them, Mr Isaac Mogorosi and Mr Jacob Mamatloa were acquitted.

(140A) 25

# R130 a month pay rise

18-24/8/88  
South

DURBAN. — Workers at Spar outlets in Natal have settled their nearly month-long dispute over wages and other working conditions.

The Commercial, Catering and Allied Workers Union (Ccawusa), and Spar had reached a settlement last week, according to union spokesperson Ms Fiona Dove.

In terms of the agreement, Spar will pay an across-the-board increase of R130 a month, bringing the minimum wage up to R655 a month.

"This is the highest minimum wage in the trade in South Africa", said the Ccawusa spokesperson.

The union had also won June 16 as a paid public holiday in lieu of an official public holiday which had not yet been decided.

This was a major victory as the company had previously stated that it would not grant June 16 as a holiday for political and not financial reasons

Other points of agreement were.

- Half-day off on Christmas Eve,
- Commitment to negotiate a housing policy with an interim emergency housing and welfare fund to the value of R100 000;
- Subsidised transport between Phoenix and Durban;
- Increases in long service awards and the inclusion of other anniversaries making it an award every five years from the 10th anniversary onwards. — PTSA



CAPE TOWN  
25/8/88

# Day 2 of BP drivers 'strike'

Staff Reporter

A GROUP of BP drivers yesterday stopped work for a second day while waiting for a reply to their demand for the suspension of a supervisor — but BP management said yesterday's stoppage did not affect deliveries of petrol

A Chemical Workers' Industrial Union (CWIU) spokesman said yesterday that 35 bulk-vehicle operators at BP — supported by other workers — were calling for the suspension of a supervisor and had stopped work on both Tuesday and yesterday

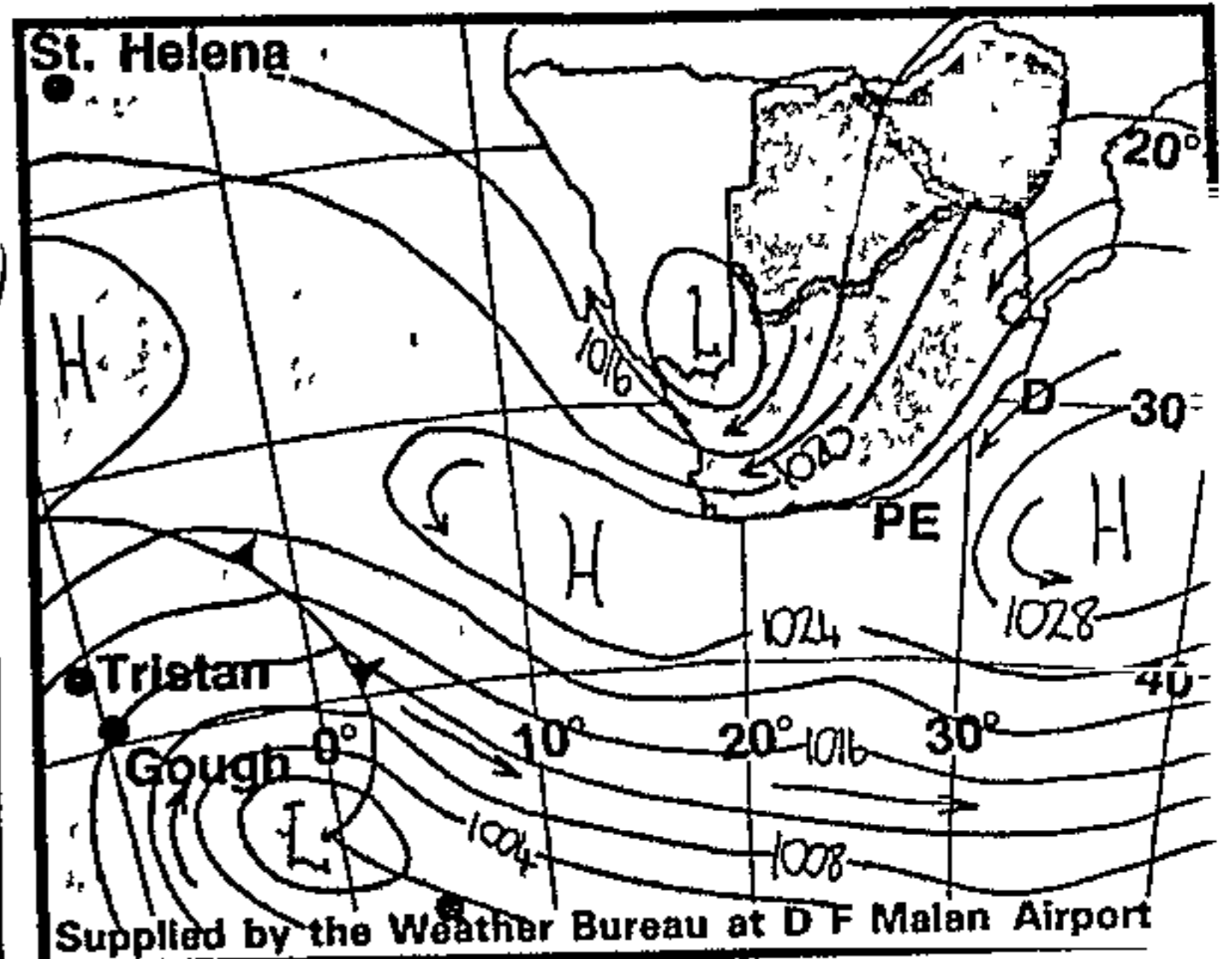
They had sent a letter to management containing their demands for an commission of inquiry and would continue their stoppage today until a reply was received

A BP spokesman said that while there had been a "small disruption" of deliveries on Tuesday, deliveries were back to normal yesterday

The CWIU spokesman said there was an estimated backlog of 100 deliveries to BP, Shell and Trek garages from the stoppage on Tuesday.

Workers had staged a demonstration at BP's Montague Gardens Terminal yesterday.

The BP spokesman said in a statement that 35 employees continued to refuse to work yesterday.



## Partly cloudy, mild

<b>CAPE PENINSULA and vicinity and Western Cape Coastal Belt</b> Partly cloudy and mild becoming cloudy and cooler along the coast Fog patches will occur later Wind moderate northerly but strong south-easterly over the extreme southern parts The minimum and maximum temperature will be between 12 and 21 deg C	Humidity 60,0 70 Temperature 20,8 18 max 22,0 min 10,7 (At D F Malan 24 hours to 8pm) Hours of sunshine 5,3 Wind (D F Malan) 8 pm Southerly knots
<b>Coastal belt Cape Infanta to Plettenberg Bay</b> Partly cloudy and mild with isolated showers	<b>TIDES (TABLE BAY) TODAY</b> High 0129 1402 Low 0750 2010 Sun sets 1823 rises 0715 Moon rises 1605 sets 0551
<b>Coastal belt Plettenberg Bay to Port Alfred</b> Cloudy and mild with fog patches, clearing partially	<b>TIDES (TABLE BAY) TOMORROW</b> High 0217 1444 Low 0831 2053 Sun sets 1823 rises 0713 Moon rises 1722 sets 0633
<b>Namaqualand and the South-Western Cape Interior</b> Cloudy and mild with isolated thundershowers, clearing	<b>PHASES OF THE MOON</b> Full Moon, Aug 27 Last Quarter, Sept 3 New Moon Sept 11 First Quarter, Sept 19
<b>Pretoria, Witwatersrand and the Eastern Highveld</b> Fine and mild with fog patches	<b>POOL, SEA TEMPERATURES</b> Muizenberg Pool 15, Sea 13 Sea Point Pool 14,5, Sea 13 Newlands 18 Long Street 24
<b>Transvaal</b> Partly cloudy and mild	<b>WEATHER ELSEWHERE</b>
<b>Free State</b> Partly cloudy and mild with isolated showers	min max
<b>Natal</b> Partly cloudy and warm	Athens 20 34
<b>Namibia</b> Partly cloudy and mild becoming warmer	Brussels 12 18
<b>Botswana</b> Fine and mild	Buenos A N/a N/a
	Geneva 08 21
	Hong Kong 27 31
<b>YESTERDAY'S READINGS</b>	
Barometer noon 8pm	
1018,4 1014,7	

## TV TODAY

\*Programmes supplied by SABC

TV1

6 00-8 30 Good Morning SA  
3 30 Ons wetenskaplikes  
3 40 Insekgedrag, menslik betrag  
4 00 Liewe Heksie

# Stalemate in Breweries strike

JOHANNESBURG — The wage dispute between more than 6 000 SA Breweries employees and their bosses reached stalemate this week

This follows the decision of their union, the Food and Allied Workers Union (FAWU), to call off a planned industrial action on Monday

SA Breweries beer division has made its final wage offer to Fawu, upping minimum wages by 17 percent

SAB human resources director Rob Childs said in a weekend statement that after four rounds of negotiations, followed by mediation, there appeared to be no point in further negotiation

"Our final offer of R4.70 an hour for the lowest-paid workers, and R6.46 an hour for the top grade, is the best available in the food and beverages industry. Taken with a substantial increase in shift allowances, it means a grade 1, continuous process shift-worker, working a 40-hour week, would earn a minimum of R1 278 a month, and a grade 5 worker a minimum of R1 757"

Originally, Fawu demanded a minimum of R10 an hour. SAB immediately applied for a conciliation board hearing in an attempt to defuse the looming conflict at its brewery plants

Fawu has since revised demand three already - its last on Thursday when Fawu dropped its demand from R6 to R5 an hour. The difference now is 30 percent.

On top of this a Fawu spokesman said the union had also dropped its other demands like a 40-hour week, annual and leave bonus, annual leave, paid holidays and overtime shift allowances

A Fawu spokesman for Fawu said this week the union was keeping its options open and was now adopting a "wait and see" attitude. But he warned that the "union would react accordingly if necessary"

On Monday the union expected

the bosses to lock out the workers, but neither this happened nor did the workers down tools

According to the union, the company has shown no intention of further increasing its offer. While indicating a willingness to settle the dispute, workers pointed out that the SAB is in a healthy financial position and could easily afford the 30 percent increase demanded by the workers

SAB profits soared by 22 percent from about R134-million in 1986 to more than R163-million in 1987. Besides, SAB has assets in building and machinery amounting to nearly

R2 000-million

The company was spending more than a fortune in advertisements and its directors were earning a fortune of about R7 884 a month or R90 000 a year

"Really the 30 percent increase for its employees is just a drop in the ocean compared to the huge amounts they spend in advertisements," the spokesman said

"It appears that wages for its employees does not rank high at SAB"

A wage dispute by SAB workers last year resulted in 10-week strike.

~~140A~~ 140A

South 2578-1/9/88

# Most workers in SA want socialism

25/8/58 Soweto 140A

SIR — I would like to clarify confusion from those who received the puzzling and confusing statement by CCAWUSA after their allegation of the adoption of socialism by CCAWUSA members in Tzaneen.

Recently and now, workers in CCAWUSA are being made to stand in meetings, issue statements with slogans against the Freedom Charter and for socialism. Lastly it was in a statement I read in your newspaper of August 2 that CCAWUSA members have adopted socialism and see the Freedom Charter as a devisive document.

I want to ask these officials and workers the following genuine questions

Do these officials and workers know what socialism means?

Are they genuinely struggling for socialism? Did these officials bother themselves with studying the contents and the background of the Freedom Charter before they concluded that the Freedom Charter is devisive?

Socialism is what the

majority of the oppressed and exploited masses in our country are struggling for

Socialism will only be achieved through a bitter struggle by the oppressed and exploited masses which in our country is the working class

The Freedom Charter is a document drawn by people after consulting with the majority, if not all the people in the country. That is why it is now called the "people's charter"

The Freedom Charter contains demands by the people and for the people. Since its adoption in 1955 none of the demands have been met by the apartheid Government.

This does not only make the Freedom Charter a dynamic document but also an historic document which lays the foundation for socialism. I do not mean to say the Freedom Charter is a socialist document like people claimed after its adoption in 1955.

I wish to say to all CCAWUSA members that the majority of the workers if not all the workers in South Africa are struggling for socialism.

The only difference between you and these workers regarding socialism, could be that you are chanting empty slogans and have adopted socialism, whereas they know that they have to take power from the minority apartheid regime before

they can achieve socialism

Therefore their struggle is to take power from the Botha regime and build socialism. You cannot talk of building socialism if you do not have the governing

power. You owe the oppressed and exploited masses in our country an explanation of what socialism you are talking about or have adopted

KWENA ELIAS NONG  
CCA WUSA —  
Pietersburg



## Sea pollution penalties mooted

HEAVY new penalties, including the impounding of vessels, are possible in terms of proposed new legislation to control shipping pollution

Vessels discharging oil along SA's coastline could face fines from R20 000 to R100 000, as well as impounding if the legislation is passed Anton Moldan, assistant director of

GLEN SHELTON

Pollution Control of the Sea Fisheries Institute of the Environment Affairs Department, said in a statement yesterday that operational discharges of plastic and other garbage from ships at sea were becoming "a serious problem".

## I & J strike continues

THE legal strike at Irvin and Johnson continued yesterday

Workers, evicted by court order from company buildings when the strike started nine days ago, are demanding a 35,9% pay increase

I & J has offered an across-the-board 22,9% increase — Sapa

## Afrikaans church rejects party politics

WARMBATHS — The Afrikaanse Protestantse Kerk (APK) would not serve any political party, the church's synod decided at its meeting here yesterday.

The APK had been seen as the "CP's church", because its members consisted mainly of disaffected, former Dutch Reformed Church members who rejected the DRC's "liberalism".

The synod is closed to the Press,

but a communication commission releases a statement each day on issues raised at the synod

The synod said yesterday it was alarming that churches were increasingly entering the political terrain,

The commission's release said the APK's parishes had raised more than R4m since the first synodal meeting eight months ago.

A budget of more than R910 000

had been approved for the next year

The synod would also be requesting Finance Minister Barend du Plessis scrap GST on Bibles

The synod encouraged female members to pray together, but did not associate itself with the racially mixed form the World Prayer Day for women was assuming.

The synod is chaired by APK moderator Willem Lubbe. — Sapa.



DE



1408

# Ccawusa rejects wage offer

25/8/88 Somerset

THE Commercial Catering and Allied Workers' Union of South Africa (Ccawusa) yesterday rejected the "unilateral" wage offer made to its members by Woolworths retail chain.

Ccawusa general secretary, Mr Vivian Mtwla, said the company had taken this step without informing the union. The official was reacting to Woolworths' decision to make a unilateral wage offer to individual employees following the delay in annual wage talks.

The delay has been caused by the split in Ccawusa which has two factions, one led by Mr Mtwla and the other by Mr Papi Kganare.

Mr Mtwla said "It is unfortunate that those members employed at Woolworths who reject the legally and constitutionally established structures of the union have now created a situation which management is taking advantage of."

Woolworths has handed out notices to staff inviting staff to accept a monthly increase of R120 backdated to July 1 and offered 13,4 percent for those earning more than R900 a month.

The company's action, Mr Mtwla said, was a further attempt "to disorganise and divide our membership." He said some workers had accepted the offer unaware that "it was made without the union's knowledge."

- Ccawusa recently concluded a wage agreement with Checkers which has agreed to — among other things — an across-the-board increase of R95 a month.

Ccawusa official, Mr Jeremy Daphne, said the two parties had also agreed to a bonus of 10 percent of salary for each year of service payable in November this year. A parental rights agreement would be signed later this month, he said.

57004 25/10/88

## Court told of grievances about racial issues at Sats

SUSAN RUSSELL

A FORMER Sats employee told the Rand Supreme Court yesterday racial grievances and what were perceived as unfair disciplinary procedures were two of the reasons for the Sats strike last year.

Isaac Molemuhle was the first witness to give evidence in extenuation at the trial of seven SA Railways and Harbour Workers Union members convicted of murdering four non-striking colleagues last year.

At the end of the State case Bongisi Sibisi, Wilson Matshili, Patrick Molefe, Phineas Netshitungulwane, Takalani David Mamphaga, Mafemane William Rikhotso and George Maungedzo changed their pleas from not guilty to guilty on the four murder charges. Another co-accused, David Dzevhe, changed his plea to guilty for three of the murders.

Molemuhle told the court of an incident he witnessed in which a white employee assaulted a black

### Intervened

"From the position I was seated in I could see the black man was unable to fight back," he said.

"I got out of the truck and intervened. I moved the white man away and asked him whether he had permission to assault that black man during working hours. He said to me when he is assaulting a 'kaffir' he does not have to get permission.

"I went to a goods inspector and reported the matter. He said he would report it to management. There was no report or any development from the goods inspector.

"I went back to him. He said he had lodged the complaint but the reply would come from Park Station. Up to today that reply is still coming."

# Court told document settled rail dispute

A RAND Supreme Court judge yesterday heard that South African Transport Services workers who were involved in last year's railway strike toned down their demands in a document they referred to as the "Nkomati Accord".

The compromise was intended to settle a dispute between the workers and Sats management, the judge heard.

This was said by Mr Isaac Molemohi (42), of Jabulani Flats, Soweto. He was giving evidence for the defence at the trial of 16 members of the

South African Railways and Harbours Union (Sathwu).

The 16 men appearing before Mr Justice T T Spoelstra and two assessors, have been convicted of murder, attempted murder, culpable homicide, abduction and intimidation.

The charges relate to incidents that occurred during a strike by Sats workers in the Witwatersrand on March 13 and April 28, last year.

Mr Molemohi said he was employed as a driver at the City Deep depot, but was now on suspension. He said the workers were dissatisfied

with the way a staff association known as Blatu, handled disputes between workers and management.

He said he did not know who elected members of that association (Blatu). The workers had a negative attitude towards it because they were not satisfied with the way it presented or handled workers' complaints and disputes with management.

He said workers had complained about dismissals that were often carried out during April, a month for bonuses. This was one of the "many grievances"

that workers had. He said workers were also dissatisfied with the way a colleague, Mr Andrew Nzama, was sacked on March 13. They were also dissatisfied with the way negotiations for his reinstatement were conducted by management and shop stewards of Blatu.

Mr Molemohi said an official, Mr Le Roux, told workers that Mr Nzama was fired by mistake. He would be reinstated as an ordinary labourer and not a driver. This angered the workers who said Mr Nzama should be given back his job as a driver. During the process of

negotiations, he said, the workers became infuriated and gained the impression that management did not wish to settle the dispute over Mr Nzama's sacking. The workers wished to be paid for the days they came to work to negotiate a settlement. At one stage, he said, management would not talk to him and two other men elected by workers to represent them in the negotiations.

On March 31, he said, the workers reached a compromise that was reflected in a document referred to as the "Nkomati Accord," (Proceeding), 1



1 Sowetan

(14DA)

(scribbles)

26/8/88

**U**NITY has become the key issue as both the trade unions and employers in the metal industry mop up in the aftermath of a two-week wage strike which set back the bosses about R70 million in production losses

The strike, which involved about 31 000 workers at its peak and resulted in losses of about R3,5 million a day in the sector, was called off last Thursday after a historic settlement between employers and the National Union of Metalworkers of South Africa (Numsa)

The settlement, in the meantime, has sparked an internal dispute among four unions affiliated to the SA Council of the International Metalworkers' Federation (IMF)

The four are Numsa, Steel Engineering and Allied Workers' Union (Seawu), Electrical and Allied Workers' Trade Union of SA (Eawtusa) and Engineering and Allied Workers' Union (Eawu)

The dispute revolves around the "unilateral" agreement reached between Numsa and the employer body, the Steel and Engineering Industries' Federation of SA (Seifsa), which represents about 9 000 firms

It was the first time Numsa — now the largest union in the industry — had agreed to sign the main agreement for the metal industry

The four unions normally present joint demands, under the umbrella of the IMF, during annual negotiations at the industrial council

IMF local president and Eawtusa general secretary Mr Tommy



SEIFSA executive director Mr Brian Angus.



NUMSA official Mr Peter Dantjie

# LABOUR LESSON

## What the steel industry bosses learnt



Oliphant has questioned Numsa's decision to sign the agreement without three other IMF affiliates, and without any improvement on Seifsa's wage offer

### Dividing

'Seifsa has succeeded in dividing the IMF unions. How could Numsa decide to sign the agreement when they have said, in the past, that it (the agreement) perpetuated poverty,' Mr Oliphant asked

The Eawtusa official said Numsa, in signing

the agreement, had failed to take into cognisance a number of factors which included that the move would "break solidarity among IMF unions", that lives had been lost and dozens of strikers dismissed during the strikes

"It was not a good situation I am optimistic we will be able to resolve the problem today," IMF local secretary, Mr Brian Fredericks, said, referring to a special meeting between IMF affiliates scheduled to take place today

He said 99 percent of the strikers were Numsa members and "at the end of the day Seifsa negotiated with Numsa"

"I accept that Seifsa did divide the unions," Mr Fredericks said

Members of Eawu, Eawtusa and Seawu had not taken part in the strike because they had voted against industrial action during ballots

Numsa official, Mr Peter Dantjie said 'The strike involved Numsa

By LEN MASEKO

members — that's why we signed the agreement"

The matter he said, would be resolved at today's meeting

The employers too have not come out unscathed in the aftermath of the metal industry's strike. Seifsa's ability "to hold its members' received a major dent as some members — about 120 companies — negotiated settlements separately with Numsa at the height of the industrial action

### Disturbing

Seifsa executive director Mr Brian Angus said "This is obviously very disturbing when some members negotiate settlements on their own without informing us. This thing happens every year and involves the same companies

Meanwhile, the three IMF unions have not yet signed the agreement

with Seifsa as they still have to seek a mandate from their members on the matter

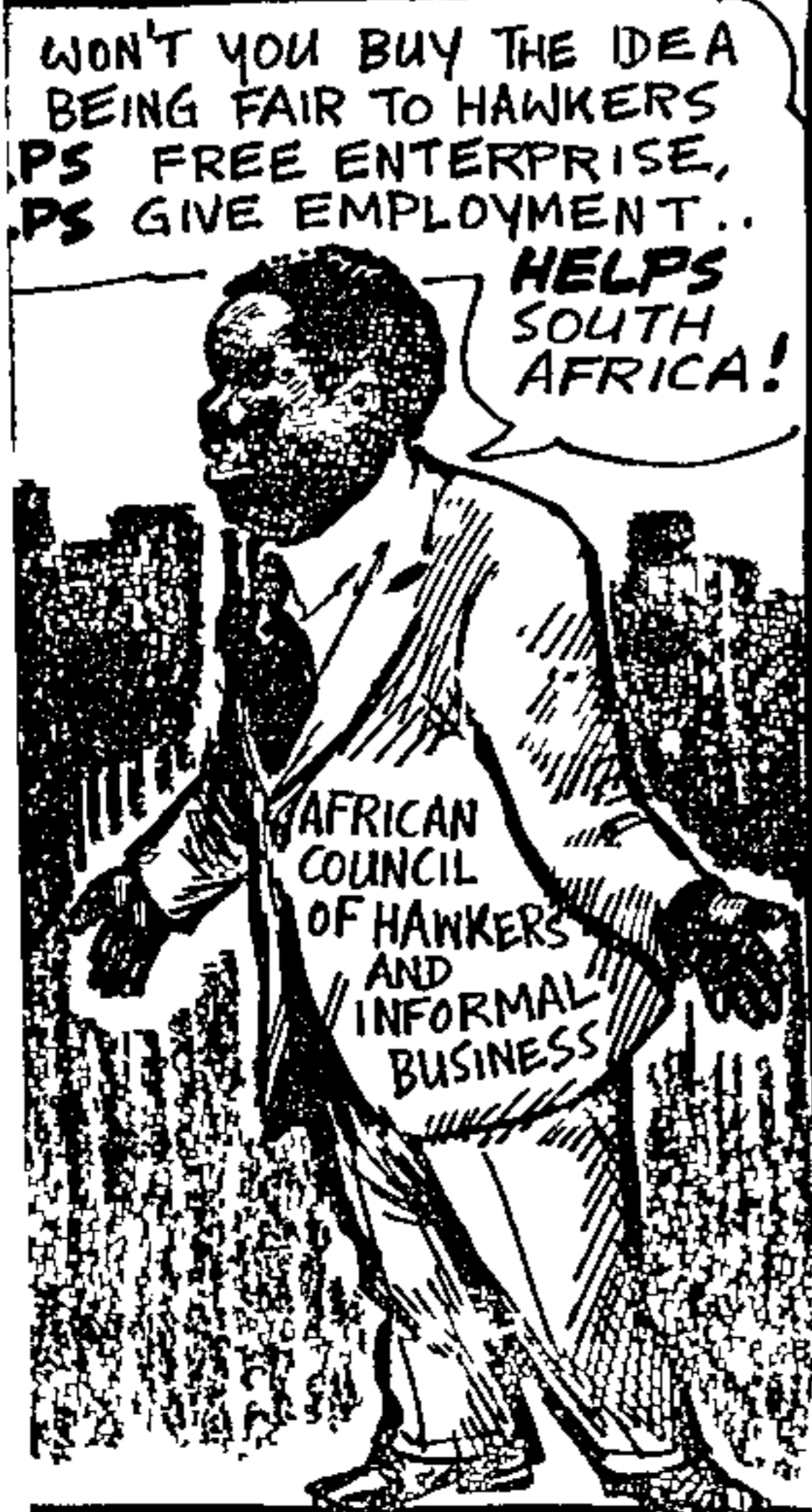
Seifsa and Numsa have agreed to proposals which include

- Implementation of the 17,4 percent wage offer (76 cents an hour for artisans and 41 cents an hour for labourers)
- Stop order facilities to unions which are party to the industrial council
- Acceptance of a three-year timetable to scrap wage anomalies
- The substitution of May 1 for Workers Day (first Monday in May) as a paid holiday and the substitution of June 16 for Founders' Day or another holiday,
- An industrial council procedure to be developed to investigate allegations of racial discrimination by appointing a panel of arbitrators and
- Seifsa has undertaken to make representations to member companies to support the South African Consultative Committee on Labour Affairs in its initiative regarding the Labour Relations Amendment Act

Before the agreement IMF unions demanded an average wage increase of 23 percent and a minimum hourly rate of R3,21

All in all the metal industry's strike had a significant lesson for the employers that they will have to take the IMF unions seriously in future negotiations

In the past Seifsa — in agreement with whites only Confederation of Metal and Building Unions — has proceeded with the gazetting of the main agreement without the IMF affiliates



Political comment in this issue by Aggrey Klaaste and Joe Thlooe. Sub-editing, headlines and posters by Sydney Mathaku. All of 61 Commando Road, Industria West, Johannesburg

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# A challenge for Cosatu

1400

SIR — Cosatu (Congress of South African Trade Unions) faces a real challenge

Numsa (National Union of Metalworkers of South Africa), Num (National Union of

Mineworkers), and Fawu (Food and Allied Workers Union) have all called on Cosatu (Congress of South African Trade Union) to get its house in order or Cosatu may face its biggest crisis to date

“Workerist” and “charterist” groups have been openly grouping for what seems to be the beginnings of “The Big Showdown”

The undemocratic way in which the Freedom Charter was adopted at the Cosatu annual congress in July, 1987, has left the workerist groups simmering

The acceptance of the charter has torn Cosatu into two belligerent camps and has left smaller affiliates in equal

disarray Ccawusa (Commercial Catering and Allied Workers Union of South Africa) has already split into two camps

All indications to date reflect that Cosatu continues to recognise only the charterist faction

This politicisation of Cosatu has led directly to overt radical, undisciplined and irresponsible acts

Another union to be struck has been Fawu. The charterist faction have completely undermined any workerist objectives resulting in the union being granted only “observer status” within Cosatu

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SI  
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# Union factions split on Woolworths offer

BRONWYN ADAMS

THE split between the two factions within the Commercial Catering and Allied Workers' Union of SA (Ccawusa) is threatening to tear the union apart, with each group reacting differently to the unilateral wage offer made by Woolworths management last week.

While Ccawusa general secretary Vivien Mtwla has recommended all workers reject management's offer, Ccawusa Papi Kganare faction national co-ordinator James Khumalo said they had no problem with management's offer of a R120 a month wage increase.

Union factions failed to reach consensus during negotiations yesterday. The Papi Kganare faction proposed another meeting with Mtwla, which ignored the invitation.

Khumalo said workers had given union officials the mandate to attempt a reconciliation with Mtwla.

Neither Mtwla nor management was available for comment yesterday.

*Day* *AD* *1/12/88*



**IMF unions' Fredericks . . . better placed for the future**

Manpower Minister Piet du Plessis' refusal to go along with Seifsa's request that he gazette the "partial agreement." This had been accepted by the mainly white, minority Council of Mining and Building Unions. While this undoubtedly strengthened the IMF unions' hand and undercut Seifsa's stance, the unions too would have faced the impossible task of negotiating plant-level deals with, in all, some 9 000 companies which adhere to the Main Agreement's provisions.

It may be recalled that the metal unions were in the last two years snookered out of launching legal strike action when the minister at the final moment went ahead and gazetted the Main Agreement despite their refusal to sign, which the IMF hasn't in the past five years. This year's belated agreement is, therefore, "historic," in the words of IMF affiliate Numsa's Bernie Fanaroff.

The strike had in any event begun to fizzle out. By last Tuesday, Seifsa said, 6 555 striking workers at 39 plants had returned to work, leaving 95 of the 3 500 member companies experiencing strike action involving about 10 650 workers. Of course, the unions' figures differed. At its peak, the unions say the strike involved 31 000 employees. They also claim that more than 130 plants "broke ranks" with Seifsa's refusal to budge on the central demand — a 23% wage increase (60c/hour) for the lowest grades — and granted increases near or at that level. Seifsa stood by its 17,4% (41c) offer to the end.

This may be regarded as its face-saver. The increase is to be backdated to July 1 (when the old agreement expired), but ex-

cluding the period of industrial action which began on August 3.

For the party that appeared at one stage to be over a barrel in the dispute, the unions in fact came out of it with a nice clutch of improvements to their members' conditions of employment, despite losing the wage rise battle.

Most important, Seifsa accepted "a five-year timetable to eliminate anomalies in the industry's wage curve starting in 1987. This means that the final special wage adjustment will be made at the 1991 annual negotiations. The size and extent of the wage anomalies have yet to be agreed between the parties."

The Main Agreement will now include provision for stop-order facilities for the payment of union dues. It will also be amended to accommodate May 1 and June 16 as paid holidays where requested, on the basis of swapping them for, respectively, the first Monday in May, and Founders' Day (April 6).

An attendance bonus will be introduced amounting to a day's payment for 180 shifts in one cycle, and two days per 235 shifts. The shifts will include authorised absences.

An industrial council procedure is to be developed which will aim to investigate and determine allegations of racial discrimination by appointing a panel of "facilitators" from the industry. Appeals against their decisions will be decided by a "panel of arbitrators" selected by the industrial council. This arrangement will be coupled to a formal procedure to resolve allegations of violence and intimidation at company level, or, failing that, by the facilitators and arbitrators.

Seifsa undertook to "make representation" to those member companies which have dismissed or locked out legally striking employees. This will be done on the basis of its guidelines on strikes and lockouts.

The employer body also undertook to support the current Saccola initiative on the Labour Relations Amendment Act, and to support any Saccola recommendations to amend it.

Despite all this, the future of the union negotiating front, the IMF, seems rocky, since, towards the end of the dispute, Seifsa effectively clinched the deal through talking with the main affiliate on strike, Numsa. A meeting of the IMF to address the issue takes place this Friday.

Yet IMF secretary Brian Fredericks says the deal is "reasonable and leaves us better placed for future collective bargaining in the industry. It has stabilised the relationship between Seifsa and the IMF on the industrial council. This doesn't necessarily mean labour peace will stem from this factor, but we have a more equal standing and respect for each other's position, which augurs well for the future of collective bargaining."

The union has also learned that "strategic strike action" like this has many problems. Not all the IMF's four affiliates were able to muster support for the strike, nor, evidently, have an equal say in negotiations. ■

## METAL INDUSTRY STRIKE

### Welding agreement

The sheer impracticability of conducting labour relations in the vast metal industry sector without the annually negotiated Main Agreement in place wonderfully concentrated minds. Both the employer body Seifsa and the striking unions represented by the SA chapter of the International Metalworkers' Federation (IMF) saw the need for one.

Their "landmark" settlement to the 15-day wage strike, announced last Thursday, was pretty smartly hammered out following

Handwritten marks at the bottom of the page: a scribble in a circle, another scribble in a circle, and the number "140A" in a circle.



ULLMANN Brothers  
had fired its entire  
workforce for staging  
a protest strike,  
Transport and General  
Workers Union  
(TGWU) representative Kally Forrest  
said on Wednesday

## Ullmann Bros workers fired for protest strike

B1 Day 26/8/88

(153) (140A)

Forrest said 300 workers downed tools  
over "divide and rule" tactics and the  
hiring of a detective to screen workers

She said the company sacked the  
workers after they allegedly failed to  
obey a return-to-work ultimatum. But  
she said the union, which signed a recog-  
nition agreement with Ullmann Brothers,  
had never been informed of the ulti-  
matum

Forrest claimed management had  
failed to recognise shop stewards, and  
had refused to talk to the union

BRONWYN ADAMS reports manage-  
ment offered the workers a reward in an

attempt to break an internal theft ring

Management consultant Philippe van  
Welbergen said a shop steward had been  
fired after being arrested for theft from  
Ullmanns. He said a grievance hearing  
was subsequently held at which the  
workers' representative was requested  
to attend another disciplinary hearing  
for insubordination

He said these meetings were con-  
vened according to agreed procedures

He said workers downed tools protest-  
ing against the hearing and demanding  
the reinstatement of the shop steward

The workers were dismissed as they  
had received two previous warning no-  
tices on participating in illegal industri-  
al action



# Nactu vows working link with Cosatu

By MOKGADI  
PELA

THE National Council of Trade Unions resolved at its weekend congress to establish working relationships with the Congress of South African Trade Unions in the interests of worker unity.

Addressing a Press conference in Johannesburg yesterday, Nactu president, Mr James Mndaweni, said his federation committed itself to work for "One Country, One Federation" Nactu would continue seeking affiliation to the Organisation for African Trade Union Unity

## Issue

On the land issue, Nactu said "Azania belongs to African people and to them alone" Resolutions further stated that the oppressed and exploited would always provide their own spokespersons on matters affecting their liberation

The congress also resolved to substitute the term black working class This was in line with the National Council recommendation on the matter.

Mr Mndaweni went on to say that congress felt that the federation should not encourage

differences among workers on ideological grounds Nactu would continue supporting all the progressive liberation movements in the country Non-affiliation to political parties was

also retained as a policy of the federation

Other resolutions included the formation of women committees within the federation, the call for the release of the "Sharpeville Six," the condemnation of media restrictions, the call on the Government to release all its political

prisoners and the vigorous campaign by the federations to publicise itself locally and abroad

The congress was a follow-up to the one held at the Standard Bank Arena on August 6 and 7 which had to be postponed because of time constraints

6/8/80  
Jawefan  
140A

# Strike at car firm

PRODUCTION has been halted in sections of the Mercedes-Benz plant in East London as a result of strike action by members of the National Union of Metal Workers of South Africa.

The company said in a statement "illegal strike action by a relatively small number of employees continues".

According to the statement, the action followed the refusal of Mercedes-Benz to accede to a request by Numsa to lift the suspension of a worker who had been suspended on full pay pending a disciplinary hearing.

*Swepan 26/8/88*

*140A*  
*(scribble)*  
*(scribble)*

# Nactu resolves to move for closer unity with Cosatu

By KERRY CULLINAN

UNITY between Cosatu and Nactu came a step closer this week when Nactu declared its commitment to establishing communication and working relationships with Cosatu in the interests of worker unity.

This was announced at a Press conference held after Nactu's first national congress, which ended in Johannesburg over the weekend.

And according to Nactu

general secretary, Piroshaw Camay, there has been a change in mood among Nactu members which will make unity with Cosatu easier.

"There are still differences between the two federations, such as Cosatu's decision to adopt the Freedom Charter, but the mood of Nactu members has changed," said Camay.

Nactu president James Mndaweni added "Joint co-operation and unity in ac-

tion could eventually lead to one federation"

The union also decided that in future it would refer to the African working class, rather than the black working class as the latter term had racial connotations.

However, the Nactu leadership denied that this meant the Africanists within Nactu had become more influential at the expense of the Black Consciousness Movement.

"There has been a healthy debate within Nactu, but the leadership is Nactu and not Africanist leadership," said Nactu assistant secretary Cunningham Ngeukana.

Although Nactu membership appears to have taken a considerable drop to approximately 150 000 paid-up members the federation's leadership said this figure was not accurate.

28/8/88

140A

CPress

# Still no resolution in I&J wage talks

WORKERS at food distributors Irvin and Johnson continued their wage strike as union officials and management seek a solution to the one-week-old stoppage

Over 200 strikers continued to occupy tents pitched at the Johnson depot at Roo-depoort after a court order evicted them from the buildings, a spokesman for the Food and Allied Workers Union said

The spokesman, who declined to be identified, said there had not been much movement in negotiations

Workers are pressing for a wage increase of 50 per cent

Agreement has also not

been reached on the date on which the increases are to take effect

The workers propose July 1, while the company says it would implement them from August 1

Crane drivers, packers, merchandisers and labourers are involved in the strike

The two sides were meeting today in a further effort to reach agreement

Meanwhile, the union said the company had hired coloured workers to try to break the strike

Irvin and Johnson, part of the giant Anglovaal conglomerate, is a major fish distributing concern - Sapa





140A

## Union factions closer to accord

BRONWYN ADAMS

THE two rival factions within the Commercial Catering and Allied Workers' Union of SA (Ccawusa) had come closer to agreement over the composition of the union delegation for annual wage negotiations, Ccawusa general secretary Vivien Mtwá said yesterday.

James Khumalo, a spokesman for Ccawusa's rival faction led by Papi Kganare, agreed in principle on a system of equal representation for the Johannesburg region, but he said Kganare was still not happy with Mtwá's delegation.

Khumalo said his faction was also waiting for Mtwá to present Kganare with details on his national representation. A joint telex would be sent to Woolworths management after Mtwá had clarified that.

Mtwá said negotiations between Woolworths management and Ccawusa would cover all union members including the two branches that had accepted management's offer.

A management spokesman said they had received no communications from union members and were unable to comment.

# Benz strike rages on

(140A) (140B)  
Sawetaw

THE strike at the Mercedes-Benz plant in East London continued into its sixth day amid contradictory claims over the number of workers on strike

While the National Union of Metal Workers (Numsa) claimed the number of workers on

strike had increased to about 2000, the company claimed that, despite intimidation, a large number of striking employees had returned to work

Mr Gxarisa said working employees had been given temporary identification cards on

Thursday and only those with cards were allowed into the enclosed area at the plant on Friday

He said the union had not received any reports of intimidation or assault of employees by striking Numsa members

A company statement said on Friday striking employees had been prevented from entering the plant to prevent further cases of intimidation and assault, such as the burning of employees' clothes

A meeting was held between the union and management in an attempt to resolve the issue and both sides said they had put forward

proposals for the other side to consider

The regional secretary of Numsa Mr Viwe Gxarisa said many more workers had joined the strike because of alleged police action taken against union members on Friday

He alleged police had

assaulted workers both at the plant and outside the South African Domestic Workers' Union offices, formerly the offices of Idasa, where they had attempted to meet

"We have firm proof that the company called the police in," he said

# Labour Act: Employers under pressure

By DICK USHER

Labour Reporter

ARCUS  
31/8/88

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EMPLOYERS in two major Cape industries are under pressure not to apply contentious aspects of the new Labour Relations Amendment Act, which comes into effect tomorrow

The garment industry, with about 60 000 employees, is expected to hammer out a response today to a Garment and Allied Workers' Union (Gawu) request that employers not ap-

ply clauses that are not in workers' interests

The request will be considered by the Cape Clothing Manufacturers' Association

The Cape Province Textile Manufacturers' Association met yesterday to consider a similar request from the Amalgamated Clothing and Textile Workers' Union

The association's response is not yet known

A Gawu spokesman said two emergency shop stewards' council meetings were held on Saturday and Monday to consider the union's response to the Act

Workers were urged to make their feelings known to employers at plant level and actions ranging from factory meetings to overtime bans were being considered

Work stoppages had happened at several factories



# Settlement ends

## Fawu strike

1/9/88 By Adele Baleta



The two-week legal strike by about 500 members of the Food and Allied Workers Union (Fawu) at Irvin and Johnson Transvaal depots has ended with a wage settlement.

Fawu and management reached a wage agreement yesterday, guaranteeing an across-the-board increase of R117 a month effective from August 1 this year.

Both parties also agreed that a further across-the-board increase of R140 a month would be granted on March 1 next year.

The worker demand that June 16 be recognised as a paid public holiday was not settled, but a union official said the issue would be looked into again at a later stage.

cap-7/mk 2/9/81  
**Labour Act causes deadlock**

(140A) Own Correspondent

JOHANNESBURG. — Nactu is keeping its options open, regarding the future of talks with Saccola on the Labour Relations Amendment Act, general secretary Mr Piroshaw Camay said yesterday.

Mr Camay said Saccola's negative response to the Nactu-Cosatu demand that it recommend to employers that they do not make use of certain rights conferred upon them by the Act, and other aspects of Saccola's position, were being discussed within Nactu structures.

"We are at the equivalent of a dispute stage with Saccola. It would not be helpful right now to close all doors to further talks," he said.

2/9/88 (140A) *fructu*  
**200 stop work**

ABOUT 200 members of National Union of Metalworkers of South Africa have downed tools at Marley South Africa's Nigel factory demanding higher wages

Numsa workers started their work stoppage on Tuesday this week after talks between the union and management reached deadlock

140A

Sowetan 2/9/88

# 'Nactu losing out to Cosatu'

SIR — In reply to Le-bogang Motlhasedi's letter in the *Sowetan* dated August 24, 1988, I would primarily pre-  
pare him politically.

The National Council of Trade Unions and the Black Consciousness Movement of Azania do not command any support which we can write home about.

Nactu is extremely disorganised. They failed to peruse an overseas invitation exhaustively and landed in West Germany only to be told that the conference will only be held in July 1989 and not July 1988 as they presumed.

On the other hand BCMA is only existing and is totally dilapidated. In some instances, people look questioningly when asked about BCMA.

It is for this reason that Nactu is losing its members to the Congress of South African Trade Unions. Furthermore Cosatu believes that Nactu affiliates will soon cross the board and join Cosatu. Therefore there

prevails no reason why Cosatu organised and confident as they are, should agree to join hands with Nactu.

Without praising itself, Cosatu has played a significant role in contributing towards the progressive processes of the struggle. I need not expound further on this issue as it stands clear for everybody to witness.

Now to quell him down on the subject of school boycott. I wish to point out that Nactu as well as the BCMA, floundered tactically. The action of school boycott is not a political action, but it only serves to strategise tactically political deliberations.

If this fails, another method should be explored. We were disgusted by Nactu and

BCMA's call upon our students to stop with the boycotts.

We in Cosatu understand fully the grievances of the student congress movement more than ever, because we align our actions with those of other progressive organisations.

For you to fail, at least, to acknowledge Cosatu's efforts and ongoing participation in the congress structures, steams of declared ignorance.

It is not Cosatu's desire to interfere — unless otherwise invited to intervene — in the internal affairs of other congress structures, as we regard these structures autonomous and capable even though they are an integral part of the entire congress movement.

We regard such interventions as undemocratic, as they only publicise disunity among the structures and we condemn them with the contempt they deserve.

It is surely high time that people of your calibre should take cognisance of these procedures before running to the Press next time.

PAUL BOITUMELO  
Randburg



## COMMUNITY NEWS

cortege leaves for the cemetery at 1pm.  
Mr Nkomo who resided

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MOA

## Unions to negotiate on Bill

CAPE TOWN — Three clothing unions have agreed to negotiate on aspects of the Labour Relations Amendment Bill, promulgated yesterday, after three days of "spontaneous industrial action" by workers in the western Cape in protest against the legislation

The Garment and Allied Workers' Union (Gawu) said yesterday it, the Cape Clothing Manufacturers Association (CCMA) and the Cape Knitting Industry Association (CKIA) had reached agreement to negotiate aspects of the Bill

The industrial action, according to Gawu, was aimed at convincing employers not to apply the amended Bill and those clauses in the Bill to which workers objected — Sapa

May 2/9/88

# Cosatu, Inkatha bury the hatchet

1401  
3/9/88  
C.A. Tintis

## Own Correspondent

**MARITZBURG** — A historic settlement, signed by senior officials of Cosatu and Inkatha at the Supreme Court here yesterday, has been hailed as a major breakthrough in peace initiatives in the strife-torn Maritzburg area

The settlement carries with it the hopes of thousands of township residents for an end to the strife

Since the outbreak of violence in the Maritzburg district some two years ago, hundreds of people have died

The settlement was signed here yesterday by Dr Oscar Dhlomo, secretary-general of Inkatha Mr Jay Naidoo, secretary-general of

Cosatu, had earlier signed the document

The settlement will also put an end to the numerous civil actions connected with the violence in the Supreme Court here

All the interim interdicts which

## Accord welcomed

### Own Correspondent

**MARITZBURG** — Inkatha secretary-general Dr Oscar Dhlomo said after the signing of a major peace settlement between Inkatha and the Congress of South African Trade Unions (Cosatu) here yesterday that he saw the latest move as a "real breakthrough"

The final settlement was reached after a week of intensive negotiations between the parties

have already been granted, were extended to December 1 this year, when they will be discharged This is to allow time for the implementation of a Complaints Adjudication Board which is to be established in terms of the agreement

The board will investigate complaints concerning either of the two organizations and make recommendations There will be recourse to the courts

A joint declaration by the two parties states that Inkatha and Cosatu "acknowledge and regret that there has been extensive violence in the townships of Maritzburg"

Each party recognized the necessity to make it clear to their members that Cosatu and Inkatha condemned acts of intimidation, forced recruitment and violence

**Cosatu: action likely**  
 (WPA) ALAN FINE. *B/day 5/9/88*  
 COSATU unions might launch campaigns of industrial action if Saccola failed to reconsider the Cosatu/Nactu demand that it recommend to employers not to use rights conferred by the Labour Relations Amendment Act, Cosatu said on Friday.  
 Information officer Frank Meintjes said Cosatu had brought forward the next meeting of its executive committee to this week to discuss the breakdown in  
 ● To Page 2 → *WPA*

**Union action likely over Act — Cosatu**

the talks after Saccola refused to meet the demand  
 Unless Saccola reconsidered, shop-floor protests were likely.  
 Commenting on Saccola's proposal for the establishment of a working group to produce detailed proposals for new legislation, he said "It has merit. But we cannot continue discussions when employers' bona fides are evaporating."  
 The September 30 deadline for finalising new proposed legislation, as suggested by the Manpower director-general, had become irrelevant, Meintjes said "We must now concentrate on our fight for survival"

*(WPA)* ← *B/day*  
 ● From Page 1 *5/9/88*  
 He said successful talks on the Act could lead to more discussions on a wide range of other issues important to labour and management  
 Saccola secretary Frieda Dowie denied employers had acted in bad faith  
 She remained convinced Saccola, Cosatu and Nactu could reach accord on legislation.  
 In the meanwhile, Dowie said, "no parties should do anything which would hamper this process"

J.D.H.  
 10th September 1987

JDH/deb

# Union federations move closer in backing sacked city workers

Labour Reporter *ARGUS 5/19/88*

A FURTHER sign of the increasing closeness of South Africa's two major trade union federations came today when the Western Cape region of Nactu came out in support of members of Cosatu affiliates dismissed during the June stayaway.

The three-day stayaway evolved from combined calls by Cosatu (Congress of South African Trade Unions) and Nactu (National Council of

Trade Unions) for protests against proposed amendments to legislation in the Labour Relations Amendment Bill.

After a shop stewards' council meeting at the weekend Nactu issued a statement strongly condemning the dismissal of employees of Cape Gas and the Town House and Vineyard hotels who stayed away from work and called for their unconditional reinstatement.

Those dismissed were members of Cosatu affiliates.



## Union man gets job back

Blaw 5/9/88 ALAN FINE (140A)

THE Industrial Court has ordered reinstatement of an oil industry union shop steward declared by Defence Minister Magnus Malan as unfit and improper for employment at any national key point

Chemical Workers' Industrial Union Natal organiser Pat Horn said at the weekend the court had ordered reinstatement of Emmanuel Nkomo at

● To Page 2 →

## Court gives union man his job back

National Crude Oil Storage (Natcos), a designated national key and a Sasol and Natref subsidiary, at Isipingo, south of Durban

Nkomo was dismissed in March after a private letter written by him, which contained remarks about certain members of management, had been stolen from his locker and had fallen into management hands, said Horn.

The day before the Industrial Court hearing the Defence Minister issued the

order in terms of the National Key Points Act.

"Natcos was ordered to reinstate Nkomo with three months' back pay. The union is pleased the Industrial Court was still able to make a judgment on the basis of fairness, notwithstanding the Ministers's attempt to influence the outcome of the case," she said

Blaw 5/9/88 (140A) ← ● From Page 1

# 'Most' workers accept pay rise

*Cap Times 6/9/88*

Own Correspondent

JOHANNESBURG.

Almost 90% of Woolworths workers accepted management's wage offer of a R120 monthly increase of 13,4%, Woolworths human relations executive Mr Andrew Wilson said yesterday.

Mr Wilson said the offer was accepted in the spirit in which it was presented, as workers realized they would be prejudiced if they waited any longer for the two competing factions within the Commercial Catering and Allied Workers' Union (Ccaawusa) to reach agreement on the constitution of a bargaining unit.

Those who had accepted the offer would receive their increases this month, he said.

# Cosatu terror accused in bail bid

CAPL- 6/9/88  
TIMES Own Correspondent

MARITZBURG — A second bail application was lodged in the Regional Court here yesterday on behalf of the regional chairman of Cosatu and national first vice-president of the Transport and General Workers Union, Mr Alfred Muntu Ndlovu, who is facing charges of terrorism and attempted murder.

The charges against Mr Ndlovu include allegations that he actively helped a trained ANC guerilla on a mission in South Africa, the attempted murder of 14 pupils at an Inkatha youth meeting at Emzaweni School last year, and the attempted murder of a Mr Phillip Thabethe.

1140A  
It is alleged that Mr Ndlovu instructed others to kill Mr Thabethe because he broke away from the Transport and General Workers Union to join the rival United Workers Union of SA

The court was told yesterday that the trial, which had been set down to start yesterday, had been adjourned until November 7 after the defence encountered difficulties in obtaining suitable counsel to defend Mr Ndlovu.

An application for bail on Mr Ndlovu's behalf was first lodged in July this year, but was turned down by the regional court magistrate, Mr A J Voogt, who said there were indications that the proper administration of justice might be defeated or frustrated if Mr Ndlovu were released.

7/2/88  
Star UDA  
New deal  
for workers

By Adele Baleta

The Foschini Group and the Commercial, Catering and Allied Workers Union (Ccaawusa) yesterday reached a wage agreement guaranteeing a new minimum rate of R510 a month, plus an across-the-board increase of R110.

More than 600 workers will benefit from the agreement

A management spokesman said the increases, effective from September 1, would be backdated for workers who normally got increases in May

The spokesman said the union had initially demanded a minimum across-the-board increase of R800 a month

The parties also agreed on an extra day's paid leave to commemorate an important event



Star 11/9/88 (40A)

# Union for court on car strike issue

By Adele Baleta

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A strike by workers of the Mercedes Benz plant in East London entered its third week yesterday.

The strikers are demanding the reinstatement of a worker suspended for "gross misconduct"

A National Union of Metalworkers of SA (Numsa) spokesman said a union application in the Grahams-town Supreme Court was expected to be heard later this week. It seeks to have the company treat disciplinary hearings involving the suspension of three employees separately.

Mr Viwe Gxarisa, Numsa regional secretary, said earlier that Mercedes Benz had proposed that hearings for three suspended workers be consolidated.

He said the company had changed its original proposal saying that the hearings would be heard after arbitration.

A management spokesman said the company had been informed that the court application would proceed on Thursday. The company intended opposing the application.

Numsa said 1 500 workers were on strike while management placed the figure at less than 900.

APR 7/9/88 (1409)  
Merc strike in 12th day

EAST LONDON. — There were no meetings between the union and management of Mercedes-Benz of South Africa as the strike at the company's car plant here entered its 12th day yesterday. The strike started over a National Union of Metal Workers of South Africa demand to have a suspended worker reinstated.

## Fawu, SAB may avert a wage strike

ALAN FINE

THE Food and Allied Workers' Union (Fawu) is considering an SAB proposal for a further meeting aimed at averting a looming wage strike.

The union has, over the past three weeks, conducted strike ballots at most of the 25 SAB establishments where it is recognised.

SAB's Rob Childs said yesterday he understood union members at a number of the establishments had voted to accept the company's offer — a R4,70 minimum hourly wage, a 17% wage increase and an improved shift allowance worth another 2%. The union has demanded R5 an hour.

However, Fawu general secretary Jan Theron said Childs was "exaggerating". While final ballot results were unavailable, he knew of only one depot which had voted against a strike.

□ Fawu and Premier's Farm Fare yesterday jointly announced the resolution of a dispute over the dismissal of 345 workers on July 27 following an unlawful and unprocedural strike.

The two have agreed that 318 workers will be offered "fresh employment", while 27 drivers have accepted retrenchment benefits.

Fawu reconfirmed its commitment to procedural industrial relations between labour and management.

140A

Blows

7/9/88

# The peace treaty that must endure

DURBAN — When the peace treaty between Cosatu and Inkatha was sealed at the Maritzburg Supreme Court last week, it seemed to be an awkward moment for the warring sides

Dr Oscar Dhlomo, secretary general of Inkatha was with local Inkatha leaders speaking among themselves and with their lawyers Mr Alec Erwin of Cosatu stood talking with the trade union lawyers

Both sides seemed a little self-conscious and everybody was eager to speak to milling reporters as nobody appeared to know what to do next

There was no slick media presentation, no champagne, no exchange of cigars or wine Just a deep appreciation that the pact between the two to hopefully bring peace to Maritzburg could have a massive bearing on South Africa's political future

Previous peace talks have not been enough to bring violence to an end in Natal and kwaZulu, and the announcement of a complaints adjudication board did not so much usher in a wave of relief as serious apprehension over whether it would work

## Massive damage

But there are powerful motivations for the peace to hold Inkatha and its political opponents are aware of how much they have to lose, measured in the number of people killed and injured, the loss of public support and diversion from programmes to assault white economic and political power

The rising death toll in Natal and kwaZulu has given everybody a glimpse into the future, at the massive damage each side could inflict unless steps were taken to stop the violence now

Besides adding to the depressing but growing "civil war syndrome" in South Africa, the more than 1 000 deaths have reminded everyone that black-on-black political violence cannot secure political change It merely strengthened the hands of white racist politicians determined to hold onto power

Their most powerful argument was simple They could not allow power to pass to people who were killing each other

As long as the killing lasts, black political advancement is hampered, and the space open to peaceful initiatives for political change reduced

With white voters so apprehensive of their future given their past policies, even the National Party's national statutory council could expect a lukewarm response as long as white extremists could play up a rising black political death toll

If the parties do no more than agree to stop killing each other, this creates so much more room for middle-of-the-road political initiatives, like that presently advocated by the Independent Party

It is trying to bring opponents of the Government together around a statement of values and princi-

A peace treaty with ramifications for South Africa's political future has been concluded between Inkatha and Cosatu Both sides know how much they will lose if it does not hold

ples prepared by Inkatha as a step towards taking control of Parliament and launching genuine constitutional negotiations

As long as Inkatha was at loggerheads with other organisations, these opponents could have rejected the initiative outright And some people backing the initiative were more than a little concerned about getting caught in the cross-fire

Also, the kwaZulu-Natal Indaba certainly did not benefit from the political violence Some whites who liked the direction the Indaba was going in were at the same time apprehensive that they might indirectly be party to more black-on-black violence over access to political offices that would be created if the Indaba were implemented

Simply, there are no winners except for white racists And everyone monitoring the violence is watching for agents from this group wanting to sabotage the peace

Admittedly, with so many people suffering so much, a peace treaty may simply not work Much personal bitterness still exists, giving rise to scores to settle that may outweigh any peace treaty

But by signing it, Inkatha and Cosatu are saying that more important than arguing who started the violence and who can find the muscle to sustain it, is who is politically sophisticated enough to seek an end to it One, or both, stand to gain enormously from showing a way out of the trouble, and by continuing to seek peace

## Murderous clash

Admittedly the pact would more likely succeed were just Cosatu and Inkatha locked into a murderous clash But to this, one has to add the behaviour of UDF members and Azapo

And attacking a person from one organisation in the name of another is the culmination of several inputs spanning years in people's lives, factors which have been well documented by observers

But signing the pact shows that both sides appreciate they have more to gain from peace Those few awkward minutes at the Maritzburg Supreme Court building could prove vital in the next few years

At the very least there is a concern prevailing in progressive circles that peace must be established between Inkatha and its political opponents to ensure that if political change came through the actions of one of them, the other would not develop into a Renamo-type body — Own Correspondent



# Oil giants in a dispute over social action plans

OIL companies are involved in a nation-wide dispute with workers demanding their union has the right to take part in decisions about the way corporate profits are spent on social action programmes — and the conflict could spark industrial action at three crude oil refineries

Funds that petroleum companies invest in projects designed to promote social change have long been a volatile issue, with many anti-apartheid groups claiming the corporations are merely trying to boost the industry's image and resist pressures for disinvestment.

But this is the first time a union has formally declared an industrial dispute over the controversy and the move will shift issue from the realm of public debate into the combustible arena of collective bargaining

The Chemical Workers' Industrial Union (CWIU) has asked the government to appoint a conciliation board to try and resolve the dispute. If this is not appointed this week, the unions will hold a series of nation-wide meetings with its shop stewards and members to discuss possible industrial action.

CWIU general secretary Rod Crompton told the *Weekly Mail* that the major employers had refused to negotiate with the union over their social responsibility programmes and a range of other demands that include paid maternity leave, education assistance and job security.

The companies involved are BP South Africa (BPSA), Caltex Oil, Cera Oil, Mobil Oil, Mobil Refining, Sapref (jointly owned by Shell and BP), Shell Oil, Shell Chemicals and Veetech Oil (largely owned by Shell). Together they employ some 3 000

The oil companies run into trouble with unions over how their social action money is spent. EDDIE KOCH reports

workers and own three of the country's four petrol refineries. Sapref is the biggest refinery in the southern hemisphere.

"Our members feel it is their labour that has created the profits that are being distributed like presents to boost their corporate image and the union finds it shocking that the oil companies refuse to discuss these projects with the very workers who make them possible," said Crompton.

Many programmes were designed to either create a privileged elite or to train skilled personnel for the benefit of the industry, he added. Included in this category was BP's involvement in schemes to upgrade District Six in Cape Town and research grants that aid the chemistry departments of some universities.

But BP has rejected the union's claims. "There are no issues on which BPSA have refused to negotiate with the CWIU... Indeed BPSA has an ongoing commitment to negotiate with the union for employees at work sites where the union has achieved recognition," said a company press statement.

"BPSA regularly publishes a comprehensive report on its social responsibility activities and sends every employee a copy."

Shell also said it has always been prepared to discuss "fringe benefits and wider employee issues" and is opposed to the CWIU initiative because it proposes that negotiating take



BP's social responsibility programme extends to schools

place on an industry wide basis. "Shell and the CWIU have already met to discuss these as part of last year's wage negotiations (and is) willing to continue the discussions with the union at any time. These discussions, however, would only be in respect of those of our operations for which the union has been recognised," said Shell's official release.

But Crompton said the union wanted to bargain collectively with the companies over social responsibility, and the other demands, because "there are obviously considerable sums available and with economies of scale these can be put to best use. "If the companies are genuine and

not concerned to get publicity coverage and boost their image then surely it does not matter where they negotiate with us." The fracas has clearly become embroiled in the CWIU's campaign to pressure the oil companies into negotiations and the union is obviously hoping the sensitivity around social responsibility and disinvestment will give them some extra leverage to achieve this wider objective. But during previous disputes, the oil companies have refused to move away from plant level bargaining because they believe this will extend the influence of the union beyond its actual membership.

# NUM advances at GFSA

THE NUM has made significant organisational progress at Gold Fields this year, the one large mining group where it has struggled to gain widespread recognition.

This emerged from a survey of statistics on union recognition and membership from those mining groups willing to supply them. The survey reflects a concentration of effort by the NUM at Gold Fields mines this year. Organisational levels elsewhere have mostly remained stable.

NUM spokesmen were unavailable

ALAN FINE

for comment, and union records on these matters are still being updated.

Gold Fields assistant personnel manager Judy Pauw said the union had been recognised earlier this year at two gold mines — East Driefontein and Doornfontein — for certain bargaining units.

In terms of an agreement with the Chamber of Mines, the union becomes recognised in a bargaining unit, of which

140A ● To Page 2  
Bday 8/9/88



2-8/9/88

# A court hears of the 'racism' which sparked four murders

By VUSI GUNENE

THE South African Transport Services' disciplinary procedure was unpopular with workers "as it had racial overtones", a railway worker told the Rand Supreme Court. Isaac Molemohi, a member of the co-ordinating committee during the Sats strike last year and a member of the South African Railways and Harbours Union was giving defence evidence for eight Sarhwu members who are facing charges of murder.

The eight have pleaded guilty to four counts of murder, one of attempted murder and a count of intimidation. The state claims four Sats employees were killed after they reported for duty while thousands were on strike.

Molemohi, who became publicity secretary of the committee and liaised with the Congress of South African Trade Unions (Cosatu), told the court the strike could have been averted if the employers had given them a fair hearing.

He said the strike was caused by the unfair dismissal of a Sats colleague, Andrew Nendzanda who allegedly cashed in R40 late.

Another witness, Johannesburg attorney John Campbell who acted for Sarhwu during the strike, submitted a pile of telexes and letters recording communication between the union and Sats.

In the papers workers demanded:

- The unconditional reinstatement of their colleague,
- Full payment for the days they had taken off during the strike,
- The abolition of racist practises within Sats management circles, and
- The freedom to express opinions in an open meeting, sanctioned by management, without prejudice or intimidation.

In his evidence Molemohi recalled the events of March last year.

He said he and other drivers demanded to see management to discuss the dismissal of their colleague. They delegated the Black Transport Union's (Blatu) graded shopstewards to approach management.

They were told Nendzanda was to be reinstated by a certain Le Roux who told the shopstewards he realised Nendzanda was unfairly dismissed. But Le Roux said would place him as a labourer and not as a driver.

Molemohi said workers were not satisfied and demanded his unconditional reinstatement.

Le Roux then offered to take Nendzanda on as an internal driver though he was formerly an external driver. But, Molemohi said, the workers were still not satisfied.

Le Roux told the shopstewards he would have to fine Nendzanda R80 if he were to reinstate him to his position as an external driver.

Workers sent the shopstewards to request Le Roux meet them. But he postponed the meeting and then failed to arrive for it.

Eventually an official called Barendt came to address the workers.

Molemohi said the workers then requested a negotiating team which included three members from the workers and the Blatu shopstewards go and negotiate with Barendt. Molemohi became part of this team.

Workers' demands increased from reinstatement to that of two days' pay for the days they were on strike.

Once when they were awaiting Barendt's report back, management told them another man was waiting for them downstairs.

It was a police chief with a loud hailer, Molemohi told the court. The policeman told them to remove packed trucks outside and to disperse in 10 minutes.

The strike spread from City Deep to other depots. Workers decided to elect another committee which represented all the depots. Molemohi was again elected.

He said after management decided to evict strikers from the hostels and Sats' premises, they decided to meet at Cosatu House.

Molemohi denied the dispute could have been resolved if there had been no other demands except Nendzanda's reinstatement. He said Blatu did not adequately present workers' grievances to management, hence they chose to join the Sarhwu.

He told the court the co-ordinating committee was formed when Sarhwu had not expected a strike, but a quick resolution of the dispute.





# Cosatu goes ahead with massive rally

THE Congress of South African Trade Unions (Cosatu) is pressing ahead with plans to host a major gathering of anti-apartheid organisations in Johannesburg later this month

Some press reports have likened the planned gathering to the historic Congress of the People at Kliptown where the African National Congress and allied organisations adopted the Freedom Charter in 1955

But most officials from the one-million-strong labour federation were wary about the comparison, pointing out that the size — and objectives — of the forthcoming gathering were different

The main aim of the conference is to bring a wide range of extra-parliamentary organisations together so they can explore forms of united action in the face of what they see as mounting state repression

The call to organise such a conference was made at a special congress of Cosatu's member trade unions earlier this year, where it was decided the Labour Relations Amendment Act — and the restrictions imposed on the United Democratic Front (UDF), Azanian People's Organisation (Azapo) and other groups in February this year — should form the focus of the unity drive

Another key issue on the agenda of the meeting is likely to be the October elections and the implications of these for extra-parliamentary forms of political organisation

Although Cosatu is still in the process of organising the meeting, indications are that a broad range of labour, community, youth, church and sports organisations — including some that have been bitterly opposed to each other in the past — will be invited

By EDDIE KOCH

Included on the guest list are groups ranging from Cosatu and National Council of Trade Unions (Nactu) members to Wynand Malan's National Democratic Movement (NDM), the only parliamentary party to be approached.

Organisers of the conference also have plans to ask the Inyandza liberation movement of KaNgwane chief minister Enos Mabuza as well as opposition groupings from other "homelands" — a notable development given the turbulent state of homeland politics at the moment.

Other groups who will be asked to attend — and who are not normally considered to be close allies of Cosatu — are the massive Zion Christian Church (ZCC) and the South African Black Taxi Association (Sabta). According to some sources inside Cosatu, the organising committee is even considering inviting members of the Rastafarian religion.

The remaining groups expected to attend include many affiliates of the now restricted UDF and Azapo, a range of sports organisations, various women's groups, the main religious groupings and black business institutions such as the National Federated Chambers of Commerce (Nafcoc) and the African Council of Hawkers and Informal Business (Achib).

The sheer range of groups involved in the scheme has inevitably led to some controversy and debate within Cosatu over who should be included — and excluded — from the list.

One of the contentious issues is the decision to include mainly white liberal groupings such as the NDM and

Institute for the Development of Alternatives for South Africa (Idasa).

Some unions and regions of Cosatu feel the conference should be restricted to mass-based organisations with a mainly working class membership while others place their stress on a very wide "popular front".

There is also some debate over the decision to exclude groups such as Azanian National Youth Unity (Azanyu) and the National Forum, which have Africanist and black consciousness leanings, on the grounds that they have no significant membership.

Although there are no plans to draw up a new policy document along the lines of the Freedom Charter, the proposed conference is likely to have a major impact on opposition politics — probably the main reason why the South African Police have warned it will not allow the meeting to contravene the emergency regulations and will closely "monitor" progress in organising the gathering

●Midweek talks between the South African Consultative Committee on Labour Affairs (Saccola), which represents most employer organisations, and Cosatu/Nactu ended in deadlock

The talks stalled over the unions' demand that Saccola urge employers not to use six controversial clauses in the Labour Relations Act. They ended without arrangements being made to meet again

This could herald an end to the unique negotiation process which came close to resolving the clash between business and labour over changes to the country's labour laws, which the unions say are designed to undermine the rights of organised workers.

# Cosatu 'betrayed'

8-14/980 Sakh  
140A

THE Congress of South African Trade Unions (Cosatu) has brought forward their central executive committee meeting to discuss their next move following the breakdown in discussions with the South African Consultative Committee on Labour Affairs (Saccola)

Talks with the employer body, centering around the Labour Amendment Act, deadlocked when Saccola refused to meet a demand for the body to join Cosatu and Nactu in calling on all employers not to implement controversial clauses contained in the act

The parties had, prior to the promulgation of the act, agreed to request that the government revise certain controversial clauses contained in the act which became law at the beginning of September

This followed three days of nationwide protest in June when an estimated

two and a half million workers stayed away from work

Saccola's failure to issue a statement was termed a "betrayal" by Cosatu information officer, Frank Meintjies, who said it marked a virtual reversion to the stance taken by employers before the June protests

Meintjies warned that demonstrations and protest action taken at individual plants in protest against the act were likely to continue

He said no meetings with the employer body has been scheduled. Any further meetings hinged upon Saccola meeting their demand

Individual employers have been approached by shop-stewards to undertake that management will not implement the six controversial clauses.

Several employers have given such an undertaking.

# Judge strikes out Numsa case

PORT ELIZABETH — An Numsa application against Mercedes Benz SA was struck off the roll in Grahamstown Supreme Court yesterday.

The union had sought the urgent application in an attempt to end the three-week-old strike at the company's East London plant.

The order sought would, if granted, have forced management to split disciplinary proceedings against three men. In papers before the court, Numsa

Blair  
9/9/88  
Own Correspondent (140A)

said A du Plessis and Wellington Nonyukela, shop stewards, were suspended on June 16 with full pay after industrial action at the plant.

On June 21 Marshall Mrwetyana, involved in an incident with another employee, was suspended pending a disci-

● To Page 2 →

# Judge strikes out Numsa application

plinary hearing

9/9/88  
He asked Du Plessis and Nonyukela to represent him but, on the day of the hearing, they were told they could not because of their suspensions.


Mercedes affidavits said Du Plessis and Nonyukela disobeyed terms of their suspension by being at the plant.

The company also alleged the men

(140A)  
How  
← ● From Page 1  
disrupted production and held an unauthorised meeting at the plant.

Mr Justice Ludorf ruled the application be struck off because the relief sought by Numsa would have the effect of granting legitimacy to what was an illegal strike.



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9/9/88

# Nactu and Cosatu still poles apart

THE Congress of South African Trade Unions and the National Council of Trade Unions were still far from joining forces to become a single, umbrella federation

Speaking on Nactu's recent adoption of the principle of "African working class leadership", Mr Mndaweni said the federation had taken this decision "simply because the word 'black' has racial connotations".

He said the change did not signify a shift towards a political position — "Africanism is totally different from the term African"

NUWSAW president, Mr November Nkosi, said "there is a distinction between an African and Africanist. An Africanist is someone who believes in a particular ideological position

Acceptance of the term African does not mean acceptance of Africanism. Therefore, we should not be misled by some individuals misinterpreting the term African for their own interests," the NUWSAW official said

This was said by Mr James Mndaweni, Nactu president, when addressing the fourth congress of National Union of Wine, Spirit and Allied Workers (NUWSAW) in Port Elizabeth

He said the major obstacle preventing the country's two largest federations from joining forces was Cosatu's adoption of the Freedom Charter. This move meant that Cosatu had adopted "a political position", he said.

Nactu, Mr Mndaweni said, remained independent of political positions although it acknowledged the existence of political documents such as the Freedom Charter, Azanian Manifesto and Pan Africanist Manifesto

The two federations would remain "poles apart" as long as Cosatu continued to uphold the



**MR James Mndaweni** charter document, Mr Mndaweni said. While Nactu did not involve itself in party politics, members of the federation were allowed to belong "to any school of thought"



# Disputes Rock Oil Industry

10/9/88  
with petroleum bosses  
10/11/88

By DICK USHER  
Business Staff

TWO major disputes are looming in the vital oil industry, either of which could have serious implications.

The Minister of Manpower has granted a conciliation board to hear one dispute, over a demand by the Chemical Workers' Industrial Union (CWIU) for national collective

bargaining, and the union has applied for a board to hear the other but this has not yet been granted.

If the board fails to settle the national bargaining issue the union has the legal right to hold a ballot and call a strike, an issue which company spokesmen say is "very, very sensitive".

In a Press statement this week CWIU referred to the hearing as a "CWIU showdown

If involves nine major petroleum companies, including Shell, Mobil, Caltex, BPSA, VeeTech and Cera-Oil over their refusal to bargain nationally at an industry-wide level.

CWIU claims to have noted common strategies and approaches by managements during wage negotiations and demanded that "employers come out into the open together and negotiate certain employment conditions".

These include public holidays, maternity and paternity leave, educational assistance, job security and pensions. More controversial issues are demands for a bigger say for workers in social responsibility programmes and an end to PAYE while workers do not have proper political representation.

### Bargaining

Company spokesmen said they regarded collective bargaining as a domestic issue to be conducted on a domestic level rather than nationally. The second dispute is over disinvestment. The CWIU is campaigning for disinvestment by all multinationals, including oil companies.

Claiming that the collective bargaining climate was less favourable where South African management had replaced foreign management after disinvestment, the CWIU is seeking prior agreement on the course of action to be taken by companies in the event of them disinvesting. This would include sufficient notice of the intention and economic protection for workers.

September 11, 1988 ●

140A (scribble) (scribble)

# Council strike may end

By SOPHIE TEMA

THE Soweto Council strike could come to an end if the council agrees to re-employ all the workers who lost their jobs about six weeks ago

Representatives of the SA Municipal Workers Union confirmed that council workers had agreed to accept the council's proposals in an effort to try end the strike, but emphasised that the strike could only end if the council agreed to re-employ all 3 500 workers.

The workers lost their jobs a month ago after

they had failed to honour an agreement to return to work

Samwu further resolved that workers who had re-applied for their jobs would not resume work until a favourable response was received from the council

After a breakdown in negotiations, the council announced that workers could re-apply for jobs but only 70 percent of the total workforce would be appointed. Thirty percent of the workers would be retrenched, the council said.

The council also indicated that it could not guar-

antee that all workers would be reinstated

In a document containing the proposals, the council further stated that it had arrived at a position where it had to be financially sound

Experiments in privatisation had proved that the council would be able to save a lot of money

Further proposals made to by the council are that

- Seventy percent of the employees be re-employed on the new Grade 12 scales

- The remaining 30 percent receive two months' allowance and be paid for

the period between July 1 and July 19. This would, according to the council, help them over the period of unemployment. Afterwards they would be assisted to obtain unemployment benefits in terms of UIF rules

- Some employees be given training which will advance their careers in future

- Ex-employees eager to find alternative employment be assisted in achieving their objective. They will have the benefit of the council and the union's resources to find such opportunities and an added

benefit of a recommendation from the council for employment

- Some employees be assisted to set up their own businesses

- Employees with sufficient service be granted a gratuity from the Pension Fund in terms of the rules of the fund

The council had stated that the proposals were open for consideration until September 7, and if not accepted by that time, it would have no option but to proceed with the recruitment of new workers

~~CP~~ (LUDX)

# Laid-off miners get work prospect

CP Correspondent

11/9/88 CP/88

A SELF-HELP project has been launched in Transkei by the National Union of Mineworkers. The project, known as the Mineworkers Co-operative Project - is aimed at creating jobs for gold-miners who have been re-trenched over the past few years.

(LUDX)

Present at the launch were Num executive members - general secretary Cyril Ramaphosa, president James Mahlatsi, and vice-president Elijah Barayi. Num has set aside R15-million to provide for such self-help projects. Other similar projects are already operating at Phalaborwa and in Lesotho.

The projects involve setting up small farms, brick-yards, fowl runs, and tile manufacturing and fence-making works.

It is expected that such projects will help 6 400 re-trenched miners.

They will run the projects themselves under expert co-ordination.

Office bearers for the Transkei branch were elected at the close of the three-day conference held in Umtata.

They are chairman, Elliot Bala, vice-chairman Ndo-diphela Kiviet, secretary, Sonwabo Msezeli, assistant secretary Zwelinzima Mamkeli and treasurer Binisile Rhala.

Bala told *City Press* the Transkei authorities had welcomed the idea of self-help projects and the Transkei Development Corporation had already donated land in Umtata and Flagstaff.

11/9/88

# Police force Cosatu meet closure - claim

CP Reporter

COSATU was forced to cancel its Transvaal shop-stewards' council meeting at Medunsa on Sunday after it was disrupted by police and the SADF, said Cosatu's Northern Transvaal secretary, Donsi Khumalo.

The meeting - called to discuss action against the new labour legislation - was to have been attended by over 4 000 shop-stewards from all over the Transvaal.

However, according to Khumalo, buses carrying the shop-stewards to the meeting were stopped at several roadblocks, and the stewards were searched before they could enter the venue.

In addition, police patrolled the meeting hall with dogs and video cameras.

The SAP public relations division admitted manning roadblocks, but said this was done "in the interests of those attending the meeting".

140A CP Res



# Union activity still moderate

UNION activity is continuing its moderate trend this year, compared with last year, Chemical Workers' Industrial Union (CWIU) representative Pat Stone said at the weekend

Basing her conclusions on industrial consultants Andrew Levy and Associates' analysis of 100 companies across a broad spectrum of industries, Stone said the latest settlement level was a moderate 17,3% pay increase, compared with the beginning of the year (19,7%)

But the bargaining scenario, as depicted in the rise of disputes declared, had risen

12/9/88  
BRONWYN ADAMS (1408)

from 31,6% last year to 42,8% this year

This trend, however, was coupled with a reluctance on the part of unions to press demands through industrial action

Similarly, the average level of union claims against management, although up on last year's 53,6%, were nowhere near those of 115% in February this year

Regional trends indicated Natal was entering a relatively calm negotiation environment, while the eastern Cape was experiencing a state of major trade union development, Stone said

# No peace, despite Inkatha accord

CARL TRUITS 12/9/88

(140A)

MARITZBURG — Violent political rivalry in the townships here has not subsided, even though Cosatu and Inkatha have signed an accord, say community sources.

Although last week's police unrest bulletins mentioned only one incident in the area since the accord, the Natal Witness has received information about two other incidents last weekend which left one man dead and six others injured.

And on Wednesday evening, a group of people from Mpumuza, said to be an Inkatha stronghold, allegedly went into Ashdown and told residents "This peace means nothing and we are coming to kill you."

A confrontation developed and both groups were allegedly dis-

persed by security forces.

The incident, not mentioned in Thursday's unrest report, has worried residents of the area, particularly 19 families who had been granted a temporary interdict restraining Inkatha members of Mpumuza from attacking them.

Last week's settlement between Cosatu and Inkatha, by which both parties have immediate recourse to justice when their members are attacked, arose out of the interdict application.

Although it was widely reported that the agreement could signal an end to the conflict in the region, analysts and lawyers believe this to be a misrepresentation.

They say that while it is a constructive step, the problem of bringing into line the supporters

of both parties is still very real.

A city lawyer acting on behalf of Inkatha, Mr Hugh Drummond, said there were parties, such as the UDF, excluded from the agreement, which "could still be acting on their own free will."

According to community sources, Mr Sqobo Ndlovu was killed by vigilantes in Chief Shayabantu Zondi's district of KwaShange on last Sunday.

Three others were injured and reported to be still in hospital.

Last Saturday, three other people were injured when their homes were attacked in Nxamalala. A reliable source identified the injured as a Mr Ngubane and a Mr and Mrs Khumalo.

A police spokesman was not available for comment on the incidents. — Sapa

Same owners 'remain in control'

# Disinvestment often a ruse, claims union

The "disinvestment" of many multinationals from South Africa has often been nothing more than "corporate camouflage", the Chemical Workers Industrial Union said in a statement yesterday

"Disinvested' companies remain within control of the same owners who claim to have 'disinvested'," the CWIU statement, released in Johannesburg, claims

"Such companies still profit from apartheid but in a more devious way. They compound the hypocrisy by righteously claiming to have complied with the demands of the disinvestment campaign."

The union says that a dispute now exists between the union and 39 multinationals, all of which have refused to enter into negotiations with the union concerning the possibility of their disinvesting and the

terms of a possible disinvestment

The union was representative in all the companies concerned and had a collective-bargaining relationship with each of them, the statement added

It said the terms and manner of the "disinvestment" were negotiated beforehand "in secret between the multinational and the local management. Workers are excluded from these discussions"

The CWIU claims that several companies have gone on record to the union as not contemplating disinvestment only months before presenting the *fait accompli* of a "disinvestment" package to workers

"The 'disinvestment' package has predictably strengthened the position of those parties involved in negotiating the 'disinvestment' to the disadvantage of those excluded from the negotiations"

The union said local managements can look forward to shares in a renamed, debt-free and profitable operation at bargain prices — with the knowledge that their jobs remain secure after retained licensing, franchising and technological agreements

On the other hand, "workers experience a refusal to recognise their union, a change for the worse in their conditions of employment and job insecurity which often translates into retrenchment soon after the 'disinvestment' deal has been put into practice"

The union is pushing ahead with the declaration of the dispute over the refusal of multi-nationals to negotiate the terms of a possible disinvestment

"Accordingly on August 30, the union launched what is probably a unique application for a conciliation board in which 39 companies are cited as parties to the dispute" — Sapa

## Two hour stoppage

MORE than 2000 Southern Suns employees yesterday took part in two hour stoppages and placard demonstrations at six of the company's hotels, a spokesman for the Commercial Catering and Allied Workers' Union of South Africa (Papi Kganare group) said.

The Ccawusa spokesman said the stoppages were sparked by the company's refusal to reinstate 200 employees dismissed for staying away from work on June 16.

According to the union, hotels affected by the protest action included Jan Smuts Holiday Inn, Southern Suns Airport Hotel and Devonshire in Johannesburg.

Southern Suns management had not responded to an enquiry from the *Sowetan* by the time of going to press.

~~13/9/88~~

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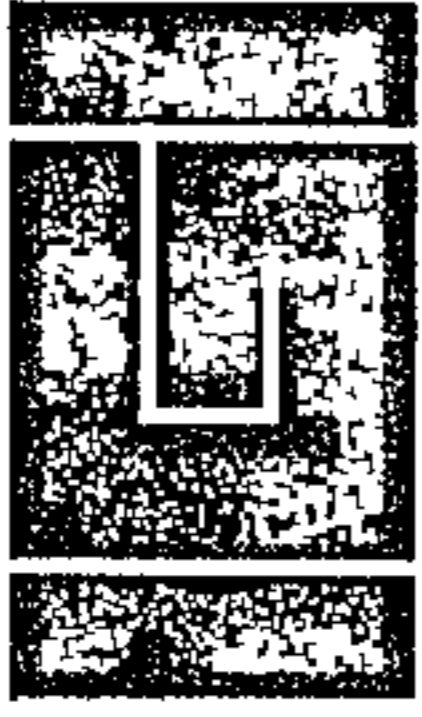
# BUSINESS DAY

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140A 13/9/88 B/row



Insurance

Newspaper Technology

## CWIU declares dispute with multi-nationals over disinvestment

THE Chemical Workers' Industrial Union (CWIU) has declared a dispute with 39 multi-nationals over disinvestment and has demanded to be consulted should a company disinvest, the union said yesterday.

CWIU Multi-National campaign coordinator Taffy Adler said proposals for a joint management-union forum to discuss disinvestment had been ignored. Companies addressed included Shell SA, BP SA, Mobil SA, Colgate Palmolive, and Bayers' Chrome Chemicals SA. Adler said all companies addressed

had failed to negotiate the issue, claiming it was irrelevant as they had no intention of disinvesting. They also rejected the creation of an informal joint forum to discuss the matter, he said.

None of the companies would comment on the issue yesterday. Adler said the CWIU rejected the practice of "partial disinvestment" — where the operation was sold to management — but endorsed full-scale sanctions. He said while sanctions weakened apartheid, disinvestment to date clearly used workers as scapegoats.

BRONWYN ADAMS

The proposals for a joint forum, to be submitted to a conciliation board applied for on August 30, reiterated the list of requirements formulated by the CWIU more than a year ago. Their purpose was to circumvent some of the problems faced by workers after unilateral decisions to disinvest, Adler said.

He believed there was a strong possibility the union's 9 090 members would strike if the Minister refused to appoint a conciliation board.

The union's demands included one year's notice of disinvestment to the union, one month's separation pay to each worker for each year of service completed, wages guaranteed for a year and company loans written off, full disclosure of information pertaining to reasons for withdrawal and details on the winding up of the company, continued contributions by employers to pension funds until retirement, and the creation of a trust fund nominated by the CWIU.

Adler said partial disinvestment added up to corporate camouflage as profits

were still made at the expense of workers and exported through various technical arrangements.

He said local companies were emerging sound and secure after disinvestment while workers were being faced with the threat of retrenchment, longer working hours and pay cuts.

He said he believed the union had circumvented restrictions placed on its activities by the Labour Relations Amendment Act since it submitted the request for the conciliation board before September 1.

With career jurisdiction  
out 10 people were shot  
and 350 arrested  
Chile

Chicono ...

Star 14/9/88

# Looming industrial action

By Adele Baleta

Employees of the El-lerine's furniture retail chain have resolved to resort to industrial action if management fails to resume wage negotiations, according to the Commercial, Catering and Allied Workers' Union.

In a statement, Ccawusa general secretary Mr Vivienne Mtwā said the six-week-old wage dispute continued yesterday with no indication from management of resuming talks which deadlocked during mediation on August 3.

"A meeting of El-lerine's workers from the Transvaal and Natal resolved on Sunday to embark on industrial action on Friday if management continues refusing to negotiate," he said.

A company spokesman denied that management had refused to negotiate



CITY OF



DIE STAD

**SOWETO**

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[Handwritten signatures and initials]

# The Soweto Municipal strike in perspective

## A statement by the Town Clerk of Soweto City Council

On 20th July 1988, 3 400 municipal workers of the Council went on an illegal strike, following a wage demand which the Council, because of its poor financial position could not meet.

Municipal workers are not permitted to strike because municipalities render essential services. In the event of a wage or other dispute, municipal workers are entitled to follow various industrial actions in order to settle a dispute. In the case of Soweto, this has not happened and the illegal strike eventually led to the dismissal of all 3 400 employees. Here are the events that led to the dismissal.

In November 1987 the Soweto Council qualified for Grade 12 status in terms of the Act on the Remuneration of Town Clerks. This enabled the Council – but did not compel it – to approve a salary structure applicable to Grade 12 municipalities.

In February 1988 the Council approved a Grade 12 salary structure, but because of its poor financial position caused by the two year long rent boycott, the Council made the implementation subject to the availability of funds.

An immediate and full implementation of the Grade 12 remuneration scale would mean an increase of some 21 per cent over the present scale. It would entail finding an extra R15 500 000 annually – money which we just do not have.

In April 1988 worker representatives met the Council and demanded the immediate implementation of a Grade 12 salary structure. Protracted negotiations between worker representatives and Council representatives commenced.

The entire dispute revolved around the availability of funds as the Council had already approved the new salary structure. At the time the Council was borrowing approximately R8 million per month to meet its operating expenditure such as its water account from Rand Water Board, electricity account from Eskom, sewerage account from Johannesburg City Council, wages and salaries of its workers, etc.

In the presence of worker representatives the Council was told by the responsible authority – the Transvaal Provincial Administration – that because of the economic climate in South Africa, no additional monies could be made available to the Council to meet the wage demand. It made it clear to the Council that should it want to implement the Grade 12 scale it would have to find the extra money itself.

The Council was therefore in a check mate position. In order to meet the wage demand it either had to restore its sources of income by convincing tenants and homeowners to pay for the municipal services they are using or lower the standard of services in order to cut expenditure and also to look at cutting costs by other means.

In an endeavour to settle the dispute with its workers the Council on 28 July 1988, nine days after the strike commenced and when the workers had already dismissed themselves offered to re-instate all workers and to increase all salaries by 10 per cent with effect from 1 July 1988. It has to be pointed out that staff regulations pertaining to all local authorities in South Africa, state that an employee who absented himself/herself from work for a period of seven or more consecutive working days, shall be deemed to have been discharged from the service of the local authority concerned.

The Council offered to pay the full Grade 12 salary structure with effect from 1 January 1989. This offer was however rejected by the workers, who continued to demand the implementation of the Grade 12 salary structure with effect from 1 July 1988.

The Council's financial position did not improve. In January 1988, long before any dispute had arisen the Council embarked upon a programme of privatisation in order to cut costs. It is well known that the private sector, because it is more business and profit orientated than municipal and government institutions, can

render certain municipal services more effectively and at cheaper rates.

This of course is of great benefit to the community because they can buy municipal services at cheaper prices.

The Council, in another attempt to meet the wage demand of its workers on 4 August 1988 offered to re-engage 70 per cent of the workers and to implement Grade 12 salaries as demanded, from 1 July 1988. The Council also suggested that services which can effectively be privatised be identified and the remaining 30 per cent dismissed workers be offered job opportunities with the private companies who will be rendering such services on behalf of the Council.

It was also suggested to the worker representatives that some ex-employees be assisted to develop their own business undertakings and to enter into contracts with the Council to render certain municipal services such as grave digging.

Contracts that the Council entered into made specific provision for the engagement of ex municipal employees in order to ensure that jobs will be secured for ex staff members. The Council also offered to treat the dismissed workers as if they had been retrenched. This meant that all dismissed workers would have received full pension and other benefits in other words, the so called "golden handshake".

This very generous offer was also rejected by the worker representatives who insisted on a 100 per cent re engagement and Grade 12 salaries from 1 July 1988.

Despite all efforts on the part of the Council to meet the wage demand under difficult financial circumstances worker representatives were extremely inflexible in their approach to negotiate a settlement.

Council has now reached the stage where further discussions will serve no purpose. The Council is therefore proceeding to recruit workers from elsewhere. The Council is however still prepared to re-engage up to 70 per cent of its ex employees. But as time is running out, this offer is open only until Wednesday 14 September.

As a result of the intransigent stance taken by the South African Municipal Workers Union (SAMWU) who for the sake of trying to break the strike impasse had been recognised by the Council as the negotiating party on behalf of the workers the Council's offer related to the 30 per cent affected by privatisation had to be withdrawn. It is a matter of great regret to the Council that its considerable efforts to negotiate an assistance package to the 30 per cent employees referred to above have not been recognised and sadly the people involved are regrettably going to be the suffering parties.

One of the demands of the workers representatives which approached the Council on behalf of the striking workers had been that SAMWU be recognised as the sole employee body and that the internal staff association be dissolved. This could not be done. For full recognition the Council asked SAMWU to submit proof of its representativeness. This has to date not been forthcoming. If the necessary proof is provided the Council will gladly recognise SAMWU.

We wish to tender our sincerest apologies to the inconvenienced residents of Soweto. We are trying very hard to normalise services as soon as possible. We have a duty and responsibility to the residents of Soweto. The Council is after all merely the servant of its residents. We are determined to provide the best possible service to our residents within our financial means.

**N. Malan**  
Town Clerk, Soweto City Council

140A

## Bid to sort out CWIU dispute

By Adele Baleta

A conciliation board is to sit on September 28 and 29 in an attempt to resolve a dispute between the Chemical Workers Industrial Union (CWIU) and nine petrol companies — BP, Caltex Oil, Cera Oil, Mobil Oil, Mobil Refining, Sapref, Shell Oil, Shell Chemicals and Veetech Oil

The union's petroleum co-ordinator, Mr Martin Jansen, announced the latest development yesterday

The CWIU claims employers have refused to negotiate common employment conditions, including public holidays, maternity and paternity leave, pensions and "an end to taxation while people are not allowed proper political expression"

The CWIU has also declared a dispute with 39 multinationals over disinvestment and applied for a conciliation board hearing

No plans to disinvest, most say

# Companies plan to oppose union move

By Kaizer Nyatumba

Most of the 39 multinationals cited as parties to the dispute declared by the Chemical Workers' Industrial Union have no intention of disinvesting from South Africa and they will oppose the union's application for a conciliation board, a survey conducted by The Star has shown.

The CWIU disclosed on Monday that it had declared a dispute with the 39 multinationals over their "refusal to negotiate the terms of a possible disinvestment" and had launched a "probably unique application" for a conciliation board

Companies cited as parties to the dispute include Shell SA, Mobil SA, Colgate-Palmolive, Caltex Oil SA, Total Oil SA and Bayer SA

Yesterday, a number of companies expressed their intention to oppose the CWIU's application for a conciliation board

Declaring the dispute, the CWIU said the companies had ignored its proposals for a joint management-union forum to discuss disinvestment

"All of these (companies) have refused to enter into negotiations with the union concerning the possibility of their disinvesting from South Africa as well as the terms of a possible disinvestment," the CWIU said

A spokesman for Shell SA in Cape Town said Shell intended to oppose the union's application

"The company's shareholders have made plain their commitment to the future of South Africa and their determination to continue to conduct business in the country

"In the light of this, any talks on disinvestment

would be futile. It (disinvestment) is not a subject the company considers," he said

Mr Roy Wright of Caltex Oil SA said while Caltex had no intention to disinvest, it was prepared to hold discussions with the union

Caltex had twice told the CWIU that it was prepared to discuss the union's position together with its own views — on an individual, and not on an industry, basis — at a mutually convenient time, according to Mr Wright

### Small membership

Caltex said "the ball is now fairly and squarely in their (the union's) court"

Mr A S Thornton, a personnel manager of Total SA, said his company was "surprised" that it was one of the 39 multinationals listed by the CWIU as parties to the dispute

Total had neither agreements nor negotiations with the CWIU, which had a membership of less than 19 percent in Total's employ, he said

"We have sent in a letter to the Minister opposing the establishment of a conciliation board," he said

A spokesman for Bayer SA said the company had "never considered disinvesting from this country" A full statement on Bayer's response to the CWIU's declaration of a dispute would be available in the near future, the spokesman said

Mr R Pollard, the director of Colgate-Palmolive, said the company was formulating representations, which would be made to the Minister before the union's deadline



# Oil companies deny disinvestment

Own Correspondent

JOHANNESBURG — Major oil companies yesterday denied union allegations that they were intending to disinvest and described the Chemical Workers' Industrial Union's (CWIU) declaration of a dispute in terms of this, as irrelevant

Shell SA, Mobil Oil SA and Caltex stated unequivocally that they would continue to operate in SA

BP SA was not prepared to com-

ment  
Shell SA said they would continue business in SA "In the light of this, any talks on disinvestment would be futile"

The union had recognized that possible employment under local management was less favourable. Their strategy on disinvestment had obviously rebounded

Shell hoped other unions advocating sanctions would take note

140A

# Union's strategy 'has rebounded'

8/day 14/9/88

BRONWYN ADAMS

(140A)

THE disinvestment strategy of the Chemical Workers Industrial Union (CWIU) had obviously rebounded on the union, Shell SA said yesterday.

Shell was reacting to the union's declaration of a dispute with 39 firms, including the major oil companies, over their refusal to discuss worker protection should the companies disinvest.

It said it was gratified with the CWIU's change in attitude insofar as it had acknowledged the negative affects of disinvestment. Shell hoped other unions advocating sanctions would take note of that.

The CWIU said the withdrawal of three multinationals, particularly Ster-

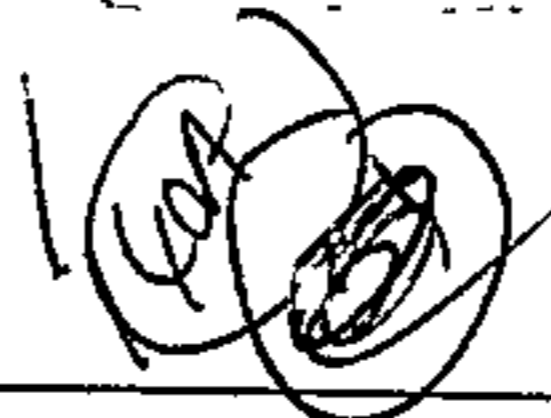
ling Drug — sold to Barlow Rand earlier this year — had hurt workers badly. It said in one case local management implemented a shift system with increased working hours.

With other major oil companies Shell denied CWIU allegations it was intending to disinvest and described the union's declaration of a dispute in terms of this as irrelevant.

Shell SA, Mobil Oil SA and Caltex stated unequivocally they would continue to operate in SA.

BP SA was not prepared to comment.

2 SOUTH, September 8 to 14 1988



**SOU**

## 47 at Santam join Ccawusa

FORTY-SEVEN Santam workers have joined the Commercial Catering and Allied Workers Union (Ccawusa) in a bid to improve salaries and working conditions.

About 18 months ago they joined the South African Allied Workers Union (Saawu), but Santam refused to recognise Saawu. Discussions are being held between Ccawusa and Santam about recognition.

# COSATU plans big rally

A MAJOR anti-apartheid conference hosted by the Congress of South African Trade Unions in Cape Town will take place over the September 24-25 weekend.

Congress spokesman, Mr Frank Meintjies, said yesterday the federation was unwilling at this stage to release more details about the conference, but an announcement would be made early next week.

Sources indicated that the conference would be likely to focus on two issues — the Labour Relations Amendment Act and the forthcoming municipal elections.

The stage for the conference was set at a Cosatu special congress in May, called to debate reaction to proposed amendments to labour legislation and restrictions on community organisations and Cosatu.



**FRANK Meintjies . . .**  
**Cosatu official.**

The congress passed a resolution calling for a conference to initiate a "broad front" anti-apartheid opposition.

The broad front concept was furthered by a meeting the week before the Cosatu congress between the National Council of Trade Unions (Nactu), the second largest union federation which has some ideological differences with Cosatu and the African National Congress.

The two federations co-operated in protests against the labour legislation in early June.



# Pmb pact a way out of a nightmare of murder

THE "peace settlement" between the Congress of South African Trade Unions (Cosatu) and Inkatha, finalised last Friday, has been hailed as the first of its kind in South Africa

Unlike previous attempts at curbing the violence in Pietermaritzburg and other areas, the negotiators did not stop with a joint statement of principles. They went considerably further and worked out a mechanism to ensure the principles would be observed by both sides

The settlement arose from an application brought by Cosatu against Inkatha earlier this year

The case was referred to oral evidence last Monday, but the two sides spent the week hammering out an agreement which would both settle

the case and provide a way of curbing future violence

A complaints adjudication board — consisting of a retired judge and two assessors, one nominated by each side — is to hear complaints against Cosatu or Inkatha members referred by any member of the public

The board will hold an inquiry and then make recommendations, if necessary, to the relevant organisation about appropriate disciplinary action

The board will subsequently publish its findings, its recommendations and the action actually taken by the organisation involved

Both sides are to hold meetings to publicise the settlement's terms to members. Branch leaders must sign a document indicating they understand

**After more than 789 deaths in the past 14 months in the Pietermaritzburg area, Inkatha and Cosatu have drawn up a peace settlement** By CARMEL RICKARD and THANDEKA GQUBULE

the content and implications

The two parties also agreed to

● Take action within their organisations against those who perpetrate or were implicated in violence,

● Oppose bail for those facing criminal charges for violence because they would prevent the peace agreement being implemented

● Condemn forced removals and

recognise and respect freedom of association. This was described as particularly important as forced removals were an important reason for fights between townships

Cosatu general secretary, Jay Naidoo, said in an interview this week that the discussions with Inkatha were not peace talks, but an agreement on principles "which could provide a useful basis for peace"

"Our position has always been that we are committed to negotiate an end to the violence in Pietermaritzburg. This represents the only way out of a nightmare of murder," he said

An obvious omission in the agreement is the United Democratic Front (UDF), but both Inkatha and Cosatu say it was unavoidable at this stage

Inkatha secretary general, Oscar Dhlomo, who, with Naidoo, signed the settlement said there were several major difficulties in involving the UDF in the agreement

Firstly the UDF was not a party to the court case which led to the settlement, there were also difficulties because of the restrictions on the UDF

The third reason was that the UDF's internal structure would make it difficult for it to participate in the complaints board — the UDF has no disciplinary committee which could take up recommendations of the adjudication board

However, Dhlomo readily conceded the absence of the UDF was a difficulty, adding "The conflict in Pietermaritzburg and elsewhere is not that much between Cosatu and Inkatha. It is mostly between Inkatha and the UDF"

He was nevertheless hopeful the new structure would help significantly in curbing the violence

Commenting on the absence of the UDF, Cosatu's Alec Erwin said Cosatu would never purport to speak for the UDF and had made it clear to Inkatha that Cosatu was not a "surrogate" of the UDF

However, during the negotiating period the unions had widely canvassed the idea of the adjudication board and found it met with significant UDF support

"We would never have gone ahead with it if the UDF was opposed," he said

Erwin said if it should happen that a number of the complaints concerned UDF members, Cosatu would approach the UDF Arrangements to bring in the UDF were still a possibility, but would take much longer

The settlement of the court case was urgent and needed to be done quickly, he said. If we had tried to bring in the UDF at that point, it would have taken too long. However, it is something we will give attention to in the future

It could be argued many UDF supporters are members of Cosatu and so would be obliged to recognise the agreement. But the UDF supporters most affected by the violence — the youth — are generally either students or unemployed and would thus not be subject to the settlement

In addition, there has been a lack of strong middle-level leadership in the UDF for some time, which has led to affiliates, particularly the youth, sometimes being fiercely independent with strong local leadership. They are likely to feel alienated by the settlement which has not involved them

Despite the serious difficulty posed by the UDF's omission, both Cosatu and Inkatha appear reasonably optimistic that the settlement could achieve a reduction in the violence

The agreement is intended to apply to Pietermaritzburg, but there are provisions for conflicts outside this area to be referred to the board, with the agreement of both parties. Both Inkatha and Cosatu hope if it works well in Pietermaritzburg its scope could be extended to the whole of Natal

Mediators, negotiators and academics have welcomed the deal, saying it is a model which could be followed in other conflicts

Professor of clinical and adjectival law at Natal University, Durban, David McQuoid-Mason called it an "imaginative settlement". He said mediation was not used enough in conflict resolution in South Africa, although it was popular in the United States and was a traditional form of settling disputes in African society

● The settlement was also welcomed by Justice Page who was to have heard the application. He said everyone aware of the "carnage" of the Pietermaritzburg townships knew it was a matter of "desperate urgency" that it would stop

He said the settlement appeared to provide the machinery for co-operation and that he hoped and prayed it would work

However, he stressed the settlement did not mean the court was abdicating its duty to act and that both civil and criminal action were still available

## Al-Qalam still defiant despite seizure, raids

By CHARLOTTE BAUER

FAIZAL DAWJEE, editor of the Muslim monthly, *Al-Qalam*, has not been to work since police walked into the newspaper's Durban offices and seized the latest issue 10 days ago

Since then members of the security police have arrived punctually each day at the *Al-Qalam* office to search, confiscating documents, files and photographs from Dawjee's office and handing out receipts for the piles of material they take when they go

Dawjee, who has been "keeping a low-profile", said despite the seizure of *Al-Qalam* and the "constant intimidation" of its staff, the strongly anti-apartheid paper would "not soften its line" — and would continue to call on people not to vote in the October elections

It was an anti-election advert placed by the paper's own editorial committee which caused *Al-Qalam*'s seizure under section 9 (1) of the Media Emergency Regulations last Tuesday

The advert, which has run in both the July and August issues of *Al-Qalam*, advises readers "You Have the Right Not to Vote! Exercise Your Right!"

Police have told the paper's lawyers this contravenes regulation 5 of the Emergency, which deals with the publishing of "subversive statements"

Owned by the Muslim Youth Movement, the 14-year-old paper has been banned under the Publications Act three times in the past year

Currently there is an appeal pending on the March issue of the paper, banned for running an interview with executive member of the African National Congress, Jacob Zuma

Last year's bannings of the July and October issues were both related to anti-conscription stories — the second being a condemnation of the banning of the first

Dawjee commented that the attacks on *Al-Qalam* and on the media in general "must be seen in the light of the government's increasing constitutional instability and its inability to counter the growing opposition to its sham reform initiatives and its repressive policies"

Run by Muslim fundamentalists, *Al-Qalam* has a circulation of 13 000 nationally. Dawjee said the paper opposed apartheid because it was "commanded by God" and that "Islam is the antithesis of what apartheid stands for"



Escorted by security police, Nelson Mandela's daughter-in-law, Rennie Mandela-Perry, and his grandson, Mandla Mandela, visit the ANC leader at Constantiaberg Clinic. Picture ERIC MILLER, Alrapix

## Mabuza plans an anti-apartheid enclave

By EDDIE KOCH

FAR-REACHING proposals for educational changes in kaNgwane, including the setting up of democratic student representative councils, are part of Chief Minister Enos Mabuza's "total strategy for liberation" in South Africa

Plans to revamp the "homeland's" education system were announced this week by Mabuza at a press conference in Johannesburg as part of a build up to general elections in kaNgwane next month — which for the first time in any "homeland" will allow elected members of the legislative assembly to outnumber members nominated by Pretoria

The kaNgwane elections were originally planned for October but appear to have been brought forward to avoid being associated with the October elections. Mabuza said people should be free to call for a boycott of the municipal polls and that it was "most unfortunate" this was prohibited by the Emergency Regulations

"During my election campaigns education has been one of the foremost issues," said Mabuza. "It is essential to the total strategy for our liberation. We should develop a policy that

breaks away from bantu education, which is a legacy all education authorities have inherited"

Education specialist Ken Hartshorne, adviser to the now-banned National Education Crisis Committee, was commissioned by Mabuza's administration to draft a report on ways in which this could be achieved

Hartshorne said his report stressed improved teacher training and the "need for democratic participation by all the bodies within the education system". It urges the establishment of a kaNgwane education council, representing education, church and community leaders, as well as democratically elected SRC's in schools and colleges

Mabuza, who has stubbornly refused to accept independence for kaNgwane and defies Pretoria's plans to make the "homeland" independent, said his government would draft laws to put these proposals into effect after the elections

kaNgwane is also drafting labour legislation that will grant domestic workers legal protection and may

even give trade union rights to farm-workers. Both these groups are excluded from the South Africa's official labour relations system

The "homeland's" attorney, Chris Albertyn, who is drafting the Bill, said it will also grant striking workers protection against dismissal and allow union members to take part in solidarity strikes — rights which organised workers are deprived of under South African law

Education and labour reform are clearly part of Mabuza's scheme to turn kaNgwane into an anti-apartheid enclave in the "homeland" system

Success in the forthcoming elections will obviously boost Mabuza's chances of pushing the changes through the "homeland" assembly — and indications are that the ruling Inyandza party will sweep the polls

Mabuza said his Inyandza party was unopposed in 42 of the assembly's 57 seats and only 14 seats would be contested by the recently formed Insika opposition party

According to the chief minister, organisers for Inyandza have recently reported cases of white men urging chiefs in the "homeland" to oppose him. Last month Mabuza said he had evidence of attempts by "pro-Pretoria" elements to replace him

The alleged threats to Mabuza have led to low-level talks between the Inyandza Youth League and the Lowveld Youth Congress, which was affiliated to the now-restricted United Democratic Front. Militant youth were once the most serious opposition to Mabuza's government and if the reports of attempts to topple him are correct, the chief minister has clearly used them to pull the youth into an accord with Inyandza

## The rumours are wrong. There won't be a Dakar II

Weekly Mail Reporter

THERE won't be a "Dakar II" conference this week, despite reports that the Senegalese capital was today due to host another meeting including white South Africans and the African National Congress

The Institute for a Democratic Alternative for South Africa's Dr Frederik van Zyl Slabbert said the reports were the result of a "misunderstanding that is not surprising"

He told the *Weekly Mail* that in the wake of the Dakar I meeting a year ago, "there was a great deal of heavy speculation about another Dakar coming off"

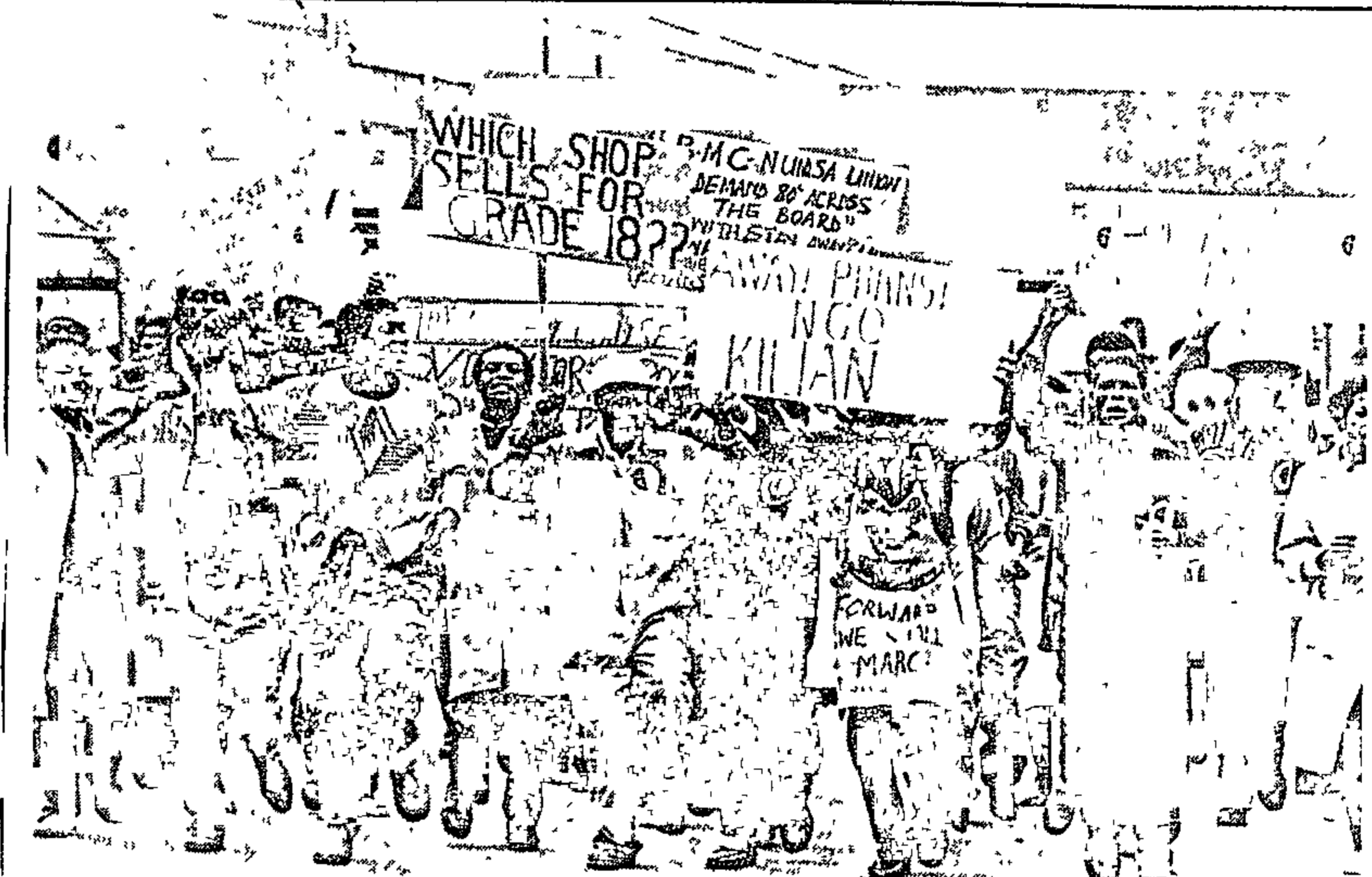
"But there is definitely no Dakar II, and any conferences outside South Africa that Idasa is involved in are much smaller in scope and functional-

ly specific — dealing with the law, education, foreign policy and the like"

He added that these gatherings did not only include the ANC and Idasa but drew in other African and European experts in these fields

The original reports about Dakar II were based on an agreement signed between Idasa and the African Jurists' Association in Paris in February





Barlows Appliance workers demonstrate in Kew, Johannesburg.

● Picture by John Hogg.

# Workers demonstrate for more pay

By Adele Baleta

About 200 Barlows Appliance workers staged a lunch-time placard demonstration yesterday on the company's premises in Kew, Johannesburg to back demands for higher wages.

The members of the National Union of Metalworkers of South Africa (Numsa) sang songs while marching through the company grounds.

Workers are demanding an 80c an hour across-the-board increase, which would raise wages for the lowest grades to R4 an hour.

A Numsa organiser said management had made two offers. The first was a 53c an hour increase for the lowest-paid worker and 94c an hour for the highest grade.

This option was subject to the dropping of a com-

pany demand that time spent at home during stayaways be worked in, that long-service awards remain as proposed by management (R1 000 after 35 years' service) and that employees work overtime of up to 10 hours a week.

The company alternatively offered 64c for the lowest grade and 94c for the top grade. This would be subject to agreement being reached on overtime, working in for stayaways and service awards.

Numsa said agreement had already been reached on working conditions including maternity, paternity and compassionate leave and the conversion of a pension fund to a provident fund.

Management had agreed to grant May 1, June 16 and March 21 as paid public holidays.

No company comment could be obtained.

(140K) (circled scribble)

MBSA public relations manager Delene MacFarlane says that in June an employee, Marshall Mrwetyana, was involved in an incident of gross misconduct and was suspended on full pay. Two other employees, previously suspended on full pay pending arbitration for another case, were also involved in the Mrwetyana affair. The company scheduled three disciplinary hearings to investigate the charges.

Problems arose when Numsa asked the company to postpone the hearings so that they could be included in the arbitration. Numsa also asked for Mrwetyana's case to be separated, and for him to be reinstated and subjected to a disciplinary inquiry. MBSA management refused.

Numsa spokesman Les Cattledas says only white artisans and administration staff are working. MacFarlane disputes that 2 000 workers are on strike, claiming the number is between 800 and 900, and that most Numsa members are at work. "Numsa claims that production has come to a halt. We know it has been maintained at reduced levels," she says.

MBSA alleged from the start that the strike was illegal. This was confirmed when Justice Ludorf struck an urgent application by Numsa against the company off the roll in the Grahamstown Supreme Court on September 9, thereby declaring the strike illegal.

MacFarlane says the strike will create a greater backlog of cars, and buyers could wait up to nine months. Before the strike, buyers had to wait three to six months.

Cattledas attributes MBSA's woes to bad industrial relations. He says none of the strikes have been about conditions of employment, and most have been due to unfair treatment of workers.

The strike follows the warning in June by West German management board member Manfred Gentz, after a four-week work stoppage, that Daimler-Benz could pull out of SA if worker violence and strikes continued.

However, MacFarlane doubts that Daimler-Benz will threaten to withdraw again as the issue of lack of discipline, which preceded the last threat, had not arisen again.

fm 16/9/88

MERCEDES STRIKE



Set to roll again

The strike by members of the National Union of Metalworkers of SA (Numsa) at Mercedes-Benz SA (MBSA) in East London has entered its fourth week. Judging by the trend of previous MBSA strikes, it could be in its final stages.

At time of going to press, union officials and MBSA representatives were in conclave to resolve the strike, which has cost the company an estimated R50m in production and workers about R1m in wages. It started on August 22 when 500 Numsa members walked out, and has since swelled to a union estimate of more than 2 000 employees.

# Eskom 'shock' for Numsa

(JUDA)

B/day 16/9/88

ESKOM's announcement of its intention to mothball some plants and close certain generators had come as a shock to workers and unions, the National Union of Metalworkers of SA (Numsa) said yesterday.

Numsa said a resulting loss of more than 5 000 jobs was to be deplored.

"It is estimated that as many as 2 000 Numsa members may be affected."

Numsa said the responsibility for "this waste of human resources" and the wealth of the country "must be placed squarely in the laps of both the government and of the private sector.

"Numsa believes that the closures and job losses are intended primarily to

make Eskom more attractive for privatisation.

"If these are the benefits of privatisation, is it any surprise that workers and unions are so strongly opposed to it?"

Numsa also said demand for electricity had not grown as it should.

"This is due to the failure of the private sector to invest in a way which creates jobs.

"Instead, the private sector has invested in the JSE and financial paper to gain short-term profit at the expense of the people of SA."

Numsa added it would "demand that Eskom absorbs all the workers whose jobs will be lost". — Sapa.



# UNION REJECTS WAGE OFFER

140A  
Streetman  
16/9/88.

A DECISION by workers at the Kganare group of Ellerines Holdings to accept the company's wage offer has angered the rest of the workers of the group, according to the Commercial Catering and Allied Workers Union.

Stating this in a statement today, Ccawusa says that the six week long wage dispute with Ellerine Holdings continues with no indication from the

company of their willingness to resume the negotiations that broke down during mediation on August 3

"A general meeting of Ellerine's workers from the Transvaal, and some stores in Natal, resolved on Sunday to embark on industrial action" on Friday if management continues refusing to resume negotiations

"Workers have been angered by a recent development where the

Kganare group, contrary to the mandate of Ellerine's workers, has decided to accept the company's wage proposals

"These proposals, rejected by the majority of Ellerine's workers, include a proposal to increase the sales target from 10 to 14 times the workers' earnings. The sales target has been a source of great discontent among Ellerine's workers and was one of

the issues in which workers decided last year to take strike action

"The Ellerine's workers view this retrogressive and divisive action as a betrayal of their struggle at Ellerine and call upon the Kganare group not to do anything to weaken the workers in the proposed action against the company," Ccawusa says — Sapa

# Store, union settle

MEDIATION successfully settled the annual wage negotiations between Clicks and three unions late on Wednesday night, a joint statement said yesterday

Nudaw, Fedcrow and Ccawusa were negotiating jointly for the first time, the statement said.

They agreed to a R115 across the board increase, with a starting salary of R500 effective from July 1988

This represented a 33 percent increase for the lowest paid workers who had been earning R375 a month, the statement added

The unions' commented they saw the agreement as in keeping with other wage agreements in the trade, and a step forward in the campaign for a living wage for South African workers — Sapa

140A

Spectrum  
16/9/88.

# Council Workers Protest

By PETER DENNEHY

THOUSANDS of City Council workers gathered in the concourse of the Civic Centre early yesterday morning in protest against what they regard as inadequate wage and salary rise proposals

They said they would remain there until the Mayor, Mr Peter Muller, had spoken to them. Meanwhile, services in several council departments were maintained by skeleton staffs only.

Mr Muller and the chairman of the execu-

utive committee, Mr Richard Friedlander, addressed the crowd by megaphone from a landing one level above the concourse shortly before 9am.

Shop stewards with megaphones maintained firm discipline, and at one stage even asked the crowd to move away from the entrance to the Podium Hall, where the Conservative Party was holding a meeting. Workers shouted such slogans as "R4 minimum" (referring to R4 an hour) and "14%".

It is understood that the council has offered a 7.5% increase for all categories of

employees between labourers, who may get up to 17% more, and middle management, who may get 12.5% more. Neither the union nor the council would confirm this.

Mr Muller thanked the workers for their orderliness and for their contribution to the city.

"We are aware that inflation undermines the value of your money, and that our increases are, in many cases, not enough," he said. "I am aware that there is great dissatisfaction among some of your members."

"All! All!" chanted the crowd.

Mr Friedlander said negotiations were still under way, and that workers had made their point and should resume their work. He would not promise anything.

Mr John Ernstzen, general secretary of the South African Municipal Workers' Union, suggested the workers should move to the Exhibition Hall, which they did, and later they dispersed on the advice of the union. Negotiations will continue on Monday, according to both the union and the council. Union branch secretary Ms Merle Brown said the council had undertaken to review its position.



LEFT: Council workers gather in the Civic Centre yesterday. RIGHT: Mr Dick Friedlander, chairman of the council's executive committee, asks the workers to return to work while negotiations with the union continue. Second from the right is the Mayor, Mr Peter Muller, and on the right is the City Administrator Mr Gys Hofmeyr.



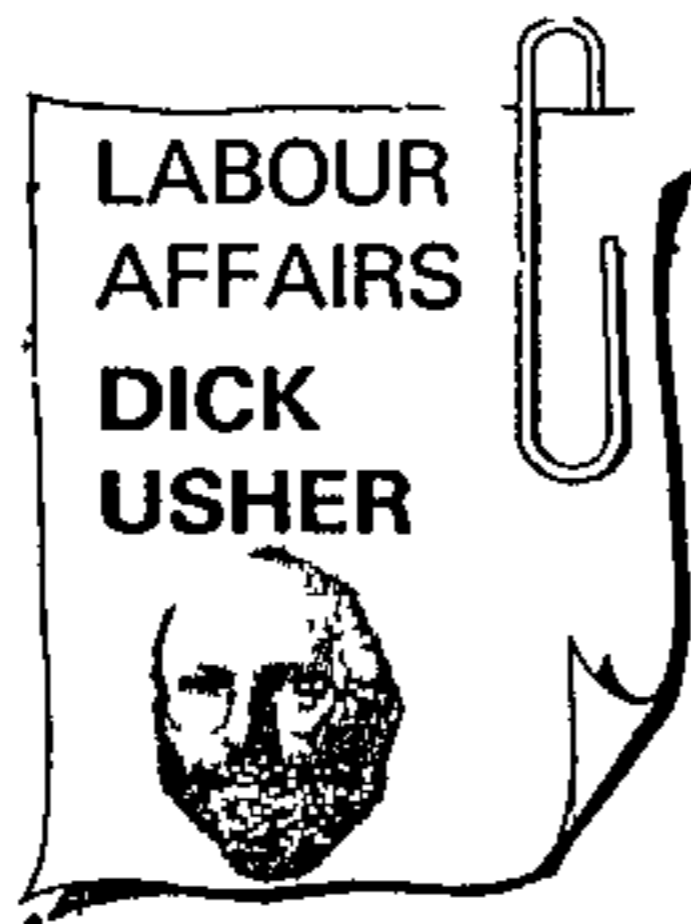
Mr Gys Hofmeyr.



# Too few rights for domestics

W/EMGUS 7/19/88 (22) 160A (15)  
AN American mother recently went on a 42-day strike to bring four disrespectful children into line and force legal contracts on them

Mrs Gretchen Schulte finally ended up with 11 signed contracts covering nearly all domestic tasks and children's privileges



This forceful woman went on strike on July 18 and stopped cleaning, cooking, driving the children, doing the laundry and all the rest of it.

Her actions are presently unlikely to be duplicated by the low-paid mass of women in South Africa who, generally, have to put up with far worse working conditions than (one imagines) the average American housewife.

There are an estimated four million domestic servants in South Africa and, according to a Central Statistical Services report earlier this year, two out of three white households employ a domestic

Average wages range from R156,64 a month in Cape Town to below R105 a month in the Vaal Triangle, Kimberley, Bloemfontein, East London and the Free State Goldfields.

Apart from their low wages they have very little legal protection

Despite vigorous attempts by several organisations, and promises from government, they are still excluded from the provisions of the Labour Relations Act and their only protection is under common law which states that an employee must be given 30 days' notice before being dismissed

But it's very questionable how often this is adhered to and even how many employers are aware that their domestics have this right

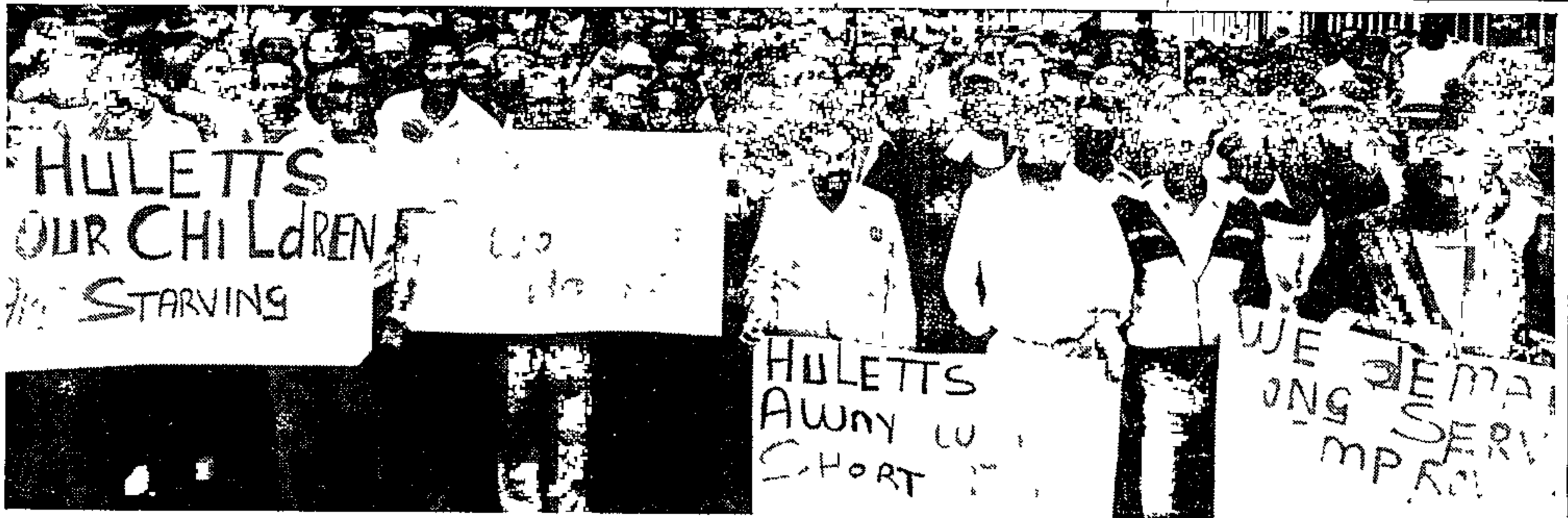
But the South African Domestic Workers' Union (Sadwu), formed in 1986 from several unions and associations around South Africa, is slowly gaining ground.

It is affiliated to the Congress of South African Trade Unions (Cosatu) and won its first recognition agreement in January this year after a strike by members at Highland House in Cape Town.

Demands, which were adopted at a Cosatu women's congress in April, are for a R200 a month minimum wage, a 40-hour working week, overtime at R2,50 an hour, maternity benefits, 14 days' paid sick leave a year, 21 days' annual leave, UIF benefits and workers' compensation rights

It doesn't seem a lot, but you've got to wonder how many employers have even thought about these basic conditions of service.





Gains made by workers such as these at Hulett's Durban sugar refinery are threatened by a campaign against unions.

# Left wing faces smear campaign

By KERRY CULLINAN

**O**VER the past few months, there has been a proliferation of smear pamphlets against anti-apartheid organisations and trade unions

The campaign is seemingly aimed at discrediting the organisations and causing factionalism and confusion

Last week, Brigadier AK de Jager, commanding officer of the Western Province Command, admitted that SADF members had erected posters smearing the End Conscription Campaign

Besides the more crude pamphlets linking the organisations to the ANC, the PAC and the Soviet Union, others aimed at causing division and rivalry between organisations have also appeared

For example, as the working relationship between Cosatu and Nactu has improved, so the number of pamphlets claiming to come from Cosatu attacking Nactu, or vice versa, have increased

Another tactic of the smearers is to promote di-

vision within organisations

This is the speciality of a monthly publication called *SA Trade Union Titbits*. Its recent edition accused high-ranking Food and Allied Workers' Union officials of fraud

The most recent attack on Cosatu comes in the form of *Labour Pains in SA*, a special issue of *The Aida Parker Newsletter*

*The Aida Parker Newsletter* has repeatedly attacked anti-apartheid organisations and in 1986 the Media Council ruled that it had breached the media code of conduct for a report on the End Conscription Campaign

In *Labour Pains in SA*, so-called workerists are hailed as true unionists, whereas "populists" - which are said to dominate Cosatu - are described as being dedicated to "the interests of the ANC/SACP at the expense of worker priorities"

This attempt to sow division within Cosatu's ranks is relatively sophisticated in that the workerist/populist division has a historical basis

However, the split is exaggerated and distorted by the publication

Populists are described as those calling for "socialism now". They are said to put "the struggle for political power and the advancement of a one-party Marxist-Leninist state before the interests of the workers"

Workerists, on the other hand, are said to stand for "worker interests first" by working for better conditions, pay and job security

Thus, political issues and striving for better wages and working conditions are presented as being mutually exclusive

This is in conflict with Cosatu's political policy resolution which states "The struggle against national oppression and the struggle against capitalist exploitation are complementary to one another and part of an uninterrupted struggle for total liberation"

The publication accuses the "unabashedly populist" Cosatu leadership of maintaining its control by the "manipulation of agendas, intimidation and other measures"



A mineworker at a cultural rally.

It is, therefore, clear that the newsletter is advocating that trade unions steer clear of politics and address factory floor issues only

Law and Order Minister Adriaan Vlok would also like to see Cosatu's withdrawal from the political arena, as borne out by his restricting Cosatu

to trade union activities alone

However, this approach has been repeatedly condemned by Cosatu

"Workers in this country are not only striving for better conditions but also for a democratic socialist society controlled by the working class," reads part of Cosatu's resolution on political policy

*CPres 18/9/87* (circled) (circled) 40A

# Numsa disclaims knowledge of letter

140A  
Bldg

NUMSA yesterday dissociated itself from an open letter, purportedly issued by the "Progressive Forces of Numsa", calling for participation in next month's municipal elections, and questioning the union's pro-sanctions stance

The letter was addressed to Archbishop Desmond Tutu, the Rev Alan Boesak, Cosatu (of which Numsa is an affiliate), the SA Council of Churches, Nactu, Azapo and readers of six newspapers

PETER DELMAR 19/9/88

One of Numsa's three national secretaries, Fred Sauls, said yesterday the letter was definitely not issued by Numsa's national organisation and it was highly unlikely one of the local branches was responsible

He added the letter was obviously an attempt to spread confusion and he had no knowledge of a group called the Progressive Forces of Numsa

The letter was typed on a letterhead of Numsa's Durban branch

It said the belief that sanctions would bring workers closer to reaching their aims and objectives was as an illusory fantasy

Sauls said Numsa followed the Cosatu line on sanctions and, although this was frequently reviewed, opposition to sanctions had never been brought up in open debate

*Star*  
**Haggie sacks  
1 800 workers**

*29/9/88*  
Haggie-Rand Ltd yesterday locked out and dismissed 1 800 workers "who had been in the process of balloting" for a strike.

*140A*  
A company spokesman said this morning that the company had "many many discussions" with the National Union of Metalworkers of South Africa "but got nowhere".







# 'BLACKS ARE NOT LOOKED AFTER'

1404  
15  
some more  
20/9/87

THE advisory committee on safety which was set by the Government only protects white workers, it was claimed.

Addressing a group of shop stewards in Pietersburg as part of the National Council of Trade Unions (Nactu) education programme on health and safety, the unit's head, Mr Vusi Tinga, said all ten representatives were whites who looked after the interests of the white community and workers.

He said black unions had the responsibility to set up health and safety units in each union to educate workers.

In South Africa there are no minimum standards for noise and dust. Whereas in other countries noise above 90 decibels was not allowed, no minimum was set here. Chemicals, which are banned in many countries because they cause cancer, are widely used in this country. This was because all the dangerous work is being done by blacks, he said.

Mr Tinga added that many black workers who got injured on duty and filed claims for compensation with the Workmen's Compensation Commissioner ended up without receiving their dues because of ignorance.

An amount of R5,2 million of compensation money had been unclaimed since 1962.

He said statistics released by the Workmen's Compensation Commissioner for 1986 showed that there were 2750 deaths at work. Over 25000 disability injuries occurred during the same period while

By MATHATHA  
TSEDU

over 325 000 other accidents were also recorded. The majority of these were black workers, he said, adding that unions had to educate workers to minimise the statistics.

The workshop resolved to set up health and safety units in all unions to co-ordinate all health and safety aspects in the unions.

## Oil firms and union dispute boards' focus

20/9/82 (140A)  
BRONWYN ADAMS

MAJOR oil companies are responding to applications by the Chemical Workers' Industrial Union (CWIU) for conciliation boards by applying for individual conciliation boards

CWIU wants the conciliation boards to debate social responsibility funding and disinvestment at an industry level

Mobil relations director Barry Hurt says Mobil has applied for individual employer conciliation-board hearings on both issues

Hurt says the issues of social-responsibility funding and disinvestment are completely unrelated. There is a similarity insofar as both union applications attempt to cut across individual employer interests, he says

A Shell spokesman says the company is contesting the CWIU's conciliation board applications by offering individual employer-employee conciliation forums

CWIU general-secretary Rod Crompton says the issues of national bargaining on social-responsibility funding and disinvestment are related in principle

Crompton says the granting of a conciliation board by the minister is an indication that the union's perception of the problem is valid. He says it could set a precedent in terms of the successful granting of the conciliation board on disinvestment.

# Alleged spy (15) caught

140A  
Fawu  
20/9/88

POLICE have confirmed that a 15-year-old boy found stealing documents from the offices of a trade union in Johannesburg last week, was an informer.

The youth was found inside the offices of the Food and Allied Workers Union in Wanderers Street by union officials last Wednesday.

When confronted, the youth confessed that he was working for the Vereeniging security police, according to Fawu.

"He told us that his previous task had involved tape recording youth congress meetings, one at the Regina Mundi Catholic Church in Soweto and two in New Brighton, Port Elizabeth, said a Fawu spokesman.

The spokesman also said that the youth told Fawu officials that he was sent specifically to Fawu offices to get documents related to forthcoming union activities.

A spokesman for the Vereeniging security police yesterday confirmed that the youth was a police informer.

The congress of South African Trade Unions yesterday said it was aware that it was under surveillance.

"But we are an open organisation playing a legitimate role," said Cosatu in a statement.

# Numsa disputes 1 800 Haggie Rand dismissals

2/19/88 By Adele Baleta

The National Union of Metalworkers of SA has disputed the claim by Haggie Rand Limited — South Africa's largest manufacturer of steel wire rope — that it dismissed 1 800 union members.

## The company said:

The workers were sacked for failing to sign a house agreement with the company.

The Steel, Engineering and Allied Workers Union of SA (Seawusa) and the Confederation of Metal and Building Unions (CMBU) had already signed the agreement.

At least six meetings between Numsa and the company had failed to reach a resolution.

Management said Numsa members were given notice of a lock-out on Friday.

They were informed of the company's intention to dismiss them if they did not accept the final offer by 5 30 am yesterday.

## Numsa said:

The union completed the counting of strike ballots of its more than 2 000 Haggie Rand members on Saturday.

At 3 30 pm, after the overtime shift, management was notified that Numsa was on strike.

The dismissals were null and void as, according to law, there can be no lock-out while workers are on strike.



140A  
B/day 21/9/88

# Haggie Rand fires striking workers

HAGGIE RAND wire-rope producers have locked out 1 800 members of the National Union of Metalworkers of SA (Numsa) after they went on strike protesting management's wage offer, Numsa organiser Tony Kgobo said yesterday.

Kgobo described the lock-out at Germiston and Jupiter plants as "null and void" as workers were already on strike when it was implemented on Monday — the wage dispute was declared by Numsa on August 16 and workers struck on September 17.

But Haggie Rand MD John Millburn said all workers had dismissed

## BRONWYN ADAMS

themselves and were offered re-employment yesterday with an across-the-board wage increase of 18,6%

Workers are demanding a 31% increase, bringing the minimum wage to R4,25 an hour

Numsa rejected Millburn's claim that the workers had dismissed themselves and ignored management's wage offer. The union was still waiting to hear the company's response to the dispute over wages.

Haggie was the scene of a 7-week strike in 1985

Millburn said 50 workers in the Germiston plant accepted the wage offer and formed a skeleton staff. Trained emergency crews were handling essential work at Jupiter.

The dismissals followed a strike ballot taken last week, after Numsa had rejected a final offer by Haggie Rand.

Millburn said "We are hoping the logic of accepting our offer is going to get through."

"We met Numsa officials yesterday afternoon and are waiting for their reaction to the re-employment offer."

# Please tell, says Ccawusa

Cape Times 21/9/88 (21) 1409  
Staff Reporter

THE Commercial and Catering Allied Workers' Union of South Africa (Ccawusa), asked Cosatu this week why the union was not invited to the "People's Congress" on September 24

In a telex to Cosatu's general secretary, Mr Jay Naidoo, Ccawusa general secretary Mr Vivian Mtwala said the union had noted with concern that various community organizations and trade unions had not been invited to participate in the People's Congress

"We believe that it was the objective of this congress to play the basis for real unity in our struggle against op-

pression and exploitation, and we would be discussing the event within our structures," Ccawusa said

Ccawusa said the Cape Action League (CAL) and the Azanian National Youth Unity (Azanyu), were also excluded while organizations such as the National Democratic Movement and the Five Freedom Forums were invited

The conference would discuss unity and organization against repression, one person one vote in a democratic society, the Group Areas Act, Labour Relations Act and working to create a climate for negotiations

by Arnold



the sport training fields around Green Point Stadium  
Picture RICHARD BELL

# Council workers elect court action

CAP 7-1-85 21/9/88 (140A) ~~140A~~ ~~140A~~ ~~140A~~

## Staff Reporter

WAGE negotiations between the City Council and its 15 500-strong workforce — represented by two unions — continued yesterday, with about a third of the workforce electing to take the council to the industrial court for arbitration.

Mr Ted Doman, a spokesman for the City Council, said late yesterday that wage negotiations were still in progress between the council and the black South African Municipal Workers' Union (SAMWU), which repre-

sented about two-thirds of the workers

The white South African Association of Municipal Employees (SAAME), representing about 4 400 municipal workers, yesterday decided to take the council to court to ask for arbitration, secretary Mr John Bondietti said

Mr Doman said SAAME had asked for an increase from 5% to 10% in the wage offer to employees in the middle of the council's salary scale Council had offered 7,5% but this had been rejected by SAAME

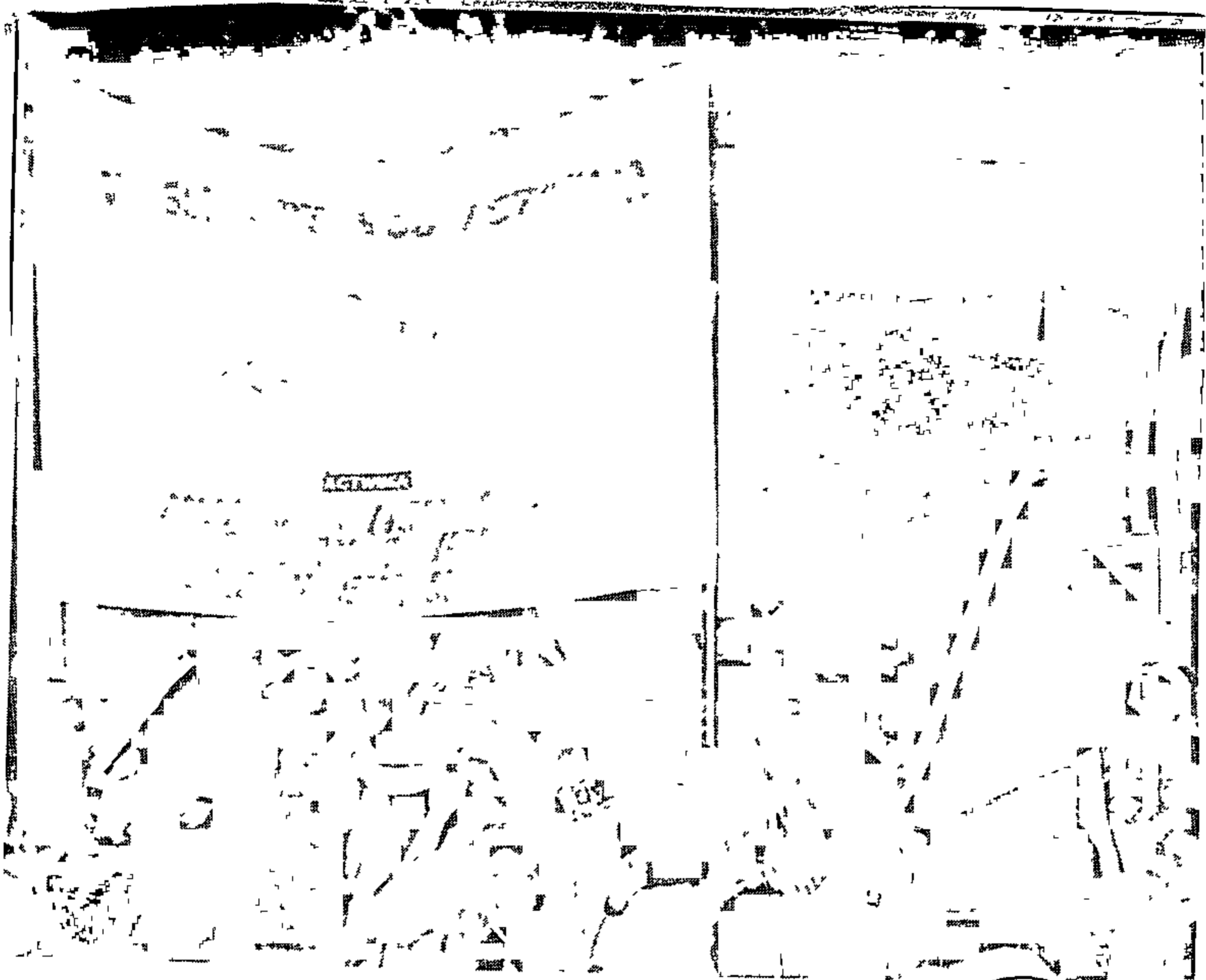
Mr Bondietti confirmed this Thousands of SAMWU workers

gathered in the Civic Centre concourse last week to protest against what they regarded as inadequate salary proposals

Apart from the disruption to services caused by this demonstration, Mr Doman said yesterday that no council services had been affected during the negotiations

Spokesmen for SAMWU could not be obtained for comment yesterday

● Last year council cleansing workers staged a four week go-slow which ended in workers accepting a 10% or R17 a week increase from council



Workers toyi-toyi during speeches



Eastern Cape branch members

# 2 000 at City Hall meeting

140A

15-2/1988 South

THE Amalgamated Clothing and Textile Workers Union of South Africa (Actwusa) has become a formidable force since its inception ten months ago, regional secretary Ebrahim Patel told Actwusa's first Western Cape AGM at the Cape Town City Hall on Sunday

About 2 000 workers attended the meeting, which was also addressed by Actwusa national organiser Elias Banda and Daniel Dube, president of the National Union of Metal Workers of South Africa

Patel said Actwusa had 75 000 members nationwide and 11 000 in the Western Cape. Management at two Cape factories had agreed to employ only Actwusa members

The union had won many victories through militant industrial action. It had raised wages at several factories

Actwusa had also focused on retirement benefits, the development of worker leadership, unfair labour practices, the Labour Relations Amendment Act and negotiation at industrial council level rather than at separate plants.

Dube called for unity in line with Cosatu's policy of one union in each industry.



South 15 - 21/9/88

140A

# Disinvestment 'camouflage'

JOHANNESBURG. - The Chemical Workers Industrial Union (CWIU) has declared a dispute with 39 multinational companies over their failure to negotiate the terms of possible disinvestment from South Africa, CWIU official Taffy Adler announced this week

Addler claimed "disinvestment" of many multinationals had been nothing more than corporate camouflage because "the companies remain within the control of those who claim to have disinvested"

Proposals for a joint management-union forum to discuss disinvestment had been ignored. Companies addressed included the giant Shell SA, BPSA, Mobil SA Colgate Palmolive and Bayers Chrome Chemicals SA

Addler said companies claimed they had no intention of disinvesting. The proposal for a joint forum to be submitted to a conciliation board applied for on August 30, reiterated the list of requirements formulated by CWIU more than a year ago. Their purpose was to circumvent some of the problems faced by workers after unilateral decisions to disinvest, he said

Some of the union's demands included one year's notice of disinvestment to the union; one month's separation pay to each worker for each year of service completed, wages guaranteed for a year and company loans written off, full disclosure of information pertaining to reasons for withdrawal from South Africa and full details of the winding of the company, continued contributions by employers to pension funds until retirement, and the creation of a trust fund nominated by the CWIU

negotiations have been held  
and the Food and Allied Workers Union

1401A

# Sea Harvest workers back

South  
15-21/9/88

SEA Harvest has re-employed some of the workers dismissed from the Saldanha factory last September

About 280 workers lost their jobs last year after a row over management's refusal to allow them time off to meet.

A Food and Allied Workers Union spokesperson said 120 female workers remained unemployed but Sea Harvest had promised to employ them when the company opens a new department next month

22/9/88  
Star (140A) ~~(140B)~~

By Adele Baleta

Between 600 and 700 delegates representing 75 organisations are expected to attend the anti-apartheid conference organised by the Congress of South African Trade Unions (Cosatu) in Cape Town at the weekend, according to a statement at a Johannesburg press conference yesterday.

The press conference was organised by Cosatu and attended by prominent anti-apartheid campaigners, Dr Beyers Naude and Dr Max Coleman.

Anti-apartheid student, labour, community, church, political and business groupings have been invited to attend the Cape Town conference.

Cosatu condemned the detention of 10 Western Cape activists and warned that a ban on the anti-apartheid conference would be a recipe for violence.

Cosatu's publicity secretary, Mr Frank Meentjies, said the weekend's proceedings would focus on two areas — unity and organisation against oppression, and one person, one vote, in a democratic

## Hundreds to attend Cosatu conference

South Africa.

The Labour Relations Amendment Act, the Group Areas Act and the banning of the United Democratic Front and its affiliates would also be discussed.

Mr Meentjies said it was clear that the Government was unable to resolve the political, economic and social crisis.

The conference had been arranged to gather anti-apartheid organisations together to discuss the way forward and to express united opposition to racist oppression.

He said that although he did not expect any doctrinal statements to be drawn up, future projects of joint action could result.

Mr Meentjies added that it was regrettable that the Azanian co-ordinating committee had withdrawn.

1401

# Dock strike: SATS warns of sackings

Own Correspondent

DURBAN. — The dock strike in the harbour here continued into its second day yesterday, with prospects of damaging repercussions for South Africa's busiest port.

A representative of the union concerned has claimed that the strike could drag on for three weeks and South African Transport Services (SATS) has issued a thinly veiled warning that strikers could be sacked.

A SATS spokesman last night said there was no strike in Cape Town where "all is quiet".

The South African Railways and Harbours Workers' Union (SARHWU) claimed that 8 000 employees were on strike. SATS said about 1 000 employees in Durban harbour and at railway stations and depots in the Durban area had stopped work.

SARHWU has demanded an increase in salary of R1 062,50 a month (300%) to bring the starting salary of general workers to R1 500 a month.

Arising from salary claims of Transport Services unions, a conciliation board had been appointed.

He said a decision could be expected before the end of September.

● Sapa reports that a total of 910 SATS workers are on strike in railway and harbour depots in East London.

The strike, in support of a 300% salary increase, coincided with the start yesterday of arbitration proceedings on a salary dispute between Sats and the transport services unions.

The arbitration proceedings, under Professor Johan Piron of the University of South Africa, are expected to continue today.

A worker speaking on behalf of the workers said most of the strikers were members of the South African Harbours and Railways Workers' Union which was not recognized by SATS and had no part in the arbitration negotiations.

A Sahrwu spokesman denied the union was involved in the strike.



# Haggie Rand production hit after management lockout

PRODUCTION at Haggie Rand's factories in Germiston and Jupiter was at a virtual standstill yesterday as the management lockout of 1800 workers entered its fourth day, said a management spokesman.

The spokesman said although the major wire production company had been affected by the lockout, the effect on the market would only be felt by the end of the week.

Numsa organiser Alister Smith claimed the legal strike by 1800 workers — which began on Monday — could be the start of a protracted power battle between workers and management.

Smith said management, by locking out strikers, had taken the matter

12/9/92  
BRONWYN ADAMS

beyond a mere wage dispute. He accused management of attempting to force workers to accept its low wage offer by dismissing them.

Haggie MD John Millburn emphasised he had dismissed workers with due warning after they refused management's wage offer.

Millburn said management sent Numsa a letter advising it of Haggie's intention to lockout workers last week.

Workers decided to strike only after this announcement, he added.

However, Numsa's Smith maintained management was aware of the workers' intention to strike before it issued its lockout warning.

# Cosatu warns of conflict

BRONWYN ADAMS

COSATU remains dissatisfied with management's response to its call for certain controversial clauses in the Labour Relations Act (LRA) to be renounced, a Cosatu statement said yesterday.

It warned that if the responses received from management so far were anything to go by, these could only lead to increased industrial conflict.

Cosatu said some employers were taking advantage of government's lack of interest in considering Cosatu's request not to promulgate certain clauses in the Bill.

The Cape Chamber of Industries was cited as one employer group suggesting Cosatu should either ac-

cept the LRA on the one hand, or be prepared to guarantee industrial peace for the rest of the year or drop its stance against sanctions in return for the waiving of the controversial clauses.

Cosatu described these suggestions as short-sighted and interpreted them as an attempt by companies to use their increased powers provided by the LRA at the expense of the establishment of a sound labour relations system.

Cosatu said management had until today to respond to the proposals put forward to Saccola

THE Pretoria Supreme Court has ordered the reinstatement of about 350 former employees of Natalspruit Hospital with 13 months' back pay, estimated at more than R1m.

A lawyer representing the workers said Mr Justice Coetzee had found the workforce had been unfairly dismissed without a hearing.

The employees reinstated were among about 600 workers dismissed by the hospital authorities after taking part in a work stoppage in August last year.

The court order followed an application filed by the National Education, Health and Allied Workers Union (Nehawu), contesting the validity of the dismissals.

## 'R1m' backpay for hospital workers

The test case was filed on behalf of three Nehawu members formerly employed by the hospital.

The Nehawu lawyer said the judge had found the part-time employees were entitled to a disciplinary hearing before dismissal. This ruling was based on the fact that they contributed to the state pension fund. The court granted costs against Transvaal Provincial Hospital, which administers Natalspruit Hospital. Leave to appeal was granted.

Nehawu members returned to work on Monday this week after a 13-month battle for reinstatement. — Sapa.



140A

# Ten thousand may strike at multinationals

By EDDIE KOCH

## My loyalty is to the Lord, says the teenager who won't serve

By EDDIE KOCH

WHEN teenager Charles Bester is asked to explain why he refuses to be conscripted into the SA Defence Force, he will say his stance derives from loyalty to the same God under whose authority the court has tried him.

Bester, 18, a Christian volunteer worker, could become the second white South African to receive a six year jail sentence for refusing to serve.

"We will both be appealing to the same higher authority," he says. "It's an irony that runs throughout South Africa. The government which claims to be Christlike is in fact pursuing policies which many people believe to be against the laws of God."

Bester could follow the path of 26-year-old David Bruce — who in July became the first conscript to receive a six year sentence for refusing, on political and moral grounds, to serve in the army.

"The basic reason (for my stand) is that I am a Christian and as a Christian I must follow a path of love in every situation," Bester said. "I cannot put my life into compartments so that my religious life has no bearing on my political, sporting and other areas of my life."

"Evil is manifesting itself in a political system and the government of the day is using the army and people of my age to implement its policies which I believe are in no way Christian. Apartheid laws such as the Group Areas Act, the Population Registration Act and other laws that curb people's freedoms are in no way just."

He added "I believe it would be very arrogant of me, as an 18-year-old, to go into a township on the back of a military vehicle and impose

**Charles Bester — "I believe it would be very arrogant of me, as an 18-year-old, to go into a township and impose law and order"**

law and order. I don't see the war in Namibia as my war. I would like to see the people of Namibia making their own choice about who they want to rule them."

Bester is a firm believer in non-violent solutions to South Africa's problems.

He could have used this to appeal to the Board For Religious Objection — which can allow conscripts with pacifist and religious scruples the chance to do community service rather than military training.

Instead, after receiving his call-up papers Bester went to Sturrock Park in Johannesburg where young conscripts gather before being taken to their military bases, and told the



commanding officer he was not prepared to serve.

Remarkably articulate for a person so young, Bester first considered not serving while he was in Std 7. He believed joining the SADF and his approach to life were irreconcilable.

A thorough process of deliberation since then has left him with no illusions about the consequences of his decision. He knows by the time he comes out of jail, he may have spent one quarter of his life behind bars.

"Ultimately I am doing this out of love for Christ. But it is not a sentimental notion of love."

Bester is scheduled to appear in the Potchefstroom Magistrate's Court for the third time on October 3.

SOME 10 000 workers are poised to strike at 39 multinational chemical firms across the country if the companies refuse to discuss with their union the conditions under which foreign owners will be able to sell out to local management.

The Chemical Workers' Industrial Union (CWIU) announced this week it had declared a dispute with the multinationals because management refuses to consider a broad set of demands relating to the security of the local workforce in the event of any withdrawal from South Africa.

The CWIU believes disinvestment has taken place in a way that allows foreign firms to continue making profits out of apartheid at the expense of local workers. The union has also mounted a national "multinational disinvestment campaign" that it hopes will establish a set of principles for pro-sanctions lobbies overseas to follow.

The union has asked the government to appoint a conciliation board to resolve the dispute. If this fails its members will be entitled to take legal strike action to press home their demands. It is the first time that the disinvestment issue and such a large number of companies have been involved in a formal labour dispute.

The CWIU is a member of the Congress of South African Trade Unions (Cosatu) and endorses the labour federation's support for comprehensive and mandatory sanctions.

"The disinvestment of many multinationals from South Africa has often been nothing more than corporate camouflage," says Taffy Adler, coordinator of the CWIU's disinvestment campaign.

"Disinvested companies remain within the control of the very same owners who claim to have disinvested. Control is no longer by direct ownership but by other means such as franchise, licensing or technology agreements. Such companies still profit from apartheid but in a more devious way."

Says Adler "The argument that disinvestment hurts black workers the most becomes a self-fulfilling prophecy because of the way the deals have

been structured.

"Local management can look forward to shares in a renamed, debt free and profitable operation at bargain prices. Workers on the other hand experience a refusal to recognise their union, a change for the worse in their conditions of employment and job insecurity."

The CWIU's list of demands includes calls for one year's notice of disinvestment, no termination of agreements with the union and no less favourable conditions of employment. The union wants its members to receive severance pay of one month's wages for each year of service, loans to workers for housing to be cancelled and wages to be guaranteed for one year from the date of closure.

It also says the company must ensure an adequate pension payout to workers when they retire and that the "disinvesting company pay over to a trust fund nominated by the CWIU the proceeds of the disinvestment sale" as well as proceeds from royalties, licence fees, franchise and service agreements.

Companies involved in the dispute include BP South Africa, Shell, Mobil Oil, Sapref, Caltex, Total, Ciba-Geigy, Dunlop, Reckitt and Coleman, Hoechst, Colgate Palmolive, Gillette and Pilkington Glass. Most managements have declined to comment to the press but union sources say some firms have indicated they are preparing a response to the workers' demands.

Dusty Ngwane, senior shop steward at Gillette, said workers were prepared to back their demands with strike action because they felt "the intention of sanctions is to weaken the apartheid regime. The manner in which disinvestment is taking place is not doing this."

The CWIU, which claims more than 9 000 members out of 11 500 workers employed by the 39 multinationals, says the firms were selected because of the possibility they may withdraw from South Africa.

CWIU general secretary Rod Crompton told the Weekly Mail he hoped the demands would provide a programme for pro-sanctions organisations overseas to follow.

The guidelines have been widely canvassed with rank-and-file union members. "In every factory we discussed the matter," says Ngwane. "During lunchtime if we had 45 minutes, we would say 'look, let's eat quickly' and then we would gather outside under the tree and discuss the political issues relating to sanctions and disinvestment."

Ideas from these meetings were then taken to the union's branch and national leadership and drafted into the official set of demands.

## At midnight on Sunday, a tent town must move out

By GAYE DAVIS  
Cape Town

AN entire community living in tents in a salt pan near the West Coast fishing town of Port Nolloth face eviction after midnight on September 18.

The Port Nolloth Municipality and the Cape Provincial Administration have told them to leave the area because there is no proclaimed residential township for people classified black.

Opposed to moving, residents will host a church service, organised by the local civic association and the Namaqualand Council of Churches, at 4pm on Sunday in the town's Anglican Church.

Meanwhile, the Port Nolloth municipality has applied to the Cape Supreme Court for a declaratory order empowering it to evict residents, with the aid of the police and Cape Provincial Administration officials, who fail to move of their own accord.

The tent-towners — officially estimated at 200, although the people themselves say they number 500 — have battled for years for permanent homes in the area.

Many originally had homes in a shanty town which also housed "coloured" people. They were forced out in the early 1980s when the shanty town was demolished and new "coloured" housing built.

A group of about 300 fled to Namibia, only to be forced back into South Africa by the Namibian authorities.

They were trucked back to Port Nolloth, given tents and told they could live in the salt pan on a temporary basis. That was two years ago.

This year, officials started pressuring residents to move — and residents started mobilising in opposi-

tion, forming representative committees and approaching businesses to support them in their bid to stay.

In February, residents appealed to the Cape Supreme Court against the municipality's bid to evict them. They were granted a six-month reprieve on grounds that the length of time given them to leave the area was unreasonable. This respite expires at midnight on September 18.

None have any idea of where to move. The nearest proclaimed black township is in Upington, 550km away.

W/Mail  
16-22/9/88

16-22/9/88 W/Mail

W/Mail



# 'Union-bashing'

FIFTY workers at an Atlantis food factory were laid off recently, adding to the West Coast town's rising unemployed population

And another 30 of the 230 workers were given notice on Friday that they will be paid off at the end of this week. Shop stewards at Today's frozen food factory fear more jobs will be lost

Management said the retrenchments, started three weeks ago, were part of a rationalisation drive

The dismissals have left several Atlantis families without a source of income

One such breadwinner is 16-year-old Berenice Morkel whose R78 a week wage supported her invalid father, blind mother and three children. Now the family will have to make

do on her parents' disability school pension

"We face a bleak Christmas," said Morkel, who worked on the sausage roll production line

A packing job at the factory was Dorothy Swartz's first venture into the working world. She joined the factory six months ago after leaving

Mrs Sylvie Simons in her kitchen this week



"I was called into the manager's office and told that there was not enough work. He said we would have to go," said Swartz

"I was so happy when I started working at Today's. I don't know where to find another job. There is no work at Atlantis."

Mrs Sylvie Simons, a

mother of six children, was one of twenty workers paid out at the beginning of this month. She had worked for Today's for two years with one break in service. She said that she and the other workers were called into the manager's office and told that they would have to be laid off because the company was not making enough money. She claimed she only received her weekly wages

Mr John Japhta, a Food and Allied Workers Union (Fawu) shop steward, said workers feared there would be further retrenchments

"One week they were working for the company, the next week they were paid off. Now we are all afraid that we will be next," Japhta said

A Fawu spokesperson said the retrenchments did not appear to conform to accepted labour practice. He said that most of the dismissed workers were Fawu members, some of whom had worked at the factory for several years.

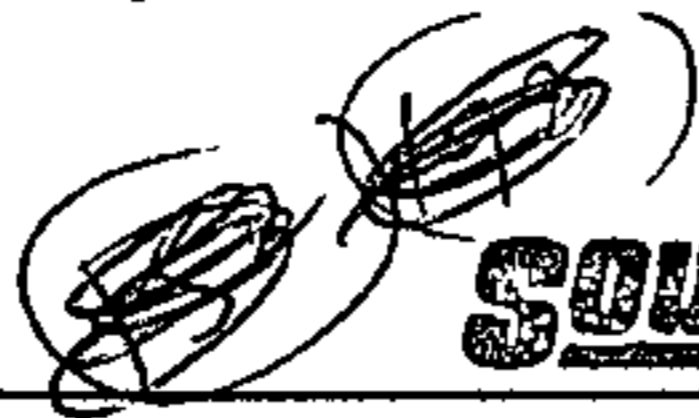
Fawu achieved a majority at the factory last year but lost this after a dispute with management. Today's have refused to negotiate with the union since then, he said

Today's branch manager, Mr Tom Hickman, said that the workers had been laid off because a night shift had been abolished to maximise productivity. Jobs had also been lost as a result of increased mechanisation at the factory

He said that the first twenty dismissals were conducted on a "last in, first out" basis but was uncertain what criteria had been used in the cases of the other thirty workers.

He denied allegations that the company was using this as an opportunity to get rid of Fawu members. Hickman was unable to provide details about the notice given to workers or the amount they were paid out. He referred SOUTH to the factory manager who declined to comment.

1407  
South  
22-29/9/82



EAST LONDON. — The four-week-old dispute at Mercedes Benz has ended after agreement was reached last week.

Workers returned to work on Monday.

The dispute was sparked off by the suspension of Marshall Mrwetyana on full pay on June 30 following a stabbing incident. Two shop stewards, Abraham du Plessis and Msitheli Nonyukela, were suspended a month earlier. Management's reason for the suspensions was "gross misconduct".

## Strike ends

Border regional secretary of the National Union of Metal Workers South Africa (Numsa), Viwe Gxarisa, said agreement was reached on the basis that the three suspended workers be referred to the arbitration board scheduled for next week and that other allegations of misconduct be addressed later at the internal disciplinary hearing.

There were conflicting reports on the situation at the plant during the dispute. Management said that about 700 Numsa members were involved in an "illegal strike". Numsa said 2 000 of the total plant workforce of 3 200 were involved prior to police intervention.

Thirty-seven Numsa members were arrested during the dispute and were charged with holding an illegal gathering. They appeared in court twice this month and were granted bail of R100 each. The hearing was postponed until November 2.

mollive, Elida Ponds, Unilever, Gillette, Hoechst, Fedgas, Pilkington Glass, Reckitt & Coleman, SA Cyanamid, Revertex, Dunlop, Price Candles, Vulco Latex and Cookson Chemicals. None of the companies accepted the union's first entreaties to negotiate the matter, which were contained in letters in July and November last year.

If, by September 30, the Minister does not set up a conciliation board, or if one is set up but fails to resolve the dispute, strike action "becomes a possibility," warns CWIU General Secretary Rod Crompton.

According to the union, the terms of reference of the conciliation board should encompass the inability of the parties to reach agreement on joint negotiations on the disinvestment issue, notice of disinvestment, separation pay; social security, information to be provided to the union; pension/provident funds, and trust funds. Further, in the event of partial disinvestment and in addition to the above, additional information, guaranteed conditions of employment and shareholding.

The companies (which have set up an informal contact group chaired by Hoechst's Ian Thompson), have, not surprisingly, balked at what amounts to a demand for full disclosure of such information. According to one employer spokesman, most of the companies cited do not wish to negotiate the issue at industry level, but are quite happy to do so at plant level, largely because each one is different. In any case, he maintains, most of them are very supportive of the Thatcher stance against disinvesting and have no intention of pulling out of SA.

A Unilever spokesman suggests that "it is unrealistic to expect 39 separate and independently managed companies to bargain as a single entity. What is more, Unilever believes that there is no point in attempting to negotiate the terms of a hypothetical improbability."

"That's what they all say," Crompton rejoins. "If it's true, why are they prepared to negotiate the issue at plant level at all?" He says the union wants to establish disinvestment procedures in industries particularly susceptible to pressure to leave and also because what passes for disinvestment is "corporate camouflage."

Most so-called "disinvestments" the union claims, "were suddenly presented to employees as a *fait accompli* and in some cases (for example, Sterling Drugs), immediately after the company concerned had publicly announced that it had no intention of disinvesting whatsoever." Some companies, it continues, claimed in SA that they were not disinvesting while announcing overseas they had "disinvested." The union also claims that, contrary to certain reports, "these 'disinvestments' were not resulting in job losses, but rather in less favourable conditions of employment for the same employees, and a less favourable collective bargaining relationship for the union, introduced during and under the guise of disinvestment."

Closely linked to this, CWIU maintains, is

the phenomenon of "disinvested" companies remaining within the control of the very same owners who claimed to have disinvested. This is done indirectly through franchise and licensing or technology agreements and explains the apparently contradictory statements made locally and internationally.

In the union's view, notice and terms of disinvestment must be agreed on as all 39 respondent companies are susceptible to disinvestment pressure to varying degrees and all are capable of disinvesting whether their local management supports the decision or not.

"The only way the union can avoid 'disinvestments' being presented as a *fait accompli* is for a prior agreement to be reached between the parties on the course of action the parties would follow should they be affected by a disinvestment decision," the CWIU has submitted.

TRADE UNIONS

## Leave but love us

The Chemical Workers' Industrial Union (CWIU) supports sanctions and disinvestment against SA as tools to help end apartheid. At the same time, it wants the multinational companies where its members are employed to negotiate with the union beforehand the terms of their possible disinvestment — so that "the social wealth of SA remains the property of the people of SA."

To this end, the union filed a unique application on August 30 for the Minister of Manpower to appoint a conciliation board, in which 39 foreign-owned companies are cited as parties to the dispute.

Among the companies are BP, Shell, Caltex, Total, Sapref, Ciba-Geigy, Colgate Pal-

W-1  
88/6/22



# Hotel workers stay away over sackings

An estimated 300 to 1 000 workers at four leading hotels in Johannesburg downed tools in a three-hour protest against the sacking of members of the Commercial Catering and Allied Workers Union (Ccaawusa) who took off June 16.

There were stoppages yesterday morning at Sandton Sun, Milpark Holiday Inn, Rand International Hotel, and at Gold Reef City involving about 1 000 workers, said a spokesman for Ccaawusa.

But the group managing director of Southern Sun/Holiday Inns, Mr Bruno Corte, said only about 300 workers were involved in the stoppages.

The union declared a dispute with Southern Sun and Holiday Inn management after the dismissal of workers who took off June 16 — the day marking the Soweto uprising of 1976.

A deadlock was declared and workers this week received warnings that they would be dismissed if they downed tools or took any form of protest action concerning the sackings.

Ccaawusa claim that 200 workers were dismissed after not working on June 16

The hotel chain put the figure at 94.

Mr Corte said the hotel group had negotiated June 16 as a holiday with the union and had agreed to pay workers who had to work on that date double time.

"We had given people the day as a holiday, but we still require people to work as we are a seven-day-a-week business," Mr.Corte said

He added that most of the staff scheduled for work on that day had turned up — Sapa.

~~140A~~ 140A  
Star  
23/9/88



(4DA) ~~2/2/88~~ ~~2/2/88~~ B/day 23/9/88.

### NUM WARNS ESKOM ON RETRENCHMENT OF 5 000

**THE** National Union of Mineworkers (NUM) rejected Eskom's decision to retrench 5 000 workers in the strongest terms yesterday, warning management that failure to accede to demands for negotiations would jeopardise the peaceful climate of labour relations.

NUM said this could also affect Eskom's attempt to raise loans internationally.

NUM assistant general secretary Marcel Golding said Eskom's decision to scale down its operations

**BRONWYN ADAMS**

reflected mismanagement over the past decades, for which workers now had to pay.

He said the decision to mothball various power stations was unjustifiable, as thousands of the country's black community still did not enjoy electricity in their homes.

Golding questioned Eskom's motives, claiming the decision to retrench workers was part of a broader programme of privatisa-

tion and greater profit-making at the expense of consumers and workers.

He demanded that no retrenchments should proceed until NUM was satisfied that the reasons necessitated a dramatic reduction in the workforce and that economic viability required such actions.

Golding also demanded a programme for the retraining of workers for other sectors of the industry.

Eskom met 15 trade unions yesterday and the parties are to meet again on September 30.

CNC Trans

September 23, 1988 5

## Four top Reef hotels hit by strike

JOHANNESBURG. Between 300 and 1000 workers at four leading hotels here went on strike yesterday in a three-hour protest against the sacking of members of the Commercial Catering and Allied Workers' Union (Cawusa), who took the day off on June 16, hotel management and the union said.

There were stoppages at the Sandton Sun, the Mill Park Holiday Inn, the Rand International Hotel and at Gold Reef City involving about 1000 workers, a spokesman for Cawusa said.

But Southern Sun/Holiday Inns management said about 300 workers were involved in the stoppages.

The union declared a dispute with Southern Sun and Holiday Inns management after the dismissal of workers who took off June 16. — Sapa

14/11/74



# Chemical workers call for international help

THE Chemical Workers Industrial Union (CWIU) is calling for international support in its bid to improve working conditions at

Southern Petroleum Logistics (Sopelog)

This follows an industrial court judgment in July that riggers operating outside of

South African territorial waters — which extend 12 nautical miles although still within the 200 nautical mile economic zone — fell

outside of the protection of South African labour law

Although the Sopelog workers, who work two weeks on rigs and two

weeks off, are employed by an international company in Cape Town and are paid in rands, the industrial court has no authority to intervene

Sopelog is a subsidiary of a French-based drilling company, Forasol Foramer, which employs 2 700 workers world-wide and is owned by companies based in France, Belgium and the Netherlands.

## Employs

Sopelog is contracted out by Soekor to undertake offshore oil-drilling. It employs about 300 people, a third of whom joined CWIU in the last two years. Negotiations between CWIU and the company over recognition, wages and working conditions broke down at the end of last year after disagreement about contracts which workers were asked to sign by management. CWIU later agreed to compromise with management but the company closed negotiations in May this year saying it preferred that proceedings continue in the Industrial Court

## Decision

The court's decision, in the opinion of labour experts, has far-reaching implications and means that if a worker is treated unfairly outside the official borders of the Republic he cannot apply for relief under South African labour law.

This would apply to the Bantustans where even if a worker was recruited in South Africa and then taken by an employer to work in a homeland, he would fall outside of South African labour law.



1401A

B/day 23/9/88.

## NEWS FOCUS

# Factions fight for control of Ccawusa

ELLERINES and Southern Sun/Holiday Inns are the latest employers to be affected by the split within the largest trade union in the retail sector — the Commercial, Catering and Allied Workers' Union of SA (Ccawusa).

The divisions in the 70 000-strong union between the Johannesburg branch, led by general secretary Vivian Mtwa, and the Papi Kganare faction have emerged sporadically since the end of last year, with Woolworths and now Ellerines providing the stage for the intra-union bickering.

The rivalry creates a dilemma for management, each faction wants to say, their demands sometimes conflict and one faction might vote to accept a management offer the other faction rejects

This problem is growing in the face of pending annual wage negotiations

How comforting is rival Ccawusa leader Kganare's assurance that he does not expect the split to tear the industry apart?

Kganare maintains differences are not likely to arise where the groups share representation equally, as was the case with OK, Checkers and Pick 'n Pay. He explains that where there is an equal split in representation, or a 60/40 balance, the bargaining team chosen is usually representative of both factions

Clicks escaped problems over the union split, as the Mtwa faction has no representation there

### Anxious

Problems tend to arise when there is an unequal representation. Kganare predicts negotiations due in the next few months with CNA, Fairways, Foschim, Juicy Lucy and Ellerines will run into such difficulties.

Managers in the retail sector who have not yet completed annual wage negotiations with Ccawusa are anxious to find out whether the union's actions thus far could have a crippling effect on forthcoming negotiations as well as their long-term relationship with workers.

Negotiations at Woolworths failed to even get off the ground, forcing management to circumvent bargaining procedures by making a unilateral wage offer directly to workers. And in the case of Ellerines the union split came full circle last week when it reappeared for the second time in only 10 months

The first seeds of discontent were sown when a number of unions in the commercial and catering sectors merged in June last year in accordance with Cosatu's drive for "one union, one industry".

The marriage left two distinct group-

### BRONWYN ADAMS

ings, however — the first headed by Kganare, who pledged allegiance to Cosatu and the Freedom Charter. His power rests mainly in his geographical dominance — he enjoys the support of workers across the country, with the exception of those in the Johannesburg region

The second faction emerged under Mtwa, whose supporters outnumber those of Kganare and are located largely in Johannesburg. Mtwa chose not to take a stand on the Freedom Charter

Cosatu currently recognises Mtwa as Ccawusa's general secretary after reconciliation was forced on the factions through an out-of-court settlement at the beginning of this year. However, Kganare believes he will eventually emerge victorious and will have Ccawusa backing

During December last year Ellerines' annual wage negotiations were interrupted when the Kganare group boycotted proceedings and later went on strike. Agreement between management and Ccawusa was finalised only after the court settlement

The settlement recognised Mtwa as

general secretary and Cosatu "protégés" Dinah Nhlapo as national treasurer and Herbert Mkhize as vice-president. Nhlapo and Mkhize then appointed Kganare as their spokesman

The agreement also stipulated that national general meetings were to be held before February 28, and as soon as possible afterwards a national conference was to be called to re-establish a coherent union leadership

To date, no conferences have been held

### Effective

Wage negotiations have been disrupted as the dispute became a bitter power battle. Mtwa accuses Kganare of betraying the worker struggle, and says Kganare has no claim on the Ccawusa name. While Kganare accepts lower wage offers than Mtwa will support, he says his decisions are based on a worker mandate and that Mtwa has no grassroots support

Ellerines has applied for a conciliation board, representing both parties, in the hope this formal structure will somehow resolve the impasse.

Woolworths's solution was to appeal directly to workers. This was effective, in that about 90% of its employees ac-

cepted the offer. But it has exacerbated differences within the union as Kganare again angered Mtwa by accepting the offer.

The Ccawusa split also resulted in the two-hour work stoppage by 2 000 workers at Southern Sun/Holiday Inns.

Kganare called for the stoppage, claiming management had infringed an agreement when it dismissed 143 workers taking part in the stayaway on June 16. Personnel director Carl Ludick replied that not only was management justified in dismissing the workers but Ccawusa had no representation in the hotel industry.

Kganare said that while Mtwa officially withdrew Ccawusa's membership from the hotel industries' trade union alliance last year, this did not have the support of union members. Kganare also claimed the alliance of smaller unions in the hotel industry identified with his faction.

Union attempts to reunite the factions have failed, as have attempts to get Mtwa and Kganare to agree to work together despite their differences.

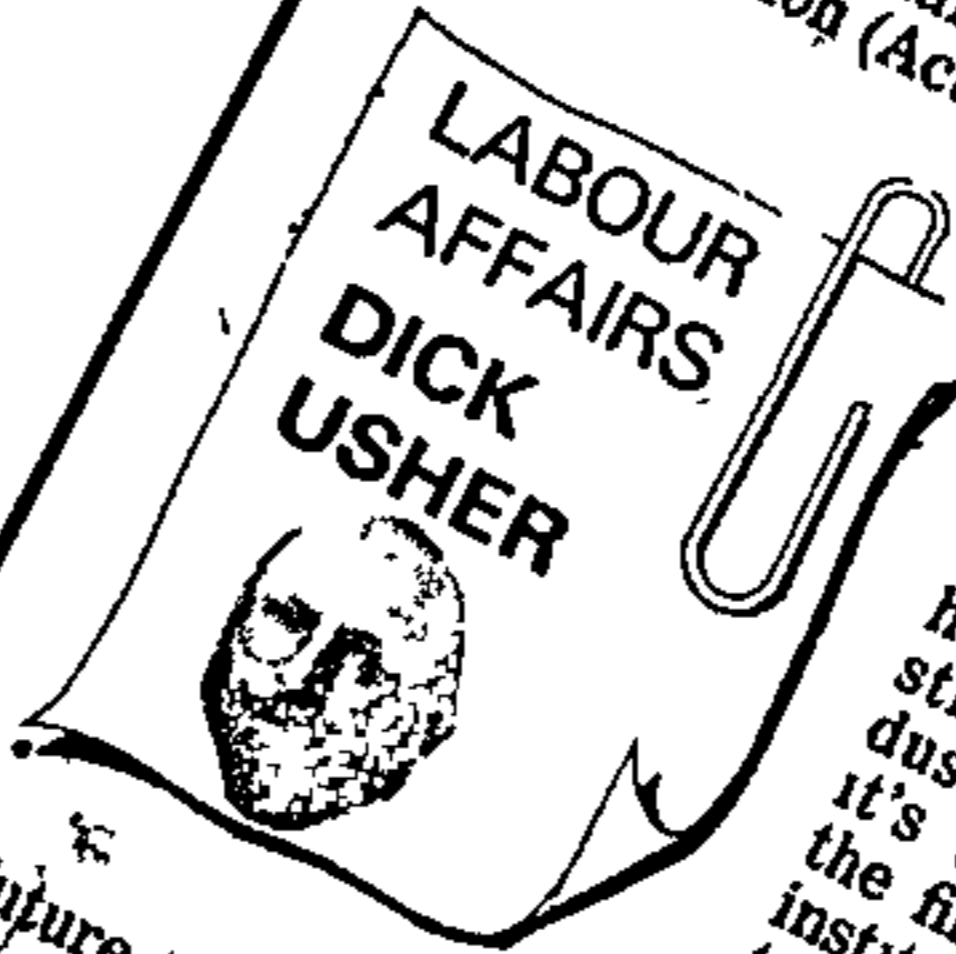
The power struggle — and the problems this poses for management — seems likely to continue until one or other faction emerges with clear majority support



# Cotton industry agreement is of much interest

THE agreement struck this week to restructure the cotton textile industrial council has many aspects of interest.

The restructuring was negotiated between the Cape Province, Textile Manufacturers' Association and the Amalgamated Clothing and Textile Workers' Union (Actwusa), an affiliate of the Congress of South African Trade Unions (Cosatu).



Immediately, it is probably the first time a Cosatu union has negotiated a restructuring of an industrial council and it's almost certainly the first time one has instituted (as opposed to inheriting) a union shop.

The clause by which employers agreed that they would employ only Actwusa members, while it does not force a certain measure of security in that it will avoid the minority union aspect of the Labour Relations Amendment Act and will also cover its back against penetration by the Garment and Allied Workers' Union (Gawu).

This all or nothing aspect relating to strikes. Under this clause, in the event of a dispute at all plants or none, while employers would have to dismiss all or none of the strikers, no rehiring all or none of them. No half measures, no chipping at weak links, no employer "cowboyism".

## Responsibility

The clause raises the stakes in any dispute and both sides hope that in doing so it will encourage responsibility from both sides. Actwusa spokesman Ebrahim Patel said it would also assist employers to see themselves as a bloc.

Meanwhile, it seems to give Actwusa a certain tactical advantage in any industry-wide dispute. While Actwusa, acting as a unit, would encourage the "an injury to one is an injury to all" approach and probably wish to address grievances which members would likely wish to have individual considerations on whether to dismiss or not.

This might make it more difficult to produce a united approach. Employers see it as moving towards uniform industrial action through which no members of the union would be singled out for special treatment, and neither would an individual factory or employer.

Mr Dave Garisch, chairman of the manufacturers' association, said employers saw Actwusa's acceptance of one-tier bargaining — all negotiations, except by agreement will be handled at the industrial council level — as a major step forward. But possibly not for the same reasons that Acwusa saw it as an advance.

Mr Garisch said employers saw it as a concession which helped them accept the union principle which was a major concession on their side. But Mr Patel said it was a step towards standardising conditions throughout the industry. The agreement will be reviewed in June 1991.

Mr Garisch said: "Everything depends on how it works. If we see we have something acceptable that has helped create a responsible working relationship from both sides it will be continued."

# Meeting to hit out at racism

By KERRY CULLINAN

COSATU believes that its Anti-Apartheid Conference, to be held in Cape Town this weekend, is the last possible peaceful platform of its kind

All organisations opposed to apartheid and not involved in "sustaining or propping up the system" have been invited

This excludes Inkatha, but includes Wynand Malan's National Democratic Movement and homeland organisations such as Contralesa and Inyandza

"It is not a conference of those who necessarily agree on everything, but where people who agree apartheid must be dealt with," said Cosatu's Frank Meintjies

Reacting to the decision of the Azanian Co-ordinating Committee to withdraw from the conference because of the presence of parliamentary and homeland organisations, Meintjies added that it was a pity that Azacco had decided to place itself outside of the broad anti-apartheid movement

"The conference is focusing on unity rather than divisions" added Cosatu assistant-secretary Sydney Mufamadi

Meintjies added that the government would be very foolish to ban the conference

And the SA Police public relations division, in response to a telex asking whether the conference was in danger of being banned, merely said: "Any organisation or individual acting within the ambit of the law has nothing to fear from the SAP"

Meanwhile, the Azanian National Youth Unity has also announced its withdrawal from the conference

"Azanyu cannot sit and discuss with MPs and Bantustan organisations as this will legitimise the present system," said Azanyu acting general-secretary Mayaya Molefi

Some 600 delegates from unions, political, women's, student, youth, civic, rural, business, professional, sporting, cultural and religious organisations are expected

CP Correspondent  
25/9/88  
1401A

THE Azanian Co-ordinating Committee will not attend a congress of the people to be hosted by Cosatu in Cape Town at the weekend, said spokesman Peter Jones

"For a number of reasons it is impossible for us to take part in the congress," he said

Jones said the conference "does not constitute a meaningful facility for different organisations to find common ground"

He said the committee was told in discussions with Cosatu that the agenda would be "unity and organisation against repression" and "one person, one vote"

But it had subsequently learnt that the major "emphasis of the congress is to work to create a climate for a political settlement"

CP News 25/9/88

# Merc's wheels turn again

## CP Correspondent

THE four-week-old dispute at East London's Mercedes-Benz plant has ended following an agreement reached last week.

Border regional secretary of the National Union of Metal Workers of South Africa, Viwe Gxarisa, said agreement was reached on the basis that the three suspended workers be referred to the pending arbitration and that other allegations of misconduct be addressed later at the internal disciplinary hearing. Workers returned on Monday.

The three - Msitheli Nonyukela, Abrahama du Plessis and Marshal Mrwetyana - remain suspended until arbitration this weekend.

The recent dispute was sparked off by the suspension of Mrwetyana on full pay on June 30. His suspension followed a month after that of shop stewards Msitheli and Du Plessis. Management said the three were suspended because of their "gross misconduct".

Gxarisa said Mrwetyana was stabbed by another worker while he was involved in an argument with an industrial relations manager.

There had been conflicting reports during the course of the strike about the real situation at the plant.

Management had claimed that some 700 Numsa members were involved in an "illegal strike".

Numsa said of the total workforce of about 3 200 at the Mercedes plant, 2 000 workers were involved in the strike.

Police intervened in the dispute and 37 workers were arrested and charged with holding an "illegal" gathering. They are on R100 bail and due to appear on November 1.

When asked about a reported R75-million loss, the company's public relations officer, Delene MacFarlane said "Naturally the loss in terms of production was quite significant but it is not the policy of the company to release figures" - Elnews



# Hard words from the chief, but peace is still all go

By CARMEL RICKARD,  
Durban

THE crucial Pietermaritzburg "peace settlement" between Inkatha and the Congress of South African Trade Unions is still in place following a Shaka Day rally outside Pietermaritzburg at the week-end

The rally, seen as a preliminary test of commitment to the settlement, presented Inkatha president Mangosuthu Buthelezi with his first major public opportunity for comment on the settlement, to the people who will be bound by it

However, there was some concern about the possibility of violence, particularly that there could be trouble after the meeting. In the past there has been violence following large rallies of this kind, with each side saying it was instigated by the other. Several organisations approached Pietermaritzburg mayor Mark Cornell for a meeting, intending to ask for his help in negotiating an increased police presence. However, Cornell declined to meet them, saying it was a political matter in which he did not want to become involved.

In his speech at the rally, Buthelezi referred to another expression of concern about the gathering. Independent MP Jan van Eck was reported to have become involved with a petition asking that the meeting be moved to another venue because of the violence which might erupt.

Buthelezi said, "Certain white elements, in cahoots with some of our people, have again been stirring the pot of anarchy. The suggestion was made in the so-called petition that our gathering here in this way will cause further violence. Clearly such people are the initiators of the hideous violence that has cost the lives of so many innocent people. The so-called petition is no less than an effort to incite people to acts of violence."

After this tongue-lashing, and an attack on those who "fanned the flames of violence (through) trading insults and vilification campaigns", Buthelezi spoke strongly in favour of the settlement: "We have come in the name of peace to wave the olive branch" — a message which kwaZulu MP Velaphi Ndlovu feels "really reached the people".

Judging from the fact that only "minor things" happened after the rally,



Mangosuthu Buthelezi ... "We have come in the name of peace"  
Picture: D MOODLIER, Afrapix

ly, it seemed the peace message was beginning to be accepted, he said.

"It is difficult to achieve total peace in a day. The violence has lasted a long time and many lives have been lost but the message is getting down to everyone," he said.

"The message on Shaka Day was that if there is a problem you must not take it (out on) someone else. you must confront the person involved. Our policy is based on negotiation, on talking. You must tell each one you cannot correct someone's mistakes by fighting him."

Ndlovu echoed remarks of Buthelezi that the ball was now in the court of the African National Congress and the United Democratic Front, with whom Inkatha believed there should also be a settlement.

"If they do not support this settlement it will fail," Ndlovu said.

On their side, Cosatu lawyers spoke of the fear of violence prevalent in the area near the rally site and that many people had left their homes

afraid of an outbreak of fighting.

While there was less violence than many people had feared, they had heard of several incidents after the rally. However, they had received no official reports on which to base a formal complaint to Inkatha.

A Cosatu official said he was "cautiously optimistic" about the settlement holding. "We do not foresee any problem from our side. Although we can see some people are still attacked, the message is getting through on our side."

"The rally was a sign that there has been some improvement from their side. We were not expecting that a rally of 12 000 people could be held with so few incidents reported afterwards."





# Strikers locked out by Checkers

1407

Between 1500 and 3000 members of the Commercial, Catering and Allied Workers' Union (Ccawusa) on strike since Friday have been locked out by Checkers

SM 27/9/8

They are striking in support of two colleagues dismissed from Checkers at Eastgate. A union spokesman said the company had offered to reinstate strikers today if they accepted the dismissals as lawful

● Zincor locked out about 538 members of the National Union of Mineworkers in Springs yesterday. A spokesman for the refinery said the lockout followed a conciliation board deadlock on wages and conditions



CHE 10715 27/9/18

*(Handwritten initials and scribbles)*

# Children and women work as dockers strike

Own Correspondent

DURBAN. — Men, women and children were hired yesterday as casual labourers while the dock strike continued here

Some departments were working extra time in an effort to avoid a backlog with the strike going into its eighth day today

About 10 000 striking South African Transport Services workers will queue up tomorrow for their pay while management has started hiring casual labour to try to break the strike.

SATS says it will not try to stop striking workers from receiving wages, but Mr Alan Lubbe, public relations manager for SATS in Natal, accused the instigators of the strike of not having the welfare of the strikers in mind.

The organizers, the unregistered SA Railways and Harbours Workers' Union (SARHWU), are demanding a 300 % pay increase. Their initial demand for SATS to reinstate a suspended worker has been met.

The SARHWU regional secretary, Mr David Moeti, said they estimated that there were 18 000 strikers, and said they had instructed the workers at a meeting to collect their wages

# Haggie dispute goes on

*By Amy 2/1/88* **BRONWYN ADAMS** (100) (126)  
HAGGIE Rand and representatives of the National Union of Metalworkers of SA (Numsa) failed to resolve their dispute at a meeting yesterday, but management said workers living in company hostels would not be evicted as previously threatened.

A company spokesman said Haggie refused to alter its offer of an 18,6% across-the-board wage increase. He said Numsa would report back to members and a further meeting would be arranged for later this week. He said production, although still poor, had improved since last week with the employment of more temporary workers.

The action — the two parties are in dispute over whether it is a strike or a lock-out — began on September 19 and involves 1 800 workers.

Numsa was not available for comment.

Political comment in this issue by Ken Owen. Newsbills by Kevin Davis. Headline sub-editing by Michael Moon. All of Times Media Ltd, 11 Diagonal Street, Johannesburg.

# Checkers ultimatum to striking workers

*Cape Times 27/9/88 (3) (1209)*

Own Correspondent

JOHANNESBURG. — Checkers management has locked out striking workers at 40 Witwatersrand branches of the group and has given them until 4pm tomorrow to sign their acceptance of the dismissal of two colleagues, failing which they will not be rehired by the company.

The strike by a small number of employees began on Friday, but spread at the weekend and yesterday. The Commercial, Catering and Allied Workers' Union (Ccawusa) puts the number involved at 3 000, while Checkers group human resources director Mr Andy MacLaurin said as many as 2 000 could be participating.

The two Eastgate branch workers, one a senior shop steward, were dismissed in February for allegedly assaulting a co-worker.

A Ccawusa spokesman in Cape Town said last night: "A lot will depend on (national) management's response to demands."



# Guarantee sought

THE Chemical Workers Industrial Union, pressing for security guarantees for its members in the event of foreign companies pulling out of South Africa said this week the appointment of a conciliation board was vital to resolve its dispute with 39 multi-national companies.

"We believe that the issues by our application are of such importance that the state should allow every opportunity for them to be discussed and negotiated fully before industrial action is embarked upon", the union said in a statement.

It said most of the 39 companies involved in the dispute were opposed to the idea of a joint negotiating forum.

The union is seeking guarantees that "the security afforded to local management and the local buyers of 'divesting companies' is also enjoyed by affected workers".

It said in the event of a pull out "workers are the first to suffer only because the disinvestment deal has been structured precisely to do that".

The companies opposed to a joint bargaining forum say such a machinery for negotiations "is not appropriate" and that there exists "adequate provision in the in-house recognition agreements for negotiations".

The union argued that the agreements did not provide for issues such as disinvestment.

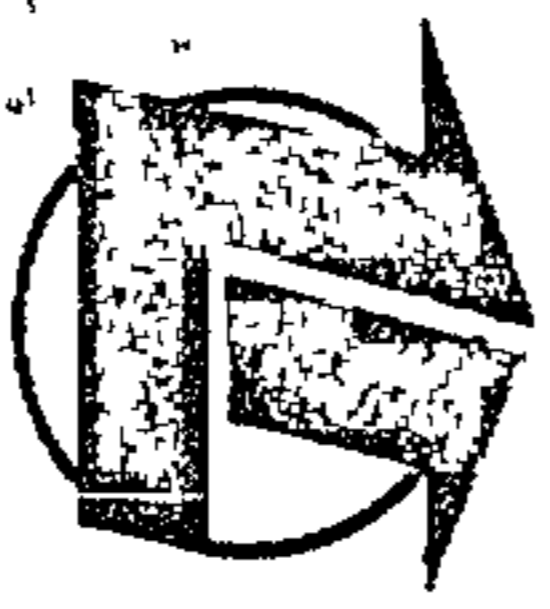
Meanwhile the union said three companies have threatened "legal action" unless they are excluded from the conciliation board application.

It said the board companies are SA Cyanamid, Pilkington Fat Glass and Pilkington Shatterproof Safety Glass.

"We're not prepared to stand by while multi-nationals exploit the disinvestment campaign by 'corporate camouflage'", the union said.

## TO ALL COMMUNITY ORGANISATIONS

### You are cordially invited to attend THE INAUGURAL CONFERENCE OF



# The Leadership Institute

The Institute is a non-profit body formed to work with community organisations in serving their communities.

**Place: Funda Centre, Soweto**  
**Date: Sunday October 2, 1988**  
**Time: 10am—4pm**  
 Lunch will be provided

**N.B.: As a special feature a presentation**

# Over 2000 dismissed

**Eskom move stated**

THE decision by Eskom to retrench more than 5000 workers was unacceptable to the National Union of Mineworkers, the union said in a statement following a meeting with the electricity supply company.

The NUM said Eskom's decision to close and mothball various stations was a "disgrace and unacceptable when thousands of South Africa's black community still do not enjoy electrification in their homes and continue to live in dark townships".

"If anything, this measure reflects mismanagement by this parasitical over the past decades".

The statement said the decision to retrench and mothball was clearly part of a broader programme of privatisation and greater profit-making at the expense of consumers and workers.

"We believe that no retrenchments should proceed until our union is satisfied that the reasons necessitate a dramatic reduction in the workforce and that economic unviability requires a downscaling of operations".

"From the public statements it seems that Eskom is only going through the motions of consultation," the NUM statement said.

The meeting is to reconvene on September 30 — Sapa

**CHECKERS has dismissed more than 2000 employees who are striking in protest against the firing of two of their colleagues, a union representing these workers said yesterday.**

Mr Vivian Mwa, general secretary of the Commercial Catering and Allied Workers Union (Ccawusa), said the union received a letter from the company informing them that the striking employees were dismissed at the weekend.

Two workers was fair and lawful!"

The strike was sparked by the dismissal of two workers, Mr Arnold Khanyile and Mr Philip Ngcobo, who were alleged to have assaulted a colleague at Checkers Eastgate branch. Ccawusa members downed tools last Friday, a week after talks between management and the union reached a stalemate.

Checkers yesterday confirmed it issued a legal lockout notice to 1500 workers at 15 of its stores in the Transvaal.

The notice was issued on Saturday, following a strike started on Friday by members of the Commercial, Catering and Allied Workers' Union over the dismissal of two workers.

Earlier yesterday, Ccawusa issued a statement saying 3000 workers participated on Saturday in strikes at 30 Checkers stores.

It said the legal strike had been called after Checkers refused to reinstatement the two workers — one of them a shop steward.

Negotiations around the issue were deadlocked, a Checkers spokesman said. The union had refused to call off the strike pending an industrial court hearing.

Instead it proposed that the workers be reinstated first and the matter referred to the Industrial Court later.

This proposal was rejected by Checkers management — Sapa



CCAWUSA official Mr Vivian Mwa.

## 200 unionists are released

AT least 200 trade unionists who were arrested at a meeting in Pretoria at the weekend were released yesterday, according to a Black Allied Mining and Construction Workers Union spokesman.

Bamcwu publicity officer, Mr Mbulolo Rakwena, said 38 of the 200 had paid admission of guilt fines after they were arrested for allegedly disturbing the peace.

The other trade unionists were released without paying the fine, he said.

Two National Union of Public Servants' (Nups) organisers Mr Mankutu Lesufi and Mr Screamer Seame and a Bamcwu regional organiser, Mr Tshoko Ngalo, who were also arrested on Saturday are in detention under the emergency regulations, Mr Rakwena said.

A police spokesman could not confirm the releases. He also could not confirm or deny detentions in terms of the emergency regulations.

On Saturday Security Police raided Bamcwu and Nups offices in Van Der Walt Street, and arrested at least 200 people.

### FACTFILE - by Norris McWhirter

THE GREATEST STRAIN ENGINE IN WORKING ORDER IS THE 1932 BOLLING & WATTS 35hp 42.5 x 60 (Cylinder) 1600rpm BEAM ENGINE ON THE

THE TALLEST WINDOW IS STILL

THE GREATEST POWER FALLING IN HISTORY

140A  
28/9/88  
SML

# Dismissed worker is to get R20 000

By Adele Baleta

The management of Boart Hard Metals in Springs, an Anglo American subsidiary, has agreed to pay R20 000 to a worker whom it dismissed for allegedly assaulting a colleague, a spokesman for the National Union of Metalworkers of SA (Numsa) said yesterday

Numsa's chief shop steward at Boart, Mr Solly Mlotshwa, was dismissed in July last year after an argument with a white colleague.

The spokesman said the other man was transferred. Workers demanded Mr Mlotshwa's reinstatement, but the company would not take him back.

The union intended taking up the matter in the Industrial Court, but the company proposed a settlement of R20 000, which was accepted.

News in Brief

*Cap Times 29/9/88*  
**Checkers' lockout still on**

JOHANNESBURG — Representatives of Checkers and the Commercial, Catering and Allied Workers' Union (Ccaawusa) were still locked in negotiations yesterday evening as the deadline passed for some 2 000 locked-out workers to accept management's terms for the resolution of a dismissal dispute. Neither could be reached for comment on the progress of the talks.

*1400*  
*102*

# 14 000 SATS strikers back at work

OWN Correspondent  
CAPE TOWN 29/9/88

JOHANNESBURG — All 10 000 striking SA Transport Services workers in Durban, together with the 4 000 Richards Bay members who joined the strike in sympathy yesterday, were expected to return to work today, SA Railways and Harbour Workers' Union (Sarhwu) regional secretary Mr David Moeki said yesterday.

The nine-day-old strike ended when workers accepted management's offer of a 12%

wage increase for graded workers and a 20% rise for general workers, Mr Moeki said. In addition, management had to agree that the Eastern Cape dispute, over the dismissal of 200 workers, be discussed today.

Mr Moeki said he had the assurance of the labour director that all 200 workers in the Eastern Cape would be unconditionally reinstated. He predicted that the 4 000 strikers there would return to work tomorrow.

He added that management had agreed

wages would be discussed further at a national level on October 13 as the "tentative" increase was by no means sufficient.

A SATS spokesman in Durban, Mr Alan Lubbe, would say only "The management of SATS is very pleased that we could come to an agreement to end the strike."



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Jones, Boesak, Marks, Omar

# Ban beaters talk unity

29/9-5/10/88  
KOP  
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SECRET talks between a wide range of organisations took place in Cape Town at the weekend, in spite of a ban on the Anti-Apartheid Conference planned for the University of Cape Town.

And historic talks between activists linked to the restricted United Democratic Front and Azanian People's Organisation were held in the weeks leading up to the conference, it has been reliably learnt

The conference, organised by the Congress of South African Trade Unions, was banned last Thursday night by Commissioner of Police General Henne de Witt.

About 600 delegates from 73 organisations were expected to attend.

Many of the delegates heard about the ban on their way to Cape Town and some people were turned back at airports.



Sacos' Ebrahim

A large contingent of security police moved into a Sea Point hotel where most of the Cosatu delegates were accommodated.

Despite the police presence, discussions on ways of building unity in future are said to have taken place at various venues throughout the Western Cape.

These included meetings involving progressive groupings and representatives of Kangwane homeland leader Enos Mabuza's Inyanda National Movement.

The Inyanda Movement were among the groups represented at a press conference after the ban was gazetted.

TURN TO PAGE 13

## FROM PAGE 1

Others at the conference, chaired by lawyer Abdullah Omar, included Wynand Malan's National Democratic Movement; the South African Council on Sport (Sacos); World Alliance of Reformed Churches president Dr Allan Boesak; Anglican Dean the Very Rev Colin Jones, representing Archbishop Desmond Tutu; Cosatu president Elijah Barayi and general secretary Jay Naidoo, University of the Western Cape rector Professor Jakes Gerwel; Independent MP Jan van Eck; the

Black Sash; the National Association of Democratic Lawyers (Nadel) and the National Union of South African Students.

In the build-up to the conference, UDF affiliates in the Western Cape consulted many organisations, including the New Unity Movement, sports organisations, black businessmen, taverners and church organisations.

Two meetings were held with members of black consciousness organisations, it has been learnt.

BC organisations represented by the Azanian Co-ordinating Committee (Azacco) announced last week that they were pulling out of the conference.

It is believed to have been the first time such wide-ranging talks were held.

"The process of negotiation and discussion was more important than the conference itself. The conference would have been the cherry on top of the cake," said one person who was supposed to attend the talks.

Cosatu had budgeted R250 000 for conference, according to information officer Frank Menniges.

This included the cost of transport, accommodation, catering and venues. Cosatu was hoping to recoup some of the money, he said.

General secretary Jay Naidoo said Cosatu had decided not to challenge the ban in court.

"The ban came at the last minute and the earliest court decision we would have been able to receive would have been on Saturday afternoon."

Ban beaters in secret unity talks Sachs

29/9-5/10/88

1401A B/004 29/9/88

# Numsa to reduce wage demand at Haggie

**STRIKING** workers at Haggie Rand wire rope producers have given the National Union of Metalworkers of SA (Numsa) the go-ahead to drop its wage demand below the 31% requested to date, union co-ordinator Tony Kgobe said yesterday

He said Numsa would reduce its demands as an "act of good faith" to management and would do everything in its power to reach a

**BRONWYN ADAMS**

settlement with Haggie, despite its threat to evict members living in company hostels

Kgobe attacked Haggie, alleging it was exploiting the migrant labour system in an effort to break the strike by 1 800 workers

The allegation came after management's ultimatum that workers return to work by Monday or face

eviction from company hostels.

Anglo and Gencor declined to comment But a Haggie spokesman said the allegation was "far-fetched"

The company said later it did not intend to evict employees now.

Haggie Rand MD John Milburn said last night the migratory system made workers so dependent on provided accommodation that eviction would be a last resort

(1/20A) B/day. 29/9/88.

# Union welcomes Industrial Court findings

TWO recent Industrial Court findings in cases brought by the National Union of Mineworkers (NUM) go "a long way towards eradicating companies' anti-union wage-bargaining tactics", the union said yesterday.

The cases involved the Gold Fields group and Rand Mines' Henry Gould chrome mine.

The Gold Fields case concerned developments in 1986 when certain group mines implemented unilateral wage adjustments outside the normal

ALAN FINE

NUM/Chamber of Mines bargaining forum

NUM assistant general secretary Marcel Golding said the court found this to be an unfair labour practice.

A Gold Fields spokesman said the determination applied only to the specific circumstances and mines involved.

At Henry Gould, said Golding, the union challenged the fairness of a

management practice of giving wage increases to non-union members from an earlier date than union members.

He said the court found the only purpose was "to discourage union membership and to place a disincentive on participation" in collective bargaining.

A company spokesman said the court found the withholding of an increase until an offer is accepted was not unfair.

Sanctions may hit Inogen SA trade



# Cosatu bent on fighting

THE Congress of South African Trade Unions remained committed to the idea of the anti-apartheid conference which was prohibited in terms of emergency regulations last weekend.

Cosatu press officer, Mr Frank Meintjies, said the Government's decision to ban the meeting underlined the urgent need to "isolate apartheid". It seemed clear that a conference of this nature would not "be communicated due to the hysteria of the apartheid Government", he said.

The anti-apartheid

## apartheid

*Comedian 29/9/88*  
By LEN MASEKO *(140A)*

conference, scheduled to have been held in Cape Town last weekend, was banned at the 11th hour and at least 19 people connected with the meeting either detained or restricted in terms of emergency regulations.

Mr Meintjies said community organisers

were "duty bound" to seek ways to address those issues which were on the agenda of the conference. The issues included one-person-one vote, the Group Areas Act and the controversial Labour Relations Amendment Act

The meeting would have helped "in a short

space of time" to lay a foundation for co-operation among anti-apartheid forces

Meanwhile Cosatu, National Council of Trade Unions and the employer body, the SA Consultative Committee on Labour Affairs (Saccola), are expected to meet within the next few days to discuss their joint objections to the Labour Relations Amendment Act

The Minister of Manpower has given them until September 30 to send their submissions on the matter





(140A) B/day. 29/9/88.

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## IN BRIEF

## Sanctions may hit Japan-SA trade

In

# LABOUR LETTER/Alan Fine Industrial parks pose problems

FOR 8/24/88 30/9/88

The draft proclamation gives the SBDC further authority over the entrepreneurs who lease premises from it.

THE DRAFT proclamation published in the Government Gazette today deregulating 24 industrial parks could face opposition from both management and union groups before it is formalised.

It will be recalled that in the previous such exercise — involving Enterprise Centre at Kew — both Seitsa and the National Union of Metalworkers of SA (Numsa) submitted strong representations opposing the move.

Seitsa director Brian Angus said this week that his organisation would carefully study the proclamation — which is almost identical to the Kew one.

“Our major concern in opposing Kew was that it could set precedents for similar acts of deregulation. We are concerned it will reach a stage where it will impact on employers whose businesses are similar to those in the deregulated areas, but

who are bound by laws from which others are exempt,” he said.

A SIGNIFICANT proportion of businesses in the areas to be deregulated conduct activities which would normally make them liable to the provisions of the metal sector's industrial council agreement.

Angus pointed out many Seitsa members employed fewer than 20 people — the maximum size enterprise which the proclamation is designed to cover.

Seitsa was sympathetic to the special needs of small businesses, he said, but their problems should be resolved in consultation with the private sector. Seitsa's view was that companies struggling to meet the

requirements of the industrial council agreement could apply for exemptions from various provisions.

Numsa, which also feared the Kew project would set an undesirable precedent, could not be reached for comment. The union argued that even limited deregulation would cause a downward pressure on wages overall. It was also highly critical of exemptions granted to businesses from health and safety regulations.

JOHANN NAUDE, of the Small Business Development Corporation, which initiated and will administer the project, responded there were vast differences between businesses

in the formal sector and those operating from SBDC premises.

These were, he said, part of the “semi-formal” sector. They were still at an elementary phase of development and needed to become established in an “incubator environment”.

Ultimately, said Naude, the SBDC envisages these businesses “graduating” to the formal sector where they would have to adhere to the same rules as everyone else.

IT WILL be the SBDC itself which will determine when each business reaches the stage of development when it should no longer have the protection provided by the proclamation.

Affected businesses are exempted from wage-regulating measures and health and safety laws. But they are required to undertake, in their leases, that they will not conduct activities detrimental to the health and safety of employees, and will pay wages which the SBDC considers reasonable.

Nauade said the SBDC interpreted this to mean that pay should be “as close as possible” to market rates. He added entrepreneurs had been sent on health and safety courses to prepare them for their responsibilities. Nauade stressed the SBDC would not allow “sweatshop” conditions to develop. Further, those businesses with inferior working conditions would face the threat of others poaching employees from them.

said.

*Call tips 30/9/88 (3) (140A) (122)*  
**Checkers strike resolved**

**JOHANNESBURG.** — Checkers and the Commercial, Catering and Allied Workers' Union resolved a five-day-old strike and lock-out at 7am yesterday after a 21-hour negotiating session. The strike, which involved about 3 000 workers at at least 42 Transvaal branches of the group, was triggered by a disagreement over the means of resolving the disputed dismissals of two union members.

Reports by Own Correspondent, Sapa-Reuters-AP and UPI



## Union-oil industry dispute in limbo

30/9/88 ALAN FINE (140A) B/day

A CONCILIATION board dealing with a dispute between the Chemical Workers' Industrial Union (CWIU) and nine oil companies, over industry negotiations, was adjourned yesterday for a month after two days of talks, CWIU general secretary Rod Crompton said.

He said little progress was made because much of the debate surrounded two areas excluded by the Manpower Minister from the board's terms of reference. These were social responsibility and educational assistance.

The CWIU is demanding these and other issues should be negotiated on an industry, rather than company, basis.

man for the Western Cape Regional Services Council said last night that the road had been closed from about 4.30pm yesterday after it became slippery in the rain.

### Swapo demo dispersed

WINDHOEK. — Riot police with batons and quirts dispersed a group of about 100 members of Swapo's Youth League demonstrating outside South West Africa House here yesterday, police said. Yesterday was the 10th anniversary of Resolution 435.

### No action against strikers

DURBAN. — Thousands of SATS workers who streamed back to work yesterday here and at Richard's Bay at the end of a nine-day strike have been assured that no disciplinary action will be taken against them.

### Solidarity service

A CHURCH service will be held in Port Nolloth's Anglican Church at 10am tomorrow in solidarity with about 350 members of the community who face forced removal, the Surplus Peoples Project said yesterday.

*Cape Times 30/9/88*

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satu-affiliated SA Railways and Harbour Workers' Union (Sarhwu), which is not recognised by the transport authority and which led a protracted Sats strike last year (A sequel to that strike came in the Rand Supreme Court last month when 15 of the original 17 union defendants, variously charged with intimidation, murder and assault, changed their plea to guilty)

Following the declaration of a wage dispute by the in-house Sats trade unions in April and the failure of a conciliation board to resolve it, an arbitrator was brought in Sats says the strike pre-empted the arbitration process. At any rate, the wage determination by Johan Piron, a Unisa academic and labour consultant, was implemented two weeks ago to the evident satisfaction of at least the in-house Federation of Sats Trade Unions.

While the level of the settlement cannot be divulged in terms of Sats procedure, Sarhwu says it was 12% and there is no reason to believe otherwise. A Sats general worker's wage prior to the increase was R438 a month.

According to Sats, an "outside union" (that is, Sarhwu) has infiltrated existing structures and some members of Sats' Black Trade Union "have dual membership." Management is convinced that its workers "are loyal and want to work," but says they are being "influenced and intimidated." Strikes are illegal in key sectors such as Sats in terms of Section 42 of the Labour Relations Act.

Sats East London Port director Hermie Visser told the *FM* on Tuesday that 60 of the 250 dockers on strike had returned to work that morning and he was hopeful that more would by Wednesday, when the deadline for about 20 expires.

Both East London divisions say they are "managing" to cope with the workload through the rearrangement of shifts, taking on temporary staff and high school pupils and by getting technical staff to pitch in.

Sarhwu spokesmen were unavailable for comment. Among the union's demands, however, are a national minimum wage of R1 500 a month, an across-the-board increase (for those workers earning above the minimum wage at present) of R1 000 a month, recognition of Sarhwu; extensive revision of existing disciplinary procedures; equal provision of medical aid to all Sats workers; equal pension provision; immediate implementation of parity at all levels, and the recognition of the "people's" holidays as paid days off — April 22, May 1, June 16 and December 16.

Sarhwu's general secretary, Sello Ntai, has also called for the immediate commencement of national negotiations on these issues between "national delegations" from both sides, saying "You are aware that the high level of frustration of Sats workers at your callous disregard of their financial crisis has led to outbursts of action within various regions. In the process, workers have also raised many local grievances. We feel confident that such action on your part will

SATS STRIKE — 130/9/88

### Some deadlines

On Tuesday, Sats management in the strike-hit East London area was hoping for a significant return to work — which would deflect the threat of a second dismissal of strikers on Wednesday. The fate of 400 workers at Cambridge Goods Sheds, whose three-day deadline to return to work expired as the *FM* went to press, hung in the balance.

About 200 strikers (the first group to come out) at the East London railways division have so far been paid off and dismissed, says Sats regional manager Louis du Toit, leaving about 900 of this division's 7 000 work force still out. In addition, some 200 of the 300 full-timers at the city's harbour division are also on strike over a 343% wage demand. That would mean a minimum starting wage of around R1 500 a month, described as unrealistic by management.

Black employees began the strike on September 16 when 29 cartage workers downed tools. The action soon spread to the whole East London area.

Matters have been complicated by the entry into Sats labour relations by the Co-

go a long way towards normalising a potentially explosive situation throughout the country."

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SATS STRIKE — 2

**Arm's-length talks**

It was negotiation by proxy in the transport workers' strike, which disrupted services at Durban harbour and Sats goods depots this week

Sats has a clear line on the SA Railways and Harbours Workers' Union (Sarhwu), which represents the 10 000 workers who downed tools in Durban two weeks ago, it doesn't talk to unregistered unions, says public relations manager Alan Lubbe. So it was lawyers representing the two sides who met instead to try to resolve the strike over wages, with Sarhwu demanding a raise of 300%, the reinstatement of a suspended worker (a condition Sats met last Thursday), and the recognition of the union.

To keep essential services in the harbour

and depots going, Sats used just about everybody at their disposal — clerical staff, workers shipped in from other centres and "casual labour", which includes schoolchildren and students.

At the time of going to press, Sats management was optimistic that its employees would come back to work, although it was adamant that the wage demand would not be met. A spokesman for Sarhwu was equally confident that workers were united and "strong" — and would hold out for their increase.



# New phase in labour tactics: The lock-out

The new labour law has signalled a change in shop-floor tactics: the lock-out. Some 4 000 workers are locked out today in three different disputes, reports EDDIE KOCH

"Zincor's decision to illegally lock-out workers, and their refusal to consider mediation, clearly reflects an attempt to bash the union and is contrary to the spirit of collective bargaining."

Zincor declined to comment on the allegations saying talks to resolve the issue were still under way. At Haggie, the metalworkers' union has announced it will revise its demand for a wage hike of 85c an hour when negotiations resume next week.

The Checkers dispute was resolved yesterday morning after all-night talks between the union and management. MacLaurin said the workers would be re-hired after they agreed to sign the company's "declaration of intent" because the union had agreed to take the dismissals to arbitration.

The Institute for Industrial Relations says in a recent editorial that there is general consensus in legal circles that lock-outs cannot be challenged as unfair labour practices in the industrial court if all procedures have been adhered to. However, there is considerable debate over the legality of "termination lockouts" that involve mass dismissals.

LOCKOUTS of more than 4 000 workers involved in labour disputes at three major metal, mining and retail plants on the Rand indicate the get-tough tactic is becoming a popular management method of dealing with strikes.

Checkers this week locked out some 1 500 workers at 15 stores across the Transvaal after 3 000 union members went on strike in protest over the dismissal of two colleagues while Zincor, on the East Rand, closed its gates to more than 600 workers who were planning to hold a strike ballot after annual wage talks at the firm deadlocked.

And at Haggie Rand steelworks, more than 1 800 metalworkers were locked out and dismissed after wage negotiations between management and the National Union of Metalworkers of South Africa (Numsa) broke down.

A war of words over the legality of the lock-out has erupted in the disputes, indicating that the issue could soon be taken to the industrial court for clarification.

Hagie Rand managing director John Millburn says the company's legal advice is that dismissal of workers who refuse to accept a reasonable wage offer from management is legitimate and insists the firm followed all procedures laid down in the Labour Relations Act.

Zincor's labour relations adviser, Judy Paul, said the company had gone through conciliation board procedures and was entitled to lock workers out as a way of urging them to accept the mine's wage increases.

Checkers human resources director Andy MacLaurin says workers were last Saturday issued with "lockout notices" and had their services terminated after the Commercial, Catering and Allied Workers' Union (Ccawusa) rejected management offers to refer the dispute to the industrial court or arbitration. The workers were told they would be re-employed if they sign a "declaration of acceptance" stating that their dispute with the company is over.

Unions at all three plants have rejected the validity of the lock-outs and considered mounting legal challenges to them. Numsa representative Alistair Smith says Haggie's legal advice is archaic and that the union has briefed its lawyers to investigate the situation. Marcel Golding, assistant general secretary for the National Union of Mineworkers, said Zincor had closed its gates before workers had begun conducting a strike ballot.

"Even though the union suggested that parties consider either mediation or arbitration to resolve the dispute, management rejected these proposals out of hand," he said.

40A

*(WORK)* W. Ward 2/6/9 - 6/10/88

# Breakthrough as railways agree to deal with union

By EDDIE KOCH and CARMEL RICKARD

ABOUT 18 000 striking railwaymen in Durban made a breakthrough in labour relations this week when railway authorities agreed to negotiate a recognition agreement with the militant South African Railway and Harbour Workers' Unions (Sarwuhu).

The South African Transport Services (Sats), which has never dealt with an independent black union, made the undertaking in an apparent bid to prevent the 10-day stoppage on the docks in Durban from escalating into a national strike.

Management's turnaround is a clear attempt to stave off the kind of mass unrest that erupted during last year's marathon 12-week strike by more than 20 000 railwaymen. Clumsy handling of that strike, which culminated in a supreme court order for the reinstatement of 16 000 workers who were unfairly sacked, was a major factor in the swing to the right among whites during the general election last year.

Sarwuhu officials were ecstatic about the agreement which was reached during mid-week talks between officials of the union and top-level Sats management in return for an undertaking from the workers to call off their strike in protest at the wage freeze on the railways and at the dismissal of two colleagues.

Included in the accord are undertakings from Sats to

- Meet the union to discuss formal recognition, on condition that Sarwuhu register in terms of the Labour Relations Act
- Grant pay increases ranging from 20 percent for the lower job grades to 14 percent for more skilled workers
- Allow for election of shop stewards in different job categories on the railways — on condition that this is not seen as immediate recognition of the union — and provide facilities for trade union meetings to take place outside of working hours
- Suspend the dismissal of the two workers at the Durban docks.

Sats public relations manager Allan Lubbe confirmed the agreement and said management was pleased settlement could be reached before any workers had to be dismissed.

Roussos said the union's strength would be boosted as organisers would now have access to workers' compounds and would be able to consolidate union structures. New members were joining the union and on Wednesday alone some 1 000 workers had signed up, he said.

Sarwuhu claims to have already recruited more than half the 89 000 black workers on the railways and looks set to become a major force in this strategic industry.

Roussos said his union had not committed itself to accepting the wage offer and would in the near future "be mobilising our people for a national movement on wages".

At the time of settlement the strike had spread to railway stations in Ladysmith as well as the Richards

Bay coal terminal — and the union reported that branches around the country were standing by to take solidarity action if the dispute was not resolved and workers dismissed.

Fear that the strike could surmount last year's stoppage, which left 11 workers dead and cost Sats R50-million, was clearly a major reason for the change of approach in labour relations on the railways. Uppermost in the minds of management, and Transport Minister Eli Louw, must have been visions of the blazing carriages and pitched battles between police and strikers in the streets of Johannesburg.

Caught between a need to create some form of collective bargaining and its traditional tough-minded approach, Sats last year wavered between talking to legal representatives of the union and hard-line threats to sack the strikers. This indecisive approach served to fuel the conflict and allowed right-wing parties, who have much support among white railwaymen, to argue during the general elections that the government had gone soft on labour agitation.

But if this week's speedy settlement was an attempt to defuse the strike before it could become an issue in the municipal elections next month, the government is going to face discontent from white railwaymen who this month accepted a wage increase of 12 percent, far lower than the hike their black counterparts have just won.





# Lung-damaged Kinross survivors fight for compensation

By EDDIE KOCH

formed by the Medical Bureau for Occupational Diseases

"The Num has however to this day not confirmed agreement to the protocol drawn up by the Medical Bureau setting out ways in which a scientifically valid study had to be conducted," he said.

"Kinross Mines is proceeding with a study conducted by the appropriate experts with or without the Num and wishes to reiterate its willingness to have an unbiased and scientific study completed as soon as possible."

The union fears the lungs of 334 survivors who were hospitalised for more than two days after the fire may

have been damaged by exposure to burning polyurethane foam and that they could, as a result, lose between 10 and 15 years of their lives.

Under the existing system of compensation for occupational diseases, miners will qualify for a lump-sum payment of about R2 000, says the union. Num hopes to include workers with diminished lung functions to be included in the disaster fund set up by Gencor for the families of Kinross victims

Meanwhile Num and the Congress of South African Congress of Trade Unions have jointly organised commemoration services tomorrow for the workers who died at Kinross.

"October 1 has been declared a

health and safety day — a day on which workers will not only commemorate the Kinross disaster but will also remobilise around health and safety demands," a union press release said.

May Hermannus, who works in Num's health and safety department, told the *Weekly Mail* the union was mounting a campaign for more of its members to be appointed health and safety officers on the mines

The Mines and Works Act is due to be amended so that it can make allowance for health and safety officials to be appointed from the workforce — in line with standard practice in other industries.

A ROW between the National Union of Mineworkers (Num) and management of the Kinross gold mine has erupted over the plight of more than 300 workers whose lungs may have been damaged in the catastrophic underground fire two years ago

The union accuses Gencor, owners of the mine, of reneging on an agreement made earlier this year to finance a thorough survey of the lungs of all workers who lived through the blaze that killed 177 workers at the mine on October 1 1986

A pilot survey, conducted by the union in December last year, found a significant number of the survivors had diminished chest functions and are at risk of developing emphysema-type diseases because of exposure to noxious gases released by burning polyurethane foam.

Num's health and safety officer, Hazzie Sibanyoni, told the *Weekly Mail* Kinross management had indicated, in talks with the union, that it was not satisfied with the reliability of the union's preliminary lung-function survey and wanted to carry out another series of pilot tests before agreeing to fund a full-scale examination of the survivors

"They also refused to give workers time off so that they can take part in the survey," said Sibanyoni. "The union is now trying to arrange its own test to be held on weekends because of fear of dismissals."

A spokesman for Kinross Mines said the company has been committed for over a year to the idea of having an unbiased lung study per-

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