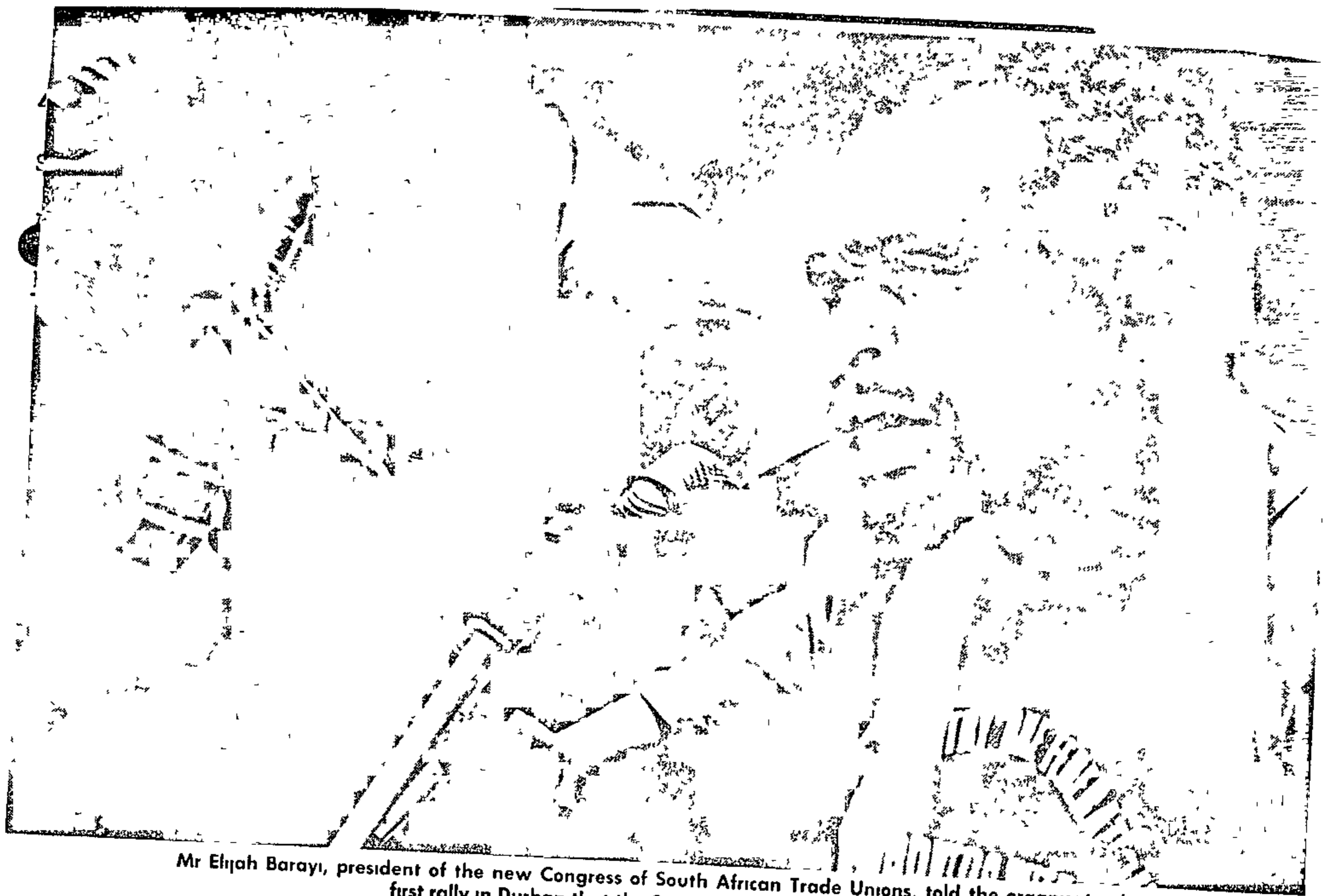


COSATU - 1989

~~FEBRUARY~~

JANUARY - FEBRUARY



Mr Elijah Barayi, president of the new Congress of South African Trade Unions, told the organisation's first rally in Durban that the State President should resign.

STAR 2/12/85

Three generations join to lead new SA union federation

140A

The first national executive committee of the Congress of South African Trade Unions (Cosatu) includes three differing generations of labour struggle

The president is a veteran of the 1950s labour battles, three executive members are products of the 1976 student upheavals and two were part of the new spirit of unionism of the 1970s

The executive elected on Saturday night consists of

- Mr Elijah Barayi (53) (president), who is vice-president of the National Union of Mine-workers, has worked on the mines for about 25 years. Presently employed as a personnel officer at an Eastern Transvaal mine, he is a former member of the South African Congress of Trade Unions

- Mr Chris Dlamini (first vice-president) has been president of the Sweet Food and Allied Workers Union (SFAWU) since 1979. He was president of the now-disbanded Federation of South African Trade Unions since 1982. Mr Dlamini was

among the unionists detained after the three-day Transvaal work stayaway last year

- Mr Makhulu Ledwaba (second vice-president) is president of the Commercial Catering and Allied Workers' Union. He left high school in 1976

- Mr Jay Naidoo, (general secretary), has been general secretary of SFAWU since 1982. He abandoned his BSc studies at the University of Durban Westville in 1976. He returned in 1977 and joined the now-banned South African Students' Organisation. He was involved in community organisations in Natal between 1976 and 1979

- Mr Sydney Mafumadi (assistant general secretary) is the general secretary of the General and Allied Workers' Union. He was expelled from high school in 1977 for his involvement in the student movement. Mr Mafumadi is publicity secretary of the United Democratic Front in the Transvaal

- Mr Maxwell Xulu (treasurer) is vice-president of the Metal and Allied Workers Union (Mawu) and chairman of its Natal branch



Mr Jay Naidoo was elected general secretary of the new trade union federation in Durban at the weekend

January 1989

Police reject union charge

By Mike Siluma, Labour Reporter

The police have rejected an accusation by the National Union of Mineworkers (NUM) that they had handled investigations into last October's Western Deep Levels accident in a "sloppy manner"

The NUM last week accused the SAP of failing to submit a report on their investigations, leading to the postponement of a preliminary hearing into the accident. Proceedings have been set down for February 27

Reacting to the NUM statement, the SAP public relations division said the NUM statement was "yet another unwarranted and uncalled for propaganda attack on the SA Police. As in the case of all mine accidents, the inquiries/accidents are investigated by the Inspector of Mines in terms of Sec-

tion 5 of Act 27/1956 (Mines and Works Act 1956)

"Had the NUM approached the police before their statement to the media, they could have established that the allegations against the SA Police are devoid of all truth"

● According to the district magistrate, Mr Jeremy Jansen-van Vuuren, neither the prosecutor in the case, nor the Attorney General had been able to make a decision on the accident because "there was no evidence put before the prosecutor or the magistrate"

"The police are going to investigate the case and then put available evidence before the prosecutor who will (in consultation with the Attorney General) make a decision," said Mr Jansen-van Vuuren



Krisjan Lemmer
Krisjan's Diary

YOU KNOW, I think we must thank the joint AWB/Sunday Times production team for brightening up the normally dull Christmas period. I was holidaying, as usual, in Bredasdorp. I can tell you that newspapers were in such demand that Kerneels Venter — who boy-cotts SATV for its "liberalism" — was seen buying a copy of the *New Nation* in the hope of getting more sordid details on the Prardekraal trust. And Kerneels was so outraged that Onse Fugate would consort with an *Engelse blondine*, that I'm sure he's responsible for the graffiti which has appeared on Johannesburg's Jan Smuts Avenue. It reads:

"ET is only 3/4 of the man H is was"

■ **MORF** had blood between the National Union of Mineworkers and Anglo American. I'm told the management of Elandsrand Gold Mine was extremely upset when a picture of their mounted security guards appeared on the front page of the December edition of "Num News", depicting "increasing mine repression". The local union committee was called in, and in the course of discussion told management the picture had been taken on Sunday, December 18.

Soon afterwards, a pamphlet was distributed on the mine saying the picture was "a fake". Bemused miners were informed that the horse in the foreground had died at least six months before. No mention was made of how the rider was doing.

■ **DOES** South African Airways know something that we don't about the future of international sanctions? I only ask because a friend has just received SAA's (beautiful) 1989 calendar. It lists all the cities our airline flies to, including New York and Sydney.

■ **ON** the subject of the Antipodes, I must sadly dispel a myth. I'd always been told that Bles Bridges was a big seller down under, but an informant freshly back from koala country says he scoured the continent in vain for a recording of the *Noordelike* nightingale. He had wanted a cassette, though. Perhaps Bles is only available on CD.

■ **NOW** here's a juicy titbit for all of you who've had expensive experiences with the legal fraternity. I'm told three prominent Jo'burg lawyers recently completed a book. Trouble started as it went to the printers — whose name should appear first on the cover?

Well, things got so heated that a noted advocate had to be called in to arbitrate. He ruled that it should be alphabetical. His fee was not disclosed.

■ **WITHOUT** realising it, the SAP might have caused panic among a large section of South Africa's white male community. In their description of one of the men they suspect of having blown up Khotso House, these startling details are revealed: he is of "average mass" and has "normal ears". Which leaves me (with my cauliflowers) and Piet Koornhof as the only two who are beyond suspicion.

■ **THE** many among us who have spent a night or two in the care of the Transkeian police will surely appreciate this most revealing extract from Umtata's Official Tourist Guide:

POLICE

The Transkeian Police feels it is in a favourable position to brag about its fairly distributed and well scattered police stations all over the country which make it very facile for everyone in our country to contact the police in a short time from any point.

There are many police stations scattered along all the roads towards the Wild Coast.

■ **SEVERAL** 702 listeners have written to me perplexed by a new-found habit of newsreader Garry Edwards. They wonder if there's a politico-religious dimension to his pronunciation of the surname of that well-known Natal sociologist called Fatima. They say he calls her "Meir" — just like the late Golda. Well, Garry?

■ **ON** behalf of the Department of Wishful Thinking, I must commend the *Sunday Star* sub-editor who wrote the headline, "At last, Zola lashes out at apartheid" last weekend. On what did he base his gleeful conclusion? Well, Zola had said "Even the State President, Mr PW Botha, has rejected apartheid and I hold the same view."

As Oubaas Malan always says: There's a thin line between a lash and a fondle.

LIFE ON THE SOUTHERN TIP, Part 39

"The address 'Whose Funeral is it Anyway?' was given by the Rev A Body at a recent conference of the Institute of Burial and Cremation Administration.

The Rev Body pleads for the families to be allowed to make their own decisions based on their needs. 'Funerals' cannot help but echo the voice of the Rev Body. If the family would prefer 'Love Me Tender', that famous Elvis Presley song, instead of 'Abide with Me', should the organist refuse to play it or should the crematorium rule it inappropriate?

'Whose Funeral is it Anyway?' is surely a question which all the professionals involved with caring for the bereaved should be asking at regular intervals."

— Funerals, Cape Town, December 1988

K. Lemmer

Watershed in labour relations

By MIKE SILUMA,
Labour Reporter

Last year there were few strikes and the first ever national talks between labour and organised business were held. But a collective effort by labour, Government and capital to address South Africa's economic woes has yet to emerge

Although 1988 saw a dramatic decline in the number of strikes from the record high levels of 1987, it did not herald the beginning of rapprochement between capital, labour and the State

Low strike activity was directly related to a lack of wage-related industrial action in the sectors employing large numbers of workers

In the mining industry, for instance, a settlement was reached between the Chamber of Mines, the National Union of Mineworkers (NUM) and the Council of Mining Unions without the unions embarking on industrial action

The railways which, together with mining, accounted for most strikes in 1987, experienced industrial action in Natal and the Eastern Cape, which elicited a management commitment to start recognition talks with the South African Railway and Harbours Workers' Union

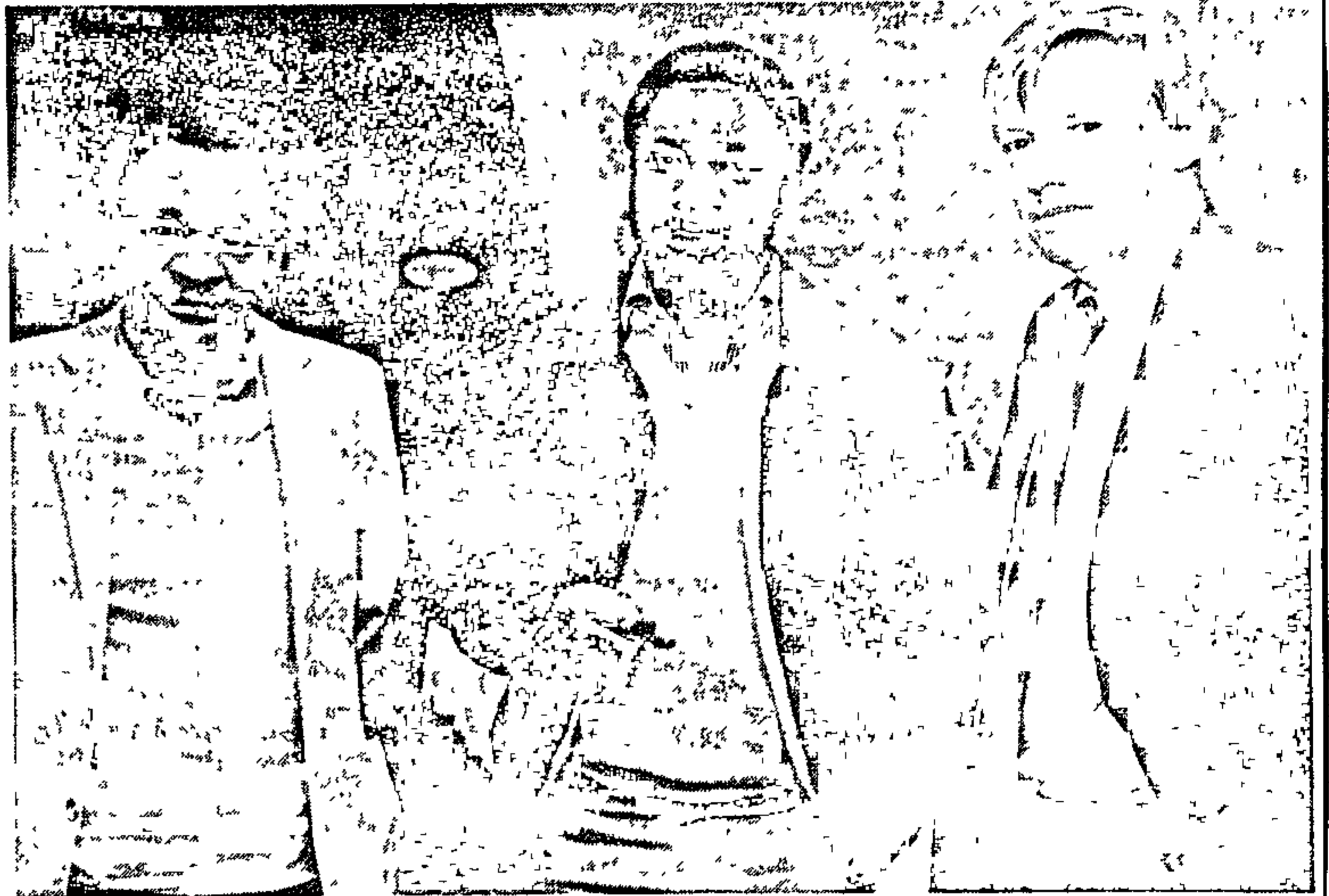
BITTER CONFLICT

But the conflict, involving about 10 000 workers, was nothing like the bitter, three-month Transvaal rail strike in 1987, in which about 40 000 workers participated

Even the metal strike, the biggest this year, involved no more than 30 000 workers

Overall, about a million mandays are expected to be lost through industrial action last year. In 1987 the figure was between 5,8 million and nine million

The figures, of course, exclude working time lost to political stayaways, such as March 21, May 1, June 16 and the three-day stay-at-home called in protest against the Labour Relations Amendment



Cosatu president Mr Elijah Barayi (left), NUM general-secretary Mr Cyril Ramaphosa and Saccola chairman Mr Bobby Godsell discuss the controversial Labour Relations Amendment Act.

Star 2/1/89
Act and Government restrictions on the Congress of South African Trade Unions (Cosatu) and other anti-apartheid organisations in February

Some analysts have attributed the low incidence of strike activity to "tiredness" and a newly found "maturity" on the part of unions. However, there can be no doubt that employer resistance (in the form of dismissals and lockouts) and State repression played a major part in shaping the independent unions' approach

The Labour Relations Amendment Act, seen by unions as a State and employer ploy to weaken labour, easily emerged as the most significant industrial relations development in 1988, and may well remain a bone of contention this year

For one thing, the Act led to the historic national consultations between the country's two biggest independent worker federations — Cosatu and the National Council of Trade Unions (Nactu) — and major employer organisations represented by the South African

Employers' Consultative Committee on Labour Affairs (Saccola)

For another, it exposed differences among organised business in their dealings with black unions, while providing an opportunity for Nactu and Cosatu to, for the first time, engage in joint protest action.

While some employers distanced themselves from the Act and agreed to enter into contracts by-passing the more controversial aspects of the Act, their view was not shared by the majority South African businessmen

Cosatu and Nactu will, meanwhile, hold a "worker summit" early this year to plan further action against the Act

Labour relations in 1988 were also characterised by State intervention. The State President's call for a wage freeze early in the year and the Government's restrictions on Cosatu were classic examples

In addition, differences remain between Government, labour and employers on important economic questions, such

as deregulation and privatisation. A co-ordinated approach by the three parties to fight unemployment has yet to emerge

Violence again featured prominently last year, with more attacks on union offices and the homes of officials

A number of union members are presently facing murder charges following the death of workers during a strike at Afcol furniture plants on the Reef

At the same time, the anonymous pamphlet campaign against Cosatu and Nactu was stepped up

The president of the Post and Telecommunications Workers Association, Mr Kgabisi Mosenkutu was released after four months in detention without being charged. A number of other unionists remained in detention under security laws

On the mines, the NUM's two-year battle against the underground use of polyurethane culminated in the decision by the Government to ban the application of the material from January 1

SA among leaders in mine safety

SA BECAME one of the first countries where the appointment of a fulltime safety officer on every mine or works was a statutory requirement, the National Occupational Safety Association (Nosa) said at the weekend.

The requirement for the appointment of at least one safety officer on every mine was stipulated in the amended Mines and Works Act last September.

A National Union of Mineworkers (NUM) representative said the legislation represented a step backwards as it failed to acknowledge the part played by trade unions in safety. She said under the current legislation workers had no right to negotiate safety issues, inspect or monitor locations or have access to

BRONWYN ADAMS

information on safety

She said the law pretended unions did not exist which meant it was not possible for disputes over safety to be worked out within the law. This made for an unsatisfactory situation as far as industrial relations was concerned.

NUM Convention

She said safety officers would be appointed by management and thus not represent workers as was the case overseas.

The Nosa statement said it was devoting much of its time to the training of such officials. To date, 4 359 candi-

dates had completed the Safety Management Training Course.

A national convention organised by Nosa is to be held in the World Trade Centre adjacent to Jan Smuts Airport on May 18-19. At least 2 000 delegates were expected to attend the event, which would be the largest held in the Southern Hemisphere.

The NUM representative said the union had received an invitation to the convention and would be attending. The NUM had been asked to talk on the function of the safety officer but would present a paper on worker representation on the issue of safety and the law.

The Chamber of Mines was unavailable for comment.

NUM starts talks in move to end strike

Sowetan 10/1/89

By MANDLA NDLAZI

THE National Union of Mineworkers started talks with management yesterday in an attempt to end the four-day-old strike by 250 Mintek mineworkers, according to a statement by the NUM.

The statement noted that the NUM and management met at a

conciliation board during November and December last year in an attempt to reach an agreement

Management was offering workers 7 percent wage increase with no other improved benefits and NUM

demands a 30 percent wage increase, improved maternity leave, June 16 and May 1

Ballot

The statement added "NUM proposed that since Mintek was a parastatal, it was willing

to have the issue of the wages referred to arbitration or mediation

"After a strike ballot in late December the overwhelming majority of workers voted in support of strike action" Such strike action has now been in progress for

3 days with workers assembling on company premises daily

"The offer of the company is ridiculously low and does not even compensate workers for inflation over the past year. There is also a major discrepancy since state workers have received a 15 percent increase"

Over 250 Mintek
workers on strike

Star 10/11/89
NUM Labour Reporter

More than 250 workers are on strike at the Council for Mineral Technology (Mintek) over wages and working conditions, the National Union of Mineworkers (NUM) said yesterday.

NUM assistant secretary-general, Mr Marcel Golding, said the workers downed tools three days ago after a ballot in December and the failure of conciliation. The workers are demanding a 30 percent wage increase, improved maternity leave and the recognition of June 16 and May 1 as holidays.

Mr Golding said the company's offer of a seven percent increase was "ridiculously low, and does not even compensate the workers for inflation".

Mintek said it would release a statement today.

NUM bid to save 2 from gallows

Star 10/11/89
By Mike Siluma, Labour Reporter

The National Union of Mineworkers (NUM) has launched a campaign to save two members from the gallows.

A union statement said a petition for clemency on behalf of one member, Tyelevuyo Mgedezi, would be handed to the State President, Mr P W Botha, on January 15, while an appeal would be lodged in the case of another member, Lucky Nomganga

Mgedezi was sentenced to death following violence which broke out at Vaal Reefs Gold Mine in Orkney in February 1986 (140A) (S10)

The NUM said while sentence on two counts had been reduced on appeal, Mgedezi still faced the gallows for two murder convictions.

His co-accused, Mr Solomon Nogatwate and Mr Paulos Tshelane, were released in September 1988 after suc-

cessfully appealing against their death sentences

According to the union, a petition for clemency, signed by members on all mines, would be presented to the State President.

Nomganga was sentenced to death last November in the aftermath of a fight over alleged dismissals at the Western Holdings Gold Mine in June 1987. Six workers and two white employees were killed in the violence

Union lawyers said yesterday that, of the 16 accused, Nomganga, a union leader at the mine, was the only one given the death sentence. The union has petitioned for appeal against the sentence.

● The Commercial, Catering and Allied Workers' Union has launched a petition against the hanging of a former shop steward, William Ntombe-la.

NUM SEEKS DISCUSSIONS ON CP MAN'S ANGLO LINKS

THE NUM would approach Anglo American shortly to discuss the corporation's links with the head of Carletonville's CP town council which had re-implemented petty apartheid, general secretary Cyril Ramaphosa said last night

Ramaphosa was responding to Anglo American's position regarding the corporation's contract with CP management committee chairman Koos Nel.

Nel's company, Mootun Garden Enterprises, provides gardening services to Anglo's Western Deep Levels

BIDAM 10/1/89
EDYTH BULBRING

Mine (140A) ~~140A~~
An Anglo spokesman said at the weekend the corporation was concerned with the practices of local authorities and not with specific individuals serving on the local authorities

He could not say whether the contract would be reconsidered in the light of the council's return to Verwoerdian apartheid

Ramaphosa said it was surprising that Anglo appeared to be retaining

its contract with Nel He said: "Anglo must merge words with deeds if it is to be believed to be the liberal organisation as is publicly projected"

NUM viewed the measures taken by the council in a serious light as it had a large membership in the area "The municipal facilities must be made available to all communities without discrimination"

Ramaphosa warned the town would cease to exist without the labour of black mine workers — 32 000 blacks and 4 000 whites were employed by Anglo in the area

Mintek strike in sixth day

AT LEAST 250 Council for Mineral Technology (Mintek) employees out of a workforce of 280 enter the sixth day of a wage and working conditions strike today, National Union of Mineworkers general secretary Marcel Golding said yesterday.

He said the strike was declared when management and workers failed to reach any agreement after nine months of negotiation.

The NUM was demanding a 30% wage increase, May 1 and June 16 as paid holidays, transport allowance improvements and four months' maternity leave.

Mintek was offering a 7% increase. As a parastatal, management was obliged not to offer more than this. Min-

tek human resources director Daffie van Vuuren said.

Golding said a 7% increase was well below the inflation rate as well as the 15% received by public servants.

He claimed further a number of salary adjustments had already occurred which had exceeded the 7% margin.

Management also offered one month paid, followed by one month unpaid, maternity leave and a guarantee of employment for the third month, Golding said.

Van Vuuren confirmed salary adjustments had been made but refused to indicate the percentages involved.

Negotiations continue today.

BRONWYN ADAMS

Monday 10/1/89

Anglo American says the following violent incidents occurred at its mines between April 1985 and September 1987

List of violent incidents which occurred at mines

- January to April 1985 At Vaal Reefs a series of wildcat strikes, stoppages, boycotts, sit-ins and disruptions of hoisting leads to the closure of a shaft
- February 1986 At Vaal Reefs West Division an unofficial shaft steward leads a group attack on other employees in which four team leaders are murdered. The leaders are arrested and convicted, and Tyelovuyo Mgedezi is sentenced to death. Subsequently, Vaal Reefs employees go on a wildcat strike in sympathy with those arrested for the murders of the team leaders
- March 1986 At President Brand a senior canteen is disrupted and team leaders are intimidated
- April 1986 Inter-employee conflict at President Steyn
- June 1986 At Western Holdings mine workers drinking in a tavern are attacked on two occasions following NUM meetings because NUM members object to fellow workers not attending the

- meetings
- Following wage negotiations at Ergo the Industrial Court Finds that NUM has committed a number of unfair labour practices which includes the failure to take reasonable steps to prevent acts of sabotage and damage
- July 1986 At Western Holdings, four team leaders are publicly executed following a NUM-led underground sit-in and senior canteen boycott
 - September 1986 At Vaal Reefs East a senior black employee is kidnapped and assaulted by a group of NUM supporters and is forced to march around the hostel carrying the NUM flag
- Employees at Western Holdings refuse to go underground and demand the re-instatement of four employees dismissed for their involvement in the murder that took place in July
- October 1986 At Vaal Reefs East workers create disturbances underground in sympathy with colleagues disciplines for their involvement in the

- assault of a senior black employee
- A tavern is petrol-bombed and other taverns are boycotted
- November 1986 At Vaal Reefs East clashes between groups of employees over the tavern boycott result in the death of 13 employees
 - December 1986 At Vaal Reefs a further 10 employees die as a consequence of these clashes
- The conflict spreads to Vaal Reefs South and an additional nine employees are killed
- January 1987 A group of workers attack a cafe block at Vaal Reefs No 9 Shaft and attempt to burn it down
- At President Steyn inter-employee conflicts results in 30 deaths
- February 1987 A supervisor is murdered at Vaal Reefs East
 - April 1987 A tavern and a concession store are destroyed by a group of workers at Saaiplaas
- NUM actions at Western Deep Levels result in the Industrial court finding that the union had

- committed 16 unfair labour practices which include the failure to dissociate itself from threats of murder made by NUM officials
- June 1987 Vaal Reefs No 9 Hostel tavern is petrol-bombed
- At Western Holdings eight people are killed in an incident outside the shaft offices. Consequently, a NUM shaft steward is sentenced to death and eight NUM members are convicted of murder with extenuating circumstances and receive jail sentences of up to 10 years
- August 1987 Incidents at Vaal Reefs No 9 Hostel result in an interdict being granted by the Supreme Court (Bloemfontein) against NUM members and shaft stewards, including the NUM Shaft Committee Chairman and Branch Committee Secretary. This interdict is prompted by the kidnapping and holding hostage of four employees in the union offices at a hostel on August 12 1987
 - September 1987 Seven people are killed in inter-employee conflict at New Denmark colliery
- At President Brand a team leader is killed and two are seriously injured

Code of conduct the hub of Anglo, NUM dispute

A code of conduct proposed by the Anglo American Corporation (AAC) is threatening relations between the giant mining house and the National Union of Mineworkers (NUM).

Anglo says the code would provide the most constructive mechanism by which investigations could be carried out by joint AAC/NUM committees, while the NUM accuses management of attempting to roll back gains made by the union.

Anglo says:

In its statement, Anglo says it has proposed a code of conduct which will regulate the behaviour of management, the National Union of Mine Workers (NUM) and employees, to eliminate violence

The statement says despite the existence of channels and procedures to resolve differences, violence and conflict have occurred in certain instances

The principles of the code, it says, are to hold parties to the agreement accountable and responsible for the actions of their officials, representatives and members

It will also ensure all steps available, individually and collectively, will be taken to ensure that all persons acted at all times in the interests of industrial peace

Other principles of the code are

- Parties will at all times seek to uphold and protect the individual rights of workers, including freedom of association and the individual's freedom to work either when a strike may have been called, or to take part peacefully in a lawful strike
- Parties will not promote or support the use of unlawful actions including threats or any form of violence, coercion or intimidation Both parties will work constantly to prevent the occurrence of any such act
- The parties acknowledge that in the event of a lawful strike, lock-out or any other form of industrial action, management,

employees and union representatives should ensure certain facilities, such as hostels and canteens, are maintained

NUM says:

The National Union of Mineworkers (NUM) has released the results of a survey carried out on 13 gold and nine coal mines administered by Anglo American, which, the union says "unmasks Anglo's claims to be a model of civilised labour practices"

The union said the report showed that despite the continued existence of "limited collective bargaining processes, workers were experiencing a climate of repression and control so severe that, in many respects, conditions are as bad, or even worse than in the period prior to unionisation"

"Workers question Anglo American's projected image of itself as a model for future negotiated reform in South Africa While Anglo at both local and national level will deny its in-

tention is to destroy the NUM, it is clear the union is being restricted and repressed," the NUM said in a statement yesterday

In the latest issue of NUM News, the NUM says the survey revealed "widespread complaints by black mineworkers" at Anglo mines The feeling of workers, says the NUM, was that "good industrial relations ended with the 1987 strike" The union adds that at Anglo mines "the very survival of the NUM is threatened"

In an article headlined "How Anglo Rules The Mines", the NUM accuses the mining giant of practices including mass retrenchments, assaults of workers by mine security, the banning of union meetings, forcing workers to work in unsafe places, the derecognition of the NUM, barring union officials from mine premises, the proscription of "workers' songs" and housing workers in overcrowded compounds

Tighter restrictions had allegedly also been placed on workers' movements in and out of hostels

Vital facts concealed by Minister of Police, says Cosatu spokesman

AP bombing allegations uproar

SAP

Star 11/1/84

1409

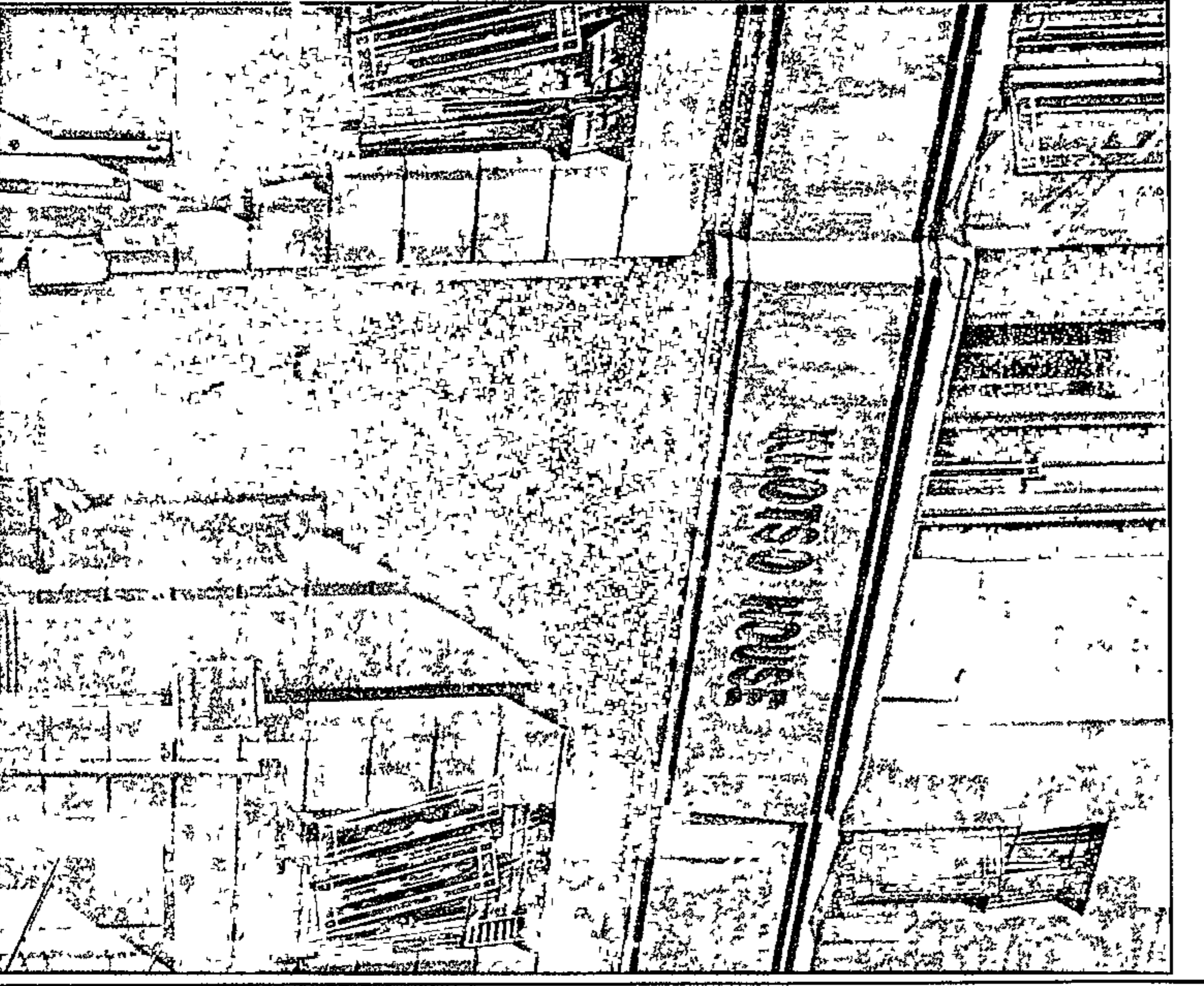
It is absolutely nonsense to say that bombs

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Staff Reporters
A bitter dispute broke out today over who bombed the Cosatu House and Khotso House buildings in central Johannesburg after details of police investigations into the terror attacks were released in Pretoria yesterday.

Organisations which occupied offices in the two bombed buildings have challenged official announcements that frequent visitors to Cosatu House may have been responsible for the terror attack and that security at Khotso House had been too stringent for a bomb to have been smuggled in.

The row broke out as police hunted for a white, alleged ANC woman saboteur said to be linked to last year's Khotso House blast. She is Ms Shirley Renee Gunn (33), said by police to have been trained by the ANC at Pango Camp in Angola.

Details of police investigations into the attacks were made public at a press conference in Pretoria yesterday.

Police say.
It was announced that two men, one white and the other coloured, who were seen with Ms Gunn before the Khotso House blast on August 31 last year, are also being sought.

Police also said "Wit Wolf" Mr Barand Strijdom — who allegedly killed seven people and wounded 15 others in Pretoria — is the main suspect in connection with last year's arson attack on Khanya House in Pretoria.



Miss Shirley Gunn allegedly trained at ANC's Pango camp

Limpel mines, AK-47 rifle magazines and Soviet grenades found at the Khanya House headquarters of the Southern African Catholic Bishop's Conference after the attack were probably planted by the arsonists, police said.

Police said that those responsible for the Cosatu House blast were "in all probability", residents or frequent visitors to the building.

The deputy SAP CID chief Major-General Jaap Joubert said Ms Gunn was seen entering Khotso House with two men — one white and one coloured.

They allegedly carried military-type high explosives, destined for a car bomb, in a heavy round case.

The explosives, weighing more than 30 kg, were allegedly placed in the parking basement near the lift but exploded prematurely, claim police.

In a statement read out by General Joubert, Law and Order Minister Mr Adriaan Vlok said security at both Khotso House and Khanya House was too strict for bombs to have been smuggled in.

Cosatu says:
The Congress of South African Trade Unions (Cosatu) strongly rejected the statement by Mr Vlok that Cosatu House was probably bombed by frequent visitors to the premises.

Cosatu spokesman Mr Frank Meintjies said Mr Vlok "should be aware that on the night before the bomb blast a hole was cut in the back fence and the building was broken into."

"We wonder why Mr Vlok has chosen to conceal the fact that the use of a cutting torch, at the back of the building. Our suspicion will remain until a thorough investigation has been conducted, and no facts are concealed."

He said Cosatu was never questioned by police or confronted with evidence concerning Mr Vlok's allegation that "trained guerrillas had regular and free access to Cosatu House."

SACC says:

Today the Reverend Frank Chikane, secretary-general of the South African Council of Churches, which was housed in Khotso House, denied that trained terrorists had visited the building or that the premises had ever been used to store weaponry.

Mrs Sheena Dunca, the national co-ordinator of the Black Sash's Advice Offices, said it was "absolutely untrue" that security at Khotso House had been tight.

57w 11/1/89

140A

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'Whites only' war rages between Anglo and CP

By Esmaré van der Merwe, Political Reporter

The reintroduction of "whites only" signs in three municipal parks in Carletonville has led to a war of words between Anglo American Corporation, a major employer in the area, and the chairman of the town's Conservative Party-controlled management committee, Mr. Koos Nel

The National Union of Mineworkers (NUM) has also entered the row, challenging Anglo to cut ties with Mr Nel who has a large business contract with an Anglo mine in the area

A spokesman for Anglo yesterday said it was considering having talks with the town council

CHALLENGED

He could not say whether the contract with Mr Nel would be reconsidered in the light of the town's return to petty apartheid. He said the Corporation would rather take up the issue with a town council than with individuals

Mr Nel lashed back and chal-

lenged Anglo to put a stop to discriminatory practices at its two mines in the area, Western Deep Levels and Elandsrand

NUM general-secretary Mr Cyril Ramaphosa said the union would approach Anglo shortly to discuss the corporation's links with Mr Nel

Anglo says:

Anglo American Corporation and its associates are committed to equal opportunity in the workplace. For this to be meaningful, it must be accompanied by a move away from racial discrimination in the communities in which employees live

The Corporation will continue to use all avenues of constructive influence to assist local authorities, irrespective of their political persuasions, to continue to move in this direction

Where local authorities appeal to the Corporation for assistance and support, the Corporation requires that such assistance and support be applied in a non-discriminatory way

Non-racialism can only be partly effective if it is practised in a community free of racial

discrimination

The Corporation will sit down and talk with local authorities with which it has a problem. Discussions concerning Carletonville's town council's retrogressive move are about to be considered

As far as the NUM is concerned, we are more than prepared to hold discussions with the union regarding the interests of our employees

Mr Nel says:

Anglo should practise what it preaches. Discrimination is rife at the Corporation's two mines in the area, Western Deep Levels and Elandsrand

It has built a wall around the white residential area on Western Deep Levels Mine to keep the black mineworkers out

At Elandsrand, security gates have been installed for the same purpose — to prevent blacks living in the hostels from entering white residential areas

And why does Anglo not act against the Government whose policies differ enormously from its own?

The white residents of Carletonville are happy about the

measures the council has taken at three municipal parks where littering and vagrancy have been reported before. That situation has been rectified, much to the satisfaction of the residents

Carletonville's residents voted in the present council by a two-thirds majority. All the candidates stood under the official CP banner, and we have to fulfil our promises to the electorate

Anglo does not govern Carletonville, but the council is prepared to discuss the issues with Anglo

NUM says:

It is surprising that Anglo appears to be retaining its contract with Mr Koos Nel

Anglo must merge words with deeds if it is to be believed to be the liberal organisation as is publicly projected

The NUM views the measures taken by Carletonville's council in a serious light as it has a large membership in the area

The municipal facilities must be made available to all communities without discrimination

Carletonville will cease to exist without the labour of black mineworkers

Deaths

Deaths

Funeral Notices

and the executive must

8 Jan 11/1/89

NUM's strike unfair, — Mintek

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Labour Reporter

The Council for Mineral Technology (Mintek) yesterday described a five-day-old strike by members of the National Union of Mineworkers (NUM) as "substantively unfair".

Mintek's assistant director of human resources, Mr DWJ van Vuuren, said most weekly wage employees — 210 out of a total complement of 822 — had been on strike since Thursday last week.

Although the strike was conducted in "a very disciplined and peaceful manner", Mintek viewed it as "substantively unfair" because the council did not have the freedom to adjust salaries and wages annually at its sole discretion.

Meetings with the union were continuing.

NUM spokesman Mr Marcel Golding said the workers, numbering more than 250, were demanding a 30 percent wage increase, improved maternity leave and the recognition of June 16 and May 1 as holidays.

The company offered a seven percent raise.

Mr Golding said Mintek, a parastatal, was making an offer out of step with the 15 percent increase awarded public servants

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Argus

(140A)

Mine deaths: Anglo reveals the figures

EIGHTY employees of the Anglo American Corporation and associated mines lost their lives over a period of 30 months from April 1985 to September 1987 during incidents which included wildcat strikes, boycotts, kidnapping and assault

This was revealed in a statement by the corporation in response to the National Union of Mineworkers' (NUM) allegations of repression

In a statement, the corporation said it believed that all workers had the right to join or form unions of their choice, to bargain collectively and to strike peacefully

The events listed by the Corporation were

● January to April 1985 At Vaal Reefs a series of wildcat strikes, stoppages, boycotts, sit-ins and disruptions of hoisting leads to the closure of a shaft

● February 1986 At Vaal Reefs West Division an unofficial shaft steward leads a group attack on other employees in which four team

From
The Argus
Correspondent,
Johannesburg

leaders are murdered The leaders are arrested and convicted, and Tyelovuyo Mgedezi is sentenced to death Subsequently, Vaal Reefs employees go on a wildcat strike in sympathy with those arrested for the murders of the team leaders

● March 1986 At President Brand a canteen is disrupted and team leaders are intimidated

● April 1986 Inter-employee conflict at President Steyn

● June 1986 At Western Holdings mine workers drinking in a tavern are attacked twice following NUM meetings

● July 1986 At Western Holdings, four team leaders are publicly executed following a NUM-led underground sit-in and senior canteen boycott

● September 1986 At Vaal Reefs East a senior black employee is kidnapped and assaulted by a group of NUM supporters

● October 1986 At Vaal Reefs East workers create disturbances underground in sympathy with colleagues disciplines for their involvement in the assault of a senior black employee A tavern is petrol bombed

● November 1986 At Vaal Reefs East clashes between groups of employees over the tavern boycott result in the death of 13 employees

● December 1986 At Vaal Reefs a further 10 employees die as a consequence of these clashes

The conflict spreads to Vaal Reefs South and an additional nine employees are killed

● January 1987 A group of workers attack a cafe block at Vaal Reefs No 9 Shaft and attempt to burn it down

At President Steyn inter-employee conflicts results in 30 deaths

● February 1987 A supervisor is murdered at Vaal Reefs East

● April 1987 A tavern and a concession store are destroyed by a group of workers at Saaiplaas

● June 1987 Vaal Reefs No 9 hostel tavern is petrol bombed

At Western Holdings eight people are killed in an incident, consequently, a NUM shaft steward is sentenced to death and eight other NUM members are convicted of murder

● August 1987 Incidents at Vaal Reefs No 9 Hostel result in an interdict being granted by the Supreme Court against NUM members and office-bearers This follows kidnapping of four employees

● September 1987 Seven people are killed in inter-employee conflict at New Denmark colliery

Code: Anglo replies to NUM

CAC 7/1/87
1401
JOHANNESBURG — Anglo American yesterday responded to National Union of Mineworkers allegations of "repression" by referring to a code of conduct which had been proposed to NUM.

Anglo's response follows a 178-page "research report" conducted by the NUM which reveals alleged reports of "intensified repression" on its mines.

The report is based on a survey at Anglo mines and the findings include allegations that "Anglo has embarked on a systematic campaign of retarding the union and intimidating union members".

It also argues that racism and job reservation "remain a central experience of the corporation's employees".

An Anglo press statement refers to a set of rules proposed by

the company during the 1987 miners' strike which would "both protect union and worker rights and prevent violence".

"In the post-strike agreement signed in March 1988, both AAC and NUM undertook to negotiate a code of conduct to achieve this purpose.

"Towards the end of last year the Corporation proposed the wording for such a code.

"More recently NUM has accused mine management of placing unreasonable restrictions on union activities. The proposed code of conduct provides the most constructive mechanism by which these presently unsubstantiated allegations can be investigated by the joint AAC/NUM committees the code proposes to create at mine level.

"AAC believes that all workers

have the right to join or form unions of their choice and to bargain collectively and to strike peacefully," the statement said.

The statement also referred to violence involving NUM members on mines from April 1985 to September 1987 where "a pattern of violence and coercive behaviour developed on mines associated with the corporation".

The proposed code of conduct has been submitted to the NUM, Anglo said.

● Representatives of the NUM and officials of the Council for Mineral Technology (Mintek) were locked in talks yesterday in a bid to end a three-day-old wage strike by more than 250 workers.

The NUM assistant secretary-general, Mr Marcel Golding, said the outcome of the meeting would be known today — Sapa

Star 11/11/89

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By Mike Sluma, Labour Reporter

The National Union of Mineworkers (NUM) yesterday accused Anglo American Corporation of "sidelining" the issue of worker repression by blaming workers for mine violence

The union was reacting to a statement by Anglo, detailing incidents of violence on group mines over a 30-month period from April 1985, which claimed 80 lives

Anglo said the step was taken after the union made allegations that management was placing unreasonable restrictions on activities

The corporation called on the NUM to accept a proposed code of conduct

Anglo is 'sidelining' issue of worker repression — NUM

drawn up by it after the 1987 strike

The code of conduct provided "the most constructive mechanism by which (the union's) unsubstantiated allegations can be investigated", said Anglo

Rejecting Anglo's stance, the NUM said Anglo was negotiating "through the press by releasing the contents of the code before a meeting planned for February"

"The issue of violence has to be seen against the larger context of apartheid migrant labour is a form of institutionalised violence," said the NUM

Simultaneously, the NUM released to the media the findings of a survey it carried out at 13 gold and mine coal mines administered by Anglo, titled "Collective Bargaining at Anglo-American Mines. — A Model for Reform or Repression?"

The survey, the NUM said, found that control on Anglo mines had been intensified since the 1987 wage strike

"The rights to representation won by the union prior to the strike have been systematically reduced by Anglo's industrial relations and public affairs consultant Mr. Bobb" said Anglo

The allegations are based on statements by workers which have not been substantiated It will be a problem to respond to some of the allegations when no time or place is given

Mr Godsell said a full response would be given to the NUM at the meeting on January 19

See Page 5.

Anglo, NUM clash over conditions

ANGLO American and the National Union of Mineworkers (NUM) are to meet on January 19 to discuss differences over conditions on the mines

Anglo industrial relations consultant Bobby Godsell said yesterday that once the two parties had signed a code on conduct, the mechanism would exist for investigating NUM's 94 allegations of assault. The problem could only be solved through joint action, he said.

NUM had not done enough to prevent violence on the mines, Godsell added.

Anglo yesterday released a statement detailing incidents of violence on its mines in a pre-emptive response to a NUM report on conditions on Anglo mines that

BRONWYN ADAMS

was initially due to be released tomorrow.

A NUM representative accused Anglo of side-tracking the issue of management coercion on the mines by referring to the completely separate issue of the code of conduct. She said there was no disagreement between Anglo and the NUM on the code, and accused Anglo of negotiating through the media.

The Anglo statement said there had been 80 deaths on its mines, three arson attacks and numerous accounts of assaults and vandalism over a period of 30 months from April 1985 to September 1987.

It outlined what it described as a pattern of violence and coercive behaviour ranging from wildcat strikes, boycotts and kidnapping to public execution.

According to the NUM report, statements about good working conditions on Anglo mines were mere public relations exercises masking practices of arbitrary dismissal and disciplinary charges, physical assaults, police-style room searches and general harassment and intimidation.

Anglo mine managements are in contravention of ILO conventions, the report claims. It notes that while Anglo officials

● To Page 2

Anglo, NUM clash over conditions

attempt to distance themselves from apartheid, racial discrimination remains a central experience for workers on the mines.

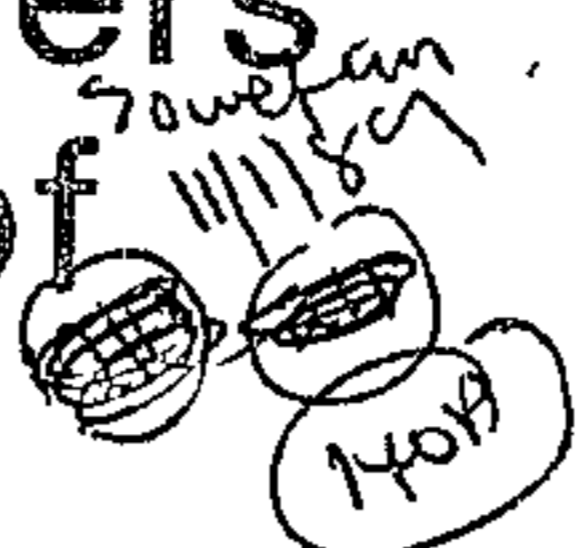
The NUM report claims there has been a systematic attack by management on union structures and individual worker rights.

This, it says, resulted in increases in assaults, disciplinary charges and dismiss-

sals without the presence of shaft stewards, tighter control over worker movement, illegal searches and the sustained presence of private security forces. Godsell took issue with what he said were the report's 94 unsubstantiated allegations of assault. He requested a full report.

● From Page 1

Anglo refers to code of conduct



ANGLO American yesterday responded to National Union of Mineworkers' allegations of "repression" by AAC by referring to a code of conduct which had been proposed to NUM.

Anglo's response follows a 178-page 'research report' conducted by NUM which reveals alleged reports of "intensified repression" on the company mines

The report is based on a survey at Anglo mines and the findings include allegations that "Anglo has embarked on a systematic campaign of retarding the union and intimidating union members"

It also argues racism and job reservation "remain a central experience of the corporation's employees"

An Anglo Press statement — issued ahead of a Press briefing to be held the corporation yesterday — refers to a set of rules proposed by the company during the 1987 miners' strike which would "both protect union and worker rights and prevent violence"

• In the post-strike agreement signed in March 1988, both AAC and NUM, undertook to negotiate a code of conduct to achieve this purpose

SOWETAN, Wednesday, January 11, 1989

1140A

Death row campaign

A "save the patriots" campaign for two "comrades" — one on death row after his appeal was turned down and the other due to appeal against his death sentence — has been launched by the National Union of Mineworkers, said a spokesman yesterday.

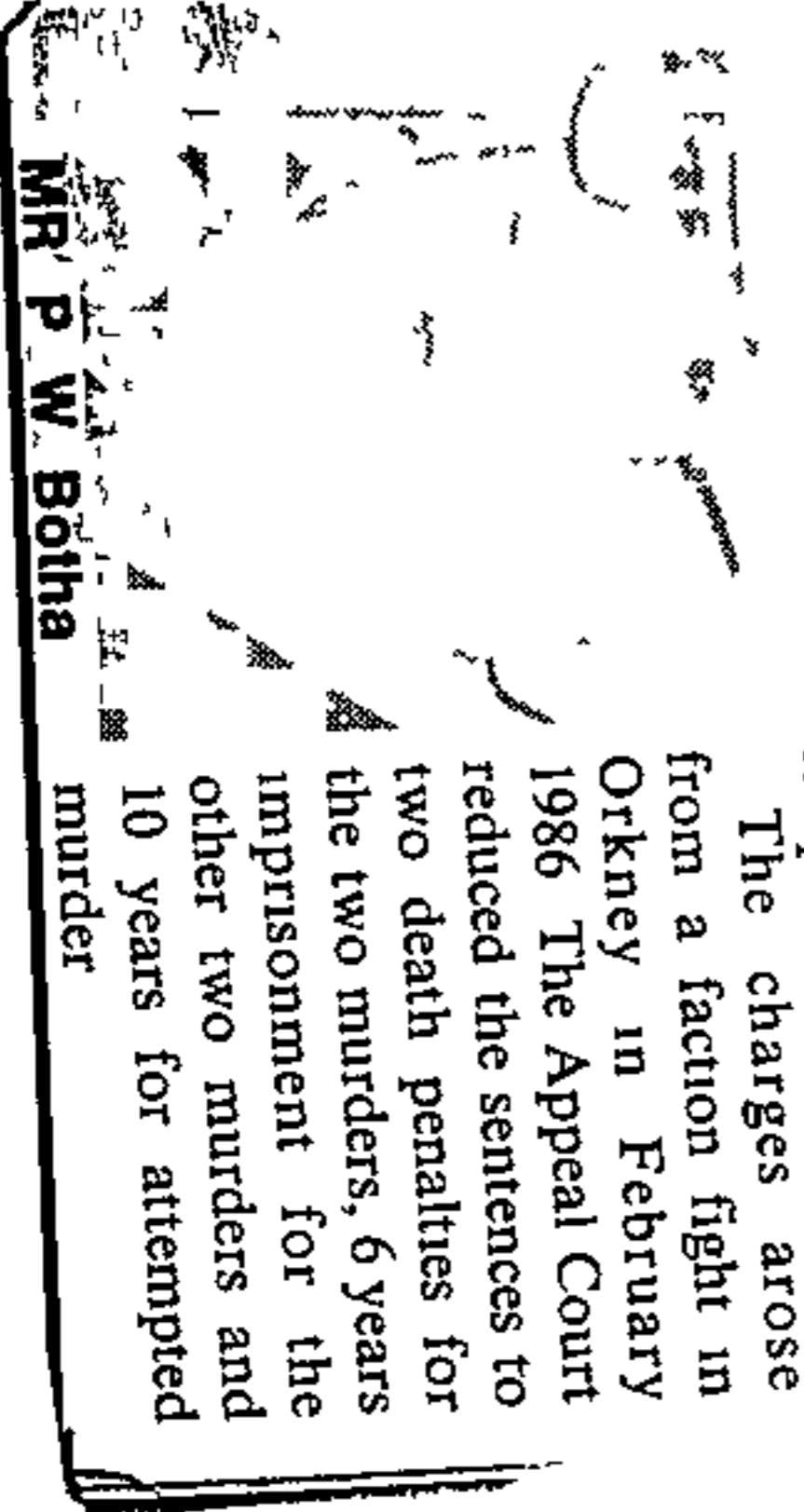
The campaign, with 20 000 petitions sent out to Num regions and mines for the members to sign, is supported by other trade unions, youth organisations and churches opposed to the death penalty, the spokesperson said.

He said the petitions will be sent to the State President, Mr P W Botha, not later than Saturday, requesting him for clemency.

According to a statement issued by Num yesterday, "comrade" Mgedezi is due to hang early this year and another member, Lucky Nomnganga, who was sentenced to death on September 28 last year, has been granted leave to appeal against some of the charges that were levelled against him.

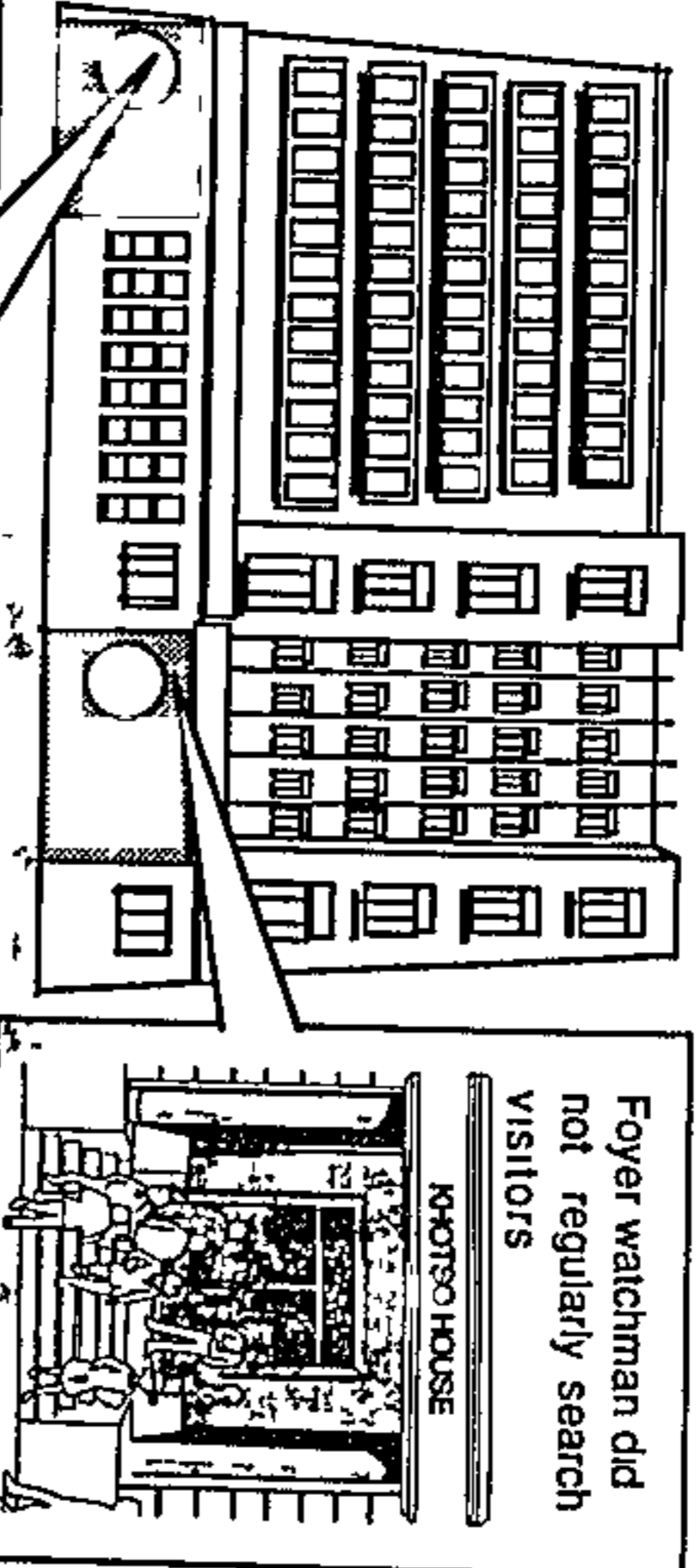
Mgedezi was sentenced to death four times by a trial court that found him guilty on four counts of murder and 15 years' imprisonment for attempted murder.

The charges arose from a faction fight in Orkney in February 1986. The Appeal Court reduced the sentences to two death penalties for the two murders, 6 years imprisonment for the other two murders and 10 years for attempted murder.



MR P W Botha

ACCESS TO KHOTSO HOUSE ACCORDING TO TENANTS



Foyer watchman did not regularly search visitors

Garage attendant would wave through vehicles he recognised, and allow other vehicles in for loading or unloading without searching them
After dark he moved to the foyer. Locked metal gate on garage would be opened on request, or by those who had their own keys
Offices were accessible from garage

Controversy over police assertions

By CLARE HARPER

12/11/87

12/11/87

Was entrance control at Khotso and Cosatu Houses so strict that only persons entitled to enter the building could do so?

According to the police it was.

However former occupants of the building have a different version of Khotso House security.

Regional chairman of the Black Sash Mrs Ethel Wait said that although there was a watchman in the foyer of the building all day and night, he let everybody in.

She said access to the Black Sash offices had always been freely available.

Although at one stage visitors had to be "buzzed" through a door to reach the other organisations, this lapsed soon after it was introduced.

The basement garage, Mrs Wait said, was open all day and an attendant would signal you in if there was parking and wave you away if there was not.

The attendant might have allowed somebody access to the basement to just 'drop something off' if the garage was full and he recognised them.

At night the garage was closed with a metal gate but the attendant (who sat in the foyer at night) would open it for you if he recognised you, or you could open it yourself if you had a key.

She said that anybody who attempted to assemble a bomb or store explosives in the basement would have to have done so at great risk of being seen by the garage attendant and anybody driving into

The occupants of Khotso and Cosatu Houses both reject the police version of how the explosions occurred in their buildings

the basement, or anybody entering the basement from the lift, at any time.

Even at night there were people entering and leaving the building, she said.

The inference that the bombers must have been frequent visitors to Khotso House - and recognised by security staff - begged the question why they did not drive into the basement, she said.

Police surveillance Occupants also pointed out that the building was under constant security police surveillance and was frequently "visited" by security police.

The bomb, which went off at about 1.20 am on August 31, exploded with such powerful force that it caused the collapse of the foyer and injured a security guard who fell into the gaping hole.

The Minister of Law and Order, Mr Adriaan Vlok, said three people arrived at Khotso house shortly before the explosion.

These persons had a heavy, round case in their possession while one of the men apparently also had certain objects hidden on his person.

The damaged lid of a case was found among the rubble after the explosion. Police suspect that explosive was taken into Khotso House with the intention of constructing a car bomb which was to have been used elsewhere, but the bomb exploded prematurely.

They added that the organisations occupying the buildings had not been linked to the incidents.

The Congress of South African Trade Unions (Cosatu) have also rejected Mr Vlok's statement that the union's Jeppe Street building was probably bombed by "frequent visitors" to the premises.

Police said control over entry into Cosatu House was manned on a 24-hour basis and it would have been "virtually impossible" for a stranger to enter the building unnoticed.

According to reports at the time of the bombing on May 7, 1987, a security guard in the control room at Cosatu House, Mr Stanley Khumalo, heard a loud bang at 1.45 am followed by another blast shortly afterwards.

Another security guard, Mr Monde Dyanayi, was on the tenth floor of the building when he heard footsteps. He reportedly fetched a colleague and they saw torchlight on the fifth floor, which should have been unoccupied at that time.

Mr Dyanayi also said he saw a beige Kombi parked against the wall of the building.

A Cosatu spokesman rejected the police account, saying that Mr Vlok should have been aware that on the night before the bomb blast a hole was cut in the back fence and the building was broken into

DAVID ...

ANGLO American
can acknowledge
yesterday
its mines had

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B Day 12/1/89
Anglo admits meetings banned

BRONWYN ADAMS

banned some union meetings and videotaped or recorded others, restricted union facilities and searched hostels for illegal firearms

The company was reacting to the National Union of Mineworkers' (NUM) challenge to Anglo to respond to this week's NUM report on conditions on Anglo mines

NUM spokesman Marcel Golding accused Anglo of trying to cast a smokescreen over the "real" issues of its "repressive" labour relations practises by holding a Press conference two days ago on the joint code of

conduct for Anglo mines — a matter that was not in contention

An Anglo spokesman said some union meetings were banned or taped as management had reason to believe emotive language would be used and issues raised leading to possible violence

He said union facilities had been reduced as Anglo's laissez-faire approach had been abused

Golding challenged Anglo to respond to the report's allegation of

assaults on workers by management, together with widespread restrictions on union activities, which had resulted in the de-recognition of the NUM on at least five Anglo mines

The Anglo spokesman denied the NUM had been de-recognised

He responded to the allegations of assaults by challenging the union to provide details

Golding said the code of conduct was not in contention as the union had agreed after the 1987 strike to negotiate a code

Why the AAC restricted meetings

Anglo American Corporation outlines its reasons for imposing conditions on the holding of National Union of Mineworkers meetings on Anglo premises

Reacting to the NUM report, an Anglo American Corporation spokesman confirmed that there had been a "general tightening up on conditions governing the holding of meetings by the union on AAC premises"

He said this had been because at a number of meetings things had been discussed in "provocative language" that had served to divide employees, sometimes violently

This was also why union meetings were video recorded and photographed

AAC felt it had the responsibility to protect all employees living and working on its premises. If the union had problems with specific actions taken it should document these in some detail, where they took place when and by whom, etc. These could be discussed jointly in terms of an agreed code of conduct

He said the NUM had only been de-recognised at the President Brand mine, after the whole branch committee was found guilty of culpable homicide and imprisoned for the killing of a team leader, following the 1987 strike. Even then, he said, the de-recognition of the committee "was not tantamount to the de-recognition of the union". The union had subsequently been re-recognised again at the mine

Shaft stewards had also only been de-recognised at President Brand

Allegations of victimisation of former shaft-stewards and union members, including assaults

Star 13/1/89
by superiors, were unsubstantiated and unattributed, said the spokesman. The same applied to claims that workers had been threatened with physical violence and dismissal

AAC was willing to investigate and discuss specific incidents with the NUM in accordance with an agreed code of conduct, if the union could provide details

While it was not common practice to ban meetings, this would have been done where "management had good reason to believe that matters for discussion, and the terms in which they were to be discussed, could divide employees, possibly violently"

Denying that union office facilities were removed, the spokesman said these had, in some cases, been re-located outside hostels because there had been cases "where office facilities inside the hostels had compromised order and the safety of residents"

Kangaroo court

For example, at Vaal Reefs No 8 during the strike, the union office was used for kangaroo court action against employees

On allegations that workers were discouraged from NUM membership, the spokesman called on the NUM to provide details of specific instances, which would be investigated

General security had been tightened up "to ensure the safety of all employees in the face of a pattern of violence prevailing between 1985 and 1987," said the spokesman

He referred to a statement released by the corporation earlier this week, in which AAC stated its belief "that all workers have the right to join or form unions of their choice, to bargain collectively and to strike peacefully"

Dismal portrait of relations at post-strike Anglo

A new research report released by the National Union of Mineworkers (NUM) paints a gloomy industrial relations atmosphere on Anglo American mines in the post-1987 strike period. The report blames this on "management's desire to repress and restrict the union".

The report, titled "Collective Bargaining at Anglo American Mines — A Model for Reform or Repression?" and released this week, accuses Anglo mine management of a series of steps taken against the union since the strike, which violate industrial relations guidelines laid down by the International Labour Organisation (ILO).

The investigation was carried out by the union's research department and the academic research group, the Community Resource and Information Centre, at nine coal and 13 gold mines owned by Anglo. All the gold mines had taken part in the strike, while collieries had participated to varying degrees. The union was recognised at all the mines.

Shopfloor relations 'worse'

The results of the survey suggest a dramatic deterioration of shopfloor relations between the union and management in the aftermath of the strike.

According to the report, Anglo mine management has, since the strike, withdrawn recognition at five of the gold mines concerned. This had led to

- Prevention of shaft stewards representing workers in dismissal and grievance cases
- Intense levels of victimisation of union members and former shaft stewards
- The intimidation of members through threats of physical violence and dismissal
- A refusal to allow union branches to hold membership meetings
- The prevention of shop stewards from visiting living quarters to recruit members

A report released by the National Union of Mineworkers (NUM) this week points to a marked deterioration in relations between the union and Anglo American management in the wake of the 1987 wage strike.
Labour Reporter MIKE SILUMA reports

- The tightening of security measures and controls on workers' movements in living quarters
- The withdrawal of union office facilities (in violation of ILO Convention 135, which requires that such facilities be made available to worker representatives). On the collieries, only one colliery was found to have withdrawn such facilities. At another six mines, telephones had been removed from offices.

In addition, researchers found that shaft stewards had been de-recognised at five gold mines, with stewards being given only "observer status" at another two.

The recognition of shaft stewards had also been withdrawn at three collieries, while restrictions were placed on stewards at four coal mines.

According to the report, gold mine managements were now actively involved in discouraging workers from joining the NUM by intimidating them with mine security forces, distributing anti-union pamphlets and urging workers to resign from the NUM (This violated ILO Convention 87, providing for freedom of association).

Even where the union had not been de-recognised, workers' meetings were closely monitored.

The report concludes that "while Anglo management would deny that their intention is to destroy the NUM, it is clear that the union is being restricted and repressed to regain the uncontested control over the mines which (managements) enjoyed before the union emerged".

Star 13/1/89

Fear stalks the compound. But who's to blame?

PARAMILITARY patrols by mounted security men, armoured vehicles and dog squads around mine compounds owned by the Anglo American Corporation have been stepped up in the wake of the marathon miners' strike in 1987

Many of the corporation's hostels, surrounded by high walls and rolls of razor wire, are now sealed off to visitors from the outside and can only be entered by miners in possession of electronic identity cards

Inside the compounds, mine police often erect impromptu roadblocks, make video recordings of trade union meetings and stage surprise searches of miners' rooms and possessions while the workers are on shift underground

Anglo says these extraordinary security measures have been implemented as part of a general campaign to contain acute levels of physical violence among its black mine employees

The National Union of Mineworkers (NUM), on the other hand, charges that these measures are part of a wider campaign to emasculate the union, which staged the three-week strike by up to 300 000 mineworkers in 1987

"The use of paramilitary vehicles, dog squads and, at one mine, horse patrols, represents an even tighter repressive control within the confines of the compound than that which characterises the national state of emergency," says the NUM in a report entitled "Collective bargaining at Anglo mines: a model for reform or repression?"

The report, released to the media this week, is based on interviews with union members at all Anglo gold mines and collieries and was supervised by academics at the University of the Witwatersrand

One out of every two miners interviewed indicated that women permitted to visit their husbands or relatives in the compound were harassed by mine officials, says the report. Access to hostels was relatively unrestricted prior to the 1987 strike, but has since been dramatically tightened

"At all except two of the gold mines, workers are now compelled to show an ID/clock-in card prior to being admitted to the compounds. In many instances the clock-in card is a magnetic strip card which empowers mine management to effectively monitor the movements of any worker"

Union organisers are barred from

Neither unionists nor management deny the atmosphere of fear in the mine compounds mounted patrols, razor wires, murders, kidnaps
The dispute is over which side to blame
EDDIE KOCH reports

the compounds unless they have prior permission, while on some mines, workers from the same mine who live in different compounds are not allowed to visit each other, the report claims. At one mine workers have to be back in their compound by 6pm on weekends

Two gold mines are reported to have reintroduced the practice of dividing hostels according to the ethnic origins of the inmates. Most Anglo mines maintain strict residential separation between unskilled workers and supervisory staff such as team leaders and clerical staff

Miners interviewed indicated that this practice was linked to a management strategy of employing more Zulu workers, who are seen to be less interested in trade unionism. "They are discriminating a lot," says one miner. "In most cases Xhosas are dismissed because they are seen as instigating strikes. They are 'Mandela's children', according to management."

One out of every three gold mines in the Anglo group maintains armoured vehicles, at seven mines in the group white mineworkers are active members of the mine security force, and roadblocks within mine property, sometimes manned by members of the South African Police, have become a regular feature of compound life, the report says

Numerous interviewees said their rooms and private belongings were subjected to searches by mine security, sometimes late at night and sometimes while workers were on shift.

"There have been so many searches that we have lost count," says one miner. "Shaft stewards are targeted. Their method of searching is haphazard, but if you are blacklisted, like, say, a shaft steward, they may come five days in succession"

Miners make frequent reference in the report to the video and tape recording of trade union meetings. They also say that on some mines,



Anglo American's paramilitary forces guard the entrance to the Elandsrand mine

union officials were required to agree to this before permission for meetings was granted

According to the NUM report, these restrictions and controls suggest that Anglo American is contravening the specifics and spirit of ILO conventions and recommendations on basic worker rights

Anglo representative James Duncan confirmed that security at Anglo hostels had intensified during the strike but denied that this was part of a programme to undermine the union. "We have tightened up on a lot of these areas out of concern for orderly conduct and personal safety," he said

Armoured vehicles, razor wire around compounds, room searches, horse and motorcycle patrols, as well as tight controls on access to hostels were part of Anglo policy because of the need to contain extensive violence that erupted on the mines before and during the 1987 strike, he said. However, it was strict policy that Anglo compounds should not be divided along ethnic lines

Rejecting the Anglo explanation for the controls, NUM assistant general secretary Marcel Golding said the corporation's allegations of violent incidents on its mines, which listed 80 murders, referred to a period of 30 months between April 1985 and September 1987. There had been a relative decline in violence since the strike and Anglo was using the issue to divert attention away from the NUM's report, he said

In its report, the NUM listed other

measures allegedly used by management to undermine the union since the strike as

- Harassment of shaft stewards. The report cites numerous shaft stewards as saying they have been prohibited from talking about the union on hostel premises and from representing union members in disciplinary cases

- Removal of union offices from mines and of union officials' access to telephones

- Banning of union meetings on mine property and of the singing of militant songs

- The distribution of thousands of smear pamphlets, and the mysterious monthly publication, *SA Trade Union Monthly Tribune*, aimed at discrediting

the union and its leadership

- The use of radio and public address systems on the mines to spread anti-union propaganda. In one bizarre case, a union member claimed that an internal radio programme at the Vaal Reefs mine called 'Radio Reef' was beamed at workers while they were working underground

"It says NUM misled the workers and this resulted in strikes and dismissals," said the worker

NUM's report has sparked a war of words between Anglo and the union, with claims and counter-claims being made daily in press conferences and media releases. Competing advertisements have also appeared in the press as each side seeks to promote its views

South African Institute of Race Relations Survey Researchers/Writers

The South African Institute of Race Relations is looking for researchers to write certain chapters of its most prestigious publication, the annual *Race Relations Survey*

Survey researchers are required to monitor developments in the fields assigned to them, and also to obtain relevant statistical and other information from government and other sources. It is essential that they have the ability to read newspaper reports critically and analytically and have the aptitude to assess the relative importance of different events. Vacancies exist at present in the fields of politics, education, health and welfare

An honours degree will be a strong recommendation, as will previous journalistic and/or research experience (preferably all three)

The Institute offers a competitive salary for these positions as well as the normal fringe benefits. Successful applicants must be available to start work as soon as possible

Applications must be made in writing to
The Executive Director
South African Institute of Race Relations
PO Box 31044
2017 BRAAMFONTEIN

and MUST include the following: An NUM
1 The names, addresses and telephone numbers of two referees
2 Full CV, including particulars of previous experience and of any formal training you have received, along with copies of educational certificates
3 Examples of recent work

Closing date for applications: 25 January 1989

THE ANGLO RESPONSE: 'RACIAL HATRED AT UNION MEETINGS'

By EDDIE KOCH

COMPOUND conditions on South Africa's gold mines lie at the centre of the fierce debate between Anglo and NUM over the high incidence of physical violence in the industry

Anglo's labour relations chief, Bobby Godsell, told a mid-week conference that 80 people had been murdered in violence between workers from April 1985 to September 1987.

The corporation was hoping to set up a union/management code of conduct to control such levels of physical conflict. The code would include a joint monitoring committee to investigate incidents of violence

NUM has responded by saying it is prepared to consider such a code of conduct but believes the main causes of mine violence are structural conditions at work and in compounds

Godsell acknowledged the need to address the long-term factors promoting internecine violence on the mines but said it was also crucial to address the immediate causes of violence

"You can't explain the public execution of four people who were charged with being management *implimpts* (spies) in terms of hostel accommodation," he said. "It is unacceptable stretching the migrant labour system and hostel system to explain the particular instance of people being kidnapped, attacked and executed."

A press release distributed by Anglo at the press conference listed details of the attacks in which miners had been murdered in the 30 months before miner's strike of 1987. Major events include:

- The murder of four team leaders at the Vaal Reefs mine in February 1986. A union shaft steward was subsequently sentenced to death for his role in the killings

- A supervisor murdered at Vaal Reefs in February 1987

- Eight people killed in violence at Western Holdings. A NUM shaft steward was convicted of murder and eight union members convicted of murder with extenuating circumstances for their part in the attacks

- A team leader killed at the President Brand mine. The NUM branch chairman and others were convicted of culpable homicide and sentenced to three years by the Bloemfontein Supreme Court

"We don't attribute the violence to NUM," said Godsell. "However NUM's actions have been effective in causing violence to stop"

His explanations for the violence related were excessive behaviour by some individuals, the use of emotive language and the incitement of racial hatred during union meetings.

Godsell said Anglo had made a major effort to improve conditions in its hostels and was pursuing "a programme of further improvement". The corporation believed migrants should have the choice of living in compounds or of bringing their families to live with them in the cities

He said security and other regulations in the compounds had been tightened up but that this was necessary to ensure the safety of individual workers in the face of the kinds of violence outlined in the press release

"We make no apologies about using our own security personnel and calling in police to secure personal safety," he said

Responding to other aspects of NUM's report, Godsell said many of the allegations were vague and unsubstantiated. He said the joint monitoring procedures laid out in the Anglo's proposed code of conduct would provide the means to investigate charges and urged the union to accept the code

NUM's response to Anglo's press release said the union was "being asked to address the symptoms of a much larger problem and leave the problem unresolved"

It is within the larger context of an apartheid system that violence on the mines has to be situated. The mining industry is defined by the migrant labour system which is in itself a form of institutionalised violence.

140A

MINE LABOUR RELATIONS

Bad blood

Anglo American and the National Union of Mineworkers (NUM) must come to grips with an escalation of bad feeling which has plagued the mining industry since the strike of 1987. The NUM this week released the findings of a "scientific" survey it conducted on 22 Anglo American gold and coal mines last October/November, lambasting the company's "repressive" labour relations practices ever since the NUM's unsuccessful legal strike in 1987.

Anglo labour relations consultant Bobby Godsell was due to respond to the NUM's charges as the *FM* went to press.

The 178-page survey, conducted by the union and "an academic research organisation" was administered to "every branch committee" at 13 gold mines and nine collieries.

According to the union, "the survey results say that since NUM's first national legal strike in August 1987, during which 50 000 workers lost their jobs, Anglo has embarked on a systematic campaign of retarding the union and intimidating union members. It also argues that racism and job reservation remain a central experience of the corporation's employees.

"Today, despite the continued existence of a limited collective bargaining process, workers experience a climate of repression and control on the mines so severe that conditions are in many respects as bad as or even worse than in the period prior to unionisation."

Well, that's quite a mouthful. An Anglo spokesman says the survey contains a number of unsubstantiated allegations, which the group hopes to discuss once its proposed code of conduct is in place.

In the post-strike agreement signed in March 1988 both Anglo and the NUM undertook to negotiate a code of conduct protecting worker and management rights and preventing violence. The union now has before it the proposed code, and Anglo is await-

ing a response.

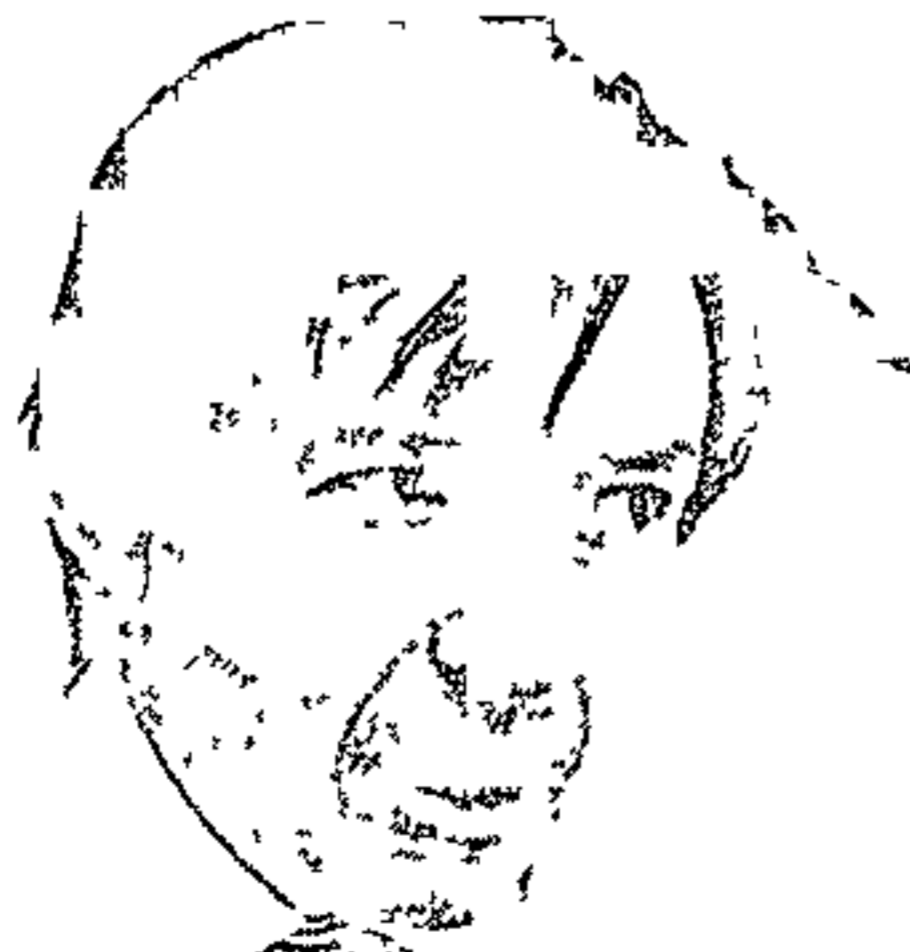
No doubt also up for discussion will be the allegations of "violence and coercive behaviour" detailed by Anglo as supporting documentation to the draft code. Going back to April 1985 the corporation traces a spate of incidents including kidnapping, assault, petrol bombings, attacks on mine taverns and the public execution of four team leaders at Western Holdings. It lists 89 employee deaths in incidents of violence and 13 NUM members who were convicted of murder over this period up to the strike. The NUM claims Anglo is attempting to defuse the real question of its "systematic" attack on the union following the strike because all the incidents cited occurred before August 1987.

The set of principles drafted by Anglo involve an acceptance of responsibility by both sides for the actions of their members, and urge that action at all times be in the interests of industrial peace. The parties are asked to recognise the individual rights of workers, including that to work in defiance of a strike call. Threats, violence, coercion and intimidation are emphasised as "unlawful action."

Provision is made for the maintenance of mine and hostel facilities by management in the event of industrial action, and for the maintenance of normal access to the workplace for those who choose to work during such action.

The practical implementation of the code is to be negotiated at appropriate mine level, and it is proposed that joint monitoring committees be set up to oversee it. Disputes concerning implementation of the code are to be referred to a joint monitoring committee at head office level, failing which it might go to arbitration.

Anglo is hoping to meet NUM representatives on January 19, and has urged the union to agree to the code as a step towards a "relationship of mutual trust."



Anglo's Godsell . . . rejecting NUM's charges

fm/mlc 13/1/89

THE ANGLO RESPONSE: 'RACIAL HATRED' AT UNION MEETINGS'

By EDDIE KOCH

COMPOUND conditions on South Africa's gold mines lie at the centre of the fierce debate between Anglo and NUM over the high incidence of physical violence in the industry.

Anglo's labour relations chief, Bobby Godsell, told a mid-week conference that 80 people had been murdered in violence between workers from April 1985 to September 1987.

The corporation was hoping to set up a union/management code of conduct to control such levels of physical conflict. The code would include a joint monitoring committee to investigate incidents of violence.

NUM has responded by saying it is prepared to consider such a code of conduct but believes the main causes of mine violence are structural conditions at work and in compounds.

Godsell acknowledged the need to address the long-term factors promoting internecine violence on the mines but said it was also crucial to address the immediate causes of violence.

"You can't explain the public execution of four people who were charged with being management *impimpis* (spies) in terms of hostel accommodation," he said.

"It is unacceptable stretching the migrant labour system and hostel system ... to explain the particular instance of people being kidnapped, attacked and executed."

A press release distributed by Anglo at the press conference listed details of the attacks in which miners had been murdered in the 30 months before miner's strike of 1987. Major events include:

• The murder of four team leaders at the Vaal Reefs mine in February 1986. A union shaft steward was subsequently sentenced to death for his role in the killings.

• A supervisor murdered at Vaal Reefs in February 1987.

• Eight people killed in violence at Western Holdings. A NUM shaft steward was convicted of murder and eight union members convicted of murder with extenuating circumstances for their part in the attacks.

• A team leader killed at the President Brand mine. The NUM branch chairman and others were convicted of culpable homicide and sentenced to three years by the Bloemfontein Supreme Court.

"We don't attribute the violence to NUM," said Godsell. "However NUM's actions have been ineffective in causing violence to stop."

His explanations for the violence related were excessive behaviour by some individuals, the use of emotive language and the incitement of racial hatred during union meetings.

Godsell said Anglo had made a major effort to improve conditions in its hostels and was pursuing "a programme of further improvement". The corporation believed migrants should have the choice of living in compounds or of bringing their families to live with them in the cities.

He said security and other regulations in the compounds had been tightened up but that this was necessary to ensure the safety of individual workers in the face of the kinds of violence outlined in the press release.

"We make no apologies about using our own security personnel and calling in police to secure personal safety," he said.

Responding to other aspects of NUM's report, Godsell said many of the allegations were vague and unsubstantiated. He said the joint monitoring procedures laid out in the Anglo's proposed code of conduct would provide the means to investigate charges and urged the union to accept the code.

NUM's response to Anglo's press release said the union was "being asked to address the symptoms of a much larger problem and leave the problem unresolved ... It is within the larger context of an apartheid system that violence on the mines has to be situated. The mining industry is defined by the migrant labour system which is in itself a form of institutionalised violence."

13-19/1/89 w/mal
140A



W/mail 13-19/1/89



140A

ANGLO!

PUT YOUR MOUTH WHERE YOUR MONEY IS!



Behind its public facade of reform and good labour relations, Anglo American Corporation has acted to the detriment of the National Union of Mineworkers. Anglo has proposed a code of conduct. It says:

"The parties will at all times seek to protect and uphold the individual rights of workers, including freedom of association and the individual's freedom either to work when a strike may have been called or to participate peacefully in a lawful strike."

NUM research conducted in October and November last year and published in its report "Collective Bargaining at Anglo American Mines — A Model for Reform or Repression" shows that the reality on Anglo's mines since the August 1987 strike is:

...Individual rights of workers...

- Racial segregation
- Workers cannot refuse to work in unsafe places
- Dismissals have risen
- Arbitrary disciplinary charges have increased
- More assaults by white miners, shift and mineoverseers
- Hostels are surrounded by security fences and barbed wire
- Workers are denied privacy
- More paramilitary vehicles, horse and dog squads
- Rooms are searched while workers are underground

...Freedom of association...

- Withdrawal of union recognition from several mines
- Victimisation and harassment of shaft stewards and union members
- Union meetings not allowed, or agendas censored
- Union office facilities withdrawn
- Shaft stewards not permitted to represent workers in hearings
- Mine management actively discourages union membership

ship

- Union meetings are video taped and recorded
- Employment sometimes subject to workers renouncing NUM membership
- Workers cannot choose who they live with, and are housed on an ethnic basis
- Family visitors are not permitted
- Union official cannot visit without prior permission
- Movements between hostels is controlled
- Singing and the wearing of union T-shirts is forbidden

... the right to strike...

- Anglo refuses to sign an undertaking to ignore the most vicious anti-strike sections of the Labour Relations Act
- 50 000 workers fired in the August 1987 legal strike
- Union officials denied access to premises
- Mobilisation of mine security
- SAP called onto mine premises
- Lockouts of strikers

Anglo details mine violence

ANGLO American yesterday released further information on 80 deaths and incidents of vandalism and arson documented on its mines between April 1985 and September 1987

Anglo was elaborating on allegations detailed in its statement released at the beginning of the week as a pre-emptive response to claims made in the National Union of Mineworkers' (NUM) recent research report on conditions on Anglo mines

No arrests had been made in connection with 10 of the incidents, which involved 62 deaths, as well four cases of arson and a kidnapping

An Anglo representative gave the following details

□ In September 1987, seven people were killed during inter-employee conflict at New Denmark colliery. Of the 60 people arrested, 10 were later convicted of public violence.

□ In the same month a team leader was killed and two others seriously injured at President Brand. The NUM branch chairman was convicted of culpable homicide and sentenced to three years by the Bloemfontein Supreme Court,

140A
BRONWYN ADAMS

□ In February 1987, a supervisor was murdered at Vaal Reefs East. Ten arrests followed and the employees concerned are awaiting trial, Anglo said.

□ In July 1986, four team leaders were publicly executed after a NUM-led underground sit-in at Western Holdings. Despite the fact that the executions occurred before 2 000 people, police obtained insufficient evidence to bring charges.

Dismissal

A commission of inquiry followed, resulting in the suspension of four shaft stewards suspected by management of being involved in the incident. Their subsequent dismissal was upheld by an independent senior counsel who had been chosen by both management and the NUM.

□ A kidnapping and holding hostage of four employees in NUM offices in August 1987 at Vaal Reefs resulted in a Supreme Court interdict against shaft stewards

The interdict was unopposed by the NUM.

□ In June 1987, eight people were killed at Western Holdings. A NUM shaft steward was sentenced to death and eight other union members were convicted of murder with extenuating circumstances.

They received jail sentences of up to 10 years each.

□ In April 1987, NUM actions at Western Deep Levels resulted in an Industrial Court finding that the union had committed 16 unfair labour practices which included its failure to dissociate itself from threats of murder made by NUM officials.

□ Following wage negotiations at Ergo in June 1986, the Industrial Court found the NUM had committed 13 unfair labour practices.

These included the NUM's failure to take reasonable steps to prevent acts of sabotage and damage, failure to ensure the maintenance of industrial peace and the failure to prevent union members from behaving in an unruly manner and from carrying weapons or damaging property.

PEOPLE ARE ON THE MOVE — SEE PAGE 9 FOR ALL THE DETAILS

ADDITIONAL COMMENTS

PAGES AND PAGES OF THE BEST JOBS IN SOUTH AFRICA

SUNDAY TIMES, Business Times, January 15, 1989 7

**HANPOWER
MIRROR BY
ROBYN
CHALMERS**

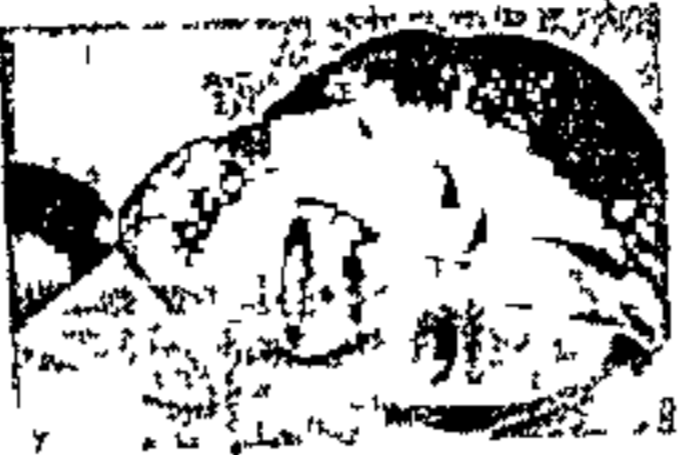


Flak flies between Anglo and the miners

IT can only be hoped that Thursday's meeting between Anglo American and the National Union of Mineworkers (NUM) will be more constructive than the dogfight which is being waged in print and on the airwaves.

The debate between the two over violence on Anglo coal and gold mines flared up again this week. Both sides hit out at each other in public statements.

The issue came to the boil on October 4, 1987. The Chamber of Mines raised the question of violence when it met representatives of NUM. The chamber asked the union to issue a statement denouncing violence. Nothing was done.



Bobby Godsell
action
against vio-
lence

Anglo became involved last year in meetings after the 1987 gold-mine strike. Proposed rules which would, it said, protect union and worker rights and prevent violence.

The two sides agreed to negotiate a code of conduct, the wording of which Anglo proposed towards the end of last year.

All was quiet over the Christmas break, but NUM resumed the debate this week when it came out against Anglo by publishing a 178-page survey called *Collective bargaining at Anglo American mines — a model for reform or repression?*

NUM assistant general secretary Marcel Golding says findings in the survey show that since NUM's first national legal strike in August 1987, during which 50 000 workers lost their jobs, Anglo has embarked on a systematic campaign of retarding the union and intimidating union members. "It also argues that racism and job

reservation remain a central expertise of the corporation's employees.

Mineworkers have identified an increase of control on the mines since the 1987 strike and the NUM in the period since unionisation. The rights to representation won by the union prior to the strike have been systematically reduced."

Mr Golding says the survey shows that workers are experiencing an increasing number of assaults, disciplinary charges and dismissals, higher controls over their movement, the illegal searching of their rooms and management use of private security forces.

Anglo retaliated within hours of the survey being published, calling a news

conference and explaining the corporation's side of the story.

Anglo industrial relations consultant Bobby Godsell made it clear that he would rather talk to NUM about the issue than to the newspapers, radio and television. He said Anglo's concern lay with the people employed on the mines — they were being executed, assaulted and intimidated.

Between April 1985 and September 1987, 79 people died violently. This pattern of violence is very worrying and we believe the code of conduct is the best way to control it.

"We want a clear denunciation of violence by NUM and a positive acceptance of a code of conduct. We do not believe NUM wants violence to take place, but so far NUM has not taken effective measures to prevent violence. This problem can only be solved by

joint action."

It seems that NUM is using this issue to highlight deeper, more entrenched problems. NUM failed to respond to the Chamber of Mines call to denounce violence.

It wishes to address what it believes are the causes of violence, not the symptoms, saying "It is within the larger context of an apartheid system that violence on the mines has been situated. The mining industry is defined by the migrant labour system, which in itself is a form of institutionalised violence."

Since the news conference accusations have been flying, Mr Golding has accused Anglo of sidelining the real issue of repression on the mines by its code of conduct.

"It is attempting to negotiate through the press by releasing the contents of the code of conduct before a meeting planned for February. NUM has never been averse to discussing solutions to violence on the mines.

"We ask why union meetings are banned, why union offices are closed, why union videos and tape recorders are confiscated and why NUM is being restricted."

Mr Godsell says: "In response to NUM's survey on coal or gold mines have been de-unionised, over the past 15 years we have been involved in hostilities upgrading and I think it is stretching things to link the migrant labour system and the hostel system to the pattern of violence on our mines." The issue is serious and emotive. Both sides have their points, both seem determined to stick to their guns

Mintek dismisses 200 strikers

THE Council for Mineral Technology (Mintek) yesterday dismissed about 200 NUM members who had been involved in a wage strike since January 5. *14 DA*

3/10/89 17/1/89
Human resources assistant director Danie van Vuuren said the NUM had accepted an offer of a 14% wage increase and a R600 monthly minimum, but had refused to "recognise the statutory and financial constraints under which Mintek, as a parastatal organisation, operates".

183 ALAN FINE *183*

He said this requirement was a condition of the wage offer.

The NUM's refusal to accept this meant that every time negotiations took place the union would "pressure me over something I have no power over". Under the circumstances no other action could be taken but to dismiss the strikers.

NUM officials could not be reached for comment.

Mintek fires 200 striking NUM workers

Star
17/11/89

By Mike Siluma,
Labour Reporter

(233) (14)

parastatal organisation, operates' (14019)

The Council for Mineral Technology (Mintek) fired more than 200 striking members of the National Union of Mineworkers (NUM) yesterday.

Mintek said it had made an offer of a 14 percent wage increase. The offer was made on condition that the NUM "recognise the statutory and financial constraints under which Mintek, as a

Mintek said the NUM had accepted the wage offer but refused to accept the limitations imposed by the council

A NUM spokesman said it would contest the dismissals "because they are a breach of an undertaking by Mintek that, having accepted the offer, workers would be allowed to resume work". The dismissals were an indication of bad faith, he said

CAP: TMS 17/1/89 (132) (100)

Samcor workers get first dividend

Own Correspondent
JOHANNESBURG. — Samcor employees who own 24% of the company's equity have received some R4m in dividend payments, the first dividend paid since the shares were transferred into an employee trust as part of Ford's disinvestment deal a year ago.

Samcor chairman Les Boyd said yesterday all of the 4 500 employees, who had been in service for

the full year, each received a R940 cheque on the day the plant closed for the Christmas break in mid-December

Beneficiaries include all wage and salary earners.

A dispute which blew up among workers last year over whether the fund's dividend income should be channelled into community projects or distributed to the workers themselves has ap-

parently been resolved

Boyd said the trustees had changed the rules in order to give each individual worker the choice of accepting the money personally or handing it back to the fund for use in community projects. He said none had taken up the latter option

Employee trustees have not yet been elected as provided for and the trust is still being run by three outside

trustees — two lawyers and a Ford representative.

Boyd said the decision to change the rules was taken after extensive consultation between the trustees and groups of employees.

Spokesmen for the National Union of Metalworkers of SA (Numsa) motor section, who negotiated the original deal, could not be reached for comment.

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Samcor pays first dividend to employees

B/Day 17/11/89
1408

ALAN FINE

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DIVIDENDS TOO SMALL SAY SAMCOR WORKERS

6/Day 18/1/89

SIPHO NGCOBO

SAMCOR workers, who last month received R940 each in dividend payments from the 24% of the company's equity they own, are complaining that the money is too little and say they expected at least R3 000 each.

The workers who talked to Business Day at Samcor's Pretoria plant yesterday said they suspected the dividend payments had been "rigged".

One worker said: "The R940 paid

out to me is one of the most serious disappointments of my life. I know I am entitled to much more than the sum of money they have paid me... However, we have delegated our representatives to take the matter up with management."

Several other workers, who did not want to reveal their names, expressed anger and dissatisfaction at the R940 and vowed they would

not rest until they were paid R3 000 each.

The dividend payments, the first since the funds were transferred into an employee trust as part of Ford's disinvestment agreement, total about R4m.

The controversy surrounding the 24% equity owned by workers came into the open last year when many workers rejected the idea that the dividends should be channelled into community projects

Num issues threat

Sawitan 18/1/89

1104

2000

THE National Union of
mineworkers has threat-
ened to take Mintek to
court unless the parasta-
tal company re-employs
the 200 Num members it
sacked

Num spokesman Mr
Marcel Golding yester-
day said Mintek had been
notified of its decision
following the dismissal of
the 200 — Sapa

Mintek offers to re-employ dismissed NUM workers

1409 Star 18/11/89

The Council for Mineral Technology (Mintek) yesterday offered to re-employ more than 200 members of the National Union of Mineworkers (NUM) fired on Monday after a week-long wage strike

Mintek spokesman, Mr Danie van Vuuren, said Mintek was "looking at ways and means of approaching the NUM with a view to re-employing all the workers" The company's lawyers were working on an offer to be put to the NUM

NUM assistant secretary-general, Mr Marcel Golding, accusing the company of being "arrogant and intransigent" during negotiations, said the NUM had notified Mintek of its

intention to take the issue of dismissals to court

He said the workers were fired despite accepting a company offer to increase wages by between 14 and 22 percent, as well as improvements in working conditions

● The Premier group has denied reports that more than 300 employees had been laid off from its Killarney, Johannesburg, head office

Deputy chief executive, Mr Gordon Utian, said staff were being laid off as a result of the sale of the group's poultry interests Although the restructuring exercise was still in progress, the number of people affected was "far less" than 300

NUM threat to Mintek

B/Dun 18/1/89 ALAN FINE

140A

THE National Union of Mineworkers (NUM) yesterday threatened to take court action against the Council for Mineral Technology (Mintek) over the dismissal on Monday of about 200 striking workers.

NUM assistant general secretary Marcel Golding described Mintek's attitude and conduct as "arrogant and intransigent, and totally out of line with acceptable labour practices".

He said while agreement had been reached on 14%-22% wage increases, Mintek was also insisting the union accept the obligation not to strike in future "because of its alleged negotiating constraints".

Mintek said it was constrained by the fact that funds were determined by the national budget.

Human resources assistant director Danie van Vuuren told Sapa yesterday Mintek would re-employ the dismissed workers if an agreement could be reached.

He said Mintek had had no contact with the NUM since the dismissal, but the company's legal representatives were working on an offer which would bring the union back to the negotiating table.

B/Day (8/1/89) (140A) (16)

Samcor fund's trustees broke rules — Numsa

TRUSTEES of the Samcor employee trust fund had violated the fund's rules by amending them to pay dividends directly to employees, a National Union of Metalworkers of SA (Numsa) spokesman said yesterday

Numsa motor section chief Fred Sauls said Numsa officials had read with deep concern yesterday's Business Day report that about R4m had been paid out, at R940 a person

He said the deed of trust contained specific provisions for democratically amending the fund's rules — a secret

ALAN FINE

ballot supported by 75% of employees. The rules initially required that dividends earned by the fund's ownership of 24% of Samcor equity be channelled into community projects

Sauls said Numsa would demand that Samcor pay R4m to the fund to reimburse it

Further, Numsa had referred the matter to its attorneys with a view to possible legal action against the trustees

"This violates our agreement with Ford and will have serious repercussions," Sauls said

The amended rules allow employees to decide whether to keep the money or return it for use in community projects

Asked whether the fact that none had returned their cheques showed workers favoured the new rules, Sauls said to give a worker nearly R1 000 and to ask him or her to return it was an unsatisfactory way of canvassing opinion

● See Page 3

140A

Num, Anglo in war of words

A WAR of words has broken out between Anglo American and the National Union of Mineworkers (Num)

This follows the release of a Num research report which claims that the level of repression at mines has increased dramatically since the 1987 strike

According to the report — "Collective bargaining at Anglo American Mines: A model for reform or repression?" — the situation on the mines now threatens basic worker rights

Neither side disputes that tension exists at the mines, many of which now have security measures including barbed wire fences, armed security guards and,

In at least one case, mounted patrols

It is the cause of this heightened tension which has sparked off a public dispute involving a flurry of press conferences, statements and full page advertisements in several newspapers

Num cited as examples of Anglo repression the refusal to allow its officials access to mines, the control of agendas of meetings, the refusal to allow outside speakers, including those from Num, to speak at meetings on the mines and a ban on singing at meetings, many of which are videotaped

The union claimed that

"vicious" security arrangements were enforced at most mines, ethnicity was encouraged through the compound system to divide the work force, workers' rooms were searched and there was routine intimidation of shaft stewards

Anglo countered Num's claims with a press statement which included the release of a proposed code of conduct which Anglo said was aimed at preventing violence on the mines

In its statement Anglo said it believed all employees had the right to join or form unions of their choice, to bargain collectively and to strike peacefully

The corporation also released details of violence on Anglo mines in the 30 months between April 1985 and September 1987

Fifty employees lost their lives in incidents which included wildcat strikes, kidnapping and assaults

Num assistant general secretary Marcel Golding, in response to the Anglo press statement, said the corporation was confusing the issue

"One can't address violence without examining its structural causes," he said

A Num statement issued last week denied the union was the cause of the conflict

"Violence was a feature of mine life long before Num unionised

workers," the union said

Num said the root cause of violence on the mines was the migrant labour system, the hostels and the deliberate encouragement of divisions among workers by bosses

Num also claimed that violence on the mines did not only originate from the workers

"Num has documented many assaults by mine security against workers, the detention of workers at security barracks, the use of teargas, rubber and live bullets against workers engaged in legal strikes, the calling of the SAP onto mine premises and the assault of black mineworkers by white mineworkers," a Num spokesperson said



Members of the National Union of Mineworkers which is alleging worker's rights are being infringed at Anglo mines

TEN year's after its formation the South African Allied Workers' Union regarded by many as a pioneer of today's labour movement may soon disband

Saawu officials are reluctant to discuss the union's future but a reliable source within the union said its future will be decided within the next month

Saawu a general union formed in 1979 is giving way in line with the policy of the Congress of SA Trade Unions (Cosatu) to concentrate on industrial unions

Since the Cosatu policy decision Saawu has given off members to several unions including the Food and Allied Workers Union

At its peak Saawu membership was estimated at 100 000 making it one of the most powerful independent unions in the country

The union was formed in 1979 after a split between black consciousness supporters and adherents of nonracism in the Black Allied Workers Union at its conference in Durban

It was, from the start, a general union with members from different industries. It planned to become an umbrella body of industrial unions

Saawu's leaders defined the new union as a non-racial trade union committed to mass participatory democracy

The driving force behind Saawu's formation was national organiser

Saawu to bow out?

140A
South
19-25/1/89

Thozamile Gqwetha of East London who later became national president

The union grew rapidly in the Border area increasing its membership from 5 000 to 15 000 in five months

Employer bodies refused to recognise Saawu

In November 1980 SA Chloride signed a recognition agreement with the union

The following year Saawu signed an agreement with Johnson and Johnson and reached defacto recognition arrangements with several smaller businesses, including Nampak

The authorities concern about the growth of Saawu was heightened by the union's explicit political profile

Saawu leadership rejected the approach that

trade unions should confine their activities to bread and butter issues

The union was involved in issues like the Anti Republic Day campaign and bus boycotts in the Eastern Cape and Durban

It became a symbol of popular resistance in the Ciskei where most of its East London members lived

Saawu's popularity grew with its involvement in community and political issues, but it also attracted state repression

Saawu leaders were repeatedly detained and mass meetings where organisers referred matters to workers were disrupted

A mysterious fire at Gqwetha's home in 1981 killed his mother and uncle. A week later police fired on mourners returning from the funeral

killing a close friend of Gqwetha

In 1984 Saawu was banned in the Ciskei

By this time the union had grown to 18 branches with 100 000 members nationally

It had signed over 20 recognition agreements with companies operating in the Eastern Cape, Natal and the Transvaal

But problems existed in the union's structure

The two highest decision making bodies — the central executive committee and the branch executive committee — were composed entirely of officials with no worker representation

On miners negotiated with companies. Decisions were referred back to workers mainly through mass meetings

Not all workers had a chance to speak and sensitive issues could not be discussed. It contradicted the union's commitment to mass participatory democracy

An example was when the union negotiated a recognition agreement at Johnson and Johnson

Workers unaware of its contents, were later forced in terms of the agreement to abandon a sympathy strike and return to work

Saawu was criticised by some for its overtly political stance a debate which heightened with the formation of the United Democratic Front

Saawu was weakened by a split which occurred when three officials, including general secretary Sam Kikine, were expelled in 1983

ON SALE NOW

SACOSPORT-FESTIVAL '88

A COMMUNITATIVE MOVEMENT

Anglo keen Star 19/11/89 to talk with mine union

140A
By Kaizer Nyatumba

Anglo American Corporation is "deeply disappointed" with the National Union of Mineworkers (NUM) decision yesterday to postpone a meeting scheduled for today.

The company said it had hoped to reach an agreement with the union on its recently promulgated code of conduct.

It had also wanted to respond to the NUM's research document which was "publicised extensively" in the December issue of the NUM's newsletter.

Anglo American called on the union either to reconsider its decision to postpone the meeting or to agree on a new date "as quickly as possible"

(10.A) with

Unity sewn-up?

19-25/1/89.

A NEW super union with a membership of over 200 000 could be formed in the clothing industry if unity talks next week between the Garment and Allied Workers Union (Gawu) and the Amalgamated Clothing and Textile Workers Union of South Africa (Actwusa) are successful.

Preliminary discussions took place between the two unions in Durban last month under the auspices of the Cosatu which intervened after previous negotiations broke down.

Gawu general secretary Desmond Sampson said it was still too early to talk of a merger. "Negotiations are at a delicate stage," he said.



Mintek to re-hire workers

1409

ALAN FINE

B/Paul
19/1/89

THE Council for Mineral Technology (Mintek) and the National Union of Mineworkers (NUM) yesterday resolved the dispute which led to the dismissal of 200 strikers on Monday

The workers will be re-employed from tomorrow and the issue that caused the dispute is to be referred to the Industrial Court

The strike was sparked after the two reached a wage agreement but the NUM refused to formally "recognise the financial constraints" under which Mintek, as a parastatal organisation, said it operated

The NUM said Mintek's requirement meant members would not be entitled to strike

Mintek human resources assistant director Danie van Vuuren said Mintek's budget was determined by the State and it was unfair for the NUM to strike over an issue which was effectively non-negotiable



NUM puts off meeting:
Anglo is disappointed

140A (273)

ALAN FINE 19/11/89

THE latest round in the war of words between Anglo American and the National Union of Mineworkers (NUM) erupted yesterday with Anglo expressing "deep disappointment" at the union postponing a key meeting scheduled for today.

The meeting was to discuss Anglo's proposed code of conduct aimed at limiting mine violence, and the NUM research document released last week which alleged Anglo had conducted a systematic union-bashing campaign since the 1987 strike.

Anglo called on the NUM to either reconsider its decision to postpone the meeting or to agree to a new date as quickly as possible, "otherwise, it will appear as if NUM is more interested in raising problems than in resolving them".

NUM assistant general secretary Marcel Golding said the meeting was postponed in the light of an urgent union executive meeting tomorrow.

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star 19/1/87

Samcor broke fund's rules, claims Numsa

By Adele Baleta

The National Union of Metalworkers of South Africa (Numsa) is planning legal action against trustees of the Samcor Employee Trust Fund for allegedly breaking the fund's rules by paying out dividends to workers.

In December Samcor paid out R4 million as part of the first dividend payment to more than 4 000 employees who own a 24 percent share of the Samcor equity left for them by Ford when it divested in 1987.

The union said yesterday the money should have been used for community welfare and development activities.

A Samcor spokesman said he could not comment as the matter was between the trustees and the union.

140A
19/1/87

Samcor broke fund's rules, claims Numsa

Star 19/1/87
By Adele Baleta

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A Samcor spokesman said he could not comment as the matter was between the trustees and the union.

Re-employed

140A

THE para-statal council for mineral technology yesterday decided to re-employ about 250 members of the National Union of Mineworkers who were fired on Monday following a sit-in strike for eight days protesting against wages and working conditions

(S)

A statement from Mintek said the workers would be re-employed from Friday January 20

1911187

Mintek said the strike did not affect its decision to implement a 14 percent wage increase — backdated to July last year — or its decision to re-employ the workers.
— Sapa

1911187

Star 20/1/89 (160A)

Mintek reinstates 200 NUM workers

By Mike Siluma, Labour Reporter

More than 200 members of the National Union of Mineworkers (NUM) dismissed by the Council for Mineral Technology (Mintek) on Monday have been reinstated after three days of negotiations between the union and management

The NUM assistant secretary-general, Mr Marcel Golding, said yesterday the settlement included the re-employment of all workers from today without loss of benefits and the implementation of an average 14 percent increase, with a monthly minimum rate of R600. The increases are to be backdated to July 1 1988.

● A two-year dispute between the Food and Allied Workers' Union (Fawu) and Chapelat Industries is being heard in the Industrial Court this week, with the union asking the court to reinstate 108 workers whom it says were fired unfairly in 1987.

A Fawu spokesman said the union's contention was that the dismissals were unfair in that, among other things, the workers were not given a hearing.

The union believed the workers were dismissed because they were union members and the company's view was that they were fired as individuals for their behaviour.

● Annual wage negotiations between the Construction and Allied Workers' Union (Cawu) and the Everite fibre cement division are still deadlocked, despite mediation last Friday, the union said.

Cawu members' demands include an hourly R1,03 individual increase, a 40-hour working week and the recognition of June 16 as a paid holiday.

● Although wage increases negotiated for the lowest-paid miners in 1988 were 17,9 percent higher than in 1987, workers in this category still earn below a minimum living level of R610, says the official mouthpiece of the NUM.

**SAB strike
continues**

MORE THAN 300 striking workers at SA Breweries (SAB) plants in Port Elizabeth and East London yesterday continued their dispute over the payment of nightshift workers on January 2.

SAB's human resources director, Mr Rob Childs, said yesterday that the Food and Allied Workers' Union (Fawu) had not responded to a Port Elizabeth Supreme Court interdict ordering the strikers back to work and to abide by the recognition agreement between SAB and Fawu.

The East London workers downed tools in sympathy with 200 Port Elizabeth workers who went on strike last Friday in a demand for holiday pay, a union spokesman said.

Thousands of miners to lose jobs

By Adele Baleta (1408) *Star 20/1/89*
Thousands of miners at three Gencor gold mines will lose their jobs in the next few weeks in a drastic move to maintain profitability at the current low gold price, Gencor has announced.

The mines are West Rand Consolidated and the Leslie and Bracken mines in Evander.

Comment from the white Mine Workers' Union was not available at the time of going to press, but the National Union of Mineworkers has strongly condemned the move.

The mines say:

Mr JC Janse van Rensburg, managing director of West Rand Consolidated, said yesterday about two-thirds of the 5400-strong workforce would be retrenched in the next few weeks.

Retrenchments began in December and about 1000 workers were being laid off every month.

The low gold price coupled with West Rand Consolidated's

scattered marginal reserves made it difficult to break even, he said. A limited number of miners would be placed at other gold mines in the Gencor stable.

The managing director of the group's Free State and Evander mines, Mr G Maude, said retrenchments at the Leslie and Bracken mines began this week.

Retrenchments at Bracken — between 1500 and 3100 employees — would be completed by February, and those at Leslie — between 700 and 2800 — by March.

He said 200 Bracken workers had been placed at the Winkelhaak mine. Retrenched employees would be given the equivalent of six weeks' pay, and this varied according to length of service.

The move was necessary, he said, to maintain profitability at lower production levels.

The NUM says:

NUM assistant general secretary Mr Marcel Golding said the decision by Gencor to retrench

employees at the three gold mines was unacceptable and would be contested by the union.

"We will challenge the alleged necessity to lay off workers," he said.

Mr Golding said the union had met the managements of the three mines about the retrenchments.

"In most cases negotiations proved futile because management presented the union with a unilateral decision to retrench the workers. They did not seriously attempt to seek alternatives to minimising the spate of redundancies," he said.

He said the group knew over two years ago of "its alleged precarious situation", but informed the union of the retrenchment plans only two months ago.

"During our discussions with the group it was clear they were acting in bad faith. The retrenchment package is appalling and is rejected by the mine-workers."

The union was examining the position, he said.

Cape Times 20/1/89

Court warns strikers off

Supreme Court Reporter

WORKERS — excluding three shopstewards — on strike at the Nampak factory in Epping were yesterday interdicted and restrained from intimidating, assaulting or threatening non-striking staff members after an urgent application was brought before the Supreme Court.

In an interim order, Mr Justice E L King ordered that the 227 workers be restrained from entering the premises without permission and that they be interdicted from hindering the normal operation of Nampak's business. The order was not extended against shopstewards Mr Patrick Hlakula, Mr Peter Palmer and Mr Derek Booy-
sen.

SAB strike
CAPE MPB 20/1/89
continues

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A white yes, a black no

140A

By EDDIE KOCH

PLANS to privatise services run by the SA Transport Services (SATS) have sparked widely conflicting responses from trade unions operating in the public sector.

The militant South African Railways and Harbour Workers' Union (Sarwhu) says SATS plans pose a threat to the jobs of their members as well as the welfare of black township residents.

On the other hand, the Federation of SATS Trade Unions (Fedsats), an umbrella of "moderate" unions officially recognised by the government, has hailed privatisation as a move towards profitability and higher wages in the sector.

"At our congress last year, members expressed an in-principle rejection of privatisation because it usually involves staff cuts and a pruning of services to the community in the interests of profit," said Sarwhu education secretary Mike Roussos.

"We also believe government plans for the railways are designed to release more funds to finance militarisation and reform programmes which our members have rejected."

Despite these general reservations, Sarwhu is prepared to consider the details of the privatisation programme in formal negotiations with Sats. "But so far, management has only spoken to Fedsats — even though our members and the communities they live in are likely to be most heavily affected," said Roussos.

Sarwhu claims to have signed up more than half the industry's 90 000 black workers, and is in the process of negotiating a recognition agreement with SATS. The Fedsats unions have 130 000 members of all races.

Abraham Koekemoer, general secretary of Fedsats, said: "Residential segregation creates heavy transport costs and the government has been

prepared to accept these losses for the sake of an ideology.

"We have always opposed this, because we believe workers have been forced to subsidise the ideology through their low wages. Privatisation will now lead to greater efficiency, more profitability and higher wages."

Koekemoer said his organisation had visited the United Kingdom to examine the effects of the privatisation of British Rail and had come back convinced that it contained considerable benefits for workers.

"We especially welcome the announcement that SATS workers will be able to buy shares in the new company. Many English railway workers are getting more in dividends from their shares than from their pensions."

Asked to comment on the fact that the railways has traditionally been a source of sheltered employment for unskilled white workers, who make up the bulk of Fedsats' membership, Koekemoer said they were satisfied with a written guarantee from SATS that no employees would be retrenched in the privatisation process.

Meanwhile Sarwhu, an affiliate of the Congress of South African Trade Unions (Cosatu), has joined three other unions operating in the public sector to form a private sector coordinating committee. This forum plans to launch a major campaign in February which will include mass rallies to discuss the implications of privatisation.

Other unions in the committee are the Postal and Telecommunications Workers' Association (Potwa), the SA Municipal Workers' Union (Samwu), and the National Education, Health and Allied Workers' Union (Nehawu).

Controversy over June 16 holiday

Sowetan
20/11/89
16019

THE Construction and Allied Workers Union has accused Everite Fibre Cement of acceding to the pressure of its ultra-rightwing white employees by not granting workers June 16 as a paid holiday.

The accusation comes in the wake of a deadlock over wages after Cawu and management failed to reach agreement during their last round of negotiations

The union said it

would take action after management rejected its demand for a 36 percent wage increase, June 16 as a paid holiday, reduction of working hours a week to 40 from 46 and bonus pay demands

Management has instead stood firm on its final wage increase offer of 17,5 percent and wants to retain the 46 hour working week

On June 16 as a paid holiday, Cawu said "When responding to

our demand management said the union should first convince the company's ultra-conservative white employees to acknowledge the significance of June 16 before any agreement can be reached"

Everite FC spokesman, Mr Brian Gibson, said the company first wanted to get Cawu participating in a consultative process with other employee groups who would be affected by such an agreement

[The following text is a mirrored, inverted, and partially illegible version of the article above, appearing as bleed-through from the reverse side of the page.]

SCHOOL OF POLICE
DIVISION OF BRANCH
FRANCIS LEWIS

News in Brief

Cop stabbed by fugitive

KRAAIFONTEIN police sergeant J H Tolken was stabbed yesterday morning by a suspected poultry thief. A man will appear in court on Monday.

SAB workers down tools

PORT ELIZABETH — South African Breweries workers near Despatch have gone on strike in support of co-workers in PE and East London.

Union to challenge curbs on official

By Mike Siluma

The Transport and General Workers' Union (TGWU) is to challenge restrictions imposed on a Free State official released from detention at the weekend

TGWU secretary general Miss Jane Barrett said Mr Thamsanqa Mfazwe, the union's OFS branch secretary, had been served with a restriction order after being released from four months' detention under the emergency regulations

Mr Mfazwe, who was released after a hunger strike, would be prevented from carrying on his union business or working from the branch's Bloemfontein office, she said

Mr Mfazwe may not leave his township or attend meetings, must stay at home between 6 pm and 5 am and report daily to the police

Nampak strikers locked out

Cape Times 24/6/89
Staff Reporter

WORKERS on a legal strike, were locked out from the Epping premises of Nampak Corrugated Containers yesterday.

Security guards with guard dogs kept striking workers from entering the premises when they arrived at about 6 30am, a Paper, Printing, Wood and Allied Workers' Union (PPWAWU) spokesman said.

About 250 workers went on strike last Wednesday after wage talks between the union and Nampak management reached a deadlock.

The union demanded a R60 across-the-board weekly increase, while Nampak offered between R45 and R53 a week, a spokesman said.

Crossroads school, police said.

Case Files 25/1/89
NUM claims intimidation

JOHANNESBURG — The National Union of Mineworkers (NUM) has condemned alleged police intimidation of union officials and raids on two regional offices in the past few days.

Court hears murder case horror

By MANDLA
NDLAZI

A MAN who was flung out of a moving train during the strike by South African Transport Services employees two years ago landed on the ground near the tracks while one of his legs lay a distance from him, the Rand Supreme Court heard yesterday.

This was said in evidence in a case in which three Soweto men are charged with murder. They are all former employees of Sats.

The three accused, Mr Wilson Nakana (37), Mr Sophania Motlaga (32) and Mr Sethembani Mathole (36), all of Naledi township, Soweto, pleaded not guilty when the trial started yesterday.

On the Bench is Mr Justice Solomon and two assessors. Leading evidence for the state is Mr T E Dicker.

The state alleges that the three accused, all members of the South African Railways and Harbours Workers'

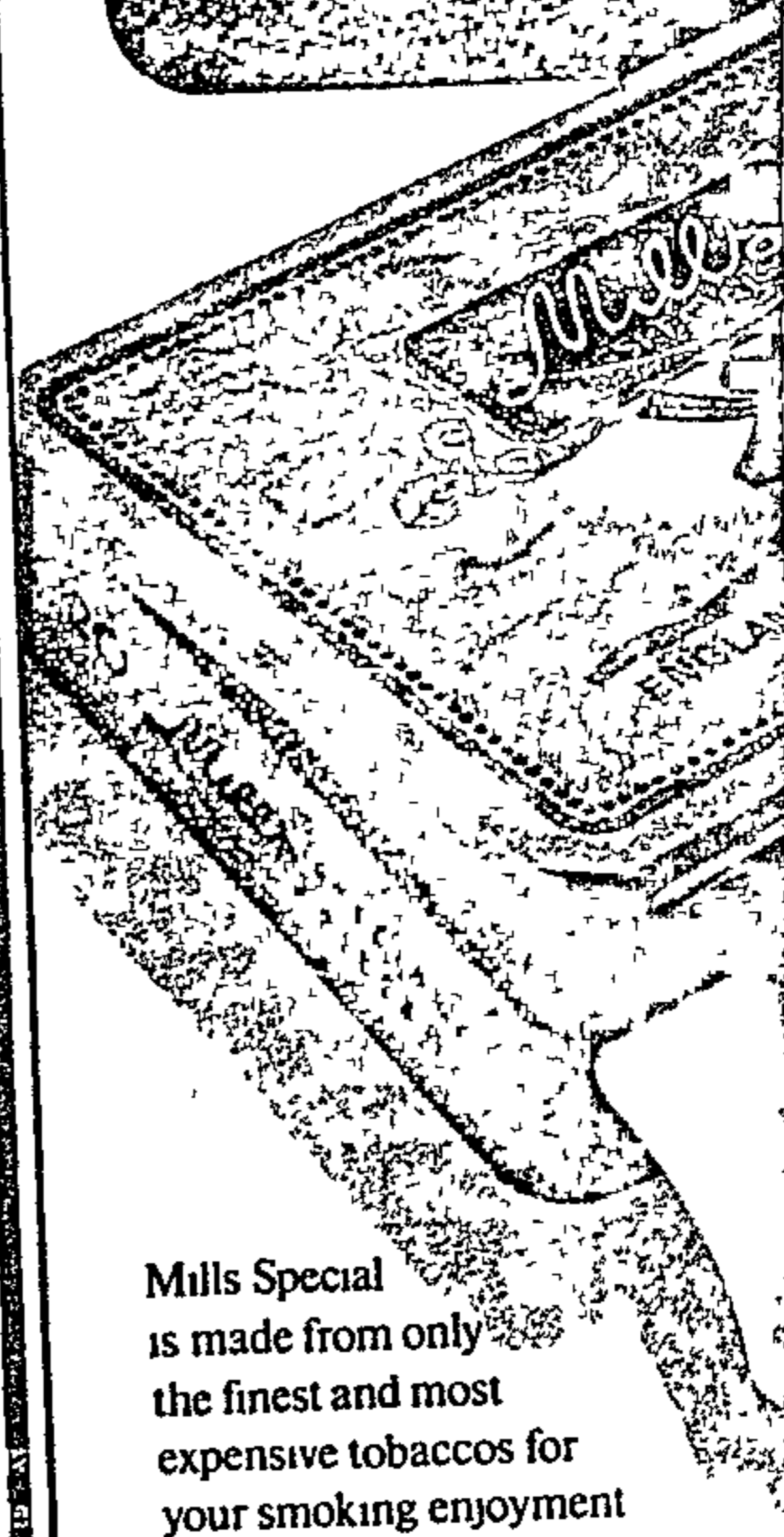
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REPORTS, pictures and comment in this edition may be censored in terms of the Government's state of emergency

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BACK I



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THE CIGARETTE

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Stop the hangingman!

By ALI MPHAKI

THE campaign to save Mr Williams Ntombela (34), a former Nels' Dairy worker who is currently on death row, is gaining momentum according to an official of the Commercial, Catering and Allied Workers' Union of South Africa.

Cawusa is canvassing for signatures from the public in order to petition the authorities in a bid to halt Mr Ntombela's execution, said the official, Mr Salm Vally.

Mr Ntombela was held responsible for the death of two people at the height of the Nels' strike in 1986. An appeal

against the death sentence failed

Mr Ntombela was a shop steward at Nels when — in June, 1986 — about 1 000 workers of the company went on strike in protest against low wages, the state of emergency and appalling working conditions

Shooting

The industrial action was characterised by mass detention of all the approximately 1 000 workers, the fatal shooting of two Nels employees, dismissal of the entire workforce and eviction of some of them from the company's hostels

Cawusa has only until the end of the month to submit the petition

Sowetan 25/1/89

NUM condemns police raid

11091

1981/11/25

Sowetan

THE National Union of Mineworkers has condemned alleged police intimidation of union officials and raids on regional offices in the past few days.

The NUM's assistant general secretary, Mr Marcel Golding, said in a statement to Sapa yesterday two regional offices had been raided, searched and documents removed.

"Union officials have been picked up and questioned - workers visiting our offices have been harassed and several union officials have had their homes visited by police and been questioned.

"On Monday our offices in Kimberley were raided and documents confiscated.

"Yesterday the administrator of the Westonia office was asked to report to Protea's police station where she was questioned for several hours."

Mr Golding further alleges that last Thursday the Klerksdorp offices of the NUM were visited by police Officials and mine workers were locked up in the offices which were searched by the police for several hours.

Four union officials were then taken to the offices of the local Security Police for further questioning, he said.

"The union strongly condemns the police harassment in the legitimate daily activities of the union.

"The NUM regards the recent police actions as part and parcel of the whole attack by the Government on the democratic trade union movement."

Court hears murder case horror

By MANDLA
NDLAZI

A MAN who was flung out of a moving train during the strike by South African Transport Services employees two years ago landed on the ground near the tracks while one of his legs lay a distance from him, the Rand Supreme Court heard yesterday.

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On the Bench is Mr Justice Solomon and two assessors. Leading evidence for the state is Mr T E Dickie.

The state alleges that the three accused, all members of the South African Railways and Harbours Workers

● To Page 2

Medina flung from moving train

● From Page 1

Union (Sarhu), murdered Mr Samuel Medina who was flung from a moving train in Mayfair on April 27, 1987.

The first witness, Constable F Diener, said he went to Mayfair railway station on April 27, 1987, after he had received some information. On arrival, he said, he found a wounded coloured man sitting near the rail tracks.

Constable Diener said the man could still talk. One of the man's legs was lying a distance away from him. He said there were pieces of flesh lying around the scene where the man was found.

Cross-examined by Advocate A Kenack, Constable Diener said the wounded man told him that he was flung out of a moving train.

Another witness, train driver Mr L Meyer, said he saw a group of about 20 men fighting on the platform and some of them had kieres. He said they were hitting, kicking and punching at a man who wore a barrier attendant's uniform. He said the man was later dragged into the train.

Mr Meyer said he drove off in the train and on arrival at New Canada station, one of the 14 coaches was on fire.

(Proceeding).

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250 locked out strikers dispersed

4/11
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POLICE yesterday dispersed about 250 striking workers who congregated outside the gates of Nampak Corrugated Containers in Epping.

The workers, members of the Paper, Printing, Wood and Allied Workers Union, were locked out and interdicted by management on Monday after embarking on a legal strike last Wednesday.

Meanwhile company MD Mr A J Andrew yesterday reaffirmed the company's refusal to bargain wages with the union, which is asking for a R60 across-the-board weekly increase for all grades.

The company stood by its final offer of a 50% increase for minimum wage earners from R109,30 to R164, he said.

welcome at di

Union alleges harassment

The National Union of Mineworkers has condemned alleged police intimidation of union officials and raids on regional offices in the past few days. The union's assistant general secretary, Mr Marcel Golding, said yesterday "Union officials have been picked up and questioned, workers visiting our offices have been harassed, and several union officials have had their homes visited by police and been questioned". Police have denied harassing and intimidating union officials.

Mr Golding said "On Monday, our offices in Kimberley were raided and documents confiscated. Yesterday, the administrator of the Westonaria office was asked to report to Protea police station, where she was questioned for several hours".

Mr Golding said that last Thursday the Klerksdorp offices of the NUM were visited by police. Officials and mineworkers were locked up in the offices, which were searched by the police. Four union officials were then taken to the offices of the local security police for further questioning.

A police spokesman said last night it would be "completely out of line" for him to comment on the allegations.

"Should it, however, be within the context of our police investigations, it is not our policy to issue any statement with regard to our investigations. We do, however, deny that we harass or intimidate people, organisations or, for that matter, anybody."

'Intimidation' of NUM officials condemned

ALAN FINE

THE National Union of Mineworkers (NUM) yesterday condemned what it called police intimidation of union officials and raids on regional offices in the past few days

offices for several hours while the offices were searched by police. Four union officials were then taken to the offices of the local security police for further questioning.

A statement said the union's Kimberley and Klerksdorp offices had been raided, searched and documents removed on Monday and last Thursday respectively. Yesterday the administrator of the Westonaria office was asked to report to Protea police station where she was questioned for several hours.

The union said it condemned the harassment and called on the police to stop interfering in legitimate union activities.

The NUM said officials and members at the Klerksdorp office had been locked in the

SAP spokesman Colonel G Everson said it was not SAP policy to harass or intimidate anyone. Had the alleged raids taken place, they should be seen as routine investigations. It was SAP policy not to comment on such investigations.

13/Day 27/1/89

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BUSINESS: LABOUR FOCUS

MURDER! How factory floor

DEATH ROW has become a common destination for workers involved in the spiralling violence and murder that has become a marked feature of industrial conflict in recent times.

At least six trade union members face the executioner's noose for their part in the killing of fellow workers during strikes and more than 10 other workers are behind bars facing charges for murders that took place during industrial action over the last three years.

The shooting of a striking worker at the prestigious Johannesburg Sun hotel in central Johannesburg during a strike last year was another indication of the bitter and volatile atmosphere that now tends to accompany industrial disputes.

A bitter war of words between the National Union of Mineworkers (Num) and the Anglo American Corporation, which erupted last week

over the causes of strike-related violence, highlighted how seriously organised labour and employers view the issue.

Trade unions and industrial relations consultancies report that the issue has become a priority agenda item during many factory-based negotiations and many observers believe the problem poses a grave threat to the collective bargaining system.

Major cases of violence and murder during strikes include

- Sixteen members of the South African Railway and Harbour Workers' Union (Sarwhu) on charges of murdering four strikebreakers during last year's mammoth railway dispute. Eight have pleaded guilty. Evidence

in mitigation is under way and judgment is expected in the Witwatersrand Supreme Court in February.

● Twenty five Paper Print and Allied Workers' Union (Iphawu) members have been arrested on charges related to the killing of five non-strikers during a bitter dispute at Afcol furniture plants on the Witwatersrand last year.

● Three members of the Transport and General Workers' Union (TGWU) are on death row for gunning down a working driver during a dispute at Putco in Durban in 1986. The union has launched a petition campaign for clemency from the State President.

● Two members of the National

The bitter war of words between Anglo American mine workers last week centred around the... example of a violence that has spilled into all... the industry. Today, some 40 workers are... facing murder charges EDDIE KOCH reports

Union of Mineworkers (Num) are awaiting execution for the murder of fellow workers during two separate incidents.

Tyelovuyo Mgedezi was convicted of murder after a fight between team leaders and Num shopstewards at the Vaal Reefs Gold Mine in February 1986. One of Mgedezi's death sentences and those imposed on two of

his accused were... case went on appeal.

Lucky Nomganga was after six black miners and miners were killed during over dismissals at the... mine in June 1987... were convicted of murder... uating circumstances and... sentences of up to 10 ye...

Permanent stress: The roots of labour strife

WORKER grievances in South Africa are increasingly being expressed aggressively because basic trade union rights that govern labour relations in Western democracies do not exist in South Africa.

That's the conclusion of senior lecturer in psychology, Lloyd Vogelmann, who studied the psychological profiles of South African Railway and Harbours Union (Sarwhu) members charged with murdering strikebreakers during last year's railway strike.

Vogelmann, who also directs the Project for the Study of Violence at the University of the Witwatersrand, argues that a number of factors can converge in a strike situation to cause pent-up frustration to spill over into overt violence.

All of the accused in the Sarwhu trial, says Vogelmann, experienced severe economic deprivation and at the time of the strike were engaged in a struggle to ensure the survival of their families.

"Compound living deprived them of their privacy, adequate food, comfortable sleeping conditions, appropriate living space, and heterosexual relationships," he adds.

Frustration that derives from such deprivation is most likely to heighten aggression when the cause of the frustration is perceived as being arbitrary and unfair, says Vogelmann.

"It is clear that the accused and the mass of workers perceived the actions of the police at Germiston and Doornfontein (in which strike meetings were broken up by force) as arbitrary and illegitimate. Furthermore they saw Sats management as intransigent and not willing to negotiate."

But in some circumstances industrial conflict can provide an outlet for the high levels of frustration that re-

The intense stress experienced by miners may contribute to violence. Ironically, while mine disasters do not greatly increase stress levels, strikes do, say psychologists

sult from deprivation. "Obviously the less repression during the strike the greater the outlet," he says. "Picketing, for example, allows for peaceful expression of anger and because of this it inhibits the expression of violence."

The right to picket was one reason why only one strike-breaker was killed during the bitter year-long miners' strike that rocked the United Kingdom in 1985, Vogelmann argues.

Intense stress levels experienced by migrant workers may also be a factor in the violence.

A separate study, conducted last year by psychologist Ilana Edelstein, found that miners at the St Helena Gold Mine experienced continuous levels of stress more than twice those in a "normal population".

"As miners are continually exposed to life-threatening dangers, to extreme environmental conditions and to arduous work they may be suffering from a 'continuous stress disorder'," says Edelstein in a thesis submitted for her degree in clinical psychology.

This persistent stress is caused by underground work performed in conditions among the most severe in the world. Each miner expects to be exposed to an accident once in every 205 working days and during their shift miners routinely face heat levels that are sometimes four times that on the surface, dampness, noise, dark-



Stress levels rise highest during strikes. Western Deep strikers celebrate after fending off an...

ness and long working hours. Edelstein found that miners who had recently been exposed to a major disaster on the mine displayed no significant increases in their already high levels of stress.

"It is suggested that, because of the stress of mining, miners do not necessarily have to be directly exposed to disaster conditions in order to experience psychological strain," she argues. "Indeed the daily stress experienced by miners may mask the impact of a particular event such as an underground fire."

But strikes can cause stress levels among miners to reach breaking

point, says Vogelmann. Industrial conflict, while providing an outlet for frustration, can also provoke extreme anxiety in workers over the real possibility of dismissal and high levels of guilt because of the severe consequences for their families.

"And heightened stress in any situation has the following consequences: it creates a tendency to behave impulsively and a desire to direct anger towards the factors that contribute to stress."

"Because of high levels of unemployment, people who have jobs are basically a privileged class. Most migrants have numerous siblings who

are dependent on them and... can be incredibly... involve great anger towards who they feel are causing in the power of a strike.

"If these agents, for... security forces, which... cannot be approached due... treme power and lack of... the tendency will be to... targets who are less... more accessible. More of... these tend to be scabs."

Edelstein and Vogelmann unions have a crucial... in reducing strike-related... Edelstein found that

violence took a bloody turn

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ed after the convicted and two white g a dispute Western Hold- / Eight others with exten- received jail years The un-

ion will launch a clemency petition for Mgedezi this week and has applied for an appeal against Nomnganga's conviction

● A member of the Commercial Catering and Allied Workers Union (Ccaawusa) is on death row after being convicted of killing a strike breaker during the Nels Dary strike in Johannesburg in 1987. The union has launched a campaign to petition the State President for clemency.

In addition to these cases, Anglo American last week published a list of violent incidents that led to the death of 80 miners during wildcat strikes, stoppages, boycotts, sit-ins kidnappings and "the most gruesome incident of public execution" on the cor-

poration's mines between April 1985 and September 1987

Anglo says the public execution took place at a kangaroo court on the Western Holdings mine following a Num-led underground sit-in and canteen boycott

Anglo industrial relations chief Bobby Godsell believes the solution to the problem lies in the creation of a negotiated code of conduct that will regulate the behaviour of union members and management during strikes. Anglo's draft of the code also provides for joint monitoring committees and arbitration procedures to determine which party is at fault during incidents of violence.

"The relationship between manage-

ment and employees is characterised by both common and conflicting interests," says the code's preamble. "In certain instances, despite the existence of channels and procedures to resolve differences, violence and conflicts have occurred which the parties agree should be prevented. The purpose of the code is, therefore, to eliminate violence by promoting acceptable norms of behaviour."

In terms of the code, each of the parties in a dispute will be accountable for the actions of their officials and will ensure that these individuals act to ensure industrial peace.

It also contains provisions for the continuation of hostel facilities such as canteens, ablutions and other es-

sential services during strike situations. The code proposes special areas on the mine be designated for peaceful picketing and guarantees normal access to working places for those who choose to work.

Num assistant general secretary Marcel Golding says his union is willing to talk to Anglo about the code but stresses that the long-term and structural causes of mine violence need to be urgently addressed.

A number of trade unions report the issue has also already been raised by companies in the metal, food and commercial sectors, some of whom are using Anglo's proposals as guide lines.

Violence during strikes and opposing views about the causes of and solutions to the problem will no doubt be a burning issue when collective bargaining begins in earnest this year.



at the mine during the 1987 national strike. Picture: GIDEON MENDEL

their feel- and in- the agents a decrease the se- a strike to their ex- accessibility for other eful and than not argue that role to play violence miners who

were exposed to the St Helena disaster — and also had a strong belief in the ability of the National Union of Mineworkers to change their living and working conditions — showed significant reductions in stress levels.

Adds Vogelmann "Particularly amongst newly organised workers, union leaders would have a central contribution to make in terms of providing expertise in dealing with negotiations and the myriad of problems that arise during a strike in order to contain impulsive aggression. The greater the level of unionisation and the greater the skill of the unionists the less the potential for violence."

The provocations which spark violence

ESCALATING violence on the factory floor came under the spotlight at a special meeting of Cosatu's executive committee late last year.

The executive, which consists of officer-bearers from the federation's thirteen affiliate unions, spent much of its time hammering out a programme to contain the conflict.

In an interview, Cosatu general secretary Jay Naidoo outlined the view that emerged during the gathering.

"A need to view the killings in the context of the root causes of the violence was emphasised," Naidoo said.

Delegates noted that unemployment made the need to keep a regular job a matter of life-and-death for most workers. "Often dismissal during a strike involves being sent back to the bantustans where the worker faces nothing but sheer poverty."

At the same time workers faced Emergency regulations and intense security force "pressure and provocation" during strikes. An example of this was way police conducted the 1987 siege of Cosatu House as a military operation.

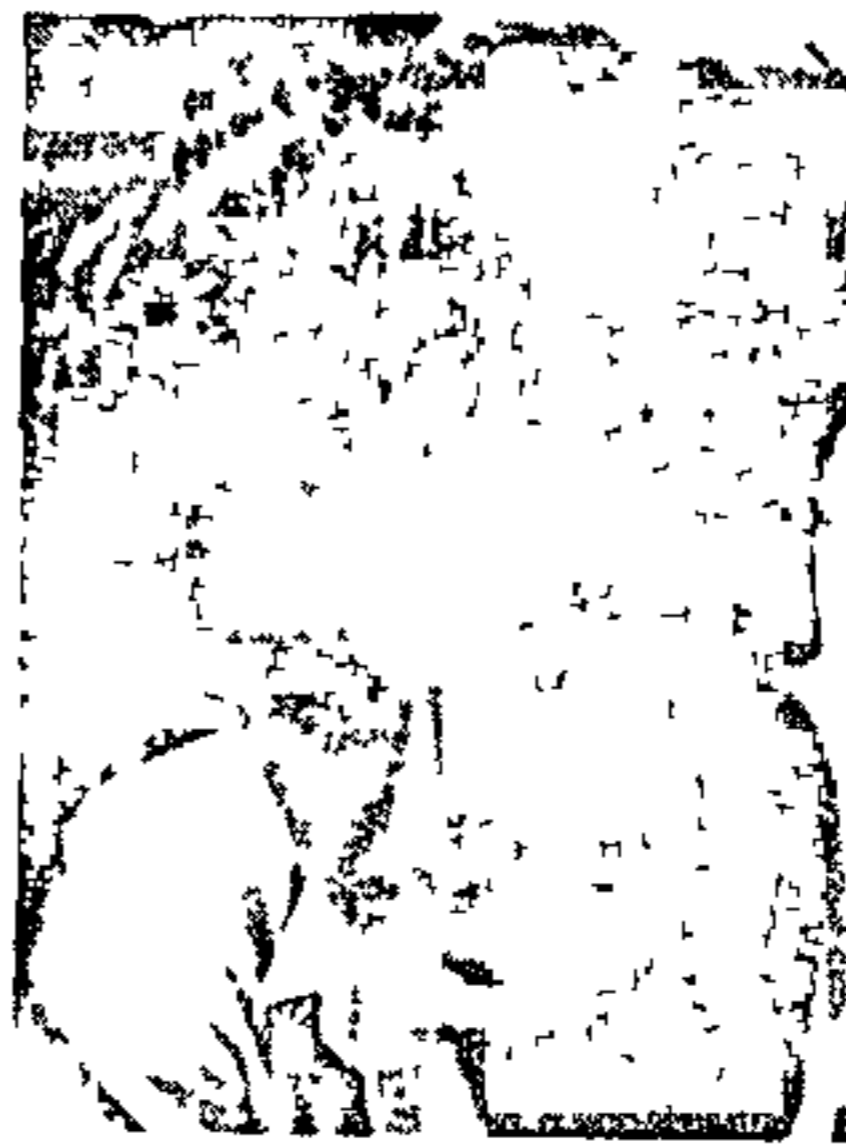
Hundreds of workers have been arrested under Emergency regulations over the past two years and scores of other have been convicted on charges of intimidation.

"Disruption and constant provocation by security forces has included the arrest of the most experienced and disciplined layers of union leadership in control of strike situations and it is often at this stage that the situation spirals out of control," Naidoo said.

These were the main explanations for the remarkable overlap between the Emergency and the period in which industrial violence has escalated so dramatically.

Other factors accounting for worker

Factory floor violence worries the unions enough to be the subject of a special Cosatu executive committee meeting last year



Cosatu's Jay Naidoo. Picture: AFP

aggression were the absence of provisions that applied in Western democracies such as strike funds, the right to strike without fear of dismissal and the legal ban on peaceful pickets during disputes.

"Frustration and resulting violence could be reduced if workers had some form of security as well as channels to express their grievances during disputes," Naidoo said. "Instead attempts to picket are usually smashed by police. The only outcome of meetings being banned and leadership being placed in detention can be violence."

Employers were also making use of legal provisions that increased tension among workers during strikes.

"The Labour Relations Amendment Act gives employers the right to sue unions, obtain interdicts declaring strikes illegal and to threaten the job security of workers on strike," he said.

More crucially, the law allows employers to recognise minority unions and those that represent only certain grades of workers, instead of entrenching the established tradition of majoritarianism which obliges management to deal with one union that represents more than half the workforce.

This provision of the law also allows for ethnically-based unions that represent small groups of workers in superior positions on the factory floor, thus fomenting racial tension.

"That is a classic example of divide-and-rule — if there is one thing that will cause violence during strikes this year it is the Labour Relations Amendment Act," Naidoo said.

"And its provisions are exacerbated by the increasing use of coloured and white labour as scabs during strikes. Reports from our unions are that managements are regularly threatening to replace African workers — even in non-strike situations — with coloured and white workers, saying that 'Africans are always on stay-away'."

This pattern was confirmed by Sats' use of unemployed whites as replacement labour during the 1987 railway strike, newspaper articles detailing the growth in the number of companies that specialise in replacing striking Africans with workers of other races,

● To PAGE 20

VACANCY

Continued



CAPE TIMES 26/1/77 (100A)

SAB strike unresolved

PORT ELIZABETH — The strike action by about 400 South African Breweries employees in the Eastern Cape is still unresolved, SAB's human resources director Mr Rob Childs said yesterday afternoon

Evidence points to violation of peace declaration principles

EVIDENCE made out of a very strong *prima facie* case of a flagrant violation of the principles of the Cosatu/Inkatha peace declaration by Chief Shayabantu Zondi and Induna Lawrence Zuma — both Inkatha men — Mr Justice Leon, con-
Complaints Adjudication Board said in a statement released yesterday.

The apparent violation had been by way of acts of intimidation, violence and threats of extreme violence, directed against residents because they belonged to

organisations which had policies differing from those of Inkatha

The *prima facie* evidence further indicated that violence and threats were used with an intention to induce membership of Inkatha

The board earlier recommended that Inkatha urgently investigate further the conduct of the two men in relation to two incidents and that unless satisfactory grounds and/or valid explanations of their conduct were forthcoming Inkatha take disciplinary steps

against them
Inkatha was told of the recommendations and was given an extension to January 16 to comply with the agreement by responding to the board's decision

Evidence

However by yesterday, Inkatha had not done so, citing delays caused by the holidays and the absence of key personnel and lawyers

A further Press statement would be released when Inkatha responded. The board

heard evidence of three youths and family members who said that on March 10 last year the respondents, Chief Zondi and Induna Zuma, stopped a group of youths, including the complainants. They threatened them with a firearm and assaulted one after others had run away

They also allegedly threatened to kill the complainants and acted against them because of their United Democratic Front (UDF) affiliation and support

Another complainant also said he had been assaulted by

them, and that they had also gone to schools in an attempt to threaten UDF sympathisers

Another complainant said that on February 6 last year he was stopped while driving his vehicle and was assaulted by both respondents and threatened with a firearm

He believed that they had attacked him because of the affiliation to Cosatu and he said he was at a meeting at which Chief Zondi had publicly said that he would not tolerate Cosatu members residing in his area

Union anger at fowl plan

THE Food and Allied Workers Union (Fawu) has declared a dispute with company giant, Premier Food Industries (PFI), over its involvement in a merger of four companies in the poultry industry.

Fawu fears that this will mean largescale retrenchment since there is a considerable overlap in their operations.

The other companies are Premier, Sacca and Bokomo. They are to form a single company, in which PFI will have a 50 percent interest, to control poultry plants nationwide.

Restructuring

The restructuring of the industry will mean rationalisation of the four companies' operations.

Among the plants affected are the Nulaid plant in Epping, the Eikenboom egg farm and Farmfare plants in the peninsula.

A conference of Fawu's meat sector in Johannesburg last week resolved to concentrate on organising workers in the meat sector and to campaign for a living wage.

Most of the 18 000 meatworkers in South Africa earn wages below the poverty level. Only a third of these workers are unionised.

(140A) South 26/1-2/89.

(1408) (10) (10)

Drink drought faces beer consumers in PE

The Argus Bureau ARGUS 26/1/89

PORT ELIZABETH — A beer drought is starting in the Eastern Cape — and breweries around the country may have to come to the rescue.

Right in the heat of summer, certain brands of beer are running low because of the SA Breweries' strike now in its second week here, and in its first in East London.

Mr Rob Childs, the company's human resources director in Johannesburg, said the PE brewery was still producing through low-intensity production, but beer in certain size cans and bottles could run short soon.

This was contradicted by a spokesman for the Food and Allied Workers' Union, Mr Elliot Nduzulwana, who said the "beer drought is already starting" in Port Elizabeth townships.

Workers had noted that there had been no production whatsoever in the past week.

Mr Childs said that although he was confident that "the needs of beer drinkers" would be met, they could find they could not buy their beer, for example, in 450ml cans that have only recently been introduced in the region.

Beer may have to be brought into the Eastern Cape from breweries in other centres, such as Cape Town.

140A South 26/1-2/2/89.

Court restrains Nampak workers

By CHIARA CARTER
STRIKING workers at the Nampak Corrugated factory in Epping were this week barred from entering the premises.

In terms of an order issued by Mr Justice EL King in the Supreme Court, Cape Town, the workers are restrained from harassing, intimidating or threatening non-striking employees. Three shopstewards are excluded from the interdict.

On Monday, about 250 striking workers were locked out of the factory which is being patrolled by security guards with dogs.

Strike

About 220 workers, members of the Paper, Print and Allied Workers' Union (Ppawu), went on strike on Wednesday last week after failing to reach agreement with management over wages.

A shopsteward at the plant said about 20 members of the South African Typographical Union (Satu) and some casual workers later joined the strike, the first legal one at the plant.

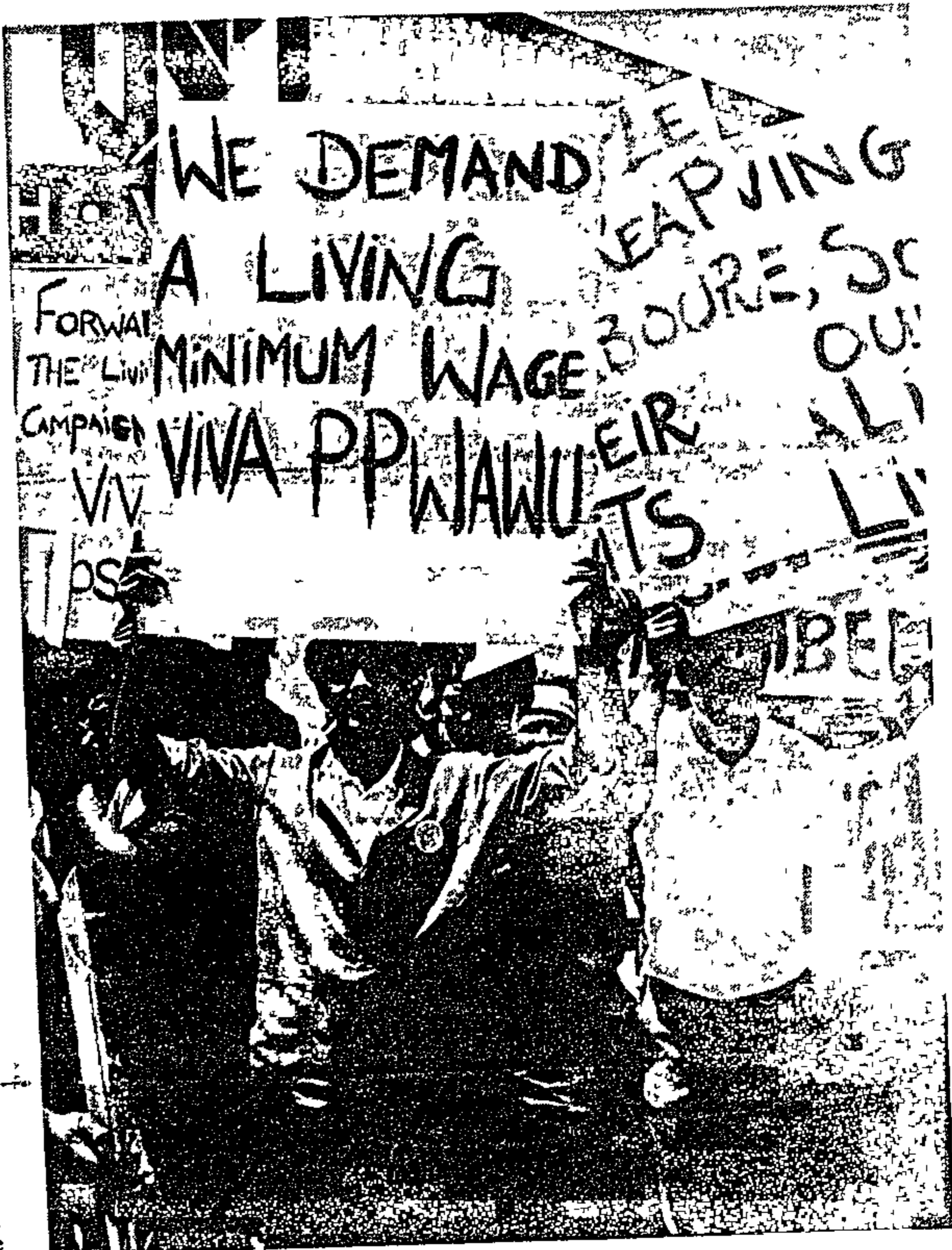
Dispute

A Ppawu spokesman said it seemed the company had anticipated the action and had moved

most production to a factory in Port Elizabeth. Ppawu declared a dispute with Nampak in November last year over

wage increases. The company has offered a monthly increase of between R45 and R53, depending on workers'

grades. The union wants a R60 across the board rise. Nampak management could not be contacted for comment.



Striking workers demonstrate outside the Nampak factory

Wage talks start for clothing workers

TWO sets of talks with major implications for the clothing industry take place this week.

The Amalgamated Clothing and Textile Workers Union of South Africa (Actwusa) is meeting employers from the cotton and textile industries for a second round of negotiations over wage increases in the industry.

The talks follow a dispute declared by the two last year.

Should agreement not be reached by the third round of talks, there is a possibility of industry-wide action.

The negotiations are taking place on the same day as unity talks between Actwusa and the Garment Workers Union of South Africa (Gawu) in Durban.

A merger between Gawu and Actwusa would

result in a new super union with close to 200 000 members.

It would be second in size only to the National Union of Mineworkers.

Such a union would almost certainly affiliate to the Congress of South African Trade Unions

Actwusa is affiliated to Cosatu while Gawu representatives have attended Cosatu meetings as observers.

140A South
26/1-2/89

Maids v madams: They fight exploitation

W.M.C. 27/1-2/89. (140A)

TIRED of being exploited by tight-fisted "madams", domestic workers are taking them to court over unfair dismissals and low wages

The workers are advised on court proceedings by organisers of the 70 000-member SA Domestic Workers Union (Sadwu) or by lawyers from the Legal Resources Centre

Employers are summonsed to appear before a commissioner in the Small Claims Court, which is held at the Hillbrow Magistrate's Court between 5pm and 7pm from Mondays to Thursdays

By KIM CLOETE

Clerk of the court Kim Barnfield says 90 percent of domestic workers win their cases. Of 2 047 cases heard in the court last year, more than a quarter pitted maids against their madams

Barnfield says interpreters for the workers are supplied by the court, while whites have to supply and pay for their own

The cases in the court have highlighted the plight of domestic workers, many of whom suffer poor working conditions and are paid meagre wages

Domestics are not covered by labour law, but Sadwu has drawn up a schedule of wages and benefits to which it believes employers should adhere

The union recommends a minimum wage of R350 a month for a five-and-a-half-day week for domestics, while its recommended rate for chars is R3,50 an hour or R28 a day. It suggests R3,50 an hour as an acceptable overtime rate

Sadwu also believes that women workers should be given maternity rights, including eight weeks' paid leave before the birth of the baby and eight weeks afterwards

Among its other recommendations are

- Workers should be given 21 days' annual leave and 14 days' sick leave a year, and should be given or credited for all public holidays

- Money should not be deducted from wages for clinic visits

- Payslips showing hours of work and deductions, should be issued to workers each month

- Proper contracts of employment should be drawn up for workers.

Although Sadwu is having some influence, many employers still fail to pay an acceptable wage or to follow correct procedures, says regional organiser Selina Vilakazi

She estimates that 50 percent of employers pay their workers R150 or less a month and only five percent pay a monthly wage of R400 or more

Domestic workers in certain areas of Johannesburg are particularly poorly paid, with some maids in Turffontein and Mayfair being paid only R50 a month, says case officer Roseline Nwapo. Lenasia madams also tend to pay badly, she adds

Coupled with low wages is the problem of unfair dismissals. Last year, 1 075 cases of unfair dismissal were reported to Sadwu

"Workers are fired on the spot, often for trivial reasons. Many are left homeless and penniless, says organiser Vilakazi.

She also says Sadwu has taken up the cases of about 50 workers fired for joining the union

Vilakazi accuses some employers of intimidating their employees to such an extent that they are afraid to collect their belongings after being dismissed

The *Weekly Mail* was on the scene when a pregnant domestic worker came to the Sadwu office. She said her employer had threatened her with a firearm and demanded that she leave the property immediately, after she had eaten a slice of the madam's banana loaf

The government was not entirely to blame for the poor conditions of domestic workers, Nwapo said

"It is up to the individual employer to provide for her domestic worker and see that she is well-protected and properly rewarded

"Does an employer have to wait for government to push her into saying 'This is a human being'?" she asked

Another disturbing problem was child labour and the sexual abuse of children by employers, said Vilakazi. Sadwu was investigating a number of such cases.

BUSINESS

Union cries foul over Premier deal

ONE of the most advanced collective bargaining relationships in South African industry is under threat following the sale of Premier Food Industries' (PFI) poultry interests

The sale — which involves the shedding of egg concern Nu-Laid and the sale of 50 percent of broiler chicken processors Farmfare to Bokomo and the SA Cream and Cheese Association — has also prompted trade union claims of a hard-line "post-Bloom" industrial relations regime at Premier.

The Food and Allied Workers' Union (Fawu) has declared a formal dispute over the deal, and says it will call mass meetings of its members to consider company-wide action against Premier. It fears more than 1 000 jobs could be lost through rationalisation as a result of the sale.

A company representative said it would be "a sorry day for a very sound relationship" if industrial action were taken.

Premier reached its first formal agreement with Fawu (then the African Food and Canning Workers' Union) in the early 1980s. The union says the two have since developed a remarkably open relationship which extends to consultation on production issues.

However, Fawu says it was not consulted about the Farmfare sale, and was thus prevented from making recommendations aimed at protecting workers' interests.

It wants Premier to guarantee workers' job security and to ensure that existing recognition and wage agreements will be maintained by the new management.

"The company's not selling buildings, it's selling people," said Fawu national organiser Alan Roberts.

Roberts said he sees the company's handling of the sale as evidence of a hardening of Premier attitudes since the departure last year of the group's chief executive and leading business liberal Tony Bloom. He also claimed to see the hand of Anglo in the new policy. Management has denied both claims.

Unionists had first sensed the change, Roberts said, during a strike last year, which culminated in the "unprecedented" firing of 340 workers. The company had also taken a much tougher line during the latest round of wage talks.

The guarantees sought by Fawu

Premier denies allegations that the recent sale of its poultry interests indicates a shift to a tough "post-Bloom" labour relations policy. DREW FORREST, reports



Bloom ... end of an era?

from Premier were vital, he said, as Bokomo had indicated that it would not recognise the union on farms feeding the processing plants and would replace the existing national bargaining forum with agreements negotiated at individual plants.

Roberts said that rationalisation resulting from the sale had already resulted in about 90 redundancies at two processing plants, as well as the closure of a Nu-Laid farm in Cape Town.

He said a processing plant in Uitenhage and Farmfare's central depot in Johannesburg looked set to close next month, with the total loss of about 600 jobs.

In addition, Farmfare's Krugersdorp factory was due to close for modernisation. When it was re-commissioned in six months' time, it would employ fewer workers and would threaten the continued operation of two other plants in the Transvaal.

And while Nu-Laid would not be significantly affected at this stage, Roberts said, there were fears of further rationalisation and redundancies when the transfer of the firm took effect later this year.

Asked for comment, Premier director Wally Walters denied there had been a change in Premier's labour relations approach. "While we were negotiating, we couldn't go telling the world," he said. "But the moment we'd struck a deal, we informed the president of Fawu and a delegation of shop stewards."

Walters stressed that the conclusion of the sale in the wake of Tony Bloom's departure had been a coincidence. "This did not come out of the blue. We've been saying for years that Farmfare was in financial difficulties."

However, he did say that if one looked at "the broad industrial relations picture" in South Africa last

year, "industrialists have come to a point of saying 'So far and no further'."

The key problem facing the company, Walters said, was that on the wage front it was "caught between the rock and the hard place." "Our competitors pay a fraction of what we pay. We had hoped that the union would close the gap for us by organising these firms, but year after year, the gap just keeps widening."

"The union has strength in urban areas — but much of our competition, particularly in the milling and feed sectors, comes from rural-based low-wage concerns which do not welcome unions with open arms."

On the question of the guarantees sought by Fawu, Walters said Premier was being asked to commit the new management to Premier's agreements with Fawu, and "that is impossible."

He also said that Fawu's fears of widespread plant closures were a case of "clutching conclusions from thin air."

"The way they're talking we're going into a partnership agreement and closing the whole of Farmfare. Some rationalisation will have to take place, but discussions on what form it will take are still in progress."

He confirmed that "some of our smaller departments" had been closed, but stressed that the closure of the farm was "an unhappy coincidence."

Asked to estimate likely job losses as a result of the sale, Walters said the matter was still being debated and that he could not comment.

Rehired workers repeat dismissal demand

20/1/69 CP Correspondent (UWU)

STAFFERS at Durban's Oceanic Holiday resort who were fired and later re-employed, returned to work still demanding the dismissal of a housekeeper they accuse of discriminating against pregnant women

The dismissed workers, all members of the Commercial Catering and Allied Workers Union of South Africa, asked the union to write a letter to management repeating their

demand for the dismissal of the housekeeper

According to the workers, the problem started two weeks ago when the housekeeper went from floor to floor telling workers that all women who worked there were pregnant, which showed they did not respect their work and also that they were likely not to return to work after delivering their babies

After the petition demanding the

dismissal of the housekeeper was rejected by management, the workers downed tools

After a two hour ultimatum, the workers were all fired

A union spokesman said the workers took the housekeeper's words seriously, because in the past women returning from maternity leave were re-employed selectively

Managing director E Caldwell said the affair was an internal matter and declined to comment further

Leatherworkers mend 30-year rift to join forces

(SA) CHARLOTTE MATHEWS (1407)

THE National Union of Leatherworkers (NUL) will amalgamate with the Transvaal Leather Workers Union (TLWU) this year after a split of 30 years, TLWU secretary Freddie Swartz said at the weekend.

He said final details would be settled at a meeting in March. NUL general secretary Bokke Fourie would remain head of the new union and Swartz would become branch secretary.

"The TLWU now has around 5 000 members and after federation the new union will represent around 33 000 workers in the shoe and leather industries — about 90% of the workforce."

He said the remainder either did not belong to any union or were represented by Cosatu's Amalgamated Clothing and Textile Workers Union of SA (Actwusa) and by smaller unions.

Actwusa general secretary John Copelyn confirmed this, but added his union was planning a concerted recruiting drive in the sector this year.

Swartz said the NUL had achieved record wage settlements last year and in the next two weeks the NUL and TLWU would meet to formalise their demands before resuming negotiations with employers in March.

"The TLWU has been labelled a tame union, but ballots indicate our members support us rather than the more radical unions which are trying to raid our membership," he said.

Copelyn said Actwusa was currently awaiting industrial council recognition.

31/1/89

Cape Times

Cape Times, Tuesday, January 31, 1989

1401
Nampak strike continues

Staff Reporter

MORE THAN 230 striking workers at Nampak Corrugated Containers, Epping, yesterday continued with their week-long legal stoppage, but revised their original wage demands, a Paper, Printing, Wood and Allied Workers' Union spokesman said.

Dropping their demand for a 60% across-the-board weekly increase, workers accepted the company offer of a 50% weekly increase, but demanded an extra R5 after July 1, he said.

Workers were locked out and interdicted by the company last Monday following allegations of non-strikers being assaulted and intimidated

Pupils flee from faction strife

MARITZBURG — Thousands of schoolchildren in strife-torn Shongweni and Mpumalanga, near Hammarsdale, have fled the area and are seeking education elsewhere in the province, leaving many of the existing schools empty.

At the senior primary school in Shongweni, which has 19 teachers, only five pupils have registered.

At the only high school in the area, Wozamoya, no pupils have arrived.

A community meeting yesterday discussed ways of ending the factional violence between Inkatha and the Amaqabane — supporters of the

United Democratic Front

The violence erupted in November last year and has since destroyed the fabric of community life. Shops have closed, families have fled and public transport has been disrupted.

The meeting agreed that the schooling crisis could not be overcome until the political violence ended.

A committee is to investigate means by which the two factions could be brought into negotiations leading to a permanent truce.

The committee is to discuss the crisis with the KwaZulu Department of Education and Culture and ask for police protection for children wishing to register at local schools — Sapa

Fruit factory rehires fired nectarine eater

CAPE TOWN 31/1/89

AN employee sacked for pinching a nectarine from the Stellenbosch fruit factory where he has worked for 10 years, was reinstated yesterday

Now the Stellenbosse Koöperatiewe Vrugtepakery (SKV) is considering the introduction of a fruit ration for its workers.

Mr Wilson Nyibithi, a tractor driver at SKV, was reinstated yesterday following an appeal by the Food and Allied Workers' Union, a union spokesman said.

Asked to comment yesterday, SKV spokesman Mr Charl van der Merwe said the company had not reached a final decision about fruit rations.

Corruption report in

By CHRIS CAIRNCROSS

THE Harms Commission's second report about corruption — which may trigger prosecutions of Mr Sol Kerzner and Cape Town attorney Mr David Bloomberg — has been completed and submitted to the State President.

The 38-page report focuses on the circumstances surrounding the R2-million bribe paid to former Transkeian prime minister Chief George Matanzima by Sun International (SI) supremo Mr Kerzner in exchange for

exclusive gambling rights in the territory

Transkei attorney general Mr Christo Nel has indicated that he is now only waiting for a copy of the report to decide whether to bring charges against Mr Kerzner and Mr Bloomberg, who has also admitted complicity in the bribe

If charges are preferred against the two, it could also set in train extradition proceedings should they refuse to return voluntarily to Transkei to contest the action against them

Duo survive battle with cyclone

TWO battered French yachtsmen rescued near Durban yesterday told of their battle for survival against 15m-high swells and

of Concarneau, France, described four harrowing days as his yacht, an 11m French-designed Melody, rolled three times, lost

"When Nath rolled for the first time all our equipment was wrecked and we had to spend the next 14 days navigating by the

100 axed as Consol closes *100*
GPC 7/11 3/11/81 Staff Reporter *100* *100* *100*

CONSOL LTD, the giant Anglovaat packaging company, has closed its plastic plant in Atlantis, axing about 100 workers, a Chemical Workers' Industrial Union spokesman said yesterday

Only one hour's notice was given to union officials and workers and the factory's machines were switched off immediately after the announcement was made last Wednesday, the spokesman said

Company managing director Mr Dave Spindler was not available for comment yesterday

Plans to sue three unions are shelved

B/Daw 31/1/81 ALAN FINE (1409) (109)

PLANS for lawsuits against three trade unions for a total of more than R4m in damages allegedly sustained through unlawful strike actions have been dropped, at least temporarily.

Industrial relations consultant Phillip van Welbergen said last October he planned to bring actions of R2m, R1.7m and R500 000 against the Transport and General Workers' Union (TGWU), Food and Allied Workers' Union (Fawu) and Commercial, Catering and Allied Workers' Union (Ccawusa), respectively.

TGWU general secretary Jane Barrat said Van Welbergen had undertaken, during a court hearing over the reinstatement of 250 strikers dismissed by Ullman Brothers last August, not to proceed with the action.

Van Welbergen denied any such undertaking. The action had been "put on ice" in view of threats of a product boycott against the firm if the action proceeded, and a union undertaking that the new workforce would not be intimidated. He was reserving his rights if a contravention of this undertaking occurred.

A judgment on the dismissals is expected this week.

Fawu assistant general secretary Mike Madlala said Van Welbergen had recently proposed that he would withdraw the planned action in exchange for Fawu agreeing not to bring an unfair dismissal action on behalf of the 50 employees of Kwela Wholesale Meat Supply dismissed after a work stoppage in June.

Van Welbergen confirmed he had held a meeting with Fawu representatives. But Fawu, he said, had breached an undertaking of secrecy and he did not intend doing so.

Van Welbergen said the action against Ccawusa by Pyramid Distributors had also been suspended for the moment.

Star 31/1/84

(140A)

June stayaway sparks new action by mine

By Mike Siluma,
Labour Reporter

Seven months after it occurred, the three-day stayaway in June is at the centre of a row between the National Union of Mineworkers and Saaiplaas gold mine.

According to NUM assistant secretary-general Mr Marcel Golding, the dispute was sparked by the dismissal of 28 NUM members by the Anglo American mine for allegedly participating in the stayaway, called in opposition to amendments to the Labour Relations Act. The workers denied staying away.

Mr Golding said the Industrial Court (IC) had already made a ruling that the dismissal of the employees was *prima facie* selective and unjustified. However, the Minister of Manpower had declined to appoint a conciliation board (CB) in line with "a fixed policy to refuse the establishment of conciliation boards in all matters connected to the June stayaway".

'UNREASONABLE'

In a statement, Anglo said despite management's willingness to talk to the union when the dispute first broke out, talks had collapsed because NUM had made unreasonable demands.

The IC had granted an interim order in respect of 27 of the 28 applicants, which was extended on two occasions. Saaiplaas yesterday lodged an urgent application to the Supreme Court seeking an order on the jurisdiction of the IC in extending the interim order, and an interdict against the IC from hearing further applications for extensions.

Director-General of Manpower Mr Joel Fourie denied that his department had a policy on disputes relating to the three-day stayaway.

● About 200 members of the Chemical Workers Industrial Union employed by Coates Brothers SA are on strike at plants in Durban and Cape Town over wages and working conditions, the union said.

B10cm 112/18a

Strike over wage issue, says CWIU

(140A) ALAN FINE

THE 120-strong workforce at Associated Glassworks in Port Elizabeth had been on strike for the past four days in a wage-related dispute, Chemical Workers' Industrial Union (CWIU) general secretary Rod Crompton said yesterday.

The dispute at the plant, a subsidiary of the Dutch Phillips electronics group, arose over management conditions attached to the implementation of a new wage agreement, he said.

Among these were demands that employees accept extra financial penalties for late arrival at work and guarantee their preparedness to work a minimum amount of overtime.

Crompton said the company had made an urgent application to the Industrial Court to have the strike declared unlawful. The union would oppose the application.

The Phillips personnel director was unavailable for comment.

6 unionists on deathrow

AT least six trade unionists are on deathrow as a result of violence at three strikes during 1986

They include William Ntombela of the Commercial, Catering and Allied Workers' Union of South Africa (Ccawusa) and Tyelevuyo Mgedezi and Lucky Nomganga of the National Union of Mineworkers (Num)

Ntombela 33 was sentenced to death for the killing of two people during a strike in June 1986 at Nels Dairy in Johannesburg

His appeal failed at the end of last year. His story is essentially that of thousands of workers who have been swept up in the spiral of violence that has increasingly characterised labour disputes

Ntombela, a father of two was the sole breadwinner for his family in Natal. He was dismissed from the dairy where he was a shopsteward on June 10. Attempts by Ccawusa to have him reinstated failed and union officials were forced to leave company premises

A week later, workers at the dairy went on strike. They demanded that Ntombela be reinstated. They also wanted the company to recognise Ccawusa and increase their wages which averaged R250 a month

The strike took place against a background of thousands of Ccawusa members going on strike throughout the country to protest against the state of emergency

The strike was characterised by violent confrontations as strikers clashed with scabs and company security guards

Police were called in and over 900 workers were detained for two weeks

The company replaced the strikers with scab labour and evicted strikers from their hostels

The strike's effects spread as workers at 30 branches of Pick n Pay and Checkers went on strike to protest the sale of Nels products at the supermarkets

Heribert Maier general secretary of Iict, an international trade organisation representing nine million members in 96 countries has sent a telegram to the state president asking him to exercise clemency

Ccawusa plans to present the state president with a petition

The National Union of Mineworkers (Num) last month petitioned the state president to exercise clemency towards two of its members, Tyelevuyo Mgedezi and Lucky Nomganga

Mgedezi was one of four Num members sentenced to death for the killing of a team leader at the Vaal Reefs mine in 1986

Two of the men, Solomon Nongwate and Paulos Tshelane had their death sentences overturned on appeal last year

The appeal court reduced two of four death sentences passed on Mgedezi but his death penalty remains

The Num petition says that the actions which led to Mgedezi's conviction were a result of the severe tensions on the mine

Mgedezi's actions on the night in question were out of character, a Num spokesperson said

Nomganga sentenced to death in November last year has been granted an appeal against some of the charges

Three Transport and General Workers Union (T&G) members are also on deathrow after the shooting of a driver during the Putco dispute in 1986. T&G is also gathering signatures for a petition

Sixteen members of the South African Railway and Harbour Workers Union (Sarhuw) are currently appearing on charges of murdering four men accused of breaking the strike. Eight of the accused have pleaded guilty. Judgment is expected next month

Twenty-five members of the Paper Print Wood and Allied Workers Union are charged with the killing of five non strikers during the Afcol furniture dispute last year



Clothing workers at a protest meeting

Garment workers to discuss merger

A HISTORIC congress in Cape Town will decide whether a superunion for clothing industry workers will be formed this year

The Garment and Allied Workers' Union's national executive has called a special congress on April 15 and 16 at the Good Hope Centre to decide Gawu's policy and direction

Top on the agenda is national unity and the formation of a single union for all workers in the garment, textile and leather industries

Gawu, which has about 112 000 members, has been taking part in unity talks with the Amalgamated Clothing and Textile Workers' Union of South Africa (Actwusa) since the end

of last year. Also to be discussed is affiliation to the Congress of South African Trade Unions

Both national unity and the union's relationship with Cosatu is presently being discussed at all Gawu factories

The congress will also discuss ways to take forward the living wage

campaign. Last year, Gawu flexed its muscle and, in the Cape, won the highest ever wage agreement

The union is now pushing for a national minimum wage and will soon be involved in negotiations with employers in the Cape and Natal over maternity leave and sick and provident funds

UNIVERSITY OF CAPE TOWN

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Centre for African Studies

We are looking for temporary teaching assistants to tutor in the Introduction to Africa course, in the second half of 1989. This is a general and introductory course at first-year level and deals with many aspects of African history, society and culture.

Applicants must have an Honours degree in any area relating to the study of Africa. They should also be currently registered for a higher post graduate degree.

Please send a full curriculum vitae and the names and addresses of two academics familiar with your capabilities to: Dr B Cooper, Centre for African Studies, University of Cape Town, Rondebosch 7700 or call at the Centre, Room 5.06, Leslie Social Sciences Building, UCT, before the end of February 1989.

Applicants are considered irrespective of gender, race or creed.

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Written applications, including a summary of past experience and the names and addresses of two referees, should reach the Production Manager, Baxter Theatre, PO Box 297, Rondebosch 7700 by 7 February 1989.

Applications are considered irrespective of gender, race or creed.

Bates Wells Recruitment CT ● 751R

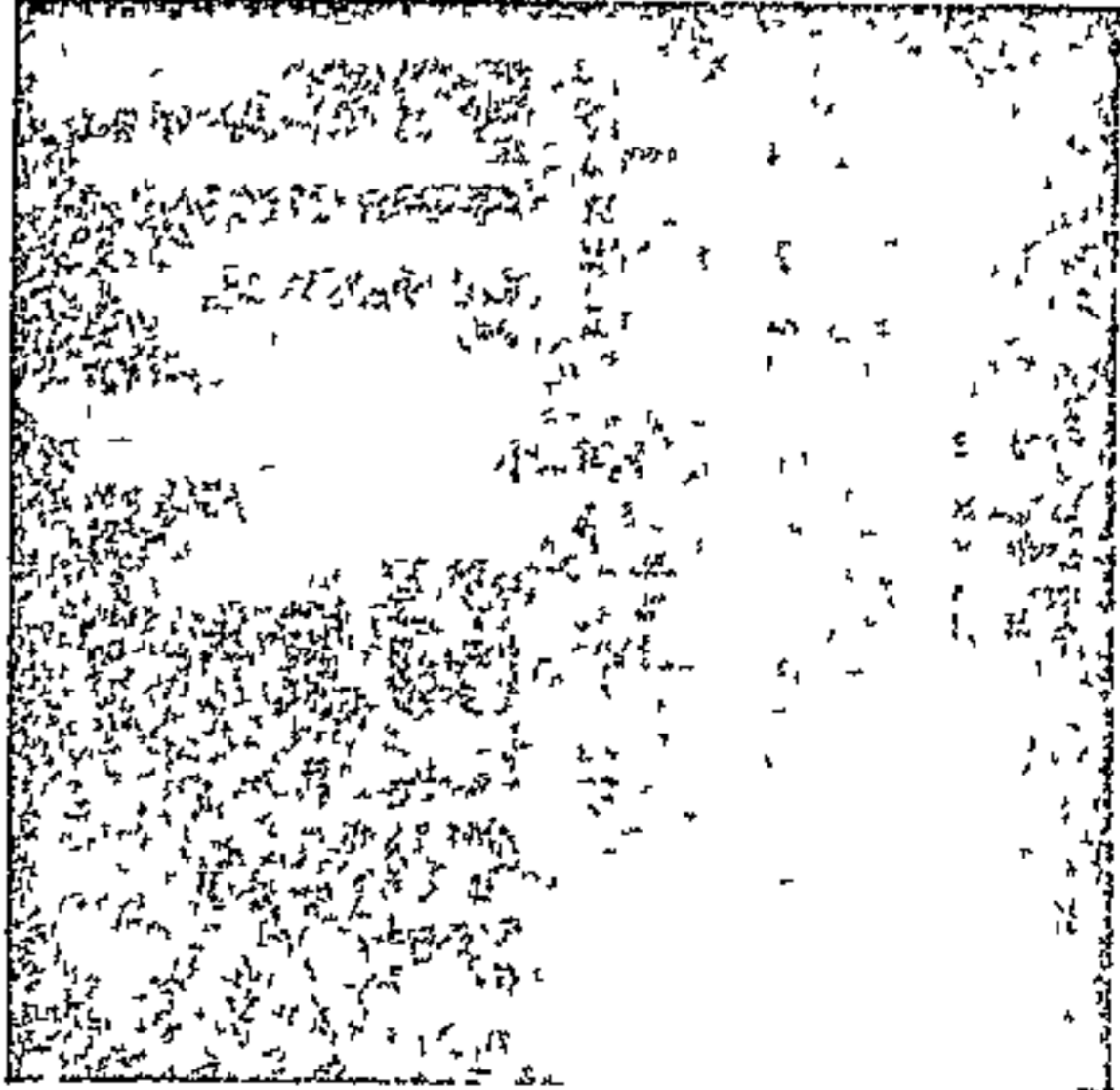
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The paper for a changing South Africa

WORLDVIEW

Volume 5, Number 6 Friday February 17 1989 to Thursday February 23 1989



Winnie banished - by her own people

By SHAUN JOHNSON

WINNIE MANDELA has begun a term of banishment and internal exile in Soweto much harsher than her eight years of isolation in Brandfort. This time it is not the Pretoria government, but her own people who have rejected her.

The reverberations of yesterday's unequivocal statement by the "Mass Democratic Movement" will take time to be felt around the world. Winnie Mandela has been excommunicated by the very struggle of which she had become a revered and potent symbol.

The statement, presented in Johannesburg yesterday by former United Democratic Front acting publicity sec-

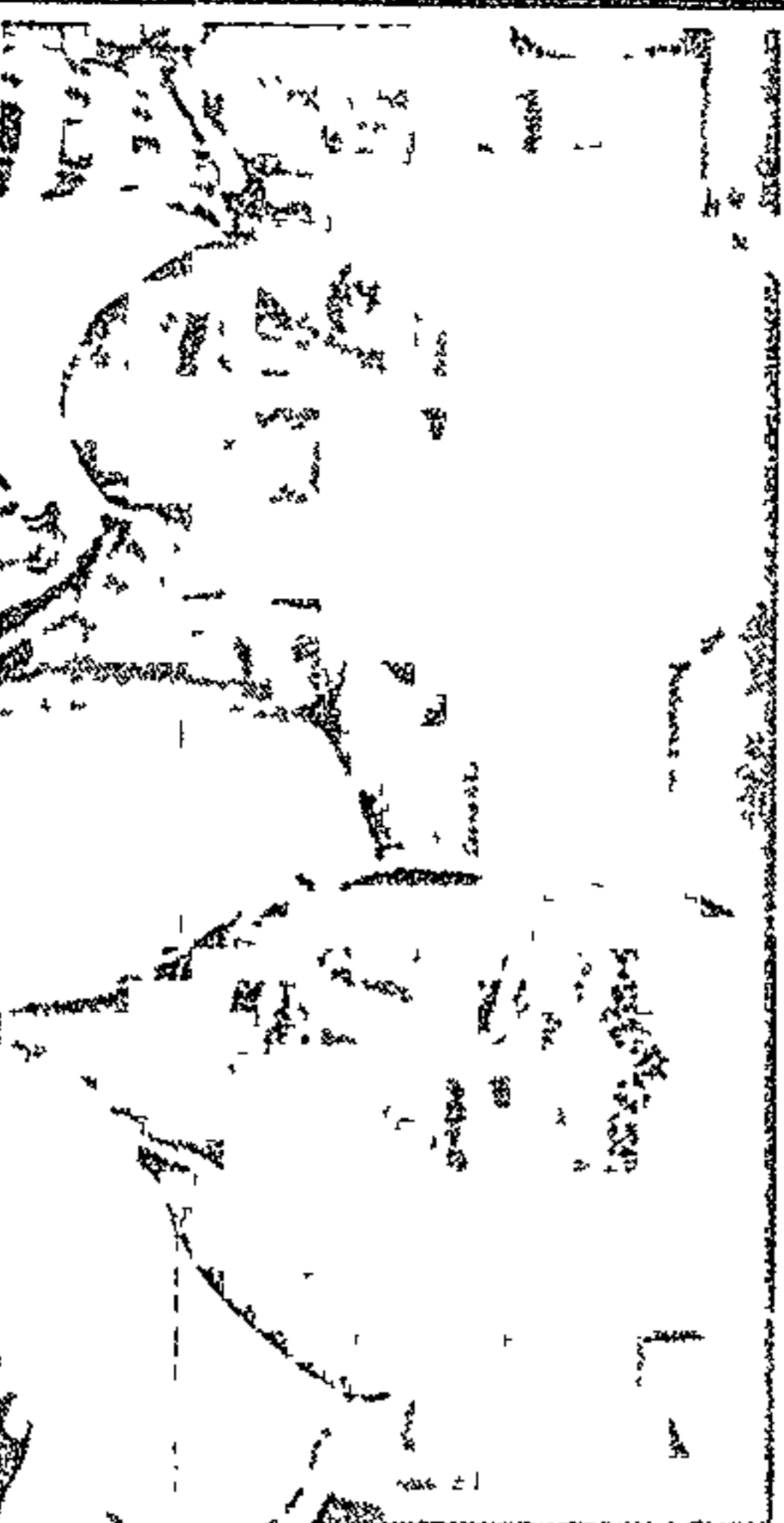
retary Murphy Morobe, UDF president Archie Gumede and Congress of South African Trade Unions (Cosatu) president Elijah Barayi, suggested that the substance — if not necessarily the details — of the allegations against her are true.

And news agency reports late yesterday said senior members of the African National Congress had been fully briefed on the issue and supported the efforts of the Soweto community. The ANC was in touch with those who were dealing with the crisis. The movement's president, Oliver

Tambo, was on his way back to Lusaka from Harare and was expected to issue a statement today.

That the Johannesburg statement was issued with a sense of deep regret was clear throughout the press conference. It was a "very sensitive and painful matter" said Morobe.

He responded sharply when asked why it had taken so long for leaders to speak out on the Winnie Mandela issue: "Because it has not been an easy matter," he snapped. B it, he added later: "History calls for a specific decision and we have taken it." Mrs Mandela had "abused the trust



Mandela this week with the bodyguard who was later detained
Picture: ANNA ZIEMINSKI, Atrapix

Names of 8 Sasol dead released

(140A) ZILLA EFRAT

SASOL has released the names of eight employees who were among the 12 people who died in the fire at Sasol 3 on Monday. They were Christiaan Stephanus Jakobus Bosman, 38, Andries Johannes Wilhelm Cronje, 22, Andrew Douglas, 23, Jurie Josias Johannes Petrus Albertus Fourie, 53, Makwena Albert Mabotja, 36, Malcolm Daniel Marx, 43, Willem Petrus Visagie, 25, and William Cumming Campbell, 30. Three unidentified victims were employees of a contractor, Cheminfo and the fourth was an employee of Sasol.

Identification of the victims had been hampered as the bodies were severely burnt, but pathologists were conducting forensic tests, said Sasol.

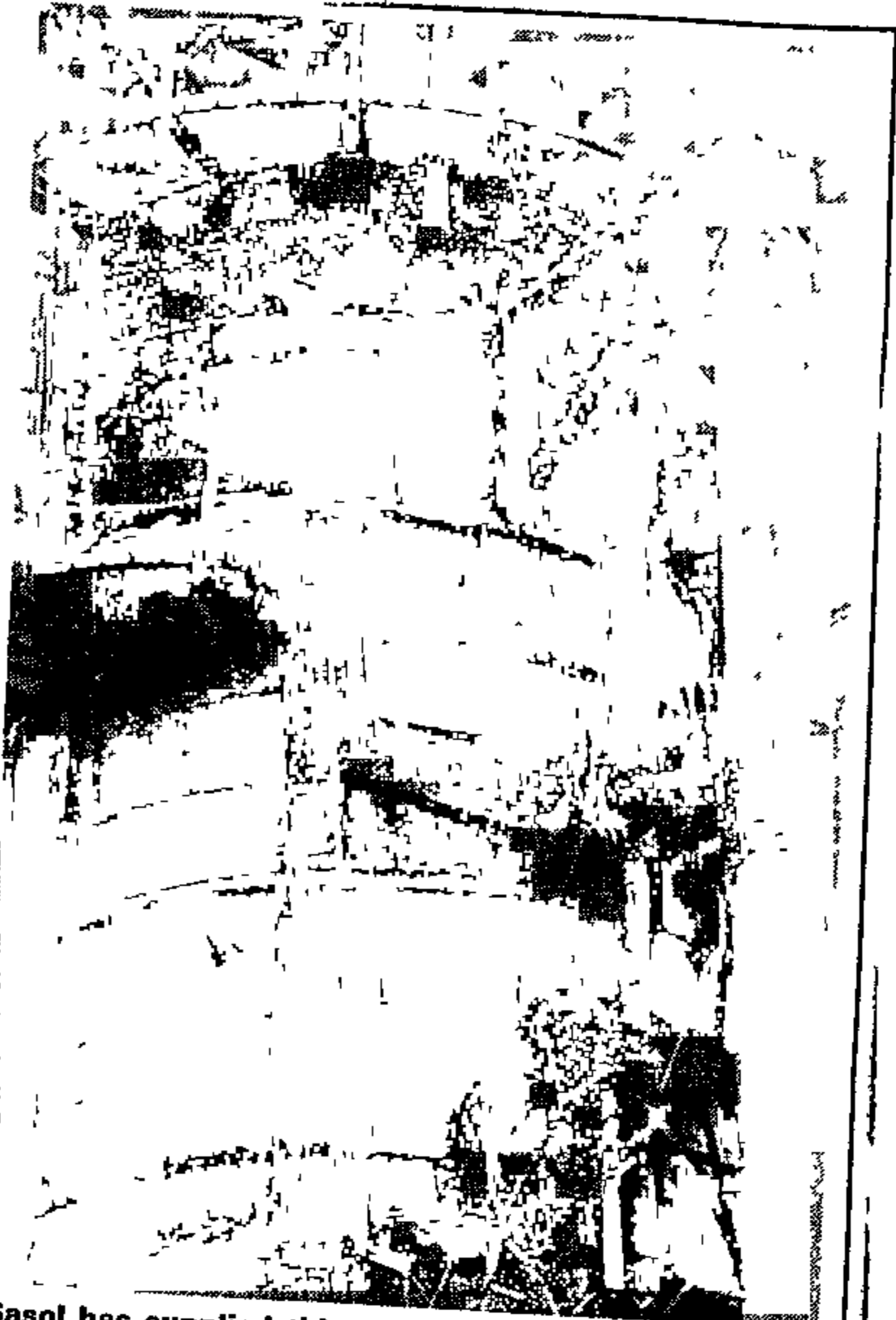
J De Beer is still being treated in Triehardt's hospital for multiple fractures.

Sasol 3 went into operation yesterday afternoon, but certain sections would only work once repairs had been completed.

The fire had raged over an area of 50m by 20m. Pipes in the immediate vicinity of the fire ruptured and led to localised explosions, said Sasol Machinery around two of the eight reactors was seriously damaged.

ALAN FINE reports that the Chemical Workers' Industrial Union (CWIU), which represents most of the black workforce at Sasol 3, yesterday demanded full participation in the accident inquiry. At least one of the deceased was a CWIU member. It also said Sasol had so far failed to supply it with full information on the accident.

A Sasol spokesman said it was unfortunate the CWIU should choose to attack Sasol at such a time. The union had been informed of the accident immediately after it occurred. The CWIU would be given the opportunity to visit the scene.



Sasol has supplied this picture of the damage to the installations of the Sasol 3 plant at Secunda from Monday's tragic fire that claimed the lives of 12 employees.

Union wants workers to control safety

Star 1/2/89
140A

By Mike Siluma,
Labour Reporter

The Chemical Workers' Industrial Union (CWIU), in its first reaction since 12 workers died in a fire at Sasol 3, said yesterday that the accident "underlined the fact that safety issues cannot be left in the hands of management"

Sasol said that although investigations were still under way, a mechanical fault was thought to be a probable cause of the accident on Monday, which also left nine people injured

The CWIU said it had demanded that Sasol provide it with full information on the accident, but the company had failed to comply

"The union asked for full information (and) facilities to carry out an inspection, and also to attend any official, in loco inspection or inquiry that may take place," a spokesman said.

In a statement, Sasol said it was "unfortunate" the CWIU chose "such a time to attack Sasol in the press"

"The CWIU was informed by Sasol management of the incident immediately after it occurred on Monday morning," said the Sasol statement.

Factory's sudden closure slammed by union

Staff Reporter

CONSOL Plastics' snap closure of its Atlantis factory and ensuing job offers to 49 of the 105 axed employees has been criticised by a Chemical Workers Industrial Union (CWIU) spokesman

CWIU Transvaal secretary Ms Chris Bonner was reacting to company managing director Mr Dave Spindler's explanation for the factory's snap closure last Wednesday.

The union alleged that its officials and shop stewards had been given an hour's notice of the company's intention to close down the factory

Mr Spindler said 40 jobs had been made available for 87 of the retrenched wage earners while nine of the 20 salaried employees had also been offered posts within the Consol group.

Ms Bonner slammed the 10-day notice period for the retrenched employee as inadequate adding that it was "pathetic" that workers who got jobs would have to travel 70km to Cape Town each day.

Citing economic reasons for the closure, Mr Spindler said "We had no alternative course of action but to shut down the Atlantis operation and to pay the staff until February 3"

Shop stewards from 10 Consol plants throughout the country would be meeting later this week to discuss the closure, Ms Bonner said

Industrial Court overridden

2/11/87 Pretoria Correspondent

An Industrial Court order compelling a newspaper group to reinstate workers dismissed after a wage strike last year was yesterday suspended by the Pretoria Supreme Court.

The urgent application was brought by Perskor after it was last week ordered by a Pretoria Industrial Court to reinstate 213 members of the Media Workers Association of South Africa (Mwasa).

Mr Justice Daniels yesterday suspended the order pending the outcome of a review by the Supreme Court — adding that Perskor must pay, on a weekly basis into the trust account of the workers' attorney, an amount equal to the employees' wages.

In the application brought against two members of the Industrial Court,

Mr J Schoeman and Mr E Hartdegen, Mwasa and the 213 workers, Perskor requested that the Industrial Court order be suspended pending a review by the court.

The workers — who were dismissed after Perskor alleged they had failed to heed a return-to-work deadline on June 29 after the wage dispute was settled — were to report for duty at Pretoria, Doornfontein and Benoni Perskor outlets on Monday, June 30.

Mwasa claimed that the firm had selectively re-employed the majority of workers who went on strike but refused to accept the remaining 213.

Mr Justice Daniels further ordered that the Industrial Court furnish their judgment within one week, while counsel for the respondents said the case would probably be heard on March 8.

NUM accuses mine management of not co-operating

BIDENY 21/12/89

The National Union of Mineworkers (NUM) yesterday accused Western Deep Levels (WDL) management and the Chamber of Mines from withholding from NUM documentation related to the use of polyurethane underground

NUM health and safety officer Mavis Hermannus said the union was collating information on the subject in preparation for an inquiry next week into the October 13 WDL accident. Seven miners died in a fire during which the substance ignited.

Both Anglo and the chamber denied unfairly holding back information.

ALAN FINE

Hermannus said the union had requested from both the mine and the chamber a copy of recommendations circulated by the chamber to its affiliates after the Kinross disaster on "the safe application and usage of polyurethane."

"The secrecy surrounding the documentation is not in the interests of mine safety. The fact that the industry is not prepared to tolerate public scrutiny is an indication of the sorry state of health and safety on the mines."

She added arrangements for NUM

participation in a test in the chamber's fire tunnel facility had fallen through.

She also criticised the office of the Government Mining Engineer for not intervening.

The GME could not be reached for comment.

An Anglo spokesman said certain documentation "had been withheld from wider distribution as is normal in sub-judice cases."

Chamber senior GM, external relations, Johann Liebenberg, dismissed NUM allegations that the chamber had

failed to co-operate as "untrue."

He had told the NUM research into polyurethane was "multi-faceted and on-going and there was still a great deal of work to be done before any conclusive results could be published."

He quoted from a letter written to the NUM in November to show certain documents on fire hazards had been supplied to the union.

Union officials had been invited to visit the fire tunnel to see first-hand the work being done to test materials for potential hazards.

MINE owners have always made their workers and the world believe that mineworkers who live and work in their mines are free that working and living conditions on the mines are the envy of all workers in South Africa, that they pay a living wage, that a system of justice prevails on the mines, that they are the guardians of workers safety, that racial discrimination has been eliminated, that the actions of mine management and mine security forces are subject to control

Today such claims and beliefs have become implausible. The gap between reality and the proclamations by mine owners has widened to a degree mineworkers find hard to endure.

AAC has invited the NUM to accept their Code of Conduct. A Code of Conduct they believe will eliminate violence on the mines.

The NUM does not deny that there is violence on the mines. The NUM agrees and is committed to the eradication of violence on the mines. However, all parties involved in the industry need to ask themselves what the causes of this violence are.

Mine owners and the NUM all agree that the system of housing thousands of workers in single sex compounds creates a highly volatile environment that gives rise to violence.

It has become fashionable for mineowners, the AAC in particular, to consider violence on the mines in isolation from the grave repression and violence that results from the migratory labour system.

The migratory labour system has not only given rise to violence, it has resulted in the suppression of the fundamental human rights that are the hallmarks of successful business enterprises and societies world-wide. The migratory labour system has also resulted in the authoritarian control of workers, in fact a hard dictatorship, paternalistic attitudes, a crude form of racial discrimination and a denial of basic human and social rights to workers.

Contrary to what mine owners may proclaim, mineworkers have less freedom than we have all believed. That which mineworkers have enjoyed has been too dependent on the benevolence of mine owners.

Workers' rights have remained the possession of mine owners, rationed out to them as subjects rather than as their own inalienable possessions as free men.

It is an undeniable fact that the repressive nature of the migratory labour system negates fundamental human rights and as a consequence, trade union rights are severely curtailed.

The time has come to have a Code that will grant mineworkers their human rights on the mines, a move which the NUM believes will eliminate violence.

THE NUM THEREFORE PROPOSES A CODE WHICH WILL INCLUDE:

- the right to freedom of association;

THE NUM RESPONSE TO THE AAC CODE OF CONDUCT

- the right to assembly,
- the right to freedom from discrimination,
- the right to privacy,
- the right to freedom of expression,
- the right to freedom of movement,
- the right to fair disciplinary inquiry,
- the right to have democratically elected worker committees to run hostels,
- the right to strike,
- the right to picket during strikes,
- the right to practise one's culture and traditions.

PROPOSED CODE OF CONDUCT

1. PREAMBLE

In order to establish an environment of social harmony and industrial peace to achieve economic growth, employers and employees acknowledge that the substantive causes of conflict generation have to be addressed if this is to be achieved.

In furtherance of this, employers and employees recognise that the payment of living wages, decent and acceptable working and living conditions and the respect for basic human rights are imperative if equitable and socially

conductive relationships are to be developed.

This requires the parties to conduct themselves in accordance with internationally recognised industrial relations standards which respects the rights of each party.

2. JOINT AAC/NUM UNDERTAKING

The Anglo American Corporation and the National Union of Mineworkers acknowledge that the relationship between management and workers is characterised by common and conflicting interests. In certain instances, despite the existence of channels and procedures to resolve differences, harassment, victimisation, racial discrimination, union bashing tactics, mass dismissals, gross violation of basic human rights and unnecessary violence and conflict have occurred which the parties agree should be prevented.

The purpose of this Code of Conduct is therefore to eliminate harassment, victimisation, racial discrimination, union bashing tactics, mass dismissals and unnecessary violence and conflict by



promoting and maintaining acceptable norms of behaviour and restoring the fundamental human rights to mineworkers

To this end the Corporation and its administered mines as well as the union and its members commit themselves to a Code of Conduct for regulating the conduct of all managerial and auxiliary personnel, the union and its members

3. PRINCIPLES

3.1. The parties to this agreement accept that each will be accountable and accept responsibility on the part of the AAC for the action of Team Leaders, Miners, Shift Overseers, Mine Overseers, Section Managers, Production Managers, Personnel Managers, Mine Managers or equivalent officials as well as the security personnel. And on the part of the union - union members and officials

That all these persons will take all steps available individually and collectively to ensure that all persons act at all times in the interest of industrial peace and a creation of an environment that is aimed

at achieving better working and living conditions on the mines

3.2. The parties will at all times seek to uphold and protect the following fundamental rights of workers

- the right to work,
- the right to strike,
- the right to picket during strikes,
- the right to freedom of association,
- the right to freedom of movement,
- the right to fair disciplinary hearings with shaft stewards representation,
- the right to assembly,
- the right to freedom from discrimination,
- the right to freedom of expression,
- the right to privacy,
- the right to have democratically elected workers committees to run hostels,
- the right to practise one's culture and traditions

3.3. The parties will not promote or support the use of unlawful actions including the use of the police to deal with strikers or use any form of violence, coercion or intimidation to achieve any objective

3.4. The Corporation undertakes not to

140A

engage in provocative actions such as

- 3.4.1. patrols of armoured vehicles - cars and hippo's,
- 3.4.2. forcing legal strikers back to work,
- 3.4.3. video taping workers' meetings and movements,
- 3.4.4. dissemination of hostile propaganda against the union

3.5. The parties agree that in the normal course of events or in the event of a lawful strike, lock-out or any other form of industrial action, management, workers and union representatives shall endeavour that the following activities are maintained

the hostels and all facilities inherent in the administration of hostels shall function normally and be under the responsibility of democratically elected hostel committees with management having an advisory role on technical and other matters,

the mine and agreed essential services shall function normally under the responsibility of management,

normal access to the hostel and the mine shall be accorded to management, workers and union officials,

normal access to working places for those employed who choose to work during industrial action,

picketing,

The corporation undertakes further that during the course of industrial action -

the security forces shall remain in their barracks and not be used against strikers,

there will be no mass dismissals,

that the union shall have the right to have meetings and counsel and/or meet their members at any time,

the SAP or SADF shall not be called in to deal with industrial relations matters

4. IMPLEMENTATION AND MONITORING OF THE CODE OF CONDUCT

4.1. Details giving effect to the principles embodied in this code will be negotiated at shaft, mine or other appropriate level. Such details may include remedies open to the parties in the event of one party breaching the code of conduct

4.2. Co-ordinating committees at shaft, mine, regional or, if necessary, head office level shall be established to monitor the implementation of an adherence to the details included in terms of Section 4.1 above

4.3. This committee shall be composed of equal numbers of management and the union representatives and shall hold meetings on a regular basis

4.4. Failing resolution, disputes concerning implementation and operation of the Code may by agreement be referred to the head office co-ordinating committee by either party of a committee

4.5. Should the head office co-ordinating committee be unable to resolve a dispute, the aggrieved parties may agree to refer the dispute to Arbitration

5. This Code of Conduct shall not derogate from the rights either party may have in law, which rights either party may exercise at any time

140A

A COSATU-linked union has started a major recruitment drive among black taxi-drivers — raising the intriguing prospect of labour conflict in a black-dominated industry

The Transport and General Workers Union has already recruited more than 450 drivers in the Vaal area, most of whom are employed by black fleet owners

It says many of the drivers are "grossly exploited", and that union attempts to improve their conditions have met with fierce employer resistance — including victimisation and threats of violence

According to the TGWU, the employers in question are members of the Orange-Vaal Taxi Owners' Association, which is in turn an affiliate of the 45 000-member SA Black Taxi Association.

TGWU general secretary Jane Barrett said a number of drivers had also been organised in Bloemfontein, and that the union's national executive committee would be meeting shortly to discuss launching a more systematic, national organising drive

The taxi industry has seen extraordinary growth in the past five years, and plays a key role the transportation of black workers. In the two years up to March 1988, the Department of Transport granted more than 60 000 operating permits

Barrett said she had learnt from the Department of Manpower that all drivers working for fleet-owners were covered by some form of protective legislation. However, because no previous attempt had been made to organise drivers, employers across

Black taxi drivers face up to their black managers

Taxi drivers are 'grossly exploited' says a Cosatu union which has set a precedent by moving into a black-dominated industry

By DREW FORREST

the industry appeared to be ignorant of their legal obligations

She said that minibus taxis carrying more than seven passengers were regarded as bus-operators, and were covered by the wage determination for the bus passenger industry. This sets a range of minimum conditions, including a basic wage of R140 a week

Employers with fewer than 11 taxis were exempt from the determination. However, their drivers were protected by the minimum standards stipulated in the Basic Conditions of Employment Act

Asked for details of the working conditions in the Vaal, TGWU's regional secretary, Swayi Mokoena, said many of the drivers were so badly

ly treated that they could not provide for their families

Many drivers were employed on a casual basis, which meant that they received no UIF, pension or workmen's compensation benefits

Some earned as little as R50 a week, and a crude incentive system — in terms of which the full wage was paid only if the driver met a work quota — was widespread

Mokoena said the frequent criticism of poor driving and overloading by black taxi-drivers had to be seen in the context of the quota system

In addition, drivers worked long hours — in some cases, a 16-hour day every day of the week, including weekends

Mokoena said he had sent letters

both to the taxi owners' association and individual employers asking for discussions on a range of issues, including union recognition

No reply had been received. "We are fighting with people who are dodging us," he said

Mokoena said there were strong indications that drivers were being victimised because of their union membership. The TGWU branch chairman had been fired, while another dismissed driver was told by his employer "Go to the union and ask them to get you a job"

At least one union member had been assaulted by committee members of the association, he alleged, while a union organiser had received a death threat

"The employers don't show any solidarity with the drivers and their union, even though they live in the same townships," Mokoena commented

He said the union's next step would be to ask for the appointment of a conciliation board — the first step on the route to industrial court or legal strike action

The Orange-Vaal Taxi Owners' Association could not be contacted, while Sabta representative Jabu Mabuza declined to comment on the association's labour relations policy, saying his organisation had not been directly approached by a trade union.

However, another source indicated that Sabta had no policy on unions — and would find it difficult to reach one, given that it had both fleet-owners and employee drivers within its ranks

1408

HE National Union of Mineworkers as fired another salvo in its war of words with the Anglo American Corporation over the issue of violence on the mines

Key to mine peace human rights, says NUM counter to Anglo code

In response to a proposed code of conduct published in the press recently by Anglo, "aimed at establishing an environment of social harmony and industrial peace to achieve economic growth", the NUM yesterday released its own recommended code

However, the union sent a copy of its proposals to Anglo with an invitation to resume negotiations on the issue. The corporation also released a statement calling on the union to resume the talks following the cancellation of a meeting two weeks ago.

As part of the settlement agreement after the 1987 mine strike, Anglo and the NUM undertook to negotiate a code of conduct guaranteeing worker rights and aimed at preventing mine violence

However, the issue moved into the public arena following the recent release of an NUM report claiming extensive repression and denial of worker rights by Anglo's mine man-

agers Anglo responded by alleging a pattern of violence on its mines and publishing a proposed code to deal with this

In a statement accompanying its counter-proposals, the NUM says it has become fashionable among mining employers to view mine violence in isolation from the migrant labour system, which had resulted in "the authoritarian control of workers, a hard dictatorship, paternalistic attitudes, a crude form of racial discrimination and a denial of basic human and social rights"

In particular, the housing of thousands of workers in single-sex compounds "creates a highly volatile environment that gives rise to violence"

The union says it believes mine violence can be eliminated by "granting

BY DREW FORREST

mineworkers their human rights on the mines"

There are significant areas of common ground between the Anglo and the NUM codes. Both agree to take responsibility for the actions of their officials and members/employees and to ensure that they act in the interests of industrial peace. Both agree not to promote or support unlawful actions, violence and intimidation

In the event of a lawful strike or lock-out, the parties agree that mine hostels and essential services shall function as normal. Anglo undertakes to allow picketing — albeit in specified areas away from the workplace settled by negotiation — while the union agrees that workers who choose not to strike should be al-

lowed normal access to their places of work

There is broad agreement also on the mechanism for monitoring and implementing the code — by joint union-management committees at shaft, mine, regional and, if needed, head office, level. Arbitration is provided for in the event of an unresolved dispute

There are also significant differences between the codes, however. In addition to "unnecessary violence and conflict", the NUM states that the code should aim to eliminate "harassment, victimisation, racial discrimination, union-bashing tactics, mass dismissals and gross violation of human rights"

And while Anglo seeks to protect workers' freedom of association and freedom to strike or choose not to

strike, the union lists a range of other rights which the parties to the code should uphold. These include freedom from discrimination, freedom of movement, assembly and expression, and the right to picket, to fair disciplinary hearings with shaft steward representation, and to "practise one's culture and traditions"

The union also seeks to prevent Anglo from engaging in "provocative actions", which allegedly include

- Patrols of armoured vehicles
- Forcing legal strikers back to work
- Video-taping workers' meetings and movements
- Dissemination of hostile propaganda against the union
- During industrial action, the NUM seeks to commit Anglo to keep mine security forces in their barracks, to refrain from mass dismissals, to grant the union unrestricted access to members and not to summon the police
- The NUM is to stage a rally on the issue of "repression on the mines" at Wits University this weekend

THE NUM RESPONSE TO THE AAC ...

CODE OF CONDUCT

14019
SAP
7/2/87

Mine owners have always made their workers and the world believe that mineworkers who live and work in their mines are free; that working and living conditions on the mines are the envy of all workers in South Africa, that they pay a living wage, that a system of justice prevails on the mines; that they are the guardians of workers' safety; that racial discrimination has been eliminated; that the actions of mine management and mine security forces are subject to control

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Workers' rights have remained the possession of mine owners rationed out to them as subjects rather than as their own inalienable possessions as free men.

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CODE OF CONDUCT

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In furtherance of this employers and employees recognise that the payment of living wages decent and acceptable working and living conditions and the respect for basic human rights are imperative if equitable and socially conducive relationships are to be developed.

This requires the parties to conduct themselves in accordance with internationally recognised industrial relations standards which respects the rights of each party.

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The Anglo American Corporation and the National Union of Mineworkers acknowledge that the relationship between management and workers is characterised by common and conflicting interests. In certain instances despite the existence of channels and procedures to resolve differences harassment victimisation racial discrimination union bashing tactics mass dismissals gross violation of basic human rights and unnecessary violence and conflict have occurred which the parties agree should be prevented.

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To this end the Corporation and its administered mines as well as the union and its members commit themselves to a Code of Conduct for regulating the conduct of all managerial and auxiliary personnel the union and its members.

3 PRINCIPLES

3.1 The parties to this agreement accept that each will be accountable and accept responsibility on the part of AAC for the action of Team Leaders Miners Shift Overseers Mine Overseers Section Managers Production Managers Personnel Managers Mine Managers or equivalent officials as well as the security personnel. And on the part of the union — union members and officials.

That all these persons will take all steps available individually and collectively to ensure that all persons act at all times in the interest of industrial peace and a creation of an environment that is aimed at achieving better working and living conditions on the mines.

3.2 The parties will at all times seek to uphold and protect the following fundamental rights of workers

- the right to work
- the right to strike
- the right to picket during strikes
- the right to freedom of association
- the right to freedom of movement
- the right to fair disciplinary hearings with shaft stewards representation
- the right to assembly
- the right to freedom from discrimination
- the right to freedom of expression
- the right to privacy
- the right to have democratically elected workers committees to run hostels
- the right to practise one's culture and traditions

3.3 The parties will not promote or support the use of unlawful actions including the use of the police to deal with strikers or use any form of violence cohesion or intimidation to achieve any objective.

3.3 The Corporation undertakes not to engage in provocative actions such as

- 3.4.1 patrols of armoured vehicles — Caspirs and Hippos
- 3.4.2 forcing legal strikers back to work
- 3.4.3 video taping workers meetings and movements,
- 3.4.4 dissemination of hostile propaganda against the union

3.5 The parties agree that in the normal course of events or in the event of a lawful strike lock-out

or any other form of industrial action management workers and union representatives shall endeavour that the following activities are maintained

- the hostels and all facilities inherent in the administration of hostels shall function normally and be under the responsibility of democratically elected hostel committees with management having an advisory role on technical and other matters
- the mine and agreed essential services shall function normally under the responsibility of management
- normal access to the hostel and the mine shall be accorded to management workers and union officials
- normal access to working places for those employed who choose to work during industrial action
- picketing

The corporation undertakes further that during the course of industrial action

- the security forces shall remain in their barracks and not be used against strikers
- there will be no mass dismissals
- that the union shall have the right to have meetings and counsel and/or meet their members at any time
- The SAP or SADF shall not be called in to deal with industrial relations matters

4 IMPLEMENTATION AND MONITORING OF THE CODE OF CONDUCT

4.1 Details giving effect to the principles embodied in this code will be negotiated at shaft mine or other appropriate level. Such details may include remedies open to the parties in the event of one party breaching the code of conduct.

4.2 Co-ordinating committees at shaft mine regional or if necessary head office level shall be established to monitor the implementation of an adherence to the details included in terms of Section 4.1 above.

4.3 This committee shall be composed of equal numbers of management and the union representatives and shall hold meetings on a regular basis.

4.4 Failing resolution disputes concerning implementation and operation of the Code may by agreement be referred to the head office co-ordinating committee by either party of a committee.

4.5 Should the head office co-ordinating committee be unable to resolve a dispute the aggrieved parties may agree to refer the dispute to Arbitration.

5 This Code of Conduct shall not derogate from the rights either party may have in law which rights either party may exercise at any time.



NUM lashes 'repression'

Sowetan 3/2/84 ~~(25)~~ (140A) ~~(45)~~
THE National Union of Mineworkers yesterday launched a campaign against what it termed "repressive" security measures and a "hostile" collective bargaining environment on the mines.

The union also announced its proposed code of conduct concurring the one proposed by the Anglo American Corporation about a month ago.

Addressing a Press conference, Num official Mr Cyril Ramaphosa said the objectives of the campaign were to have "repressive mine security measures dismantled and to normalise collective bargaining." The campaign, he said, would be launched only in AAC-controlled mines.

The NUM, Mr Ramaphosa said, was embarking on the campaign against a background of a management strategy to persuade workers to waive their union membership and rely on "mineowners to look after them."

"The NUM has a proud history of fighting for worker rights, and we will resist tooth and nail all covert and overt attempts by the mine owners to take workers back to the oppression that prevailed before unionisation," the union official added

The union, as part of the campaign, has demanded:

- Freedom of association and assembly on the mines;
- Right to privacy and freedom of movement for mineworkers, and
- NUM's right to organise to be respected.

Union claims R2-m

The National Union of Mineworkers has admitted it was one of the creditors of Eurobank, which was provisionally liquidated late last year ~~for 2/2/84~~

NUM general-secretary Mr Cyril Ramaphosa said at a press conference yesterday that the union had submitted a claim for R2 million against the bank, which was at the centre of the Harms Commission of Inquiry into cross-border irregularities

The bank's head is currently involved in a court case concerning the operation of Eurobank — a Ciskei-based operation that offered investors extraordinarily high returns on their investments

Mr Ramaphosa said the union had money invested in Eurobank "at good rates for some time" (140A)

He said the union had tried to "pull out" from the bank when it was found it was based in Ciskei, as that information had been "politically embarrassing" to the NUM

An internal investigation into why the bank was chosen for union funds would be conducted once the situation surrounding the bank had been settled and it was seen what sort of percentage of the NUM's investment was returned

NUM agrees to meet Anglo

By Mike Siluma, Labour Reporter (140A)
The National Union of Mineworkers (NUM) yesterday agreed to a meeting with Anglo American Corporation (AAC) to draw up a code of conduct aimed at eliminating mine violence and entrenching the human rights of workers

It also called on Anglo and the entire industry to lift the "state of emergency" on the mines

The NUM has set out its proposed code of conduct in an advertisement, which appears on Page 16 of this issue

The NUM announcement, made at a press conference by secretary-general Mr Cyril Ramaphosa, coincided with the launch of the union's campaign against "repression on the mines" It came just hours after Anglo had publicly urged NUM to urgently agree to a resumption of talks on the code of conduct

According to Mr Ramaphosa, the union had cancelled the meeting on the code of conduct, scheduled for January 19, because Anglo had released its proposals to the press

He said the NUM proposals regarding a code of conduct differed from

Anglo's in that it sought to address underlying factors such as the migrant labour and hostel systems, while Anglo's focused only on the manifestations of violence

Mr Ramaphosa challenged Anglo to allow the press to enter mines and independently investigate allegations being made by both sides

He said the introduction of employee shareownership schemes by Anglo was part of a strategy to "persuade (members) to waive their NUM membership and rely on management to look after them" Star 3/2/89

According to NUM, the campaign against "repression" was aimed at dismantling "repressive mine security measures" and "normalising collective bargaining"

An Anglo spokesman said the corporation was "delighted to receive such a swift response" from NUM "The corporation will be in touch with Mr Ramaphosa to arrange a meeting."

A Chamber of Mines spokesman said the implementation of security measures was a prerogative of individual mines and had "very little to do" with the Chamber

W/C-11/6/87 4/2/87

Agreement holds promise for the textile industry

FOR a while the Western Cape textile industry teetered on the edge of a strike, in dispute and with two disputes meetings producing no progress.

Industrial action was averted when the two parties, the Amalgamated Clothing and Textile Workers' Union (Actwusa) and the Cape Province Textile Manufacturers' Association, reached agreement on wages and other conditions of employment at the third and final disputes meeting of the industrial council this week.

Dispute had been declared late last year when the employers refused to mandate an agreement thrashed out by the negotiating teams. The dispute threatened not only industrial action, but also the fledgling industrial

council. This had been restructured during 1988 following its virtual collapse after renegotiation of the main agreement broke down in 1987.

For about a year the industry ran without an agreement and in the meantime Actwusa concluded plant-level agreements with employers.

Before this, until the merger which brought them together in Actwusa during 1987, the National Union of Textile Workers (NUTW) and the Textile Workers' Industrial Union (TWIU) had had a fairly combative relationship as NUTW sought to break into the industrial council over the TWIU's veto.

It took a Supreme Court ruling for NUTW to be allowed a seat on the industrial council.

But by 1988, in addition to the industrial council being in disarray, by the time Actwusa and the employers' association sat down to restructure and revitalise the council the Labour Relations Amendment Bill was with Parliament, along with the unfair labour practice clause that would impell employers to negotiate with minority unions.

This threatened the majoritarian principle of unions negotiating for a complete bargaining unit.

That Actwusa, a Congress of South African Trade Unions affiliate was negotiating an industrial council agreement was itself interesting, because there was a strong antipathy to industrial councils among unions in the federation.

But the agreement reached accepted the principle of single-tier bargaining, which was against the trend in other industries where unions were fighting for two-tier bargaining, and created a closed shop — thus protecting Actwusa's back against minority unions.

The other interesting aspect of the agreement was the all-or-nothing principle, with all issues negotiated at industrial council (except by specific agreement) any strikes or lockouts were to be on an industry-wide basis, not at individual plants or groups of plants.

Although the agreement removed disputes from the workplace to the council, it also meant that both parties would have to be aware that any industrial action had to involve the whole industry.

The stresses generated by more than a year of negotiation and dispute had strained the employers' association. Some major employers had withdrawn, others had joined.

Failure to reach settlement, followed by industrial action, could have strained the forum beyond survival.

But that settlement could finally be achieved holds promise for the viability of the council and a stable relationship between employers and the union and, finally, a stable industry.



News in Brief

Coates strike ends

STRIKING workers at Coates Brothers ink manufacturers in Epping yesterday decided to return to work on Monday, ending the two-week stoppage in support of wage and other demands. A Chemical Workers' Industrial Union spokesman said the 60 workers would negotiate the terms of their return on Monday. This was confirmed by company managing director Mr Stan Rogow.

R13-million more in the pay packets

W/C ARGUS 4/2/89
by DICK USHER
Labour Reporter

AT least R13-million has been added to textile workers pay packets for 1989 in deals concluded so far this year by the Amalgamated Clothing and Textile Workers' Union

About 8 300 workers in the Peninsula Atlantic and the Bolland are affected by the increases which range from about 20 percent upwards

This includes the agreement at the Cotton Textile Industrial Council covering about 4 000 workers, concluded this week. The other agreements cover workers in 10 factories

"Much higher"

A union spokesman said that if it had been possible to calculate the total package, which would include benefits such as nightshift allowances and maternity benefits the total package would have been much higher

At the industrial council, which has functioned without a main agreement for more than a year the increase on the minimum from the last agreement was at least R60 a week he said

The increases gained throughout the industry are a significant step forward in the fight for living wages for textile workers," he said

The goal

Commenting on the industrial council agreement he said the success of the negotiations provided a basis for the union to encourage more employers to cover themselves with the council and move towards the goal of a single national industrial council for the textile industry

'The settlement has provided a viable basis for the industrial council to serve as a vehicle for parties to negotiate with each other - it's a vindication of the restructured council and a victory for organised workers'

Break-in

● A spokesman said that the union's offices in Woodstock were vandalised on Thursday night

This is the second attack on our offices within a week

Arsonists attacked our East London office last week, he said

The spokesman said the Woodstock offices were broken into between the last staff leaving at 11pm on Thursday night and 8am on Friday when the early staff arrived

The door was forced a hi-jacking cabinet and steel cupboard were broken into and files were strewn around

A desk was broken into and its contents thrown on the floor

He said it could not be ascertained if anything had been stolen but items such as typewriters had not been removed

MINES BOSSSES SLATED

Sowetan
6/2/89
140A
~~200~~

REPRESSION on the mines was similar to that of Nazi Germany, trade unionist Mr Elijah Barayi told a rally in Johannesburg yesterday.

Addressing more than 2000 people at the rally of the National Union of Mineworkers (Num), Mr Barayi said repressive security measures on the mines were "a replica of State repression". Mine bosses and the State had joined forces in an effort to crush the Num, he added.

The Num official also condemned the hostel system on the mines, saying conditions in these places were appalling with — in some cases — 60 mineworkers sleeping in one room.

The rally, held at the University of Witwaters-

rand, was the highlight of the newly-launched Num campaign against what it has termed repressive mine security measures and "hostile" collective bargaining environment on the mines. The union has accused mine bosses of adopting a multi-pronged, "vicious" strategy against it and its members.

Num treasurer Mr Paul Nkuna said mine owners had always made their workers and the world believe that they paid a living wage and that living conditions were decent. "Today such claims and beliefs have become implausible", he said.

He said the union

By LEN MASEKO

demanding freedom of association on the mines, the right to strike, rights to privacy, rights to a fair disciplinary inquiry and freedom of movement.

Deadline

The Num, Mr Nkuna said, gave the Chamber of Mines six months to end repression in the sector.

Dr Max Coleman, former official of the restricted Detainees Parents Support Committee, speaking in his personal capacity, said more than 50000 had been detained without trial since 1984. He said detentions in the trade union movement had increased over the past few years.

Dr Coleman said one trade unionist, Mr Amos Masondo, detained without trial since June 1986, was on a hunger strike in protest against his continued incarceration. On the other hand he said, thousands of people — "called internal refugees" — were in hiding in fear of being detained.

Speakers at the meeting also included Dr Abe Nkomo, Ms Amanda Kwadi, Num president Mr James Motlatsi and M Chris Dlamini, vice-president of Cosatu.

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

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Sowetan 6/2/89



Several thousand members of the National Union of Mineworkers gathered yesterday to launch the union's "anti-repression" campaign. Part of the crowd is seen on the right and (above) police confiscate a union banner from a group of workers. Pictures by Karen Fletcher.

Management accused of exploitation, denial of freedom

By Mike Shuma,
Labour Reporter

The National Union of Mineworkers, rejecting Anglo American's proposed code of conduct, has warned that workers may withdraw their labour if the mining industry does not stop "repression" on the mines within six months. Addressing several thousand NUM members at the University of the Witwatersrand yesterday, NUM treasurer Mr Paul Nkuna said the union's perception of Anglo's code of conduct was that it had been put forward to facilitate the exploitation of workers and to deny workers freedom of association and assembly.

Miners give Anglo new ultimatum

Sowetan 6/2/89

months, workers will have to consider striking," said Mr Nkuna, demanding that the management of mine compounds be handed over to workers.

In reaction, Anglo accused Mr Nkuna of indulging in "unnecessary and unconstructive rhetoric".

Following the NUM's agreement last week to a meeting with Anglo, the latter had indicated its willingness to include the union's counter-proposals on the agenda of the meeting, to take place possibly within a week. Anglo restated its belief that the interests of both parties would be best served, and the issues most effectively addressed and resolved, when the parties met.

Addressing the meeting, human rights campaigner Dr Max Coleman said 50 000 people had been detained without trial in South Africa and its self-governing territories since the state of emergency was introduced. There had been 10 deaths in detention.

'Target'

Unionists were "a major target" of the State, accounting for up to 20 percent of detainees between 1986 and 1987.

Many people who, like unionist Mr Amos Masondo, had been in detention for more than 1 000 days



The NUM's view was that any code of conduct should protect workers' rights, including the right to meet and freedom of movement in and out of living quarters.

Committees

"Workers should form committees at all levels, from the shafts to their living quarters to expose repression. If repression does not end within six

State opponents were tried for activities which in other countries would be seen as normal political practices, Dr Coleman said.

NUM president Mr James Motlatsi called for resistance against employers because of repression in the workplace.

Congress of SA Trade Unions vice-president Mr Chris Dlamini said work-

er repression was part of a plan to force unions to "toe the line and accept low wages", and to make people accept that apartheid was the only solution to South Africa's problems.

ARGUS 14011
Thursday February 7 1989 7

Chemical workers call off strike

The Argus Correspondent

DURBAN — The two-week-old strike at Coates Brothers in Durban and Cape Town ended yesterday when union workers returned to work after management made use of "scab" labour, a Chemical Workers' Industrial Union official said today

The spokesman said the workers felt that their jobs were threatened after management made use of temporary non-union labour for more than a week

He said management had been paying "scabs" far more than they paid union members who had been on strike. What management offered was nowhere near what the workers had demanded, he said

Workers, members of the Cosatu-affiliated union, downed tools on January 23 in support of their demands for improvements in wages and working conditions

The union was demanding a wage increase of 19,6 percent while the company's final offer was up to 17 percent.

Coates Brothers' administrative director, Mr Stan Rogow was not available for comment today

Frame, union co-op to open

9/18/89
BIDAM 7/2/89
(140A) (23A)
AN UNPRECEDENTED co-operative venture, initiated by the Amalgamated Clothing and Textile Workers' Union (Actwusa) and financed by the Frame group to the tune of R2,5m, is set to begin the employment of 300 workers this month.

The venture, announced in October, is designed to provide employment for hundreds of employees laid off by Frame as part of a rationalisation exercise.

GM Glen Cormack, appointed by Actwusa to run the first of three planned clothing factories, said yesterday the co-op, Zenzeleni (which means "Do it yourself"), was being registered as a private company.

Zenzeleni, he said, had leased 3 000m² premises at Jacobs near Durban Ren-

ALAN FINE

ovations would cost R300 000, while an order for more than R1m in capital equipment was in the pipeline.

Cormack, who resigned his post as personnel director of Tiger Oats' baking division to manage Zenzeleni, said profits from the project would be used to start similar ones at Ladysmith and East London. Wages rates would be based on industrial council minimums in the Durban area negotiated by Actwusa.

The project was looking to Frame to supply raw materials at competitive prices. Plans for the supply of raw materials at cost were abandoned due to un-

● To Page 2

Frame, union in R2,5m co-op venture

happiness among other Frame customers, he said.

Cormack said the factory would produce items like protective clothing and apparel used by labour and community organisations such as T-shirts. He stressed the factory would not compete with other union-run co-ops which silk-screen T-shirts. The intention was to complement such groups by supplying the clothing for them to process.

Zenzeleni's board, comprising Cormack, a marketing manager, two Frame representatives and two union representatives (probably employees),

would be answerable to a union-nominated board of trustees which holds all shares in the company.

Cormack said the management team would operate in a very different manner from management at ordinary companies. Their role would be one of leadership rather than control.

While details still had to be finalised, the plan was for the plant's shop stewards committee to administer disciplinary matters, based on an agreed code.

From Page 1

1408 7/2/89

Big firms agree to discuss disinvestment procedure

By Mike Siluma,
Labour Reporter

The Chemical Workers' Industrial Union (CWIU) said yesterday that, due to pressure it applied over the past 20 months, more multinationals had agreed to discuss a disinvestment procedure

The CWIU has been in dispute with 39 locally based subsidiaries of foreign firms, including major oil companies. It is demanding that foreign companies agree to a disinvestment procedure to be followed in case they decide to pull out of South Africa

A statement by the CWIU said of the 39 companies involved, 24 had now agreed to company-level negotiations with the union

"It is clear that the launching by the union of conciliation board proceedings and the threat of industrial action has forced a re-think among the employers," said the statement

According to the CWIU, companies which had either not responded to the invitation or not said categorically that they were willing to talk were Associated Glassworks, Chrome Chemicals, Dunlop Industrial Products and Indian Ocean Fertilizers

Companies which had refused to negotiate were named as Allgraphics, BP SA, Maybaker, Mobil, Nicholas Kiwi, Price's Candles, Sapref, Shell Oil, Shell Chemical and Vee-tech Oil

Star 2/89 (1401)
228

Naidoo 'No'

HARARE — South African trade union leader Mr Jay Naidoo has been stopped by the South African Government from attending a meeting of Commonwealth Foreign Ministers in Harare, conference delegates said yesterday

Foreign Ministers from Australia, Canada, Guyana, India, Nigeria, Tanzania, Zambia and Zimbabwe form a committee set up at the last Commonwealth summit in Vancouver, aimed at monitoring and intensifying economic sanctions against South Africa

Mr Naidoo, general secretary of the Congress of South African Trade Unions (Cosatu), the country's largest labour body, had been due to meet the Foreign Ministers tomorrow — Sapa-
Reuter

Labour Update

NUM sides with hunger strikers

Sowetan 8/2/89

NUM 140A

THE "biggest mineworkers union yesterday expressed solidarity with political prisoners on hunger strike "in apartheid jails."

Mr Cyril Ramaphosa, leader of the National Union of Mineworkers, said in a statement "detention without trial is not only inhuman but morally detestable"

"The people in detention are subject to humiliation and mental torture for no apparent reasons, besides their opposition to the apartheid system"

He added "Repression on the mines is just but a reflection of what is happening in the wider society under the state of emergency"

"We wish to make an appeal to all progressive minded here and abroad to help in finding a speedy resolution to the detainees crisis"



NUM general secretary Mr Ramaphosa.

"Upliftment of the State of Emergency remains the ultimate answer to the plight of detainees in general"

"The NUM wishes to express solidarity with political detainees on hunger strike in apartheid jails" — Sapa

1407
Sowetan 9/2/89

Union steps up bid to save member

THE Commercial Catering and Allied Workers' Union of South Africa is to step up its campaign to save one of its members from the gallows with a prayer service to be held in Johannesburg tomorrow. The condemned union

By **LEN MASEKO**

member is Mr William Ntombela (33), a former Nels Dairy worker who lost his appeal against the death sentence in November last year.

Mr Kaizer Thibedi, Ccawusa's Johannesburg branch secretary, said the service will be held at the Central Methodist Church from 5.45pm.

Mr Ntombela was held responsible for the death of two people at the height of the Nels strike in 1986.

A father of two, Mr Ntombela was a shop steward at Nels when about 1 000 employees of the company went on strike in 1986 in protest against low wages, the state of emergency and working conditions.

The strike was marked by the dismissal of 750

CAP-7MB 8/7/89
1404

Naidoo gets no passport

JOHANNESBURG Congress of South African Trade Unions general secretary Mr Jay Naidoo has been denied a passport to attend the conference of Commonwealth Foreign Ministers in Harare.

Cosatu said in a statement yesterday that the Department of Home Affairs had never given "a straight or no" answer to their application for Mr Naidoo's passport despite repeated attempts to obtain one.

Anglo and NUM see old mine Act being put to new test

AN APPLICATION by two NUM members, under a little-known section of the Mining Rights Act but with potentially far-reaching implications, will be heard in the Rand Supreme Court today

If it is successful it could mean a payout of at least R5m to 10 000 NUM members dismissed during the August 1987 strike

An NUM legal adviser and an Anglo American gold division industrial relations



ALAN FINE

consultant, Nigel Unwin, confirmed the application by the two Vaal Reefs men was seen as a test case

They also confirmed the potential payout figures were reliable estimates

Section 164 of the Act provides that no mine may discharge more than 20% of its workforce in any month without giving writ-

ten notice of the dismissals to the Mineral and Energy Affairs Minister

It also stipulates a mine contravening this provision will be liable to pay each man a month's wages

The original intention of Section 164, promulgated in 1919, is believed to have been to protect state earnings from sudden changes in the operating practices of low-grade mines

The... of plus but the answers are the same

Ccawusa bids to save man from gallows

By LEN MASEKO

THE Commercial Catering and Allied Workers' Union of South Africa holds a prayer service in Johannesburg tonight, as part of its campaign to save one of its members from the hangman's noose

The service for Mr William Ntombela (33), facing the death sentence for the death of two

people in 1986, will be held at the Central Methodist Centre at corner Smal and Pritchard Streets from 5 45pm

The union is expected to announce at the meeting details of fresh attempts to save Ntombela, a former Nels Darry worker who lost appeal against his sentence in November last year

1408

Sowetan

9/2/89

Public servants edge closer to Cosatu

140A Smith
9-15/2/89.

By RYLAND FISHER

PUBLIC servants in the Boland have decided to break with conservative traditions and to seek closer ties with "the broader community"

A motion to this effect will be tabled at the Public Servants League's annual general meeting in June, it was decided at the AGM of the Worcester District held in Tulbagh on Saturday.

About 150 delegates and observers from 24 branches attended the meeting in the Helpmekeer community centre

"We decided that from now on we will form part of the broader workers' struggle. We realise our problems are the same as all other workers," newly-elected Worcester vice-chairman Pedro George said after the meeting

The union will be "seeking contact" with other unions, including affiliates of the Congress of South African Trade Unions (Cosatu).

"We want to reach out by attending meetings with other unions and possibly inviting Cosatu to explain its policies to us," said George

The possibility of affiliating to Cosatu was not discussed.

Decisions taken on Saturday will be put in the motion to the union's national AGM

Guest speakers at the Tulbagh meeting were Advocate Dullah Omar, Western Cape chairman of the restricted United Democratic Front (UDF), and Randall van den Heever, deputy president of the Cape Teachers Professional Association (CTPA).

Introducing Omar, George said local executive members of the union were "heartened" that Omar had agreed to speak at the meeting.

"It is the first time we have representatives of the people's organisations at one of our meetings," he said

Omar, speaking in his personal capacity, said it was ironic that the UDF had been restricted by the government while more and more people were reaching out to the organisation.

"In the mass democratic movement we don't prescribe to people. All we say is, open your eyes and see what is happening in



Part of the crowd at the PSL meeting on Saturday

this country.

"We can then jointly work out what to do about the situation."

He called on the league's members to become more involved in the organisation.

"One of our problems is that many of us still have a slave mentality. We must realise our importance, that we produce the wealth of this country

"The workers must decide on a new direction for this organisation."

Omar said the state had divided public service workers from those in the private sector.

"State workers think they have to be slaves of the state, that they have to follow state policy."

Van den Heever said the decision to invite Omar to speak was "courageous"

"Your identification with community leaders like Dullah Omar must now be followed up with a concrete programme in the community

"Our children are educating themselves

politically. If we as parents want to talk with them, we need to reach the same level of awareness

"This can be done through educational programmes in our organisations

"The PSL is an organisation of parents. We need to speak out in defence of our children"

Officials who said they were apolitical were "spineless", said Van den Heever

"The PSL is not an island. You will have to say how you feel about apartheid, education and oppression

"You can't operate as if you are only interested in benefits for your members. The PSL is part of the community"

Other officials elected at the meeting are chairman Peter Shortles, secretary Christina Robinson, assistant secretary Jacob Balie, treasurer Cathy de Bruyn and additional members Dirk Eland and Andrew Jacobs.

George and Shortles were elected to serve on the union's national committee.

Ellerines workers to face retrenchment?

Sowetan 9/2/59
14013

MORE than 1500 Ellerines employees were facing retrenchment at some of the company's stores countrywide, a spokesman for the Commercial Catering and Allied Workers' Union of South Africa said yesterday.

Mr Jackie Masuku, Ccawusa's Johannesburg branch official, said he would fight the retrenchments possibly by declaring a dispute which could lead to industrial action at Ellerines stores

Mr Masuku said the company was retrenching workers without negotiating with the union.

But a spokesman for Ellerines, Mr Pierre de Villiers, denied that there were "organised retrenchments" at the company's stores "We do not know what they

By LEN MASEKO

are talking about, but we will wait for further developments," he added

The Ccawusa official said "Reasons for these retrenchments have not yet been advanced but are obviously emanating from the company's backward business policies

"Unfortunately, because of all these factors, sales are lost and workers accused of being unproductive," he added

About 200 members of the Chemical Workers' Industrial Union (CWIU) were on strike at Anchor Rand's Steeldale plant, the union said

The strike followed management's refusal to negotiate wage increases and working conditions with the CWIU, according to the union

Chemical workers strike

By Adele Baleta

More than 400 Chemical Workers Industrial Union (CWIU) members began separate strikes at G & W Base and Industrial Minerals and Anchor Rand this week over long-standing disputes at both plants, the union said.

Spokesmen for both companies have declined to comment on the matter.

In a statement yesterday the CWIU said 220 workers downed tools at G & W Base Industrial Minerals in Wadeville to back a demand for the reinstatement of a worker who was fired for observing a three day

stayaway call in June last year in protest against the Government clampdown on anti-apartheid organisations.

"The union believes the dismissal of one worker for action carried out by the entire workforce is grossly unfair," it said.

The union alleged the company was threatening to apply the new Labour Relations Act against the union in order to force striking workers to return to work.

Another 190 CWIU members went on a legal strike at Anchor Rand in Steeldale over the company's refusal to negotiate wages and working conditions, the union said.

NUM PAIR CHALLENGE MINE DISMISSAL IN TEST CASE

TWO workers who lost their jobs during the mass dismissals at Vaal Reefs gold mine in August 1987 have asked the Supreme Court to reinstate them on the grounds that the mine failed to comply with a little-known section of the Mining Rights Act.

Samuel Kula and Job Sekwane claim Vaal Reefs contravened section 164, which states that no mine employing more than 500 people may discharge more than 20% of its workforce in any month without giving the Minister of Mineral and

Day 9/2/89

SUSAN RUSSELL

Energy Affairs written notice. The mine admits no written notice was given but contends that the section does not apply where workers are dismissed for strike action and where the intention was to stop the closure of the mine.

Kula and Sekwane have asked the court to declare their dismissal null, void and of no effect or, alternatively, for an order compelling the mine to pay them one month's

wages — the penalty for a contravention of the section.

The application is seen as a test case. If the court finds in favour of Kula and Sekwane, NUM members dismissed during the strike could be paid out in excess of R5m.

Vaal Reefs regional GM Robert Williams said in an affidavit that at the time the decision was taken to dismiss strikers, the mine had no knowledge of the provisions of section 164 and had no intention of contravening the Act.

Argument continues today.

objec and m

Bop trial: charges withdrawn

MMABATHO — Charges against 21 of the 195 people accused of trying to overthrow the Bophuthatswana government in an abortive coup on February 10 last year, were yesterday withdrawn in the Mmabatho Supreme Court at Rooigrond. *B/Dam 9/2/89*

The court also ruled that the trial of eight of the accused be separated from the remaining accused because of a risk of prejudice. All but one of the remaining accused pleaded not guilty to the main charge of high treason and alternative charges under the Bophuthatswana Internal Security Act.

One of the accused, WO Matilo Phiri, 32, pleaded guilty to the main count of high treason.

He admitted in an explanatory state-

ment that he had been involved in the attempt to overthrow the Bophuthatswana government and to install a new government to "restore democracy" in the country

Phiri said as a regimental sergeant-major in the country's defence force, he had given instructions on February 10 last year to defence force members to detain the president of Bophuthatswana, his cabinet and the commissioner of police.

He had also ordered his forces to occupy the Molopo military base, the Bophuthatswana Broadcasting Centre, Garona government building and the Molopo military airfield.

The case continues. — Sapa.

Cosatu angry about passport

ALAN FINE

COSATU yesterday condemned the failure of the Home Affairs Department to issue a passport to general secretary Jay Naidoo for travel to the Commonwealth foreign ministers meeting in Harare this week.

It said he had made an urgent application on January 5 for a passport, but no straight reply had been received from the department. The department was "trying to hide its effective refusal behind a veil of bureaucratic silence".

Cosatu attorney's phone calls to the department had elicited responses promising a response only on dates after the planned departure date.

"This type of action once again demonstrates to our overseas allies that SA is ruled by an authoritarian clique"

Vryheid prisoners saw their way free

PRETORIA — Nine awaiting-trial prisoners sawed through the window bars of their cell early yesterday morning and escaped from the Vryheid Prison in Natal, Prisons Service announced.

A spokesman said one of the escapees, Humphrey Mkwanyana, 21, was caught by police in Vryheid. The breakout was being investigated

Those who escaped yesterday were: James Mhlanga, 32, Abraham Khoza, 26, Teboko Dhlomo, 22, Chris Khumalo, 26, David Madla Malala, 24, Nkosi Nati Khuzwayo, 23, Mandla Ngwenya, 20, and Jabulani Twala, 21.

On Tuesday convicted prisoner Iqbal Mohammed escaped from Durban's R K Khan Hospital. — Sapa.

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BUSINESS

THERE are, it seems, acceptable and unacceptable ways for foreign companies to disinvest from South Africa. But while the Congress of South African Trade Unions and several anti-apartheid organisations have suggested this, the criteria have seldom been clear.

A study published this week by Debbie Budlender of the Community Agency for Social Enquiry outlines a list of desirable criteria and evaluates the actions of six US companies who have disinvested against these.

Budlender interviewed 100 people — including managers of US companies, trade unionists and anti-apartheid activists in both South Africa and the US — for her research, which was funded by the Equal Opportunities Foundation, set up by Coca-Cola when it disinvested.

The behaviour of most disinvesting US companies has generated considerable resentment among trade unionists and activists, Budlender's research suggests.

Her informants here and in the US criticised the "dishonesty" of the corporations. They also slammed the disinvestors for failing to consult workers and pro-disinvestment groups.

Divesting companies angered local unionists, says report

Corporations were seen to be dishonest about whether and when they were disinvesting. They were also seen as not being open about the manner in which they disinvested, for example, if they retained non-equity ties.

"It is naive to expect that companies will readily and publicly provide full details of how they are structuring their business," Budlender says. But she argues that their secrecy can be challenged. "Interested parties, such as unions or proposed trustees, could demand that they or independent auditors or lawyers be given access to the books." One example she mentions is the need to check that the local company's profits are not being "milked" by the deal.

Companies also pass the buck, she found. "They are not honest about who is responsible for settling workers' demands. When workers try to negotiate the terms of disinvestment, they are referred to the new owners

A new study suggests eight rules for companies to follow if they are to disinvest in a manner acceptable to South African trade unions
HILARY JOFFE reports

by the US corporation, while local people refer them to the US."

Anti-apartheid interviewees also felt social responsibility money was given for ulterior motives.

The management of companies such as Ford, Coke and Xerox told Budlender they had consulted with many South Africans, especially blacks, about what their company should do.

But Budlender distinguishes between consultation and information. "Many companies are scrupulous about informing their employees before the press announcement. This is better than not informing them, but

does not constitute consultation."

She is also critical of whom certain corporations chose to "consult." "Whether through naivety or not selective opinions are presented as reflecting the feelings of blacks," she says.

Budlender suggests eight criteria which US companies should follow if they want to disinvest in an acceptable way. The list is based on those of the US-based Interfaith Centre for Corporate Responsibility and on the guidelines suggested last year by the Chemical Workers' Industrial Union, a Cosatu affiliate. It incorporates the criticisms made by her interviewees of companies which have disinvested. The criteria include:

- Consultation and negotiation should be undertaken with unions and union federations, or with workers where there is no union. Management must provide sufficient time for consultation and supply full information.

- Adequate provision for workers must be made in the form of severance pay, social security, pension/provident funds and trust funds where there is full disinvestment, and guaranteed conditions of employment continued recognition of the union and consultation about changes in shareholding in cases of partial disinvestment.

- Open and honest information must be given to the public.

- The nature of non-equity ties must be scrutinised.

- In the case of partial disinvestment an undertaking must be made not to do business with homeland or government structures.

- A public statement should be issued on the disinvestment, including demands of a political nature. In partial disinvestments, a written undertaking and statement must be made that the corporation's presence will be reconsidered if certain changes do not occur.

- The social wealth embodied in the local company — assets or proceeds of the sale — must remain the property of the oppressed people of South Africa as plant, profits, a fund or in some other acceptable and negotiated form.

- Where a fund is established, the manner in which this happens must be negotiated with the relevant parties.

Budlender studied six US companies which had disinvested: Coe, Exxon, Ford, IBM, Eastman-Kodak and the privately-owned Steiner Corporation. She chose them not as "scapegoats", she says, but as a way of examining how the criteria might work in practice. None came close to meeting them, although some acted more acceptably than others.

However interviewees criticised most of the companies for, for example, not providing full information and not consulting adequately with unions and others. Some were criticised for giving continued support for apartheid by supplying products to the government.

While the South African Council of Churches thought corporations should take a moral stand when they disinvested, most of Budlender's informants recognised that because, for most corporations the chief business is to make money rather than to promote the struggle for freedom in South Africa, one cannot expect that any corporation will behave in an ideal manner.

She points out that checklists are a guide only to what is ideal, rather than a blueprint — a view which was supported by Cosatu and Nactu unionists she interviewed.

Budlender's main brief for the research was to address the question of whether anti-apartheid organisations inside South Africa should accept money from US companies in South Africa or those which had disinvested. A donor corporation's actions in relation to disinvestment were only one of a series of "qualities which make money more or less acceptable".

She came to no clear answers each corporate offer of funds has to be considered on its specifics, she says. "The aims of the donor corporations and many of the anti-apartheid pro-disinvestment organisations are, finally, fundamentally in conflict. The final position is therefore a matter of bargaining and working compromise."

But she points out also that there is often a tension between trade unions and anti-apartheid organisations inside South Africa and those who advocate disinvestment abroad — and that often there is insufficient contact between the two groups.

While for activists abroad, disinvestment is the primary campaign, activists in South Africa have different priorities. Even though they may support disinvestment, trade unions, particularly, are concerned about workers' jobs and work conditions in the event of disinvestment. And community organisations, even where they are critical of the behaviour of corporate donors, take strategic decisions about accepting funds to help them work for change.

Clark under fire for Minorco loan

Sanctions against South Africa once more rouse controversy as the Commonwealth ministers meet in Harare

CANADA'S external affairs minister Joe Clark came under fire from African members of the Commonwealth this week because his government approved a \$504-million (about R1,1 billion) loan to Minorco by a Canadian bank.

The loan, by the Bank of Nova Scotia, was needed for Minorco's takeover bid for UK based Consolidated Goldfields, according to media reports. Luxembourg-based Minorco is controlled by the Anglo American Corporation and De Beers.

Clark, chairman of the eight nation Commonwealth Committee on South Africa, told this week's meeting of commonwealth foreign ministers in Harare that the bank loan did not breach Canada's existing prohibition on investment in South Africa. But he added: "The question now is the adequacy of the ban we have in place. We have to see if it reflects the intent of the commonwealth."

Clark described as "very embarrassing" Canadian trade figures reflecting a 44 percent increase in Canadian exports to South Africa and 67 percent increase in imports from the country.

DAVID PALLISTER reports from London that on the eve of the Harare meeting, the Anti-Apartheid Movement accused

Sanctions decision by UK lawyers

By MOIRA LEVY in London
BRITAIN'S Law Society representing some of the most conservative figures in the legal profession here has passed a surprise resolution to divest itself of shares in companies which earn more than five percent of annual profits from South Africa.

The decision was taken at a council meeting last week after months of pressure from members of Lawyers Against Apartheid.

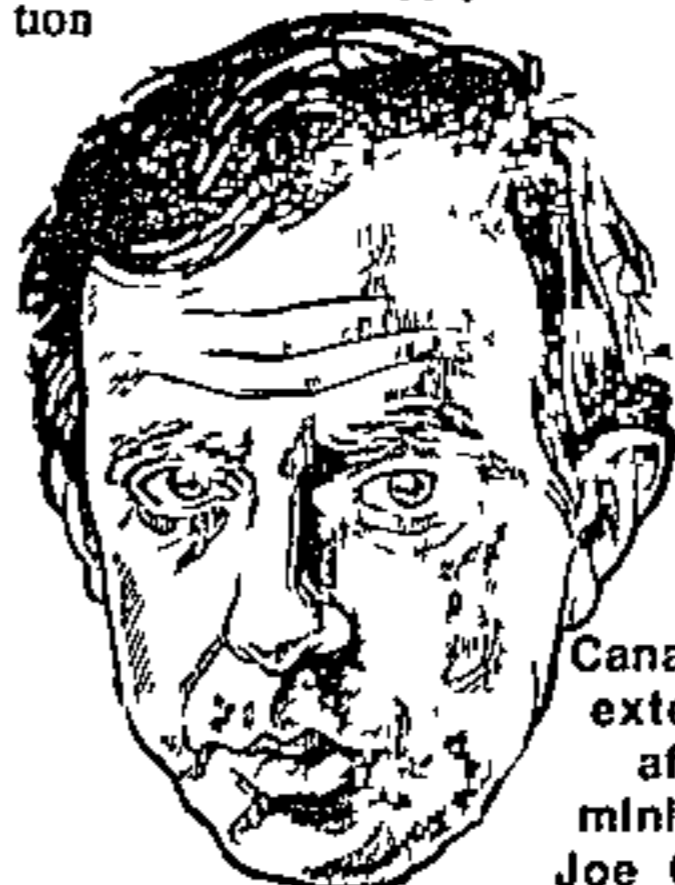
The meeting also passed a controversial resolution condemning racial discrimination including apartheid.

An LAA representative welcomed the resolution as a real victory, although

only a partial one. Said LAA committee member and lawyer Mary Stacy: "In a sense the five percent cut off is not what we wanted. We will continue to press for total disinvestment."

The Law Society has investments in 15 companies with links with South Africa. Two of those Northern Engineering Industries and Courtalds will be affected by the divestment resolution as they earn more than five percent of their profits from South Africa.

The divestment resolution was first proposed last autumn but the Law Society council initially ruled that members had no say in the society's investment decisions.



Canadian external affairs minister Joe Clark

The booklet quotes a circular in which the DfT's South African desk officer in London asks regional officers to "remind your staff the Minister for Trade is content for officials to continue with the present policy of offering exporters the normal range of assistance apart from those specifically banned." In practice this means that no financial contribution is made towards outward missions or joint ventures to South Africa. All other assistance continues to be available.

Instead of direct funding, the DfT helps trade missions organised by the United Kingdom South Africa Trade Association with consular briefings and introductions in South Africa.

The British Foreign Office said this week that Britain had declined to take part in the foreign ministers' committee, set up after the Commonwealth meeting in Vancouver in 1987 to monitor sanctions. A spokesman said it was not necessary because "Britain has no problem in monitoring our commitments." — The Guardian, London and Sapa

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Multinationals to talk about guarantees

A MULTINATIONAL disinvestment campaign by thousands of chemical workers — which has already shaped sanctions strategies being pursued by anti-apartheid lobbies overseas — is gaining ground inside the country.

The Chemical Workers' Industrial Union announced this week that 24 major multinationals had agreed to talk to the union about ways to ensure workers' security if the companies decide to quit South Africa.

The CWIU, which last year declared a dispute with 39 multinationals who had refused to negotiate the terms of a possible pull-out, said the threat of industrial action had forced most of the firms to talk.

They have however agreed to do so only at plant level, although the union had wanted a national bargaining forum on the disinvestment issue.

The union wants the companies to give one year's notice to workers if they plan to disinvest and to guarantee that conditions of service will not be prejudiced by such a move. It is also demanding one month's sever-

Two dozen International companies have agreed to discuss disinvestment strategy with the chemicals union, reports EDDIE KOCH

ance pay for each year of service and that the proceeds of any disinvestment sale be paid into a fund for the benefit of workers.

The CWIU's campaign has already had an effect on debate in the US House of Representatives. Last year's pro-sanctions Dellums Bill was amended to include clauses compelling corporations to give workers 70 days' notice of the plan to sell out and to negotiate severance pay, the creation of worker trusts and the continuation of existing agreements with trade unions.

"Given the change of position of the majority of companies, we can now move forward to discuss the substantive terms relating to the terms under which multinationals companies withdraw from South Africa," said CWIU representative Taffy Adler.

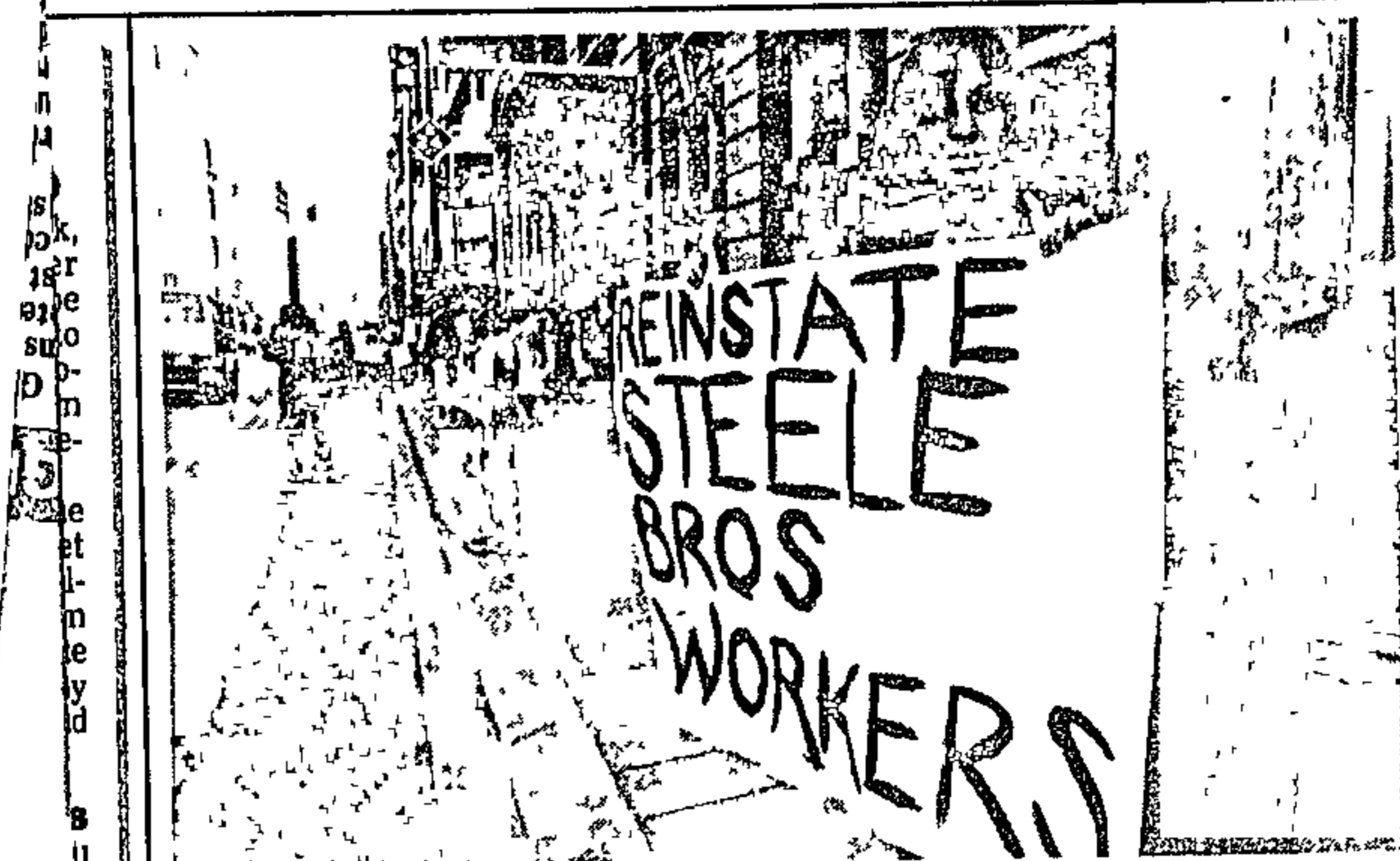
"Our demands are already part and parcel of many demands being made around sanctions overseas. There is increasing legislative and non-legislative support for the fact that there has to be a negotiated settlement when firms leave South Africa."

Ten multinationals, mainly large oil companies, have refused to talk to the CWIU about the issue. These include Mobil Oil and a number of Shell subsidiaries.

About 4 000 workers employed in these plants will hold a series of meetings this month to discuss possible industrial action. The government has refused to appoint a conciliation board to hear the dispute, opening the way for the union to mount a legal strike if it so chooses.

Shelli says it is unnecessary to enter into talks with the CWIU because it has no plans to leave South Africa.

Companies that have agreed to talk to the CWIU include Caltex, Ciba-Geigy, Hoechst Reckitt and Colgate, Colgate Palmolive, Gillette and Pilkington Glass.



Placard-bearing pickets outside First National Bank head office on Simmonds Street, Johannesburg, yesterday protest at Industria-based Steele Bros plans to move to Bophuthatswana. Picture ROBERT BOTHA

Pickets picked wrong target'

BRENT MELVILLE

PICKETS at First National Bank's Johannesburg head office claimed yesterday it was linked to a company moving to Bophuthatswana.

began at 12 45pm and was broken up 20 minutes later The SRC labour committee organised the protest

Bank executives said the demonstrators were picking the wrong organisation because FNB had no direct interest in the Industria, Johannesburg, Steele Bros company Paper, Printing, Wood and Allied Workers Union' members and supporters said they were dispersed by police

"At least one union protester was detained," he added

SAP spokesman Frans Malherbe said no action had been taken and no arrests made

Wits University SRC vice-president Anton Roskam said the picket

FNB senior GM Jim McKenzie said the bank had "absolutely no interest in Steele Bros". FNB nominees owned shares "but we have no say in what Steele Bros do"

Passenger transport loss

GERALD REILLY

PRETORIA — The passenger transport sector suffered a huge loss of R16,9m in the quarter to end-September Central Statistical Service says

during the quarter was R126,2m, 91,9% of total capital spending

This compared with a loss of R1,8m for the same quarter in 1987

Passenger transporters spent R14,9m on new vehicles — 82,8% of total spending

However public goods carriers (non-governmental institutions) showed a net profit of R74,9m in July-September compared with R58,9m in the same period in 1987

Public Carriers Association technical manager Hugh Sutherland said tonnage carried had probably reached a peak and there would be a gradual easing off towards the end of the year.

Public goods carriers and public passenger transporters showed capital expenditure increases on new assets of 141,7% and 56,5% respectively The value of new vehicles purchased by public goods carriers

Between 1984 and 1987 cargo volumes fell off by about two thirds However during 1988 tonnage returned almost to 1984 levels

Detentions, raids as 'wave of repression' hits Cosatu

By EDDIE KOCH

TWO officials of South Africa's biggest trade union movement and the home of one of its senior office-bearers was raided early yesterday morning in what was described as a "new wave of repression"

The home of Chris Dlamini, vice-president of the Congress of South African Trade Unions (Cosatu), in kwaThema, East Rand was raided by what the labour federation described as "men in motorcycle helmets"

Cosatu said its research officer, Rahmat Omar, was detained at her home in Mayfair, Johannesburg, after it had been searched by security police in the early hours of the morning

Cosatu regional secretary Donsie Khumalo was held in a swoop on the organisation's offices in Pretoria "Documents were removed from the office and other staff members informed that he was being detained in terms of the Emergency regulations"

Police headquarters in Pretoria asked for the names of those held to be telexed to them and said comment would only be available today.

The home of one of Dlamini's colleagues in kwaThema, a senior shop steward at Kellogs, was also visited by the men looking for Dlamini. A Cosatu representative said the men were keen to find Dlamini's daughter, Lindiwe, and left saying she should contact the police regarding a new restriction order that had been served on her.

Cosatu general secretary Jay Naidoo was this week unable to address the conference of Commonwealth foreign ministers in Harare because he was not able to obtain a passport

"Over the past few weeks, Cosatu offices in many parts of the country have been raided by police, particularly in the northern Cape, Free State, Northern Transvaal and Witwatersrand regions," said a Cosatu representative "Cosatu and the mass democratic movement are being hit by a new wave of repression, while hundreds of our comrades are on hunger strike. Some Cosatu members and officials are among the hundreds of hunger strikers starving themselves, if necessary to death in an effort to force the government to come to its senses and release all detainees."

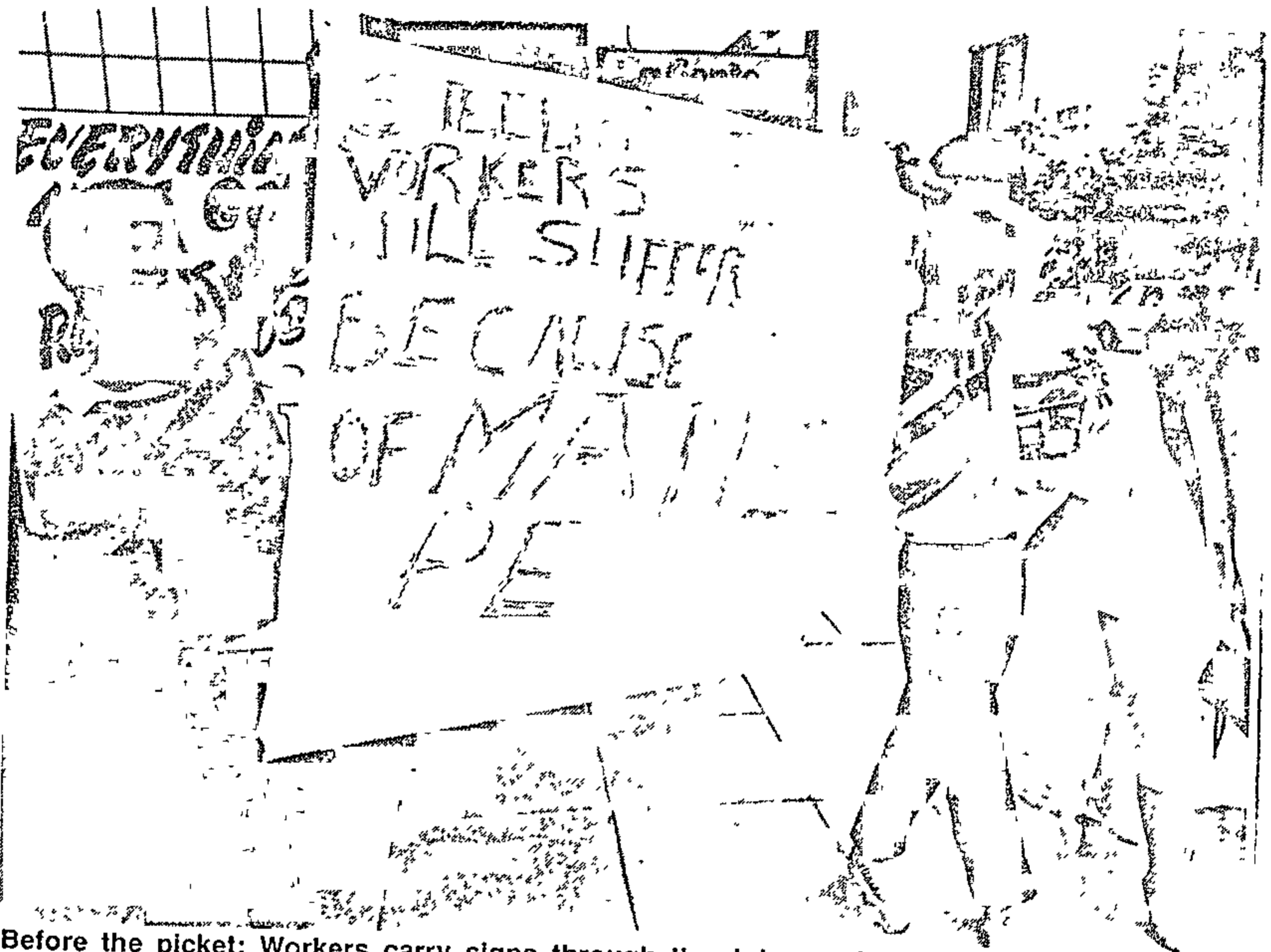
The labour federation expressed solidarity with the detainees on hunger strike around the country and demanded their immediate and unconditional release

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140A

WMM/KL

10-16/2/89



Before the picket: Workers carry signs through the Johannesburg city centre.

Picture: ANNA ZIEMINSKI, Afrapix

Police swoop on First National picket

By EDDIE KOCH

POLICE yesterday broke up a picket in central Johannesburg by students and workers protesting against plans by a large furniture firm to retrench 400 workers so that it can move its plant to a "homeland".

About 60 students from the University of the Witwatersrand and workers from the Steele Brothers factory staged the lunch-time demonstration under banners proclaiming "these so-called independent states bring starvation to the workers".

A contingent of police swooped on the picket, held outside the head office of First National Bank because the bank has shares in Steele Brothers. A liaison officer for the Witwatersrand said the students and workers dispersed

on their own accord after police arrived on the scene.

A second lunch-time demonstration was staged by about 400 workers at the Steele Brothers plant, which manufactures a range of home and office furniture, in Industria yesterday. No police intervention was reported.

Rob Rees, national organiser for the Paper Printing Wood and Allied Workers' Union, said the retrenchment of 400 workers was the biggest in Johannesburg in recent years.

"The company is relocating a part of the Industria factory to GaRankuwa in Bophuthatswana, where it intends employing hundreds of new workers.

"They are clearly trying to get rid of any organised union presence in its factory. In one move the company is hoping not only to smash Ppwawu but to relocate to a bantustan where unions are illegal," said Rees.

Workers at Steele Brothers get a minimum wage of R156 for a 44-hour week while the minimum wage in Bophuthatswana for furniture workers is R35 for a 48-hour week.

Steele Brothers director Gerhard Strydom denied the relocation was designed to undermine Ppwawu. "A section of the factory is moving to GaRankuwa because it is out of date and cannot be updated. We have no alternative but to move. It is purely for business reasons."

Spar stores to sue union for R40 000 loss

A SUPERMARKET chain plans to sue a black trade union for R40 000 in profits lost during a strike last year — the first serious attempt by a company to use South Africa's controversial new labour laws to do this

The Commercial Catering and Allied Workers' Union (Ccawusa) reported this week that Spar Hypermarket in Benoni had informed the union it intends suing for damages suffered during a strike in November 1988

Spar is the first firm to make use of clauses in the law which remove indemnity against union officials being sued for losses that arise out of illegal strike action by their members

Ccawusa denies there was a strike at the store on November 24 and claims workers were locked out by police and told to leave the premises or face arrest

A Hypermarket manager said only the owner, Nic Paleologos, who was unavailable, could speak to the press

A letter from Spar's lawyers gives the union until today to pay the R40 000, failing which it will make application to sue in the Rand Supreme Court for damages. A Ccawusa representative says the union will not pay and plans to defend the action

Last year labour relations consultant Philip van Wellbergen announced he was planning to sue three unions for a total of R4-million under the Labour Relations Amendment Act but later withdrew his court action.

14 DP: 10-16/2/89

Store seeks R40 000 damages from union

By Mike Siluma,
Labour Reporter

In the fourth known attempt by management to use the "damages clause" in the new Labour Relations Amendment Act, the country's largest retail industry trade union, the Commercial, Catering and Allied Workers' Union (Ccawusa), has been served with a R40 000 letter of demand by an East Rand supermarket

According to a Ccawusa spokesman, the demand was made by Benoni Spar Food Hyper after the dismissal of more than 50 workers in a retrenchment dispute last December. Ccawusa has until today to respond.

LOST PROFITS

The claim was being made in respect of profits lost during an alleged illegal strike on December 23 1988.

The union said management was accusing members of going on strike when, in fact, most of the day had been taken up by a worker-management meeting called after an approach by shop stewards in connection

with a decision to retrench 10 workers.

Workers had rejected the decision saying management had not explored any alternatives to retrenchment.

No attempt was made to place retrenched staff at the company's new store in Pretoria, the union alleged.

The entire workforce had been dismissed after leaving the store in the face of "intimidation" by police and security guards on December 24.

Management allegedly reneged on an undertaking, made in meetings between union and company lawyers, to reinstate all workers it had accused of violence and intimidation.

The Ccawusa spokesman said the union would be bankrupted if the company went ahead with its claim.

"(The company) will just have to attach all our assets and liquidate us," said the spokesman, adding the union would contest company action.

At the time of going to press, comment from company lawyers and the police was still pending.

Star 10/2/89
Workers in lay-off demo

Workers staged a placard demonstration at furniture manufacturer Steele Brothers yesterday to protest against the planned retrenchment of 400 workers from the Industria factory this month.

The Paper, Printing and Allied Workers' Union said its members were being laid off because the company was moving part of its operation to Garankuwa. No company comment was available.

1407

~~1408~~

~~1409~~

Memix paper workers strike

^{by Alan Fine 4/2/84}
UP TO 100 employees at Memix Car-

ALAN FINE

bonless went on strike yesterday to back demands regarding wages and working conditions, a stop-order facility for the Paper, Printing Wood and Allied Workers' Union (Ppwawu), and an alleged unfair dismissal.

Ppwawu spokesman Jeremy Bas-kind said the union's present wage demand was for a R2 an hour across-the-board increase while management was offering 50c to 70c

He said the carbonless paper producer, owned jointly by Nampak/Mondi, proposed a shift allowance and annual bonus decrease and 20 hours a week compulsory overtime.

Memix personnel manager Tewie Beukes said the strike had been anticipated and the factory would be able to maintain 100% production for at least a month.

Retrenchments on mines

14011

NUM applies for conciliation boards at mines

By Mike Siluma, Labour Reporter
The National Union of Mine-
workers (NUM) has applied for the
establishment of conciliation
boards with at least three mines
following the retrenchment of its
members

The union's revelation comes in the
wake of heavy job losses in South Afri-
ca's gold and coal mines. According to
statistics, last year's employment
levels on gold mines fell by more than
40 000 from 1987, with the workforce in
the collieries declining by more than
6 000.

The decline in employment levels
has been attributed to natural attri-
tion and retrenchment, as some mines
battle to contain working costs.

According to NUM assistant general

secretary Mr Marcel Golding, the
NUM was "not happy" with the way
retrenchments had proceeded. He ac-
cused companies of planning retrench-
ments over a long period of time, and
then informing the union of their deci-
sions at short notice.

"We believe that the companies have
not considered union proposals of
working short time and extending
miners' homestay. In addition the
packages offered are appallingly low.
For example, gold mines have given
workers a maximum of three months
payment even where workers would
have been employed for up to 20 years.

"The union has declared disputes
with gold and coal mines and has ap-
plied for conciliation boards with some
mines," said Mr Golding. He declined
to give further details.

The Chamber of Mines' general man-
ager for external relations, Mr Johann
Liebenberg, confirmed that there had
been a decline in the number of work-
ers employed in the mines.

Cost pressures

He said managements in both sec-
tors "have been under very heavy
pressure to reduce working costs be-
cause they are increasing at a much
higher rate than working revenue."

At least one mining house had re-
trenched 8 500 workers last year, he
said. In addition, there had been a
small number of retrenchments in
other mining houses. "But by far the
greatest reduction has been by the nat-
ural process where employees have
terminated their services and vacan-
cies have not been filled," added Mr
Liebenberg.

"Wherever retrenchments have
taken place, there have been negotia-
tions between management and the
unions concerned," he said. "Retrench-
ments are a last resort."

The mining industry employs about
500 000 workers.

Metal industry

union proposals

met with

Seifsa demands

GME Tint 100
15/2/87
140A

EAWTUSA and Numsa have previously been among a number of unions to operate jointly under the auspices of the local council of the International Metalworkers' Federation. It is understood this arrangement fell apart because of anger that Numsa last year negotiated a separate strike settlement with Seifsa.

Seifsa has proposed that small businesses be exempted, if they wish, from the terms of the agreement. The term "small" is not defined in the initial proposal.

Employers have also proposed that the statutory prohibition on the employment of artisans who do not have formal qualifications be removed, and that non-qualified but sufficiently skilled persons be permitted entry to these occupations.

Seifsa has further proposed a clause protecting employers from be-

ing compelled by unions to negotiate company-level agreements — a legacy of last year's strike where numerous employers entered private agreements with Numsa.

Employers have also proposed removing the 10 hour a week limitation on overtime work, in contrast to Numsa which has proposed the limit be reduced to five hours.

Numsa has also proposed a five-hour reduction in the working week, improved shift allowances, restrictions on temporary labour, new retrenchment provisions, fully-paid maternity leave for six months, improved sick pay and structures to eliminate sex discrimination.

The CMBU has proposed improved overtime and sick pay and annual leave, improved shift allowances and a system of service increments.

Seifsa demands

Seifsa demands

'Drunk' foreman: 20 men fired

Capl. Tim W. 15/2/89 (Quon) (C)
TWENTY workers at Atlantis Diesel Engines (ADE) were dismissed early this morning after they refused to work until a "drunk" foreman had undergone a breathalyser test

The dismissed employees, all members of the National Automobile and Allied Workers' Union, will have discussions with the company today. An ADE spokesman declined to comment.

NUM declares disputes over gold mine retrenchments

THE NUM has declared official disputes with three Gencor gold mines, alleging they had conducted negotiations over 4 500 retrenchments made in bad faith

NUM assistant general secretary Marcel Golding said managements of

15/12/87 ALAN FINE

the Bracken, Leslie and Buffelsfontein mines had given inadequate notice of retrenchments, had made inadequate severance payments, and had failed to consider alternatives proposed by the

NUM aimed at minimising lay-offs

Golding said these proposals had been rejected and retrenchments had been implemented unilaterally by management, but Gencor gold division GM Kobus Olivier said all employee representatives were consulted

Union 'no' to Minerals Bill draft

B/Daw

15/2/89

ALAN FINE

140A

THE NUM yesterday issued strenuous objections to the draft Minerals Bill, in particular to the repeal of sections of the Mines and Works Act governing the health and safety of employees

The NUM said the Bill, by removing restrictions on the use of land and minerals, would adversely affect communities and the country as a whole.

The Bill, said the NUM, would mean the elimination of the office of the Government Mining Engineer. The state would no longer have a central monitoring function. Mines would become "self-regulatory". The NUM said mines could not be entrusted with self-regulation in health and safety matters.

"The Minerals Bill means that one law and one department will regulate both the exploitation of minerals and the health and safety of miners. This will lead to conflicts of interests between safety and profits not being fairly resolved," the union further argued.

The NUM objected to the "privatisation" of mineral rights in the Bill. This would give "full, unfettered rights to the monopolies which dominate the mining industry to do what they will with the country's mineral wealth".

The union demanded separate laws and departments to regulate health and safety and mineral exploitation, a national mines inspectorate with powers to ensure health and safety improvements in the industry, and, in some circumstances, restrictions on the use of the land and minerals.

Seifsa also comes up with some demands

140A

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Metal industry unions ask for up to 98% rises

3/Day 15/2/89

METAL industry trade unions have submitted proposals for wage increases of up to 98% in this year's industrial council negotiations which are scheduled to begin on March 20

But, in an unusual development, the employers' organisation, Seifsa, has submitted a series of demands, the two most controversial designed to ease conditions for small businesses and to remove restrictions related to the employment of artisans

The agreement would cover about 350 000 employees — up by 24 000 on last year — of nearly 9 000 firms

The largest union, the National Union of Metalworkers of SA (Numsa), has proposed a R5 an hour minimum wage for the industry — representing a 65% increase. Numsa's other wage demands range, down to 17% for artisans in the top grade

The Confederation of Metal and

ALAN FINE

Building Unions (CMBU), which represents mainly skilled workers, has put forward proposals for increases ranging from 20% on the top rates to 24.5% at the bottom

The Electrical and Allied Workers Trade Union of SA (EAWTUSA) has proposed a minimum rate of R6 an hour, 98% up on the minimum

Exempted

EAWTUSA and Numsa have been among a number of unions to operate jointly under the auspices of the International Metalworkers' Federation's local council. It is understood this arrangement fell apart because of anger that Numsa negotiated a separate strike settlement with Seifsa last year

Seifsa has proposed that small businesses be exempted, if they wish, from the terms of the agreement. The term

"small" is not defined in the initial proposal

Employers have also proposed the statutory prohibition on the employment of artisans who do not have formal qualifications be removed, and that non-qualified but sufficiently skilled persons be permitted entry to these occupations

Seifsa has also proposed a clause protecting employers from being compelled by unions to negotiate company level agreements — a legacy of last year's strike where numerous employers entered private agreements with Numsa

Employers have also proposed removing the 10-hour a week limitation on overtime work, in contrast to Numsa which has proposed the limit be reduced to five hours

The CMBU has proposed improved overtime, sick pay and annual leave, improved shift allowances and a system of service increments

call times 16/2/89

Frame finances R2.5m co-op venture

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By ALAN FINE

JOHANNESBURG — A unique co-operative production venture, initiated by the Amalgamated Clothing and Textile Workers' Union (Actwusa) and financed by the Frame Group to the tune of R2,5m is set to begin the employment of 300 workers this month

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The venture, announced in October, is designed to provide employment for hundreds of employees laid off by the Frame Group as part of a rationalisation exercise

GM Glen Cormack, appointed by Actwusa to run the first of three planned clothing factories, said yesterday the co-op Zenzeleni (which means "Do it yourself") was in the process of being registered as a private company

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Zenzeleni, he said, had leased 3 000 sq m premises at Jacobs near Durban Renovations would cost R300 000, while an order for more than R1m in capital equipment was in the pipeline

Cormack, who resigned his post as personnel director of Tiger Oats' baking division to manage Zenzeleni, said profits from the project would be used to start similar ones at Ladysmith and East London. Wages rates would be based on industrial council minima in the Durban area negotiated by Actwusa

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(140A) (21) (13) (23) (11)

Business Report

NUM objects to Bill

Own Correspondent

JOHANNESBURG — The National Union of Mineworkers (NUM) has issued strenuous objections to the draft Minerals Bill, in particular at the repeal of sections of the Mines and Works Act governing the health and safety of employees

The NUM also objected that the Bill, by eliminating restrictions on the use of the land and minerals, would adversely affect communities and the interests of the country as a whole

The Bill, said the NUM, would mean the elimination of the office of the Government Mining Engineer. The State would no longer have a central monitoring function over the mines and, instead, the mines would become "self-regulatory"

Concern over safety section

Criticising the industry's safety record, the NUM said mines could not be entrusted with self-regulation in health and safety matters "It is like giving an alcoholic the keys to the liquor cabinet," it said

"The Minerals Bill means that one law and one department will regulate both the exploitation of minerals and the health and safety of miners. This will lead to conflicts of interests between safety and profits not being fairly resolved," the union further argued

It said it was ironic that the mining industry, the most dangerous, should now be subject to fewer controls and lower standards than other industries

The NUM also objected to the "privatisation" of mineral rights in the Bill

This, it said, would give "full, unfettered rights to the monopolies which dominate the mining industry to do what they will with the country's mineral wealth"

The union demanded separate laws and departments to regulate health and safety and mineral exploitation, a national mines inspectorate with sufficient powers to ensure an improvement in the health and safety record of industry, and restrictions on the use of the land and minerals when this adversely affected the interests of communities or of the country

Resources have

PHOTOGRAPH BY ...

Detention (14.07)

THE Congress of South African Trade Unions is to meet with employers today to ask them to spell out their stand on detention without trial which has affected scores of workers, said Cosatu president, Mr. Elijah Barayi yesterday (14/7/87)

1407A
Smith 16-22/2/89

Bill rejected

By CHIARA CARTER

THE National Union of Mineworkers has rejected the Draft Minerals Bill which "endangers the health and safety of miners".

The bill, Num said, meant less careful health and safety regulations because it repealed the Mines and Works Act, the main act covering mine safety.

Instead of a state official monitoring the mines, they become "self regulatory" and handle safety and health themselves.

The new bill abolishes the mine safety committee on which Num has representation and replaces it with an advisory council which does not include a safety expert.

"The mines kill about 800 people a year and about 1 200 workers sustain serious injuries every year," a Num spokesperson said.

"Num believes that a state official must be responsible for monitoring mine safety.

"The mining industry cannot be entrusted with its own self-regulation. This is like giving an alcoholic the keys to a liquor cabinet."

He said the bill meant one law and department would regulate both mineral exploitation and safety, leading to a conflict of interests between safety and profits.

It meant mineworkers had less protection than other workers under the Machinery and



A Num spokesperson at a recent meeting

Occupational Safety Act.

Num has also criticised the privatisation and deregulation aspects of the bill.

The Chamber of Mines in a 300-page document has also objected to the Bill, but for different

reasons.

The Chamber feels the Bill does not succeed in its aim of deregularising and reducing state control in the industry.

The Bill was gazetted last December and interested parties have

until the end of this week to lodge objections.

Num wants the Bill to be redrafted to include safety laws and departments to regulate health and safety and mineral exploitation, a national mines inspectorate with sufficient powers to ensure an improvement in the health and safety record of the industry and restriction on the use of land and minerals when this conflicts with the interests of the wider community.

Num this week kicked off its living wage campaign with a minimum wage settlement above R600 with Phalaborwa mining company.

Num assistant general secretary Marcel Golding said the agreement which provides for May 1 as a paid and June 16 as unpaid holidays and recognises traditional healers for sick leave purposes, was "a significant move in the direction of achieving a

living wage"

But as Num prepares for annual wage negotiations the spectre of unemployment looms.

Employment on gold mines in the past year plummeted, the first decrease in over a decade.

And the Chamber has warned further job losses are possible.

Provisional figures released by the Chamber and the Minerals Bureau show that employment on gold mines was down to 523 678 in June last year - a decrease of almost 41 000 on the previous year.

The employment situation on coal mines is similarly bleak with employment last year at an all time low.

According to a Chamber of Mines spokesperson, the situation this year is "not promising regarding jobs at gold mines."

This means Num, which last year avoided a hardline approach at negotiations, faces the difficult issue of differential wage rates at marginal mines.

A Num spokesperson said that the union was examining the retrenchment issue.

He said that it was however unreasonable to expect workers to accept retrenchment while large dividends continued to be paid to shareholders.

Num this week declared a dispute with three Gencor mines over retrenchment of 4 500 workers.

Num says the retrenchments were conducted in bad faith and the mines failed to give adequate notice, pay adequate severance pay or seriously consider alternatives.

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Drivers in work to rule

BUS drivers at Durban Transport Management Board this week adopted a work-to-rule policy.

This followed a work stoppage last Friday.

A Board spokesperson said about 20 afternoon shifts of Blue Line bus services would be affected.

Star 16/2/87

Union man says 'he killed six'

MARITZBURG (L.A.)
United Workers' Union of
South Africa officer al-
legedly said he killed six
of 13 who died during a
membership struggle, a
National Union of Mine-
workers man said in the
Pietermaritzburg Su-
preme Court yesterday

Mr Clifford Siyolo, for-
merly of Buffalo Valley,
Anthracite Mine, was
supporting an application
for an interdict to re-
strain two Uwusa men
from assaulting NUM
members — Own Corre-
spondent

Interim order granted

Soweto 12/2/89
THE RAND Supreme

Court yesterday granted an interim order to striking Paper, Printing Wood and Allied Workers' Union members to allow them on the

premises of Memix Carbonless in Krugersdorp. (158) (109)

The company had sought an order to evict the about 100 striking workers from the premises.

The matter was postponed until Tuesday

The interim order grants access to the canteen by the strikers, after the company had refused them access

The order also demands that casual workers should not be threatened in any way

The legal strike, in its third day yesterday, centres on wage negotiations, stop order facilities and unfair dismissals —

Sapa

News in Brief

CPI & Tuis 16/2/89 1401
Gun threat for strikers?

JOHANNESBURG. — Anchor Rand yesterday offered "no comment" when confronted with allegations by the Chemical Workers' Industrial Union that a member of management had threatened striking workers with a gun.

NUM hits at new mine safety move

14019

[Handwritten scribble]

*sowefew
16/2/87*

By LEN MASEKO

THE controversial Minerals Bill would lead to the mining industry being subjected to less controls and lower standards, the National Union of Mineworkers said in a statement yesterday.

The Num said the mines — in terms of the bill — would become “self-regulatory,” policing health and safety themselves. The union likened the proposed legislation with “giving an alcoholic keys to the liquor cabinet.”

The draft Bill, handed to the Government last week, was published for comment last December. It seeks to consolidate the law in regard to minerals in one piece of legislation.

Num warned that the Bill, by repealing the Mines and Works Act, would lead to “less careful regulation of health and safety” on the mines.

The union said: “The mines kill approximately 800 people a year and they inflict serious injuries on 12 000 workers every year. The Num believes that a central State official should be responsible for monitoring and acting on mine safety. The mining industry is not a responsible employer — it cares more for profits than for safety.”

Num demanded that the Bill be scrapped and re-drafted.

Scab labour claim by union

By Mike Siluma, Labour Reporter

About 200 members of the Chemical Workers' Industrial Union (CWIU) are on strike at Anchor Rand in Johannesburg over wages and working conditions, according to a union statement

The CWIU said the company had resorted to "hiring scab labour and arming management with guns on their premises" *Str 17/2/89*

Anchor Rand spokesman, Mr Mike F1 'n would not comment on the union's allegations

According to the CWIU, several meetings had been held with the company, which started more than a week ago

● The Paper, Printing, Wood and Allied Workers Union (Ppwawu) said that about 100 of its members were on a legal, sit-in strike at Memix Carbonless in Krugersdorp over dismissals. The union had proposed mediation to resolve the dispute but had received no reply

● A mineworker was killed in a fall of ground at De Beers' Premier Diamond Mine, near Pretoria, on Monday, a mine spokesman confirmed

140A
The spokesman said the name of the dead worker would not be released until the next-of-kin had been notified. An inquiry into the accident would be held

● More than R57 million accumulated between 1983 and 1985 has been pumped back into the economy by the Workmen's Compensation Commissioner's office, says the managing director of the National Occupational Safety Association (Nosa), Mr Bunny Matthysen

Mr Matthysen said the money was paid out in special merit rebates for about 46 000 employers as 'a direct result of the effective safety programmes devised by Nosa and implemented by firms throughout the country'

● The police have denied knowledge of an incident in which members of the Commercial, Catering and Allied Workers' Union (Ccaawusa) were allegedly assaulted and threatened with arrest by members of the SAP during a dispute between workers and the management of Benoni Spar Food Hyper on December 24 1988

CPT Toms 17/2/84
Judge restrains union men

(108)
(21)
(22)
(140)
(23)
(24)

MARITZBURG — Two members of the United Workers' Union of South Africa, including a regional recruiting officer, were yesterday permanently restrained by the Supreme Court from assaulting, threatening or intimidating Cosatu workers at a coal mine near Vryheid

The Judge President of Natal, Mr Justice Howard, gave the ruling after hearing evidence that Uwusa official Mr James Ntombela and his colleague Mr Noyi Sibisi had threatened to kill workers at the Buffalo Valley anthracite Bordex mine in the Swart Umfolosi district if they joined the Cosatu-affiliated National Union of Mineworkers

Mr Justice Howard ruled that the matter be heard once the roads were clear. — Sapa

Star 2/2/89

140A

Star 2/2/89

'Tribunal's composition unfair'

Mawu alleges improper finding

Own Correspondent

MARITZBURG — Hundreds of people jammed the Natal Supreme Court yesterday as the Metal and Allied Workers' Union asked a judge to review and set aside a decision of the Industrial Court given here in September 1987

The Industrial Court in 1987 dismissed an application by Mawu to direct BTR Industries to recognise or negotiate with Mawu for the reinstatement of its members who had been dismissed. The dismissed workers had on average of 18 years' service.

Mawu's lawyers say that the findings and conclusion of the industrial court were such as to permit the inference that the court had not properly applied its mind to the matter

Mawu's lawyers said in papers that factors justifying the conclusion that the participation of the chairman of the Industrial Court, Mr P E Roux, in a seminar was irregular were

- His knowledge that the seminar he was to address was organised by Andrew Levy and Associates, who had been retained by BTR to advise the company on its dealings with Mawu
- His knowledge that the propriety and

content of the advice tendered by Andrew Levy and Associates, and the adherence to the advice by BTR, had been a matter of controversy in the cross-examination which had preceded the seminar

● His knowledge that BTR might call testimony from that firm on matters relevant to the issues in dispute

● That to the knowledge of Mr Roux the seminar was of a partisan nature, aimed at identifying and debating the strategies and options of management in its relationship with labour

● His knowledge that the seminar was to be addressed by members of the legal team engaged by BTR in the dispute with Mawu and it would not be addressed by members of Mawu's legal team or by its officials or members

● That Mawu had clearly articulated its objections to Mr Roux's participation in the seminar before the seminar and had refused to withdraw the objections after being invited to do so by Mr Roux

● His knowledge that Mawu and previously expressed unhappiness about the composition of the tribunal

The matter is being opposed

Mozambicans high and dry

The Star's Africa News Service

MAPUTO — Hundreds of would-be passengers have been left stranded by the crash of a Mozambican airline last week, according to the national news agency, AIM

The national airline's fleet has been reduced to two planes by this and an earlier crash and domestic services have as a result been severely curtailed

Attacks by Mozambique National Resistance rebels on road and rail traffic have made travel by these means hazardous and Mozambicans have come to rely heavily on air transport to move between the towns and cities

One of the four Boeing 737s operated by Mozambique Airlines, LAM, was badly damaged in a landing accident at Quelimane in March 1983 and another was damaged last week when it ran off the end of the runway at Lichinga

The aircraft is reported to have touched down half way along the runway and the pilot was unable to stop it on the runway. It ran for 120m into the veld beyond the runway before coming to a stop, badly damaged

The resultant reduction in LAM's domestic flights has left hundreds of passengers stranded. Many are secondary school students who normally fly at this time from their homes in outlying towns to schools in the major centres, according to AIM

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Unions to back boycott protest in Carletonville

South African
COMMUNITY organisations in Khutsong township — near CP-ruled Carletonville — decided at the weekend to launch a trade union-backed consumer boycott of the town and a defiance campaign similar to that of 1952 in protest against the council's re-implementation of petty apartheid, Business Day reports.

NUM
The strategies were adopted at a meeting organised by the NUM and the Khutsong Action Committee, which comprises about 27 community organisations and unions.

The meeting decided the defiance campaign would take the form of sit-ins in the park and other amenities reserved for whites.

Cosatu president Elijah Barayi volunteered to lead the campaign's first group of protesters.

Mr Barayi was convicted and sentenced to three years' jail for leading protesters during the 1952 campaigns.

The meeting decided Indian traders would not be affected by the boycott and the Transvaal Indian Congress (TIC) would liaise with them in the action

against the council.

Although no date was given for the start of the campaign, it is expected to start on February 27.

A source said "We are going to work 24 hours a day to make sure the community knows when and how the campaign is to be effected."

The meeting also focused on alleged attacks by "conservative whites" on black people walking through the town at night. People were urged to walk in groups and to defend themselves if attacked.

Every Khutsong house would be called on to donate 50c towards legal costs and Lawyers for Human Rights were to be approached "to prepare themselves for more cases to come from Khutsong."

Num, Anglo to meet

By LEN
MASEKO

A MEETING between the Anglo American Corporation and the National Union of Mineworkers — called to draw up a code of conduct for Anglo mines — was on the cards, the two parties said yesterday

Num official Mr Marcel Golding said they were geared to meet Anglo management soon, though the date for the meeting had not yet been set

An Anglo spokesman said certain issues were still being cleared before the date for the meeting — kept a secret for a while — was announced.

21/2/89
1408
Sowetan

Polyurethane tests: row as mining union cries secrecy

By Mike Siluma, Labour Reporter

A public row has erupted between the National Union of Mineworkers (NUM), the Chamber of Mines, and Western Deep Levels mine over the alleged withholding of information from the union regarding last October's underground fire at Western Deeps

NUM safety officer Ms Mavis Hermanus said that in addition to a refusal to release information, tests to simulate conditions at the mine as well as a protocol meeting to define the scope of the tests had fallen through in January after the Chamber objected to NUM involvement

Seven miners died at the mine when materials, including polyurethane, caught fire.

Ms Hermanus said the chamber and the mine had failed to release to the union "documents related to the use and testing of polyurethane" The chamber had also not replied to "numerous requests" for a copy of its recommendations in this regard

The union needed the information to prepare its case for next week's inquiry into the Western Deeps incident

"The fact that the Government Mining Engineer (GME) does not intervene and appropriate the (testing facility) for the duration of the test is an indictment of the (GME's) department

The attitude of the Government, the industry and the Western Deep Levels management, particularly the secrecy surrounding the documentation, "are not in the interest of mine safety", said Ms Hermanus

A spokesman for the Anglo American-administered Western Deeps denied allegations of secrecy regarding the use of polyurethane The NUM had been informed of developments and invited to make suggestions, but had failed to do so

"Certain documentation has been withheld from wider distribution as is normal in sub judice cases," said the spokesman

Chamber spokesman Mr Johann Liebenberg rejected the NUM's allegations against the chamber as untrue and a misrepresentation of facts Several reports had been released to the NUM and union officials had been invited to visit the Chamber's fire (testing) tunnel so they could see first hand the work being done to test materials for potential hazards

He provided the media with a copy of a letter addressed to the NUM last November, which he said was clear proof that the Chamber had been "open and co-operative with the Union and had responded positively to specific requests"

Comment from the GME's office was unavailable

Mazula, Meiring said the time for an... was...
'Different management style needed'

Unions working towards unity

B/Dcy 22/2/87

PRETORIA — Trade unions were moving closer to each other and were prepared to face management in greater unity than five years ago, SA Boilermakers Society assistant general secretary BFP Oosthuizen said yesterday

He told the project management conference at the CSIR the old approach of management to divide the labour force and rule was rapidly becoming something of the past

A different style of management which acknowledged the aspirations of labour would have to emerge if capital projects were to be managed effectively

The behaviour and attitudes of the work force were unpredictable because neither labour nor management had established a clear cut power base

Oosthuizen said to assist the two parties government had amended labour legislation with disastrous results. Now both sides were having difficulty with amendments

GERALD REILLY

The state had once again shown its partisanship by introducing a piece of legislation that was swinging the pendulum in favour of capital

A development becoming progressively more disturbing to trade unions was management moves to fragment workers skills into small specialised aspects

Oosthuizen said employers were simply training workers in one aspect of a trade for the duration of a contract. Afterwards, they were cast into the wilderness of the semi-employed

Management and government were alarmed at the reduced number of school leavers willing to become artisans

The fragmentation of trades and a willingness on the part of employers and government to employ unqualified labour in artisans' jobs left no incentive for youngsters to enter a trade. Labour was also demanding the right to be trained to master technological changes

Court order against Uwusa

DURBAN — Competition between two trade unions to recruit members in the Isithebe area led to attacks on officials and members of the Amalgamated Clothing and Textile Workers Union of South Africa (Actwusa) by officials and members of the United Workers Union of South Africa (Uwusa), it was claimed in the Supreme Court in Durban yesterday

Mr Justice Broome made an interim order interdicting members of Uwusa from assaulting, molesting, intimidating, threatening or harrasing members of Actwusa

Uwusa is also interdicted from preventing the other union from conducting meetings, and from disrupting the meetings and interfering with the union's lawful activities

Uwusa must show cause by March 14 why the interim order should not be confirmed

Elias Banda, national organiser of the applicant union, said the two unions were competing in the Isithebe area for members and for the right to represent employees with management

On February 2 he was holding a meeting with shop stewards in the Isithebe area. The meeting was broken up and he and members of his union were assaulted by officials and members of the other union, he said. — Sapa

Sowetan 22/2/89

Chamber denies Num claims

THE Chamber of Mines has dismissed as untrue claims by the National Union of Mineworkers that it had refused to cooperate with the union on the use of the controversial polyurethane substance.

A chamber spokesman, Mr Johann Liebenberg, said reports had been sent to the Num and union officials invited to visit the employer body's "fire tunnel" so they could see first hand the work being done to test materials for potential hazards.

He said "Additional Num allegations regarding a polyurethane fire at Western Deep Levels would be dealt with separately by the Anglo American Corporation (owners of the mine)."

Cape Times 22/2/89 (140A)
Cosatu blast check not complete

THE police investigation into the explosion in Cosatu House in Johannesburg on May 7, 1987, had not yet been completed, the Minister of Law and Order, Mr Adriaan Vlok, said yesterday. He said he wanted to stress that the police regarded the matter "in a very serious light and for that reason two extremely competent and experienced detectives were appointed to conduct the investigation". Mr Vlok was replying to questions from Mr Tian van der Merwe (PFP, Green Point)

B1 Day 23/2/87 .

140A

Cosatu, Nactu split over summit date

THE future of growing co-operation between Cosatu and Nactu has been thrown into jeopardy after a row over the timing of a proposed workers' summit

This emerged yesterday with the possibility that Cosatu will go ahead without Nactu

The summit, initiated by Nactu late last year, was called to discuss further responses to the promulgation of the Labour Relations Amendment Act, other perceived forms of state repression and the question of building unity between the two rival union federations

After a series of working group

ALAN FINE

meetings the summit was scheduled for March 4-5 but Nactu recently asked for a postponement

The intention was that the summit should be attended only by worker delegates, not union officials, to "practise the principle of worker control"

All other unions, except "white racist unions and those linked to the bantustans", would be invited

Cosatu said yesterday it had been informed by Nactu that it wanted a postponement because it needed

more time to formulate its position on unity

"We cannot accept this. The apartheid state and its allies in big business will not wait for us to prepare our blueprints," Cosatu said

Nactu president James Mndaweni responded that Nactu remained committed to the summit. However, the matter of building unity was a serious one and a full discussion on the subject by Nactu members was required to ensure that delegates to the summit had a clear mandate

Mndaweni expressed dismay at Cosatu's statement

Cosatu official is convicted

MARITZBURG The regional chairman of the Congress of South African Trade Unions, Alfred Muntu Ndlovu, has been convicted of terrorism and of being an accessory after the fact in the attempted murder of 13 schoolchildren.

Ndlovu was acquitted of a charge of the attempted murder of rival unionist Mr. Philip Thabethe

Consol plant closure 'was unavoidable'

RICHARD BARTLETT 140A

THE decision to close Consol's Atlantis plastics factory last week was done to ensure the long-term viability of the company's construction and agricultural products businesses, Consol Plastics MD David Spindler said yesterday.

The company could gain no advantage from keeping the factory, he said. The decision was a financially sound one that could no longer be delayed.

The 107 retrenchments that were to take place were regrettable and unavoidable, he said.

Although production was stopped on January 25, after the plant's union organiser had been informed, the plant would be closed on February 3. All employees would be paid up to this date.

The employees were not given one hour's notice as was reported by the Chemical Workers' Industrial Union (CWIU), he said.

"It is not our policy to throw people to the wolves and severance packages are being negotiated with CWIU."

Positions for 40 of the 87 retrenched wage employees would be made available at other Consol operations in the western Cape. An employment office would be set up to assist those workers left unemployed, said Spindler.

CWIU National Consol organiser Chris Bonner said the union would be meeting Consol later this week to negotiate extended employment time after close-down and a better severance package.

20 axed

23/2-1/3/89

at ADE

By CHIARA CARTER (2) (10/11/89) (10/11/89)
TWENTY Atlantis Diesel Engineering workers were dismissed last week after they refused to work until management took action against a supervisor whom they claimed was drunk.

According to a spokesperson for the National Union of Metalworkers of South Africa (Numsa), the workers alleged that when they arrived to begin their shift on Monday evening a night supervisor was visibly intoxicated.

In terms of the company's safety procedures any worker suspected drunk is sent for a test.

When the workers asked the foreman to send Richter for a test the foreman refused.

Racial discrimination

The workers were unhappy because they felt the decision not to test Richter was a case of racial discrimination.

They decided after their tea break not to continue working until management took action against Richter.

The departmental head and a Numsa shopsteward came to the plant.

According to ADE public affairs manager Mike Eaton, the workers were repeatedly warned the work stoppage was illegal but continued to refuse to return to work.

A disciplinary hearing the next day found that the stoppage was illegal and the workers were therefore dismissed.

Eaton said no trade union issues were involved in the stoppage and production had immediately resumed.

He denied that Richter had been protected, saying that the company's safety procedures applied to all equally.

"Healthy industrial relations has always existed at ADE and management is satisfied the dismissals were fair," he said.

All workers would receive their full wages and leave pay due to them.

Numsa is considering appealing against the dismissals.

140A

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THE National Union of Mineworkers (Num) has hit out at the management of Western Deep Levels and the Chamber of Mines for failing to provide the union with information about the use of polyurethane before an inquiry into the fire at Western Deep last October.

The inquiry into the blaze in which seven miners died begins on Monday.

Num safety spokesperson May Hermanus said Western Deep Levels had agreed to provide the union with copies of research done at the mine.

The company had later

Num slams mine bosses

refused to make the evidence available on the advice of its legal advisers.

Hermanus said the Chamber had not responded to Num's requests for information about recommendations

based on research at the Chamber's fire tunnel.

A test at the fire tunnel was cancelled at the last minute without any reason given.

"The secrecy surrounding mines is not in the public interest," said Hermanus.

Both Western Deep Levels and the Chamber have denied being obstructionist.

An Anglo spokesperson said certain documents were withheld because the case was sub judice.

The Chamber said that it had made some documentation available to the union but research was ongoing.

Union wants ~~South~~ 98 percent hike

140A
South
23/21-1/3/89

METAL WORKERS unions have submitted proposals for increases of up to 98 percent in the annual wage negotiations due to start next month.

The National Union of Metalworkers of South Africa (Numsa) has asked that the minimum wage be increased by 65 percent while the Electrical and Allied Workers' Union has asked for a 98 percent minimum wage hike.

The employer body Seifsa wants small businesses exempted from the agreement which this year covers about 350 000 workers.

Seifsa also wants unskilled workers to be used for skilled tasks, the overtime limit to be raised, and no company level negotiation.

The unions are negotiating with Seifsa separately, unlike last year.

Cosatu union to talk to Kwazulu

THE National Education Health and Allied Workers' Union (Nehawu) is considering approaching the Kwazulu government for a recognition agreement similar to the union's agreement with the Kangwane government

Hundreds of Kwazulu workers — including clerks, nursing staff and general assistants — recently deserted the Kwazulu Staff Association (Kwasa) in favour of Nehawu

Nehawu acting general secretary Monde Nditshwa said many of the workers were paid as little as R120 a month

Kwazulu workers last year began to voice

dissatisfaction with working conditions and racial discrimination in the administration, particularly its failure to implement parity between black and white employees

They accused Kwasa of not serving the interests of its members and passed a vote of no confidence in its leadership

The workers are demanding a minimum monthly salary of R1 500, abolition of temporary posts and union recognition

Other demands include four months maternity leave, paternity leave, a review of the pension fund and housing subsidies for all workers

Cosatu's Barayi to lead defiance

JOHANNESBURG — Cosatu's president Elijah Barayi is poised to lead a defiance campaign against the reintroduction of petty apartheid in the mining town of Carltonville, west of Johannesburg

Community organisations in Khutsong township, near the Conservative Party-controlled town, decided at the weekend to launch a trade union-backed consumer boycott of the town and a defiance similar to that of 1952 Defiance Campaign against unjust laws

The town council of Carltonville have decided to re-implement petty apartheid and to introduce curfew laws to keep the town white by night and at weekends

The strategies were adopted at a

meeting organised by the NUM and the Khutsong Action Committee, which comprise about 27 organisations and unions

The meeting decided the defiance campaign would take the form of sit-ins in the park and other amenities reserved for whites

Cosatu's president Elijah Barayi volunteered to lead the campaign's first group of protesters

Barayi was convicted and sentenced to three years for leading protesters in Cradock in 1952

The campaign is expected to kick off on Monday



Cosatu's Barayi

(140A) South 23/2-1/3/89

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Cosatu, Nactu split over summit date

THE future of growing co-operation between Cosatu and Nactu has been thrown into jeopardy after a row over the timing of a proposed workers' summit

This emerged yesterday with the possibility that Cosatu will go ahead without Nactu

The summit, initiated by Nactu late last year, was called to discuss further responses to the promulgation of the Labour Relations Amendment Act, other perceived forms of state repression and the question of building unity between the two rival union federations

After a series of working group

ALAN FINE

meetings the summit was scheduled for March 4-5 but Nactu recently asked for a postponement

The intention was that the summit should be attended only by worker delegates, not union officials, to "practise the principle of worker control"

All other unions, except "white racist unions and those linked to the bantustans", would be invited

Cosatu said yesterday it had been informed by Nactu that it wanted a postponement because it needed

more time to formulate its position on unity

"We cannot accept this. The apartheid state and its allies in big business will not wait for us to prepare our blueprints," Cosatu said

Nactu president James Mndaweni responded that Nactu remained committed to the summit. However, the matter of building unity was a serious one and a full discussion on the subject by Nactu members was required to ensure that delegates to the summit had a clear mandate

Mndaweni expressed dismay at Cosatu's statement

Worker unity drive

THE Congress of South African Trade Unions yesterday called all worker organisations to a summit to discuss state repression, their differences and a drive for unity.

But Cosatu said it was "greatly disturbed" that the National Council of Trade Unions had called for an indefinite

BY LEN MASEKO

postponement of the summit, scheduled to take place on March 4

and 5 Nactu had informed the federation that it needed more time to formulate their position on the proposed unity talks

"We are, therefore, greatly disturbed that a certain section of the organised working class chooses to exclude itself from one of the most significant strides by workers to unify themselves," Cosatu said in a statement

The federation said it

would not accept Nactu's position because

● The "apartheid State and its allies" would not wait for the labour movement to prepare blueprints,

● The drive for unity was a principle of the working class, and that the summit could not be postponed because of "vague tactical considerations", and

● The summit was an opportunity for the entire labour movement

to practise the principle of "worker control"

The summit stems from negotiations of a joint working group which agreed — among other things — to exclude from the meeting "white racist unions" and those linked to the bantustans

Committed

The Nactu hierarchy was not available for comment yesterday

President Mr James Mandaweni reiterated the council's commitment to the workers' summit and to discussion of issues on the agenda

However, he said, "we wish to express our dismay that Cosatu is raising the issues surrounding the summit"

He said the reasons for Nactu's difficulty was

● The item of building working class unity was a serious item that needed

to have clear guidelines after full discussions within their ranks, and

● Despite this being a workers' summit, the issue of unity needed clear organisational clarity and workers who attended the summit would attend it coming from an organisational base

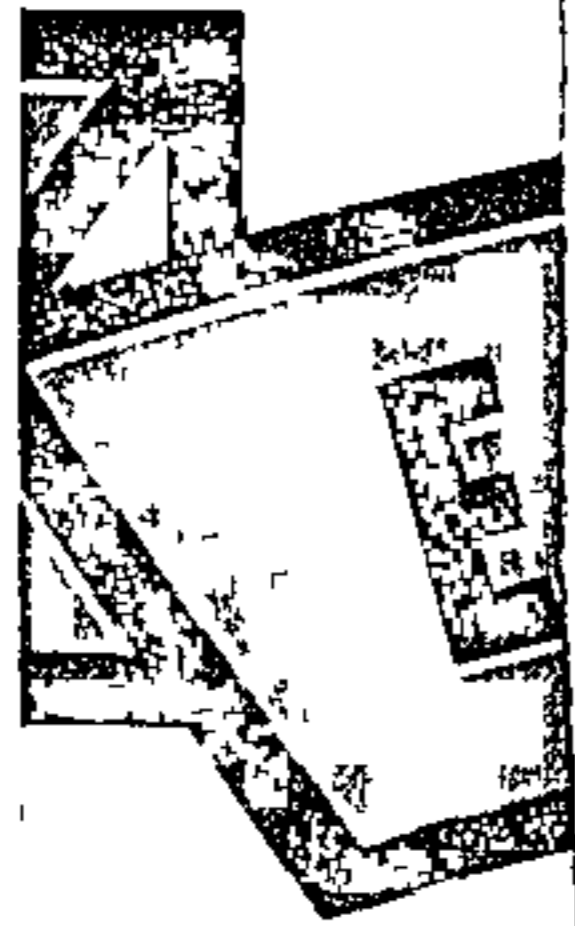
"Therefore our members need to discuss the issue of unity from a common understanding," Mr Mandaweni said

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Strikers locked out, but others settle up

Star
 24/28

By Mike Siluma, Labour Reporter

1404

More than 200 members of the Paper, Printing, Wood and Allied Workers Union (Ppwawu) employed by Consol Corrugated in Benoni have been locked out after striking over wages and alleged unfair dismissals, the union said yesterday.

Ppwawu said workers were demanding an increase of R40 a week. The company is offering R26.

Consol management said workers were locked out after negotiations that started in October. Union members had embarked on illegal industrial action. The company said it believed a reasonable agreement was no longer possible.

● In other disputes, Ppwawu said about 80 members at Printpak Gravure, a Nampak plant, embarked on a sit-in strike on Wednesday in support of wage demands. About 100 workers at Multi-Office Furniture, in Germiston, also downed tools after the alleged dismissal of 12 colleagues.

Another 80 workers continued strike action over wages for the 11th day yesterday at Memix Carbonless, another Nampak company in Chamdor, Krugersdorp. They are also claiming unfair dismissals.

● South Africa's largest soft-drink bottler, Amalgamated Beverage Industries, has started a provident fund in co-operation with the Food and Allied Workers Union (Fawu). Set up as an alternative to the company's pension fund, the provident fund will be run by a board of trustees — half management and the rest from Fawu.

● Fawu and Cadbury have reached an agreement on wages and working conditions in Johannesburg, Durban, Post Elizabeth and East London. Terms include an attendance allowance of 15c an hour and a minimum wage of R950, retrospective to January, rising to R1 000 in July.

LABOUR LETTER/Alan Fine

Is Cosatu, Nactu alliance about to die?

PROSPECTS for future co-operation — much less formal unity — between SA's two largest union federations, Cosatu and Nactu, are dying if not already dead.

But political splits within Nactu, the smaller of the two, have opened up the possibility of a new realignment of forces within the black labour movement.

This is the view of some union sources after the row between the two this week, purportedly over the timing of a workers' summit.

The federations have been ideologically divided, Nactu taking a black exclusivist approach and opposing Cosatu's non-racial tradition.

But last year was marked by growing co-operation. They acted jointly on the June stayaway and in talks with Saccola on the Labour Relations Amendment Act (LRAA). But failing a last-minute change of heart the summit will go ahead without Nactu participation.

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THE SOURCES say the real reason for the conflict goes a lot deeper than public statements suggest rather a rethink by the dominant Africanists in Nactu as to the advisability of a closer relationship with Cosatu prompted the row.

Nactu president James Mndaweni denies that this is true, saying unity remains on Nactu's agenda following a resolution to this effect at the organisation's 1988 conference in August.

The summit agenda item of "building unity" caused Nactu to reassess its participation. Sources say the issue came to a head at a Nactu meeting on Saturday and was motivated by the realisation that Nactu was the only remaining internal, operational South African organisation promoting the Africanist cause.

The fear, they say, was that an eventual

merger with the five-times-as-large Cosatu would mean Africanism becoming a rather small cog in a large labour movement wheel.

□ □ □ □

THESE concerns were apparently not shared by the less powerful black consciousness wing, which is eager to forge a closer relationship with Cosatu, if not immediately an actual merger.

The growing view there appears to be that the principle of "worker unity" should, in the labour movement at least, outweigh ideological differences. They see this as necessary to deal with the perceived threats presented by, for example, the LRAA.

Mndaweni denied any serious differences existed within Nactu and added it remained committed to the summit. However, it was necessary for the organisa-

tion to work out a clear view of what sort of unity was desirable — it could range from issue-based co-operation to a merger.

Time was needed to determine this and that is why Nactu had requested a postponement, he said.

However, Cosatu said Nactu had asked for an "indefinite postponement" and expressed scepticism at its commitment to the summit.

Mndaweni added that Nactu had no fear of being "swallowed" by Cosatu. Nactu was not affiliated to any political party or political line, and was not afraid of unity.

□ □ □ □

TO OUTSIDERS, the philosophical differences between Africanism and black consciousness may seem arcane. But that they exist is demonstrated by the fact that the external adherents of these positions — the PAC and the Black Consciousness Movement of SA — are divided.

The question, sources say, is whether black consciousness leaders within Nactu — many of whom were ousted from leadership positions at the last annual conference — and their followers may feel more at home in Cosatu despite unhappiness at the presence of white intellectuals within some Cosatu affiliates.

Nevertheless, there is talk that at least one Nactu union may defy the official position and attend the summit.

It appears that the black consciousness grouping holds powerful positions in three or four Nactu affiliates.

Cosatu has yet to decide whether to tempt breakaway groups from Nactu into the organisation. This would broaden the spectrum of political thought within Cosatu and would be welcomed by some affiliates, but not by the most hardline Charterist bloc.

Joint social projects can work

BY APPLYING determination, realism and leadership to social issues, employer and trade union leaders could develop a viable socio-economic system for SA, Urban Foundation MD Sam van Coller said this week.

Speaking at the FSA-Contact industrial relations seminar, he noted four specific union/management projects which had had positive implications outside the factory gates.

Van Coller, the previous Seifsa director, identified the metal industry benefit funds as the most significant.

Through collective bargaining, he said, these funds had developed into a massive

private social security system. With assets of at least R4bn, they had gone a long way to overcoming the fact that SA did not have a national social security system.

Benefits available included sick pay, funeral, maternity, death, retirement, widow's pensions, incapacity, retrenchment and medical benefits. The parties were now examining the extension of these into areas such as housing.

□ □ □ □

A SECOND example had occurred in a "medium sized town," where a leading employer — by accepting the concept of a

partnership relationship with shop stewards — had begun seeking jointly with the trade union to upgrade the urban environment.

This had already resulted in the establishment — with the support of other employers — of an organisation which will install and manage electricity distribution in the employees' residential area, Van Coller said.

While he did not identify the location, it is understood to be Uitenhage, and the leading employer Volkswagen.

Van Coller also referred to two other joint projects — the establishment of a preschool facility and a community resource centre.

140A

24/2-2/3/89

CARLETONVILLE could face a boycott and other action against its whites-only policies in the next few weeks, including planned law-breaking along the lines of the Defiance Campaign of the 1950s

Angered by the Conservative Party-controlled town council's implementation of petty apartheid, a host of progressive organisations adopted a hard line at an emotion-charged meeting last weekend

They took the matter further than their counterparts in Boksburg, who are boycotting white business — they are calling on the community to defy racist laws

Elijah Barayi, national president of the Congress of South African Trade Unions (Cosatu), has volunteered to lead the first group of defiers

The meeting, attended by about 600 people, was organised by the Khutsong/Cosatu Local Action Committee Khutsong is the township outside Carletonville.

The decision to take action was the result of a long period of consultation in the region involving church organisations, the Transvaal Indian Congress, businessmen, taxi-owners, teachers, students, youth, the National Medical and Dental Association and the Unemployed Workers' Union

CP's Carletonville faces 1950's-style Defiance Campaign

BY JONNY MASEKO and PAUL MASEKO

The Carletonville Town Council has fenced all the public parks in town and put up "whites only" signs. The only black people allowed in the parks are workers who clean and maintain the area for white residents

The meeting resolved that the community should defy all the petty apartheid by-laws enforced by the town council. This would mean ignoring all whites-only signs and moving freely through the town, they decided.

Barayi offered to lead the first group of defiers after recounting his experiences in the 1952 Defiance Campaign, run by the Congress Alliance

People were advised not to move around the town at night alone, as

people were being assaulted by whites.

They also decided to organise a consumer boycott of all white-owned shops in Carletonville.

No date was set for the start of this action, though February 27 seems to be the likely date

Black and Indian shop-owners told the meeting they would assist the boycott by keeping their prices reasonable during the protest. Taxi-owners also promised not to charge unreasonable fees to carry people to other towns

The plan was enthusiastically accepted by the 600 people at the meeting

In a statement on Wednesday, the committee said representatives of 27 community organisations had discussed the "withdrawal of buying power campaign" at the meeting.

Conservative Party representative Kobus Beyers responded this week with a firm line "We will not be intimidated by boycotts," he said

He warned that his party would prosecute the organisers of the campaign for contravening Emergency regulations, which ban the promotion of boycotts

Beyers insisted that the CP was "merely executing the mandate of the people"

"We spell out our policy to the electorate," he said, "and on the basis of our manifesto we won (control of) 60 municipal councils in the Transvaal"

The CP wanted harmony between various population groups" and this was only possible if people of various racial groups did not share the same facilities, he said

He accused the National Party of failing to implement laws which it wrote into the statute book and said blacks should blame the NP and not the CP.

Citing recent developments in Boksburg, where sport bodies cancelled sports tournaments and athletics meetings because the town council insisted black sportsmen were excluded, he said "We stuck to our guns. We are not even afraid of boycotts from overseas"

Engineering

sector vote on June 16 as a paid holiday

11/24/89

1409

TENS of thousands of engineering sector employees are to take part in ballots during the week of March 6 to decide whether their firms should observe June 16 as a paid public holiday in exchange for April 6, Founders' Day.

The ballot is a consequence of last year's wage settlement where it was agreed the public holiday swap should occur in the event of a 75% majority plant-by-plant vote.

There are about 225,000 unionised employees in the sector. According to a procedural agreement, ballots will be held wherever they are initiated by either workers or employers.

In terms of the agreement, employees who vote against taking June 16 as a paid holiday where the overall decision is "yes" will be entitled to observe Founders' Day and work in extra hours to compensate for pay lost on June 16. It will be able to work on Founders' Day and earn public holiday overtime rates.

ALAN FINE

A National Union of Metalworkers of SA (Numsa) spokesman said the wording of the ballot had been agreed with Setisa, as had the recommended dates. He said precise timing would be agreed between management and workers at each firm.

A Setisa spokesman confirmed these arrangements. He agreed this may mean no production on either day at some plants but this had become the norm.

Confederation of Metal and Building Workers (CMBU) chairman Arthur

Allen said he expected his members — mostly skilled, white employees — would vote for the statutory holiday as they preferred to spend public holidays with their families, and because they did not identify with the June 16 commemoration.

The CMBU would not attempt to persuade members either way as the unions were satisfied the nature of the arrangement made sufficient provision for individuals to act according to their preferences.

Union plans
Stev 27/2/89
appeal over
jail term (1404)

By Mike Siluma,
Labour Reporter

Notice of appeal against the jailing for five years of a leading Transport and General Workers' Union (TGWU) official found guilty of terrorism and being an accessory to murder will be lodged in the Natal Supreme Court today, the union said

Alfred Ndlovu (38), TGWU vice-president and regional chairman of the Congress of SA Trade Unions (Cosatu), was jailed for five years for terrorism and three years for the accessory to murder conviction. The sentences are to run concurrently

Ndlovu's conviction is a sequel to violence which has afflicted the Maritzburg area over the past few years, involving sympathisers of the United Democratic Front, Inkatha and Cosatu

Strike ballot
at refineries

Staff Reporter

ALMOST 500 members of the Chemical Workers' Industrial Union (CWIU) held a strike ballot at the SA Petroleum Refineries in Durban at the weekend, following a deadlock in wage negotiations

The outcome of the ballot is expected to be known by late today, a union spokesman said yesterday

BPSA and Shell are 50% shareholders in Sappref, the spokesman said.

INDUSTRIAL RELATION - COSATU

1989 - MARCH

Smeared by bogus pamphlets — NUM



140A

Star 11/3/89

The National Union of Mineworkers claimed yesterday that the "dirty tricks department" of the Government and mine management had been circulating pamphlets purporting to come from the union and discrediting the organisation.

In a statement the NUM said the bogus publications dealt with the themes of corruption and the misuse of union members' money, bad behaviour by union officials and discontent by workers at union leadership.

The NUM said a union newsletter, *Update*, had been the target of some of these bogus publications where a fake copy of the newsletter had been distributed to mine managements and abroad.

In the fake copy of *Update* a story on the plight of workers at Eskom had been radically changed to make the union look bad.

The statement said the union's constitution had provisions about how money was to be handled.

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ALAN FINE

A BOGUS newsletter, purportedly produced by dissatisfied National Union of Mineworkers (NUM) members and attacking NUM leadership, has been mailed from London to a number of individuals and groups connected with the mining sector

The document, titled Update, is identical in layout and name to a regular monthly newsletter produced by the NUM collective bargaining department.

It is one of a number of slickly-produced pamphlets smearing trade union leadership to have surfaced in recent months

140A

Fake newsletter angers NUM

The NUM yesterday attributed them to the "dirty tricks departments of the government" B/D 11/3/87

A Chamber of Mines spokesman said the industry had previously distanced itself from such fake publications and had advised mineworkers, through its own monthly Mining Sun, to ignore them. It would do so again on this occasion if necessary, the spokesman said.

The fake Update accuses NUM and Cosatu executive members of misusing union funds for, among things, private entertainment.

The NUM said yesterday its budgets and monies were independently audited and that there was no provision for "entertainment." Officials were accountable for every cent spent.

The bogus publication also lifts a number of phrases from the previous month's edition of the genuine product and puts them in contexts which question the conduct of union leadership.

Among the known recipients of the fake Update are the union's legal and housing advisers, Wits University academics, and mine managements, the NUM said.

11 000 sign petition to spare Ccawusa member Ntombela

Sowetan 11/3/89

Bid to save death row unionist

1408

MORE than 11 000 signatures have so far been collected for a petition to save a condemned member of the Commercial Catering and Allied Workers' Union of South Africa, a spokesman for the union said yesterday.

By LEN MASEKO

A former Ccawusa shopsteward, Mr William Ntombela (33), was sentenced to death after being held responsible for the killing of two people in 1986. The incident occurred at the height of a strike at Nels Dair, where Mr Ntombela was employed until his dismissal in June that year.

A father of two, Mr Ntombela was a shopsteward at Nels when — in 1986 — about 1 000 employees of the company went on strike in protest against low wages, the state of emergency and working conditions. Nels workers

earned an average pay of R250 a month at the time, according to the union.

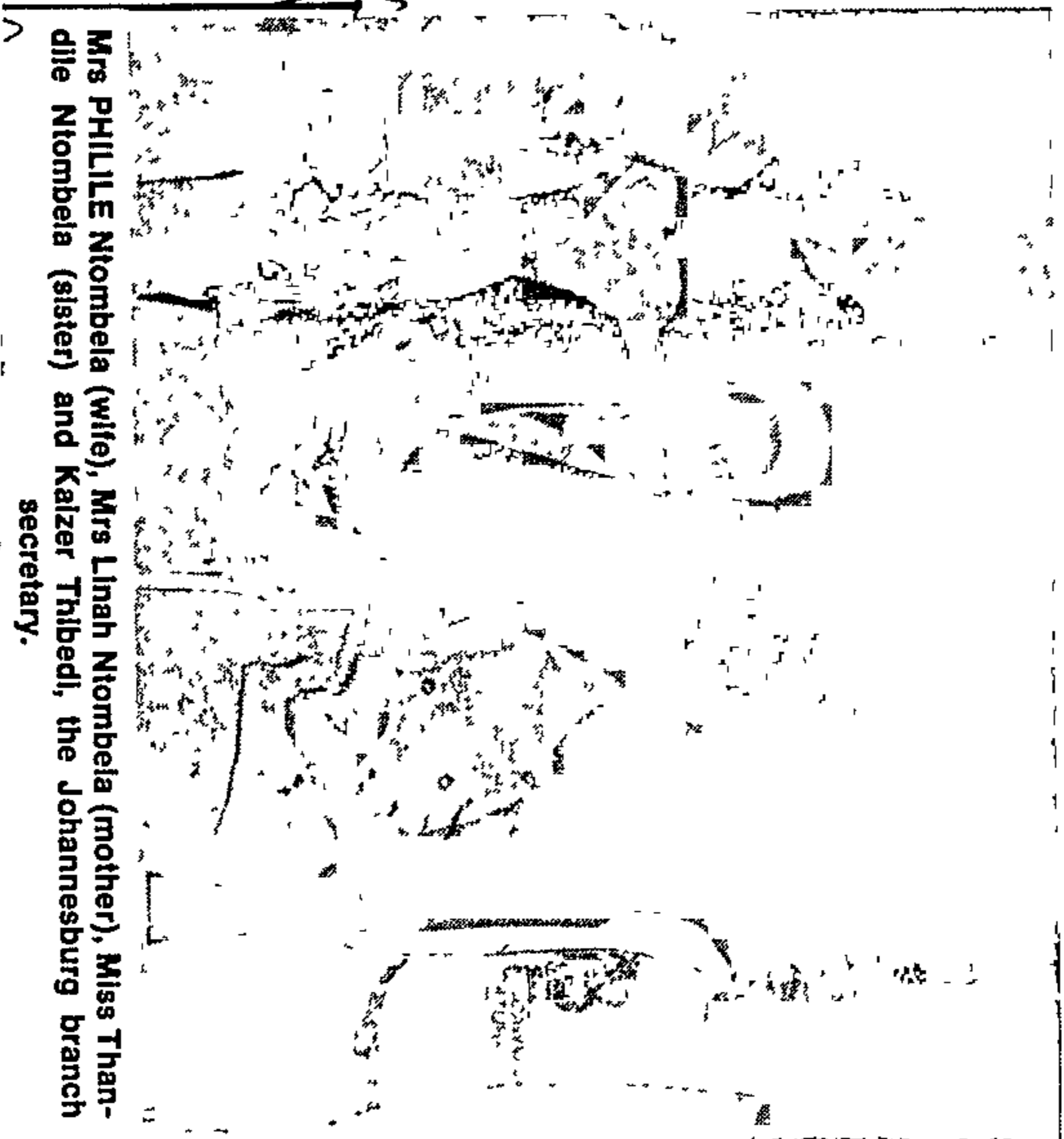
On November 29 last year, Ccawusa's appeal against the death sentence failed after months of legal arguments and a great financial cost to the union.

A spokesman for the union said yesterday that the petition had been sent to the Minister of Justice, Mr Kobie Coetsee. More signatures were being collected by union officials as they battle

against time to save the Ccawusa member from the hangman's noose.

She said "All our energy is being directed at saving the life of William and others on death row. We have seen with the Sharpeville Six that it is possible to stop the hangings, but only if we raise our voices."

Mr Ntombela's wife, Phillie, has left their village home in Nqutu, Natal, to be near her husband in Johannesburg. She visits him nearly every Saturday.



Mrs PHILLIE Ntombela (wife), Mrs Linah Ntombela (mother), Miss Thandile Ntombela (sister) and Kalzer Thibedi, the Johannesburg branch secretary.

11 Nactu affiliates defy council decision

C.M.F. Times 1/3/89

1401

Own Correspondent

JOHANNESBURG. — The controversy within Nactu over participation in this weekend's worker summit took a new turn yesterday with the announcement by eleven affiliates that they planned, contrary to Nactu's policy decision, to attend the gathering.

The Nactu national council last week asked Cosatu for the postponement of the joint summit so as to provide further preparation time. However, the view has been widely expressed that the reluctance to participate is based on a desire by strong elements in Nactu to maintain an ideological distance from Cosatu.

The 11 unions represented at a media conference yesterday are believed

to represent just over one-third of Nactu's 150 000 total membership.

Among the largest were the Food and Beverage Workers' Union, the Electrical and Allied Workers' Trade Union, the National Union of Public Service Workers' and the Black Allied Mining and Construction Workers' Union (Bamcwu).

A Nactu (Western Cape) branch spokesman reacted with surprise yesterday when told of the move by the Nactu affiliates, adding that the local branch executive had decided at the weekend not to send any representatives to the summit.

Welcoming the participation by the Nactu unions, a Cosatu (Western Cape) spokesman said about 40 members of local Cosatu affiliates would attend the summit.

900 Sapref oil refinery workers go on strike

Star 2/3/89

By Mike Siluma, Labour Reporter

140A

In wage disputes that could affect the production of petrol about 900 members of the Chemical Workers' Industrial Union (CWIU) have gone on a strike at the Sapref refinery in Durban

And 450 colleagues at Durban's Mobil refinery are poised to vote today on whether to down tools

According to the CWIU, workers at Sapref — which is owned jointly by Shell and BP — struck in support of demands for an 18 percent pay rise Sapref offered a 12.5 percent raise, with the lowest-paid workers receiving R108

Sapref said it had offered a 16 percent increase and that non-union staff were working

The company employs a staff of about 1 100 The Mobil dispute centred on the company's refusal to negotiate wages jointly with other oil companies

"Should Mobil workers vote in favour of strike action, this could result in both of Durban's petroleum refineries coming to a standstill The only other two refineries in South Africa are in Cape Town and Sasolburg," said the CWIU

A spokesman for Mobil denied the company had attempted to disrupt or delay a strike ballot He said the union had given the company 12 hours to arrange the ballot, which was insufficient considering the plant operated on 24-hour shifts

The company was looking at contingency plans which would come into operation if workers decided to go on strike

'Workers summit' on after teething trouble

By Mike Siluma,
Labour Reporter

Plans for a "summit" of South Africa's black labour movement forged ahead yesterday

The Congress of SA Trade Unions (Cosatu) and 11 affiliates of the National Council of Trade Unions (Nactu) announced they would go to the "workers' summit"

84a 2/3/87 (140A) 103
this weekend despite Nactu's decision not to attend

Yesterday's developments came after some Nactu affiliates announced that they would attend

REJECTION

This pointedly rejecting Nactu's position that the summit be postponed

to allow for more discussion

Nactu said it noted with regret the statement signed by 10 general secretaries of affiliates. One of the 11 unions had not signed the statement, it said

"(The decision) goes against that of the national council and the workers. We have never been opposed to unity and have stated our commitment (to) unity on several occasions"

Nactu wanted to call a national workshop to develop guidelines on unity before going to a summit. In addition to Cosatu

and the Nactu affiliates, 14 independent unions will attend the summit

In a joint statement, the unions attending the summit said the meeting was "a watershed" for South African workers

"The summit is historic in that it draws together the broadest range of unions from different backgrounds and traditions," said the statement

MORE IMPORTANT

"We have chosen to join forces to address the diverse attacks facing organised workers. We believe the principle of

working class unity is more important than our differences

Workers will be discussing how to defend (themselves) and how to consolidate and advance the struggle for total liberation

Announcing their decision to attend, 11 Nactu unions said yesterday they believed that Nactu's decision was not in the broader interests of the working class, but serving exclusivist organisational interests"

The 11 were still "fully committed to Nactu" and hoped to persuade other affiliates to attend



Liberty Life joint MD Dorian Wharton-Hood shows off his smooth swing without dislodging his cigar at the Institute of Directors annual golf day at the Bryanston Country Club yesterday

Picture ROBERT BOTHA

Last-minute talks fail to avoid strike

BIDAY 2/3/87 (140A)

Own Correspondent

DURBAN — The strike by about 500 workers at the Shell and BP SA Petroleum Refineries (Sapref) continues

Workers at Mobil's Durban refinery are taking a vote and might join the stoppage today.

The strike, which could hold serious implications for the country's fuel supplies, was called by a Cosatu-affiliate, the Chemical Workers' Industrial Union, in support of demands for more pay and improved working conditions. CWIU members at Sapref downed tools at midnight on Tuesday, said union spokesman Pat Horn.

She added Sapref had requested an urgent meeting in "a last-ditch attempt" to avoid the strike.

The talks failed in spite of some concessions by both sides.

Sapref MD Henri Joubert said by late yesterday the dispute was still unresolved.

"We are trying to maintain as normal a service as possible by using non-

union members to operate essential services and keep supplies

"We are not keen on this type of action and would like to reach a settlement as soon as possible.

"We informed the union we are prepared to continue negotiations but their demands are higher than what we are prepared to offer," he added.

Horn said results of a strike ballot at Mobil yesterday were expected to be released today.

The dispute is over Mobil's refusal to join other petroleum companies in negotiations with the union.

It has been aggravated by a simultaneous wages-and-conditions dispute.

Horn added "Should Mobil workers vote in favour of strike action, this could result in both of Durban's petroleum refineries coming to a standstill.

"The only other two refineries are in Cape Town and Sasolburg."

40 trade unions to attend workers' summit

A BROAD spectrum of at least 40 trade unions representing well over a million organised employees will attend the workers' summit scheduled for this weekend at Wits University

A media conference was told yesterday 700 delegates representing the 15 Cosatu affiliates, the 11 "rebel" Nactu unions and at least 14 unaffiliated organisations had confirmed their attendance. Another nine independents were still to clarify their positions, Cosatu vice-president Chris Dlamini said

(COA) ALAN FINE

Of the larger independents to accept are the 100 000-strong Garment and Allied Workers' Union and the 45 000-member SA Boilermakers' Society.

The summit is to discuss the Labour Relations Act, union unity and state repression against unions

Meanwhile, Nactu assistant general secretary Cunningham Ngcukana yesterday expressed regret at the decision "by the general secretaries" of some

affiliates to go against the grain of the Nactu general council decision

He said Nactu was not opposed to unity. However, "the question of unity is a political issue in the variegated national political spectrum" and the decision to request a postponement of the summit had not been taken lightly

Division over the summit also emerged yesterday in a Cosatu affiliate, the Food and Allied Workers' Union (Fawu). Fawu's eastern Cape branch issued a statement opposing the summit and the head office repudiated it

B/Dan 2/3/87

140A

200 000 workers set to form single union

CAPE TOWN — More than 200 000 workers in the garment, textile and leather industries aim to form a single national union, affiliated to Cosatu, by July 1.

Garment and Allied Workers Union (Gawu) general secretary Desmond Sampson said yesterday Gawu and the Amalgamated Clothing and Textile Workers' Union (Actwusa) would meet in Johannesburg today to ratify the merger proposals.

He said Gawu members would finally decide on the merger and affiliation

Own Correspondent

with Cosatu at a special national congress in Cape Town on April 15-16.

Actwusa — an affiliate of Cosatu — had given July 1 as the target date for the merger, but said it was uncertain whether the National Union of Leather Workers (NULW) would continue with unity talks.

Mediation by Cosatu since December last year had eased the initially strained relationship between Actwusa and Gawu, who differed ideo-

logically

Actwusa Western Cape regional secretary Ibrahim Patel said Actwusa was committed to the merger and viewed the talks "in a positive light".

The 112 000-strong Gawu represents about 56 000 workers in the western Cape, while the 74 000-strong Actwusa has 11 500 members locally and NULW represents 32 000 workers nationally.

NULW general secretary O J Fourie could not be reached for comment yesterday.

OVER THE weekend of July 12-13 1986, four team leaders at Anglo American's Western Holdings mine near Welkom were killed, three of them in a public execution. Nobody has yet been charged with the murders.

The event received little publicity at the time — a period of intense conflict at the mine and in the industry — but some details emerged in January this year during the war of words about mine violence between Anglo and the National Union of Mineworkers (NUM).

Anglo disclosed that at least 80 people had died on its mines in violent incidents from March 1985 until shortly after the 1987 strike.

At the same time, the NUM published a report alleging widespread assaults on union members by senior mine staff, together with a concerted union-bashing campaign. These issues, including steps to eliminate further violence, are soon to be the subject of negotiations between the two organisations.

Few of the perpetrators have been brought to justice. The NUM has undertaken to provide details of the alleged assaults to Anglo during the negotiations.

Business Day has attempted to document, as an example of what has made the talks so important, the Western Holdings' murders and the events leading up to them.

Information collated by Anglo stated that one team leader — Ramarumo Libenyane — was murdered on Saturday, July 12 1986. His body was found the following morning. On the Sunday night a crowd, estimated by Anglo officials at 2,000, met in the sports arena of Western Holdings No 6 hostel as miners returned from the weekend break. It was here that the public execution is said to have taken place. The three team leaders' bodies were found after the crowd had dispersed.

According to police headquarters in Pretoria, the four team leaders all suffered multiple head and facial injuries. This was confirmed by an inquest, which found that the deaths were caused by persons unknown.

Welkom-based SAP Maj Johan Fouche, who is in charge of the investigation, confirmed the circumstances of the discovery of the three bodies. Apart from the murders, the meeting was apparently a peaceful

Thousands saw three men killed, but nobody talks

B/Dary 2/3/87 *(1400)*

Mine violence, including the public execution of three men at a Free State mine, has led to negotiations between Anglo American and the National Union of Mineworkers on a code of conduct. BRONWYN ADAMS reports

one, as Fouche said there was no "unrest" at the gathering.

For almost a year, no progress was made in investigations and no witnesses to the Sunday murders came forward. Four men were detained for questioning, but released for lack of evidence.

According to Western Holdings' personnel manager Peter Jordaan, the only apparent breakthrough in the case came in mid-1987, when Gogela Mzwamadoda — arrested and charged for the June 1987 killing of a shaft manager — confessed to having taken part in the four murders in July 1986. He subsequently hanged himself in his cell. Jordaan said he was told this by the SAP.

However, Fouche says he has no record of such a confession. Mzwamadoda confessed only to having committed the murder with which he was charged.

The murders were preceded by a period of sharpening conflict between NUM membership and middle and senior management. This culminated in the dismissal of four NUM staff stewards for organising various forms of industrial action.

The dismissals, on appeal by the NUM, were the subject of a special review by Dan Bregman, SC, for Anglo American. The 13-day hearing was conducted with the agreement of the NUM, whose officials were present both as observers and participants.

Bregman's report, which found the dismissals to have been justified,

painted a stark picture of the atmosphere on the mine at the time. He found the shaft stewards had been party to organising an underground sit-in and a canteen boycott.

On July 7 1986, there was a sit-in underground at No 6 shaft in support of demands for the transfer of one employee alleged to be a management collaborator. A meeting between management and the NUM shaft leadership failed to resolve the problem, and management refused to meet this demand.

On July 9 there followed what the NUM described as a "spontaneous" boycott of the kitchen — according to the NUM in protest against the quality of food while senior staff had separate, superior eating facilities.

The Bregman report said a group of Basotho team leaders, followed by a number of workers, broke the kitchen boycott. Threats were made against them. Anglo claimed shaft stewards were party to the threats, while the NUM denied this. The team leaders retaliated by putting on blankets, arming themselves and marching around blowing whistles.

The report added that two shop stewards were then assaulted. One of them was stabbed, probably by a member of the blanketed group.

Bregman found management was approached on Thursday, July 10, by three shaft stewards asking for protection. This request was not granted. An Anglo spokesman said the ste-

wards were unable to say by whom they were threatened and exactly what management should do.

Management did institute a disciplinary inquiry into the attacks on the shaft stewards. However, before the questioning of one of the alleged assailants, Thabo, had been completed, he was severely assaulted in a retaliatory attack, Bregman wrote.

According to Anglo, Thabo — who had been assaulted by shaft stewards the previous week — spent some months in hospital. When he was discharged he was found guilty of assault and dismissed.

On an NUM accusation that Anglo had failed to carry out speedy disciplinary action against Thabo, Bregman ruled it was inconceivable that measures could have been finalised against Thabo in the short period before the attack on him.

Bregman found the sit-in had not been spontaneous but had been organised by shaft stewards, as had been the case with the canteen boycott.

An NUM spokesman, interviewed by Business Day, said that after the kitchen boycott and the parade by blanketed team leaders, workers were told by shaft stewards not to take the law into their own hands. Shaft stewards were told by the union branch committee to hide as they would be killed, and to notify management if team leaders continued to be aggressive.

The failure of management to provide protection for shaft stewards from these team leaders, despite two

requests, was cited by the NUM as a further important part of the pattern which culminated in the murders.

In an interview, Freegold North manpower resources manager at the time of the murders — Viv du Plessis — said the murders had occurred against a background of conflict which developed over three years.

In March 1985, the NUM launched a concerted campaign to erode management control, he said. Team leaders were among the first targets. Supervisors were paraded and team leaders were subjected to "kangaroo courts", which resulted in their being intimidated and given corporal punishment. Du Plessis said other tactics included go-slows, underground sit-ins and boycotts, and attacks on supervisors.

In response, the NUM spokesman denied that assaults and attacks were a normal feature of NUM activities and that this so-called "pattern" was an attempt to smear the union. She said the union had unsuccessfully attempted to break the sequence of sit-ins and boycotts by requesting meetings with management to discuss the matter. Management had been warned of the potentially explosive situation.

Anglo responded, however, that it could not recall any specific warnings being issued by the NUM leadership. Management was also unable to recall whether there had been specific hints of the trouble, given "a general atmosphere of intimidation" at the time.

The NUM official identified racist practices and the migrant labour system as the root causes of the highly volatile environment.

"Frustrating conditions and high stress levels, both in the hostel and in the workplace, the sexual deprivation and normlessness in the hostels predispose the atmosphere towards acts of violence," she said.

She noted that, in the joint Anglo/NUM study into mine violence — "Reaping the Whirlwind?" — completed in May 1986 — Western Holdings management overall saw ethnicity, poor communication, low pay and working conditions, and the hostel system, as the predominant causes.

The story of the Western Holdings' murders and the circumstances in which they occurred are symptomatic of the issues that both Anglo and the NUM believe only a joint agreement between them can resolve.

Record pay rise deal

THE Commercial, Catering and Allied Workers' Union of South Africa (Ccawusa) has negotiated the highest-ever pay rises in the history of Pepkor.

Workers at Pep Stores, Ackermans and Pepkor warehouses will get an across-the board salary increase of R87,50 next month and a further R90 in September.

The minimum wage will be R450.

Shell revises pay offer

SHELL has agreed to revise its wage offer to Sapref refinery workers in Durban following a strike ballot being undertaken at the Durban refinery by the Chemical Workers Industrial Union.

According to a Shell spokesperson, the company has telexed the union and is seeking an urgent meeting.

Cosatu calls rents meeting

VAAL Triangle organisations are to meet soon in a bid to resolve the growing rents crisis in the area

The Congress of South African Trade Unions (Cosatu) is concerned about alleged claims by Lekoa councillors that Cosatu has agreed on residents paying rent and service charges.

The council has allegedly been approaching employers to arrange stop-orders for rent payments.



Pullout not end of road for unity

The decision by the National Council of Trade Unions (Nactu) to withdraw from a major worker summit this weekend will not seriously affect trade union unity plans, Congress of South African Trade Unions general secretary Jay Naidoo, told CHIARA CARTER:



Jay Naidoo

STEPS to build trade union unity will continue despite the last-minute withdrawal by the National Council of Trade Unions (Nactu) from this weekend's worker summit, said Congress of South African Trade Unions (Cosatu) general secretary Jay Naidoo.

Defending the federation's decision to go ahead with the summit without Nactu, Naidoo said:

"The summit is the culmination of growing co-operation between the two federations since last year.

It was first proposed by Nactu as a means to forge a programme of worker action against the Labour Relations Amendment Act (LRAA) and attacks on workers. Nactu pulled out of the summit at the last minute leaving us with no choice

but to continue.

"Many independent unions had already been contacted by the time Nactu withdrew and we believe it is very important to bring these unions into the campaign to defend workers' rights.

"We note that Nactu withdrew at the last minute from the Anti-Apartheid Conference. It seems we have to move towards broader unity despite the doubts and fears of certain groups."

But Nactu's decision is not the end of the line for unity, said Naidoo.

"Yes, the withdrawal was a severe blow. Nactu represents a significant section of organised labour and it is important that we consolidate unity to prevent employers from attempting to drive a wedge between us.

"However, we have invited all Nactu affiliates to attend and the indications are that several will be there.

The summit will have to decide

whether we continue to co-operate with Nactu.

Inevitably within Cosatu a position will emerge which will oppose further co-operation on the grounds that it seems to lead nowhere. But I would anticipate the majority view will be on the side of continued co-operation.

The reason Nactu gave for seeking indefinite postponement of the summit was that it needed time to discuss unity.

Naidoo denied that Cosatu had moved too fast in its eagerness to create unity.

Nactu agreed that ideological positions should not be a stumbling block in the process of formulating a programme of worker action. Nactu has broached these issues before.

"The summit is not about one federation, one country. It is a gathering of workers which might result in greater unity between organised workers.

The need to have consensus

means it is unlikely that any grouping would be able to move too far ahead of the others.

"But Cosatu believes that unity is a principle and all obstacles in the way of such unity must be removed.

The participation of independent unions representing more than 300 000 workers in the summit is a move towards realising this principle.

"These unions realise that Cosatu affiliates are either the dominant union within their sector or contain a reservoir of experience which they could share. It is therefore in their interests to consolidate within the sectors and avoid growing isolation."

Naidoo believes that workers see the importance of unity against common enemies.

We don't underestimate the differences between unions which have a different history and tradition. The divisions are especially clear at leadership level.

"At a grassroots level, these

differences become less apparent. Our experience in Cosatu is that mergers which seemed impossible because of different positions held by the union leadership were facilitated when workers came together.

"Workers face the same enemies — apartheid and capitalism — and this gives them direction and purpose."

According to Naidoo, Cosatu is willing to make compromises in the interest of unity.

"In order to defend the gains of workers it is possible and vital to find common ground. The creation of broader unity means that different forces within the liberation struggle share ideas, learn from each other and take in to account each other's fears.

"Two principles remain paramount. These are democracy and worker control. All Cosatu's action are aimed at advancing these principles."

Cosatu hopes the summit will advance the goal of building a united working class.

"We hope to see closer relationships between unions operating in the same sector and to build solidarity and united action."

There are huge sectors of workers who are denied trade union rights and who are not yet organised. We hope that further initiatives will lead to greater efforts in this direction.

We anticipate that the summit will result in a co-ordinated programme of action against the LRAA which is an attempt by the state and capital to curb worker militancy and cripple campaigns such as the living wage campaign.

The state and employers hoped that the trade union movement would serve to contain the growing militancy of workers in the 1970s.

When it became obvious that workers were making great gains despite labour laws which were not favourable to them, the LRAA was drafted in order to confine and restrict organised labour.

Obviously workers are very angry about the LRAA. Unions are now feeling the effects of the act which employers are using with great enthusiasm.

Several unions have been threatened with civil suits regarding loss of production and thousands of workers have been locked out.

Negotiations with the South African Consultative Committee on Labour Affairs (SACCOLA) did not lead anywhere. Instead employers chose an alliance with the state.

While not ruling out any further discussion with business, the possibility of such negotiations seems remote at present.

Employers will, however, be invited to state their case before the Board of Inquiry which Cosatu is setting up.

The government has acknowledged but not replied to a letter from the United Nations requesting that South Africa accept the jurisdiction of the International Labour Organisation following a complaint to the ILO by Cosatu.

Setting the pace for sports

THE challenges facing the powerful South African Rugby Union (Saru) in the coming year are indeed formidable.

Beside ensuring that a suitable infrastructure exists to cater for its ever-growing membership, Saru will also be expected to build on the initiatives of last year, which included historic meetings with the African National Congress and the South African Rugby Board.

And when more than 80 delegates from 22 affiliate unions meet for the organisation's annual general meeting in Port Elizabeth this weekend, these are but some of the issues that will fall under the spotlight.

What is abundantly clear is that the discussions, debates and ultimately the decisions of the weekend will not have implications for Saru alone.

Clearly formulated positions will impact on the nonracial sporting fraternity as a whole and indeed on the entire mass democratic movement.

As Sacos's largest affiliate, Saru's future approach to the racial South African Rugby Board will influence the direction of other sporting codes as they grapple with the serious question of bringing about transformation on the sporting front.

Saru's attitude to the National Sports Congress (NSC), set up last year but still not formally constituted, will also have significant implications.

Although the NSC has publicly stated that it recognises Sacos as the authentic anti-apartheid sports body in South Africa, underlying tensions between the two bodies appear to have come to the fore in recent weeks.

Delegates to the AGM of the SA Rugby Union will be deciding Saru policy. But their decisions will impact on the entire mass democratic movement. MANSOOR JAFFER examines some of the issues which will come up for discussion:



Ebrahim Patel, Saru's president

Anyone who is serious about nonracial sport will realise the folly of exacerbating these tensions. The relentless attack on the democratic movement by the state means that all efforts must be made to achieve maximum unity.

The NSC, which has yet to deliver the goods, has committed itself to forging closer links with the nonracial democratic movement as a whole and developing staunch grassroots sports structures in the townships.

Sources within Saru have indicated that there is very little likelihood of the organisation emerging with a clear cut position on the NSC. There will be more rigorous discussion closer to the formal launching.

Well aware of its overall political responsibility, Saru also knows that its first loyalty is to the thousands of players without whom there would

be no union.

The issues of sponsorship and facilities do require thorough discussion.

While some of the bigger units generate enough money to pull through the season, there are those, especially in outlying rural towns who constantly face an uphill battle.

Transport costs for away matches are usually exorbitant and with sponsorship hard to come by, players in the smaller unions sometimes have to dig into their own pockets.

It is to their credit and an indication of their commitment to nonracial sport that they in fact do so season after season.

Saru has in recent years shown a keen interest in sending some of its key players on coaching courses abroad. Currently three top Saru men are in Britain on a three-month coaching course.

The AGM will consider how Saru players can benefit from these coaching courses on a more regular basis.

Observers believe this not to be in conflict with the international sports boycott.

The application of the Zwide Rugby Union, a sub-union of Eastern Province for affiliate status, is likely to be the focus of intense discussion.

Zwide RU broke away from Kwazakhele Rugby Union following internal strife which in the early eighties threw nonracial rugby into total disarray.

Saru has always pressed for the reunification of the two groups so it will be interesting to see at what decision the meeting arrives.

Saru's commitment to root itself even deeper in the community will be put to the test this year as it tries to incorporate teams from South African mines into the union.

Last year Saru met with the National Union of Mineworkers and there was mutual agreement that miners should form part of nonracial structures.

In the past Saru has drawn a great deal of support from the rural areas, ensuring that the organisation's presence was widely spread. However, for Saru to be truly nationally based it is imperative that nonracial rugby be significantly expanded in Transvaal and Natal.

The growth of nonracial rugby on the mines will do a lot for rugby in the Transvaal region.

For Saru, the year holds many challenges which need to be met with thorough discussion, firm decisions and decisive actions.

The delegates at the AGM bear the responsibility of laying a firm foundation.

Record pay rise deal

South 2-8/3/89
140A

THE Commercial, Catering and Allied Workers' Union of South Africa (Ccawusa) has negotiated the highest-ever pay rises in the history of Pepkor

Workers at Pep Stores, Ackermans and Pepkor warehouses will get an across-the board salary increase of R87,50 next month and a further R90 in September.

The minimum wage will be R450.

140A

Union summit to go ahead

By LEN MASEKO

THE WORKERS' summit was going ahead as scheduled in spite of the decision by the National Council of Trade Unions not to participate in it, unions involved in the planning of the two-day meeting said yesterday.

These unions included the Congress of South African Trade Unions (Cosatu), 11 Nactu affiliates and 14 independent unions. More unions — about 10 — are expected to confirm their intention to attend the meeting, scheduled to take place this weekend, before Saturday.

In a joint statement released at a Press conference, the unions said more than 40 trade unions had so far

indicated their intention to participate in the summit.

"The summit is historic in that it draws together the broadest range of unions from different backgrounds and traditions," the statement read.

The Nactu affiliates, Cosatu and independent unions believed the principle of working class unity was more important than "our differences". They said the issue of "broad trade union unity" became more urgent last year when it became clear that

the State and employers were intent on overriding union objections to the Labour Relations Amendment Act.

Defence

The unions added: "Workers will be discussing how to defend ourselves and how to consolidate and advance our struggle for total liberation. We regard the summit as urgent because the employers are using the new laws to roll back worker rights and to undermine demands for a living wage."

The 11 Nactu unions' decision to participate in the meeting is contrary to the position of Nactu's national council, which requested an indefinite postponement of the summit so that it can formulate its stance on the proposed unity talks with Cosatu.

Nactu unions participating in the meeting include the Black Allied Mining and Construction Workers' Union, Food Beverage Worker's Union, Black Domestic Workers' Association and National Union of Public Service Workers.

Petrol workers on strike

DURBAN's two petroleum refineries could come to a standstill if workers at Mobil decide to join workers at Sapref (Shell and BP South Africa Petroleum Refineries) in taking strike action.

This could hold serious implications for the country's fuel supply.

Members of the Chemical Workers' Industrial Union at Sapref downed tools at midnight on Tuesday, Ms Pat Horn, Southern Natal petroleum co-ordinator for the union, announced.

The strike commenced

Sowetan 2/3/87
after last-minute talks between the company and the union failed to resolve the dispute between them regarding wages and working conditions.

The CWIU strike ballot, which was completed earlier in the day, yielded an "overwhelming" 93,5 percent vote in favour of strike action, she said.

Ms Horn said about 650 workers were involved in the action, but it was too early to say if any had decided to work.

She said Sapref had requested an urgent

meeting in a last ditch attempt to avoid the strike, but despite some movement made by both sides, the dispute remained unresolved.

It now seemed as if management was attempting to coerce workers to leave the premises, she said.

Ms Horn said the 450 workers at Mobil refinery were obstructed by their management from commencing their strike ballot on Tuesday.

Their dispute regarded Mobil's refusal to participate in joint negotiations with the CWIU in a forum with other petroleum companies, and has been aggravated by a further dispute regarding wages.

"The strike ballot will now be carried out today," she said.

"Should Mobil workers vote in favour of strike action, this could result in both of Durban's petroleum refineries coming to a standstill.

"The only other two refineries in South Africa are in Cape Town and Sasolburg."

Secret ANC talks end in silence

CAPL Times 2/3/89 1409
LUSAKA — The ANC has ended two days of secret talks with South African union leaders — but yesterday both sides declined to comment on the discussions

An ANC spokesman said no statement would be issued, and Mr Jay Naidoo, general secretary of the Congress of South African Trade Unions (Cosatu), declined to speak to reporters about the talks, which ended on Tuesday in the Zambian capital where the ANC has its headquarters

The Cosatu delegation returned home yesterday

Sunday's talks centered on the row over the conduct of Mrs Winnie Mandela's personal bodyguards, which are known as the Mandela United Football Club. Mrs Mandela has been disowned by anti-apartheid groups as a result of their actions — Sapa-Reuter

2 held in boycott 'intimidation'

ONE TRICK 2/3/88 140A

JOHANNESBURG. — Two men have been arrested in connection with three intimidation charges in Carletonville, where black consumer action has virtually crippled commerce since the town reintroduced petty apartheid.

Police said they were keeping a "close watch" on the situation as the Cosatu-sponsored protest entered its fourth day.

No reports of violence had yet been received, they said.

The town's Conservative Party-controlled council was confident that the "positive action" against intimidators had broken the back of the boycott and that trade would return to normal by the weekend.

Mr Koos Nel, chairman of the town's management committee,

conceded yesterday the strike had vastly reduced turnovers on Monday, but he said that late on Tuesday more black shoppers were seen in the business district and more were expected.

He said no representations had been received from businessmen, who reported custom down by as much as 70%.

Mr Rodney van Loggenberg, vice-chairman of Carletonville Chamber of Commerce, said yesterday that businessmen were planning to try to persuade the council to abandon its commitment to petty apartheid.

Reports indicate that business is booming in the neighbouring township of Khutsong — Sapa

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Fuel strikes may escalate

Cape Times 2/3/89

ALDOR

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Own Correspondent

THE strike by about 500 workers at the Shell and BP SA Petroleum Refineries (Sapref) in Durban remained unresolved late yesterday

Workers at another major Durban petroleum refinery, Mobil, are expected to join the strike today

The strikes, which could hold serious implications for the country's fuel supplies, was called by Cosatu affiliate the Chemical Workers' Industrial Union (CWIU) in support of demands for an 18% pay rise and improved working conditions

Members of the CWIU at Sapref downed tools at midnight on Tuesday, Miss Pat Horn, Southern Natal petroleum co-ordinator for the union, said yesterday

Miss Horn said Sapref had requested an urgent meeting in "a last-ditch attempt" to avoid the

strike, but despite some movement by both sides, it remained unresolved

Sapref's managing director Mr Henri Joubert said that by late yesterday the dispute still remained unresolved "We are trying to maintain as normal a service as possible using non-union members to operate essential services and keep supplies

"We are not keen on this type of action and we would like to reach a settlement with the striking workers as soon as possible

"We informed the union we are prepared to continue negotiations but their demands are higher than what we are prepared to offer," he said

Meanwhile, the results of a strike ballot conducted at Mobil yesterday were expected to be released today, according to Miss Horn.

"The only other two refineries in South Africa are in Cape Town and Sasolburg," she said

The management of Chrome Chemicals at Mobeni in Durban has been accused of locking out striking workers and preventing night-shift workers whose duties ended at 6am yesterday from leaving the factory

Mr Mohamed Motala, local organiser of the Chemical Workers' Industrial Union, said the dispute arose after a union member had been unfairly dismissed

Dr Wilhelm Holznagel, the works manager, confirmed the strike, but denied that the strikers had been locked out He said the gates had been opened for the night-shift workers to leave the premises at the end of their shift at 6am, but a shop steward outside instructed them not to leave

Star 3/3/89 (140A)

Strikers are to go to court

At least 136 Food and Allied Workers' Union (Fawu) members who were allegedly unfairly dismissed by Champion Mills in Kroonstad are to take legal action.

A Fawu branch organiser for the Free State town said the union declared a dispute with the management last year when the company refused to renew its "recognition" agreement.

A company spokesman said he would not comment.

The union applied for a conciliation board hearing and members went on a legal strike on September 7 after a ballot.

"Workers slept on the premises that night and were evicted by the management with the help of police on September 7," the union organiser said.

He added that Fawu was taking legal action and would meet the management at the Industrial Court on March 29. — Staff Reporter

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Union politics in the melting pot

When an estimated 700 delegates, representing more than a million workers, meet this weekend they will be taking a major step in the long and tortuous battle to unite South Africa's black workers

The question of uniting black trade unions has emerged, since the legalisation of these unions in 1979, as the most pressing strategic goal for organised black labour

Moves started in earnest in 1981 and were followed by nearly five years of what were to become known as "the unity talks", involving major groupings — the Federation of SA Trade Unions (Fosatu), the Council of Unions of SA (Cusa), the Azanian Confederation of Trade Unions (Azactu) A number of unions affiliated to the United Democratic Front, as well as some independents, also took part in the protracted negotiations

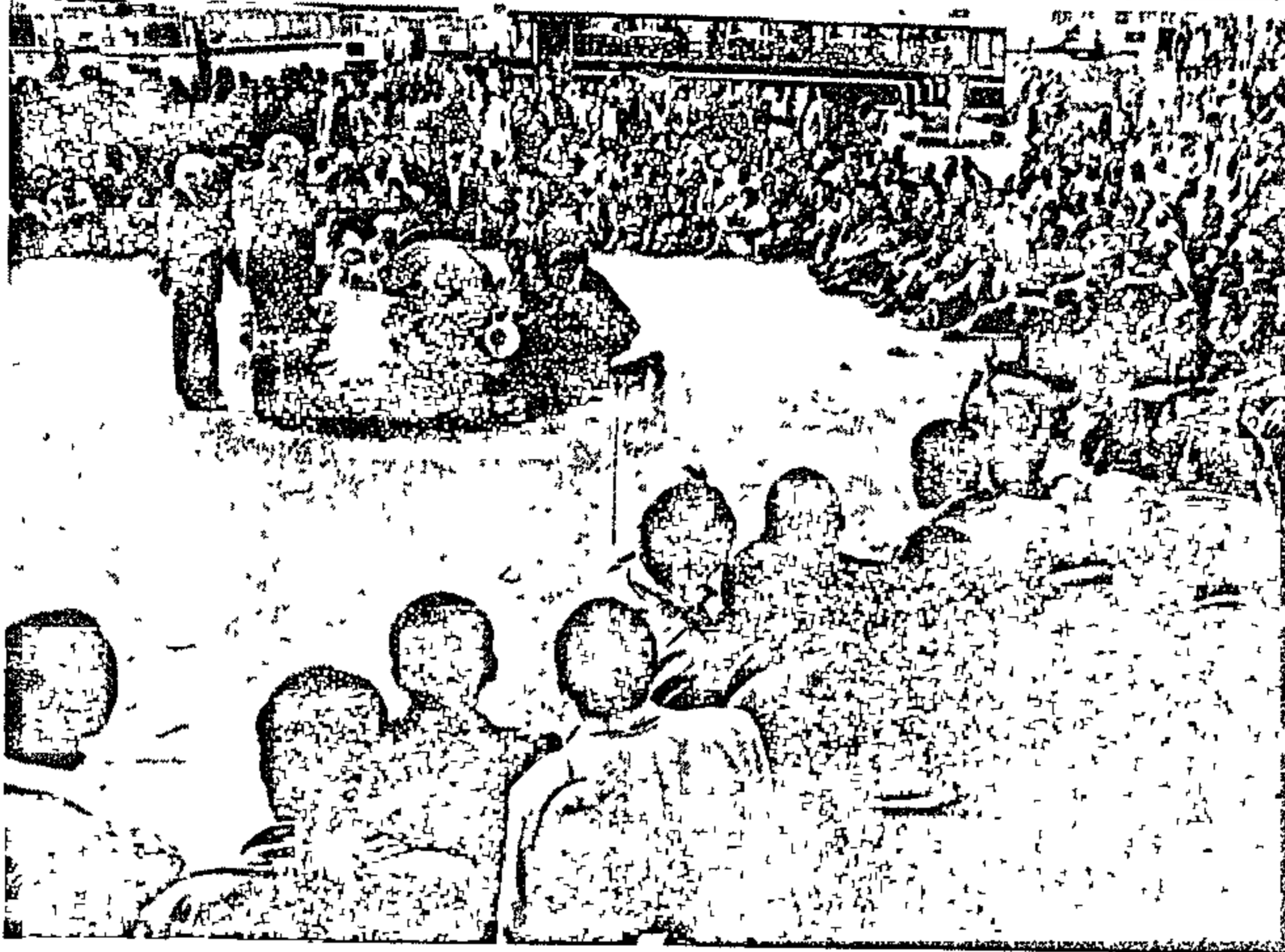
THREE GROUPS

With the formation of the Congress of SA Trade Unions (Cosatu) in 1985, which incorporated Fosatu, three main groupings became identifiable. These were Cosatu, which was later to adopt the Freedom Charter as the basis of its political policy and establish itself as the biggest SA labour centre, Cusa, which tended to take a middle ground in black extra-parliamentary politics, and Azactu, which fell in the black consciousness camp

By the end of 1986, Cusa and Azactu had merged to form the National Council of Trade Unions (Nactu)

Although areas of co-operation existed between the three, it was, ironically, the introduction of the Labour Relations Amendment Act that gal-

Representatives of about 40 unions with nearly a million members meet this weekend in Johannesburg in a summit that could signal the beginning of a break with traditional political divisions among South Africa's black workers and the forging of a greater unity, writes Labour Reporter MIKE SILUMA



A union-management indaba. The question of union unity has become the most pressing strategic goal for organised labour — but it is beset by several problems, mostly political

vanised Nactu and Cosatu into seriously pursuing the unity issue again

They found common ground in their opposition to the Act, which they still regard as detrimental to workers' rights, and jointly mounted a protest which saw black workers staying away from work for three days last June

In subsequent discussions Cosatu and Nactu agreed to a "workers summit" on March 4-5 1989 to discuss the Labour Relations Act, union unity and "State repression"

Then came Nactu's proposal that the summit be postponed indefinitely to give Nactu members

time to discuss the question of unity. Cosatu was emphatic, however, that the meeting could not be postponed "because of vague tactical considerations"

UNACCEPTABLE

"We cannot accept this because we believe the apartheid State and its allies in big business will not wait for us to prepare our blueprints. Thousands of our members are being dismissed, unions are interdicted, locked out and threatened with damages claims which aim to bankrupt us (in terms of the new Act)," said Cosatu, pointing out that the idea of a summit was initiated by Nactu in

the first place

Hot on the heels of the Cosatu statement came the announcement by 11 Nactu affiliates that they would attend the summit, despite Nactu's decision. Cosatu, the Nactu affiliates and some independent unions then jointly declared that the summit would go ahead this weekend as scheduled

Explaining their decision to attend the summit, the 11 Nactu unions said "The State and capital have gone into their historical laager and this demands the same of us. The growing repressiveness of the State and the arrogant attitude of capital can only be effec-

tively challenged by the black working class if it is united"

REJECTED

Nactu's decision, they added, was not "in the broader interests of the working class". While pledging their continued allegiance to Nactu, they rejected that federation's plea for postponement

The Nactu unions' spokesman, Mr Bulelo Rakwena, conceded that the stance of the 11 would be questioned within Nactu but maintained that the 11 had acted in accordance with Nactu's principles of worker unity and the independence of affiliates

That tensions are running high within Nactu over the matter cannot be denied, however

Nactu assistant general secretary Mr Cunningham Ngcukana was adamant that the decision of the 11 unions was "against the grain of that of the Nactu national council and the workers", but insisted that Nactu still supported unity

Mr Ngcukana said the decision "by the 10 general secretaries of affiliates to attend the summit was a domestic issue to be dealt with through the structures of the federation and affiliates. He would not say if this meant disciplinary action would be taken against those attending the summit

POLITICAL

Although Nactu says it wants a postponement to give members time to discuss unity, there is little doubt that its position has political undertones. Mr Ngcukana himself said "The question of unity is a political issue in the variegated national political spectrum that permeates the labour movement of our country

Interestingly, Cosatu appears to have bent over backwards to eliminate obstacles. It has agreed that delegations from Nactu (now its 11 affiliates) and Cosatu be limited to 250 each, despite its membership being about seven times that of Nactu. It is also understood to have gone along with a number of changes to the summit agenda introduced by Nactu

Despite its problems, the summit could turn out to be a turning point in the politics of black labour, long plagued by divisions along political lines

Students hail workers' summit as forward step

5/21/89

14017

This weekend's "workers' summit", involving a wide spectrum of black unions representing more than a million workers, has been welcomed by the Azanian Students' Movement (Azasm).

In a statement yesterday, Azasm said the summit was long overdue and praised unions attending the meeting.

Azasm said co-operation between the Congress of SA Trade Unions (Cosatu) and the National Council of Trade Unions

(Nactu) during their campaign last year against the Labour Relations Amendment Act was "a crucial achievement for the black working class in the long road towards unity".

"All that is now left for the two federations is to finish what they initiated. An initiative towards unity should not depend on mere reaction politics."

The meeting is expected to be attended by about 40 unions — Labour Reporter.

Mawu application granted by court

3/3/89 Own Correspondent

MARITZBURG — A vice-president of the Industrial Court, Mr Pierre Roux, SC, had been unwise to take part in a seminar arranged by consultants who had advised BTR Industries, one of the litigants in a case Mr Roux was hearing, Mr Justice Didcott said in the Supreme Court in Maritzburg yesterday

He granted an application by the Metal and Allied Workers' Union to set aside a 1987 decision of the Industrial Court here

The Industrial Court in which Mr Roux was sitting with two other men at the time, dismissed a Mawu application calling on BTR Industries to recognise or negotiate with Mawu for the reinstatement of members dismissed on May 2 1985

LEAVE TO APPEAL GIVEN

Mr Justice Didcott ordered that the matter be heard afresh by the Industrial Court, with people who did not sit in the previous application

He granted BTR leave to appeal against his decision and for Mawu to cross-appeal on certain issues

Mawu said the participation of Mr Roux in a seminar organised by Andrew Levy and Associates and his refusal to recuse himself from the hearing were such that justice would not seem to have been done in the perception of a reasonable lay person

The judge said before Mr Roux received a request from Mawu's attorneys to recuse himself it might not have occurred to him that lay litigants could entertain a perception of bias

However when he received the request "alarm bells should have been ringing" that he could jeopardise months of hearings, Mr Justice Didcott said

Nactu move on summit highlights union row

140A

Sowetan
4/3/89

ELEVEN Nactu affiliates, Cosatu and a number of independent unions meet at the University of Witwatersrand this weekend to discuss unity, the controversial Labour Relations Amendment Act and State repression. The talks have suffered a setback with Nactu's decision not to participate in the proceedings, though some of its affiliates have indicated that they would be attending the summit. The summit takes place against the backdrop of tension in the labour movement . . . Labour Reporter, LEN MASEKO reports.

FOCUS

THE controversy surrounding the National Council of Trade Unions over this weekend's summit places a question mark on how the federation's national council arrived at a decision not to participate in it

Eleven of Nactu's affiliates, constitutionally represented in the council, have gone against the organisation's position that the summit be indefinitely postponed so it can formulate its stance on the proposed unity talks with the Congress of South African Trade Unions (Cosatu)

The request, according to Nactu, stemmed from the seriousness of the issue of "building unity" between the two federations — part of the summit's agenda

"The issue of unity needs clear organisational clarity and workers who attend the summit will attend it coming



OFFICIALS of some of the 11 Nactu affiliates address a media conference this week. They are (from left) Mr Zithulele Cindi, Mr John Rakau, Mr Sipho Radebe, Mr Fanie Skosana, Mr Mbulelo Rakwena, Mr Longway Khwelemthini

from an organisational base and, therefore our members need to discuss the issue of unity from a common understanding," Nactu said

Uneasiness

The disagreement within Nactu about whether or not to attend the summit has highlighted division over the issue within its ranks

Sources say this disagreement stems from uneasiness within the Africanist circles in the federation over closer cooperation or the question of "building unity" with

Cosatu

"There is uneasiness in these circles mainly over the fact that Cosatu has publicly adopted the Freedom Charter — a move that brings it closer to the ANC," the sources say

The 11 Nactu unions participating in the summit have stressed that they were not necessarily from a "black consciousness bloc" within Nactu nor they added were other affiliates — who would not be attending the meeting — necessarily part of the "Africanist clique"

They said "We have taken a joint decision to attend the forthcoming worker summit as we see in its realisation a manifestation of maximum unity of the working class in our country. Though fraught with difficulties we believe that the road to unity can, at worst, be blocked by ourselves as we form part of the central working class movement in this country"

Mechanism

The 11 unions include the Black Allied Mining and Construction Workers' Union, Food Beverage Workers' Union, Banking Insu-

rance Finance Assurance Workers' Union, Black Domestic Workers' Association, Black Electronics and Electrical Workers' Union, National Union of Public Service Workers, Textile Workers Union (Transvaal) and Electrical Workers' Trade Union

These unions believed that the concept of unity, unlike the mechanism of achieving it, did not need more time to be addressed

"We, therefore, do not see Nactu's decision to postpone the worker summit as being in the broader interests of the working class but as serving exclusivist organisational interests, they said

Action

Speaking on behalf of the 11 Bamewu official Mr Mbulelo Rakwena said their move should not be interpreted as divisive but "as being pursuant to the interests of the larger working class struggle for maximum unity and hegemony in society"

He added that their decision to attend was based — among other things — on Nactu's principles of "independent action of unions within the federation". Significantly, the

unions' "independent action" is most likely to have serious implications on the unity of Nactu and its future relations with Cosatu. Whatever the outcome of the summit the Nactu affiliates could find themselves in a precarious position of either implementing or reporting back resolutions taken at the meeting to the federation

Some Nactu affiliates, mainly those who have indicated that they would not be attending the summit have hinted that they would demand the disciplining of the 11 affiliates

Decision

It is noteworthy that Nactu is not opposed to the idea of the workers summit, but that it has asked for more time to draw "clear guidelines and have full discussion" within its ranks

"We have never been opposed to unity and we have stated our commitment on the issue of unity in the past and the national council decision (not to attend the summit) is in no way anti-unity," Nactu said

Since its formation in 1986 Nactu has said that it had made approaches to Cosatu over the issue of worker unity. It also accepted an offer last year from the Organisation of African Trade Union Unity (OATUU) to host unity talks between the two federations — a move that ironically gave the impression that it was ready by then to discuss the matter

The controversy that has surrounded the summit clearly shows that the road to 'one country, one federation' is still long



Political comment in this issue by Aggrey Klaaste and Sam Mabe. Sub-editing, headlines and posters by Sydney Matlhaku. All of 61 Commando Road, Industria West, Johannesburg

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~~UOL~~ ~~SA~~
Petrol strike
goes into ~~3rd~~ ~~day~~
third day ^{TIMES} 3/3/89

DURBAN. — The strike by workers at the Shell and BP SA Petroleum Refineries, Sapref, enters its third day today.

The 500 strikers decided yesterday to continue the strike in support of demands for an across-the-board increase of R180 or 18% (whichever is the greater).

No decision was taken at the meeting about an invitation by management to reopen talks with the Chemical Workers' Industrial Union.

A union official said the workers refused to accept the 12,5% pay rise offered by management.

Sapref said essential services at the refineries were being manned by non-union members

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Own Correspondent

Judge sets aside BTR ruling

MARITZBURG — The Supreme Court yesterday set aside a decision by the Industrial Court which had dismissed an action brought by the Metal and Allied Workers' Union (Mawu) against BTR Sarmcol in 1987.

Mr Justice Didcott's order followed the refusal of the presiding officer in the Industrial Court dispute to recuse himself.

He ordered that the matter be remitted to the Industrial Court for a fresh hearing by a different court.

Leave to appeal and cross-appeal to the Appellate Division by all parties was granted.

The dispute concerns the reinstatement of more than 1 000 workers dismissed during a strike at the BTR Sarmcol plant at Howick in May, 1985.

Mr Justice Didcott said yesterday he was not in a position to give a ruling on the merits of the dispute.

His decision to set aside the Industrial Court ruling was on the grounds that the court's deputy president, Pierre Roux, SC, who presided over the Mawu/BTR Sarmcol dispute, had attended a labour seminar organised by Andrew Levy and Associates, advisers to BTR Sarmcol during the dispute, and Roux's subsequent refusal to recuse himself.

Mawu lawyers had applied for Roux's

recusal on the grounds that there was a "reasonable apprehension" of bias on his part through his attendance at the seminar. Roux refused the application.

Mr Justice Didcott said Roux's attendance had been most "unwise", particularly as he had received a telex from Mawu lawyers before the seminar stating their client's objection.

The judge said it was not necessary to prove actual bias on the part of Roux, and stressed that it had not been argued that any actual bias on his part had been proven. He said the test was whether there was a reasonable perception on the part of the layman that there was a likelihood of bias.

Independent unions pull out of summit

CADU Trade 4/3/87
1501K

Staff Reporter

IN a surprise move, 11 independent trade unions yesterday pulled out of the two-day worker summit amid accusations that invitations had been selective and that they had not been consulted by Cosatu or Nactu

The withdrawal by the unaffiliated unions came four days after 11 National Council of Trade Unions (Nactu) affiliates broke with a national council policy decision and opted to attend the gathering

And in a sharp attack on the 11 dissenting Nactu unions, a senior Nactu official yesterday accused the unions' general secretaries of embarking on a "publicity stunt".

"The general secretaries of the unions — not the workers — signed the statement announcing their attendance of the summit. As far as the national council is concerned, no Nactu unions will be attending," Nactu first assistant general secretary Mr Cunningham Ngcukana said yesterday

While Nactu remained committed to the principle of worker unity and a worker summit, it believed that the current summit was premature, he added

By late yesterday 15 unions affiliated to Cosatu, the 11 Nactu affiliates

and about 19 independent unions, together representing more than one million workers, were poised to send a combined total of 700 delegates to the summit

The gathering, to be held at the University of the Witwatersrand, will focus on workers' responses to the controversial Labour Relations Amendment Act, trade union unity and state oppression, Cosatu said yesterday

Meanwhile, the 11 unaffiliated unions who have withdrawn said the summit organisers had failed to give certain unions "reasonable time for drawing up mandates" and "failed to reveal the source of funding"

The statement, signed by the general secretaries of Fedcrow, SA Black Municipal and Allied Workers' Union, Zakheni Transport and Allied Workers' Union and the SA General Workers' Union, said "We suspect that this summit has a hidden agenda determined by the sponsor and has nothing to do with trade unions, let alone workers"

The idea of a worker summit was first mooted by Nactu in 1987. This was strengthened by close co-operation between the federations during last year's three-day stayaway protesting at the Labour Relations Amendment Act and ensuing joint negotiations with the Saccola employers group

140A
Cawusa
5/3/89

Deadlock between Beares, workers on layoffs

By GUGU KUNENE

TALKS between the Commercial, Catering and Allied Workers' Union of SA (Cawusa) and Beares Group have reached a deadlock following the retrenchment of 163 workers

The deadlock occurred at the parties' fourth meeting where, Cawusa said, substantial ground had been covered in attempts to work out alternatives to retrenchments. But the union and Beares did not agree on targets for outdoor and indoor salespeople

Beares had proposed that if a salesperson did not reach the target after three months he would be dismissed with two weeks' notice

But the union was totally opposed to this proposal as it would be "waiving" its legal rights to challenge unfair dismissal on the grounds of poor work performance.

Cawusa regional secretary Important Mkhize said the company was in a good position to absorb costs involved in any scheme designed to avoid retrenchment in light of the enormous profits it had made last year.

Mkhize said the union had information that had been carefully researched after Beares refused to disclose its financial information and other relevant information.

According to that research, the Beares Group had reserves totalling R76,4-million at June 30 last year. The union said this could be used in the interest of workers. "In the light of this information, retrenchments at Beares Group are not justified."

Refinery is trying to starve strikers - union

140A By Mike Siluma, Labour Reporter

About 800 union members on a sit-in strike at Rustenburg Refineries have been cut off from the outside world by company security in an effort to starve them, the National Union of Mineworkers claims

An NUM spokesman at the weekend said union officials were being refused access to the workers while workers' relatives were prevented from bringing food to the strikers. Strikers were allowed to buy food only from the local tuckshop and were prevented from bringing food for colleagues. The measures were allegedly introduced to break the strike

The legal strike started on Thursday after wage negotiations between NUM and management reached deadlock. NUM is demanding a 22 percent across-the-board wage increase. Management was offering a 14,5 percent raise. Other union demands included the abolition of overtime, reduction of the working week, provision of housing, establishment of a provident fund and recognition of June 16 as a holiday.

A Rustenburg Refineries spokesman denied that security had been stepped up. She said 200 out of 500 strikers were sitting in. It had been agreed between management and the NUM that workers would be allowed to enter and leave company premises during normal working hours and that they would bring only food necessary for individual consumption.

Star 6/3/89

(140A) (108)

Unions make plea for greater unity

Join our struggle, workers are urged

By Mike Siluma, Labour Reporter

Leaders of about 40 black trade unions have called for greater unity between South Africa's workers because they faced common economic and political problems

The call was made at a two-day "workers' summit" in Johannesburg at the weekend attended by several hundred delegates from the Congress of SA Trade Unions, independent unions and affiliates of the National Council of Trade Unions

UNITY

Eleven Nactu unions attended the meeting despite Nactu's decision not to attend. It had asked for an indefinite postponement of the meeting on the grounds that it needed more time to discuss the issue of unity within its ranks.

Cosatu president Mr Elijah Barayi said workers should concentrate on 'the many things which unite us as workers.'

There are many things which have kept us apart but our very coming together is a powerful statement that our differ-



Some of the hundreds of delegates who attended the "workers' summit" in Johannesburg sing freedom songs just before the start of proceedings. Nearly 40 trade unions of various political persuasions attended the meeting. Picture by George Mashinuri

ences are nothing compared to our commitment to the principle of working-class unity.

Mr Barayi urged workers to intensify the fight against "starvation wages" and to build strong union structures and solidarity between unions attending the summit. We appeal to other trade unions, who should be here but are absent, to

join our struggle against the Labour Relations Act and the repression of the apartheid State.

Speaking for the Nactu affiliates, Food and Beverage Workers Union president Mr Longway Kwelemtini said "the Nactu delegation consists of workers deeply committed to the unity of workers and worker control" who had attended

the summit on principle. He said worker unity went beyond unity between Cosatu and Nactu.

Delegates had to ensure their decisions became "a vehicle of liberation, not the (ideological) imprisonment of workers". Saying SA's labour laws had always favoured employers, Mr Kwelemtini warned that worker unity would not

be achieved easily and that it could happen only when workers fought their battles together.

"Today we are witnessing the beginning of a workers programme (Because) political organisations have so far campaigned for bourgeois democratic rights workers have to formulate their own independent demands, which tran-

scend democratic rights" and union unity.

Cosatu vice-president Mr Chris Dlamini said that while workers disagreed on certain issues, their ultimate goal of 'removing the yoke of exploitation and regaining control of the country' was the same. The meeting was called to discuss the Labour Relations Amendment Act, "repression"

and 14 other independent unions including the Federal Council of Retail and Allied Workers and SA Black Municipal and Allied Workers Union, criticised the organisers of the meeting saying they had not been properly consulted. Some of the unions attended the meeting, nonetheless

the meeting, nonetheless

17645 6/3/89
**New strike
vote threat
to fuel supply**

140A

The Argus Correspondent

DURBAN. — As the strike by about 650 workers at the Shell and BP SA petroleum refineries entered its sixth day today, more than 400 workers at Mobil's refinery have voted overwhelmingly in favour of strike action which could affect the country's fuel supplies.

Mobil spokesman Mr Barry Housdon said he was unable to comment because Mobil had not been advised either by the union of the result of the ballot.

Management was to meet the union today at its request.

The Southern Natal petroleum co-ordinator for the Cosatu-affiliated Chemical Workers Industrial Union, Miss Pat Horn, said today that 95 percent of the 84 percent of workers polled voted for the strike.

This followed management's refusal to take part in joint industry-wide negotiations.

She confirmed today's meeting with Mobil management and said workers would meet tomorrow to discuss action after the ballot.

Miss Horn said a conciliation board meeting between the union and Shell subsidiary, Veetech Oil, failed on Friday to resolve a dispute on wages and working conditions.

Wages at Veetech were below those of Shell and the company was not prepared to negotiate a worker housing scheme. All other Shell workers had a housing scheme, she said.

ADULTS ONLY ADULTS ONLY ADULTS ONLY



OFFICIALS of Cosatu and Nactu affiliates join in the singing of the National Anthem at the summit.

Sowetan 6/3/89

Strike may follow talks

1408

By LEN MASEKO

THE two-day workers' summit, which drew about 700 delegates representing more than 40 trade unions, ended yesterday with indications that strike action against the controversial Labour Relations Amendment Act could be on the cards.

the public sector and farms.

Details of fresh action against the labour law — perceived by unions as seeking to curtail workers' rights to strike — are expected to be announced today by the Congress of South African Trade Unions (Cosatu), 11 affiliates of the National Council of Trade Unions (Nactu)

This manifesto, the Sowetan learnt, would also cover all those workers who did not enjoy the protection of the LRA such as those in

• To Page 2

Union talks

• From Page 1

and independent unions which participated in the summit

The summit — rocked by the 11th hour pull-out by Nactu and some independent unions which criticised the manner in which it was organised — was called to discuss the LRA, State repression and worker unity. It is understood, however, it focused only on the labour law during the two days of the meeting while the two other issues were shelved for another summit to be held in the near future

Opening the summit at the University of Witwatersrand, Cosatu president Mr Elijah Barayi said "Today the demand from workers for joint responses and joint action is getting stronger all the time. As unions, we cannot deny the fact that the actions by management affect all workers"

He said it was this drive for unity among rank-and-file workers that precipitated the summit "which represents an important consolidation of the labour movement"

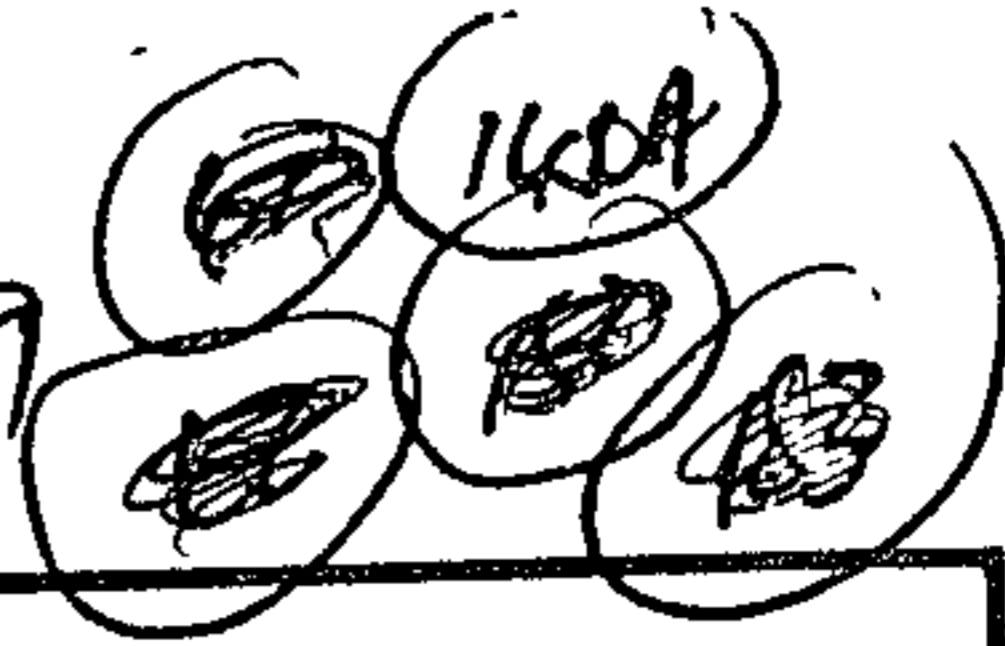
"This summit has the potential to end the unnecessary division and lays the basis for greater cohesion within the democratic labour movement," Mr Barayi said

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Mobil workers vote to join petrol strike

Own Correspondent

DURBAN. — The strike by workers at BP South Africa Petroleum Services (Sapref) enters its sixth day today while at the Mobil refinery, workers voted on Thursday and Friday to go on strike.

Ms Pat Horn, co-ordinator of the Chemical Workers' Industrial Union's petroleum sector in southern Natal, said 95% of the 84% poll at Mobil had voted to take strike action as a result of management's refusal to participate in joint negotiations in the petroleum industry.

The company has requested a meeting today with the union to try to resolve the wage dispute and workers will meet tomorrow to discuss the next step, Ms Horn said.

In the other dispute, shop stewards and Sapref management met on Friday in an effort to resolve the strike by Sapref workers.

"Some progress was made in the meeting and in principle agreement was reached on the wage increases.

"But the company's refusal to agree to educational assistance for their employees' children has created a stumbling block to reaching a settlement," Ms Horn said.

"This is a particularly important issue to workers," she said.

6/3/89
Cape Times, Monday, Mar

Summit a success, says Cosatu

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Own Correspondent

JOHANNESBURG. — A joint committee representing Cosatu, 11 Nactu and about a dozen independent unions has been established to carry on the work of the weekend workers' summit here.

Cosatu president Mr Elijah Barayi said the meeting at Wits University had gone well but he and other leaders declined to divulge further information until a press conference today.

Sources said the meeting had planned no immediate action to oppose disputed sections of the Labour Relations Act. Discussion of other items on the agenda — state repression and building unity — was apparently not completed.

They said certain proposals were made on the act and the committee would discuss these after partici-

pating unions had reported back to members

It is understood these do not include immediate plans for work stoppages like those of last June.

Representatives of the 11 Nactu unions which defied their federation's decision not to attend the summit said they had no regrets.

One said that, as far as working towards greater unity of the the labour movement was concerned, the summit, attended by more than 700 delegates, "was only the beginning"

It has, however, caused tension in the labour movement and Nactu has postponed indefinitely a meeting between the two federations.

Nactu sources said the rebellion of the 11 unions was a result of long-standing disagreements between the Africanists, who hold sway at Nactu, and

the Black Consciousness (BC) movement.

At last year's congress the BC leadership lost control of Nactu.

The defiance of the unions, all said to have sympathies with the Black Consciousness camp, is believed to be an attempt by the BC to embarrass the Africanists.

Mr Barayi said Nactu and Cosatu differences were nothing compared with the federations' commitment to working-class unity.

"Issues facing all sectors demonstrate clearly the need for workers to act jointly to defend our interests."

Issues he cited were the public-sector wage freeze, Eskom lay-offs, proposed privatisation of SATS, anti-living wage policies by employer organisations and companies and the Labour Relations Act.

Summit tackles the Labour Act

ALAN FINE and SIPHO NGCOBO

A JOINT committee representing Cosatu, 11 Nactu and about a dozen independent unions has been established to carry on the work of the weekend workers' summit in Johannesburg

Cosatu president Elijah Barayi said the Wits University meeting had gone well but he and other leaders declined to divulge further information until a Press conference today.

Sources said the meeting had planned no immediate action to oppose disputed sections of the Labour Relations Act. Discussion of other agenda items — building unity and state repression — was apparently not completed.

They said certain proposals were made on the Act and the committee would discuss these after participating unions had reported back to members. It is understood these do not include

● To Page 2

Worker summit scrutiny on Labour Act

immediate plans for work stoppages like those of last June

The summit of more than 700 delegates was seen by many as a step towards labour movement unity

It has, however, caused tension in the labour movement and most Nactu unions did not attend

Nactu has postponed indefinitely an indaba between the two federations

In defiance of the Nactu leadership, 11 affiliates attended after arguing a postponement was not necessary

Nactu sources said the rebellious attitude was a result of long-standing dis-

agreements between the Africanists, who hold sway at Nactu, and the Black Consciousness movement

At last year's congress the movement's leadership lost control of Nactu

Barayi told the summit Nactu and Cosatu differences were nothing compared to the federations' commitment to the principle of working class unity

"Issues facing all sectors demonstrate clearly the need for workers to act jointly to defend our interests," he said

From Page 1

Miners strike

Sowetan 7/1/87

enters 6th day

A SIT-IN strike by about 800 members of the National Union of Mineworkers at the Rustenburg Refineries in Rustenburg entered its sixth day today. The strike action follows a breakdown of negotiations between the union and management over wage and working conditions.

The Rustenburg Refineries has been sealed off by mine security as mineworkers enter the second day of their legal strike over wages.

Access to the mine property is extremely difficult even for union officials who have to get clearance from management before reaching the striking workers.

In an attempt to break the strike, management is starving workers who are staging a sit-in within mine premises.

Workers are not allowed to buy anything from the local tuck shop and those who manage to buy foodstuff from home are strictly allowed to carry one person's ration.

Local communities are being refused permission to give food parcels to the striking mineworkers.

The legal strike by about 800 Num members started last Thursday at Rustenburg Refineries (Pty) Ltd after negotiations over wages between the union and management reached a deadlock some time ago.

The Num is demanding a 22 percent wage increase across the board on all job categories while the management is prepared to offer workers a mere 14,5 percent across the board.

Unions warn of national strike

The Argus
Correspondent

JOHANNESBURG —
Employers face a national strike if agreement is not reached with trade unions over the Labour Relations Amendment Act

A warning was sounded yesterday by leaders of about 40 unions with more than a million workers

ALTERNATIVE

At a Press conference called after decisions were taken by the "workers' summit" here at the weekend, Cosatu vice-president Mr Chris Dlamini said delegates had recommended workers countrywide to

- Formulate an alternative to the LRA to cover all workers, including those in the agricultural, domestic, forestry and public sectors,
- Revise existing recognition agreements with employers "to circumvent offensive clauses of the LRA",
- Find ways of not using the industrial court, "which tends to favour employers", and
- Submit demands regarding the Act to the SA Consultative Committee on Labour Affairs and individual employers by May 2

DEMANDS

The list of demands would include the right to strike and picket, the right to fair dismissals, the recognition of majority unions and the right to engage in sympathy strikes. Demands put to the consultative committee during last year's talks would be included

Mr Dlamini said workers would "give employers 30 days to respond to our demands and (will) declare a national dispute if employers refuse to make progress in meeting the demands"

It was possible that a national strike would follow if no solution was found

"LIBERATION"

In addition, workers and communities would be "mobilised around" the LRA demands and those related to the Living Wage Campaign and the struggle for unemployment benefits for all

The "summit" also decided that meetings be held involving "all forces that are fighting for liberation" and to continue discussions with the National Council of Trade Unions and non-affiliated unions on the LRA

"DIVIDE WORKERS"

Delegates to the weekend "summit" felt that the LRA was "intended to divide workers and destroy the labour movement"

Consultative committee chairman Mr Bobby Godsell said his organisation looked forward to receiving written proposals

Cap Times 7/3/89 (116) 140A (10/2/89)

Unions draft new LRA

Own Correspondent

JOHANNESBURG — A committee appointed by the worker summit at the weekend is to co-ordinate the drafting of a new Labour Relations Act (LRA) to be submitted to major employer groups by May 2 for their consideration

Union leaders told a media conference that if employers failed to make positive progress towards meeting demands contained in the draft within 30 days of receipt, a national dispute would be declared. This would be followed by a national strike ballot

All Cosatu affiliates, 11 Nactu and 16 independent unions were listed as having attended the gathering

It decided the draft LRA should be submitted to the SA Co-ordinating Committee on Labour Affairs (Saccola) other employer organisations and individual employers

The union-initiated draft LRA would extend bargaining rights to public sector, agricultural and domestic employees.

It would also address disputed sections of the LRA including the

right to strike, the right to a proper hearing before dismissal, recognition of majority unions, retrenchment procedures and sympathy strikes

While not happy with the threat of disputes and ballots, Saccola chairman Mr Bobby Godsell said that to the extent that the statement represented a willingness to return to discussions on labour legislation, Saccola welcomed it

"We will approach discussions in a constructive spirit, and hope they come to the table in the same way"

Turbulent times loom over labour

Star 8/3/89

1409



South African industrial relations could be heading for turbulent times over the Labour Relations Amendment Act (LRA) following a recommendation by the weekend "workers' summit" to step up labour's campaign against the Act

At the end of two days of deliberations, which were closed to the media, several hundred delegates concluded that the LRA served "the interests of the capitalists and the racist regime" and was intended to "erode the legitimate rights of workers"

The LRA was also criticised for not protecting the rights of workers in the agricultural, domestic, forestry and public sectors

Referring to last year's abortive talks over the Act between employers, the National Council of Trade Unions (Nactu) and the Congress of SA Trade Unions (Cosatu), delegates accused employers of "shrewdly trapping (unions) into fruitless negotiations" while at the same time supporting the enactment of the law

Recommendations from the summit included a call on workers throughout the

country to formulate an alternative to the LRA to cover those sectors excluded by current labour legislation

In the short term, recognition agreements with employers are to be revised to "circumvent the offensive clauses of the Act"

A set of demands regarding worker rights is to be submitted to the employer body, the SA Consultative Committee on Labour Affairs, which last year held talks with the unions on the LRA

NATIONAL STRIKE

Failure to reach agreement on these demands within 30 days of their being tabled would lead to a declaration of a dispute and, possibly, national strike action, said a worker spokesman

While the LRA took up most of the deliberations, the other contentious agenda items — worker unity and State "re-

pression" — were not discussed because of time constraints

The unity issue was the most controversial before the weekend meeting, especially with regard to the participation of Nactu members in the meeting

Representatives of at least 10 Nactu affiliates, having rejected the Nactu decision not to attend on the grounds that it needed more time to discuss the unity issue, took part in the deliberations

Nactu's position, they said, was "not in the interests of the working class"

Nactu, on the other hand, denied that its affiliates had attended the meeting

Clearly unhappy with those who did attend, in defiance of its ruling, Nactu insisted that only individuals went to the meeting, and without a mandate

Those attending would be "dealt with by the structures of the federation and (its) affiliates"

However, representatives of those attending were confident that they had not violated Nactu principles, which included the autonomy of affiliates and committed Nactu to working towards the unity of black workers

They were confident that, if called upon to do so, they could satisfactorily explain their participation in the weekend talks

Publicly, Nactu and the dissenting unions have rejected a persistent belief that the difference in approach was due to political tensions between followers of Pan Africanism and the Black Consciousness movement

Besides Nactu, 13 smaller unions expressed unhappiness with the way the meeting was organised and declared they would boycott it

Some of them did, however, attend

Despite being beset with problems, the

meeting was significant for a number of reasons

It indicated how strongly organised workers feel about the LRA and it provided the basis and timetable for action

For the first time, decisions were not left only to Cosatu and Nactu, respectively the biggest and the second biggest union groupings

POLITICAL RIVALRY

Also, those attending were drawn from different schools of political thought in the anti-apartheid movement, with different positions crystallising within some unions

Even Cosatu's Commercial, Catering and Allied Workers Union, plagued for some time by internal political rivalry, is understood to have sent a delegation

If anything, the events of the past week showed that the unification of the black labour movement will not be an easy task

Observers have pointed out that the formation of Cosatu itself took more than four years of painstaking negotiations between unions with diverse histories and political approaches

1404
112

8/3/89

Strike ends, another looms

DURBAN — The strike by 650 Sapref workers here ended yesterday after the Chemical Workers' Industrial Union accepted management's wage offer of R160 a month or 15% across the board.

But CWIU organiser Miss Pat Horn warned that 450 workers at the Mobil refinery in Durban were "likely" to begin strike action today because "Mobil refused to negotiate jointly with other companies in the industry, and a dispute has arisen" — Sapa

Strike looms at Mobil as Sapref settles

140A Own Correspondent

DURBAN — Production at strike-hit SA Petroleum Refineries (Sapref) here was back in full swing yesterday, following the end of an almost week-long strike by more than 600 workers.

But at Mobil's Durban oil refinery, talks between management and Chemical Workers' Industrial Union representatives were still under way late yesterday in a bid to stave off threatened strike action by 450 workers in support of higher pay demands.

Pat Horn, the union's southern Natal petroleum co-ordinator, said although the wage dispute with Sapref was resolved, there were still "a number of items", particularly educational assistance for workers' children, which caused problems.

Sapref promised last November to negotiate with the union but had since refused to do so.

"We find this highly disappointing and unacceptable," she said, adding that this was unlikely to lead to any strike action owing to strike legislation.

Sapref MD Henri Joubert said most workers reported for duty yesterday morning, and he was optimistic that conditions would be normalised shortly.

Commenting on the dispute over educational assistance, Joubert said the type of financial assistance requested would discriminate against workers because allocations would be based on the size of the family.

Horn said Mobil refinery workers were likely to begin strike action tomorrow, as Mobil was offering workers "much less" in wage relief than Shell.

A spokesman for Mobil could not be contacted for comment yesterday.

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Jobs fears after takeover

THE Food and Allied Workers' Union (Fawu) fears large scale retrenchment in the poultry industry following Bokomo's takeover last week of Farmfare and Nu-laid.

The takeover is part of a restructuring of the giant Premier Food Industries. Three hundred Farmfare workers were last week retrenched by Premier before the takeover.

About 120 of those retrenched were from the Farmfare plant in Bellville.

A retrenchment deal was negotiated between Premier and the Food and Allied Workers' Union.

A Premier spokesperson confirmed that the company had negotiated an agreement between Fawu, Farmfare and Nu-laid but said that the parties concerned had agreed not to release press statements separately.

A Fawu spokesperson said the union was very unhappy about the takeover.

He said the company had threatened further retrenchments if profits did not improve in six months. The company had also threatened to close the Farmfare plant in Wynberg, Johannesburg.

Fawu has to re-negotiate its recognition agreement.

The previous agreement with Farmfare was negotiated nationally but Bokomo wants a new recognition agreement to be negotiated at plant level.

The existing wage agreement will remain until June and Bokomo has indicated it will take over the provident fund agreement.

Fawu claimed Bokomo had refused to make provision for full-time shopstewards. Bokomo was also refusing to recognise the union at poultry farms previously owned by Farmfare.

Bokomo did not respond to several requests for comment.

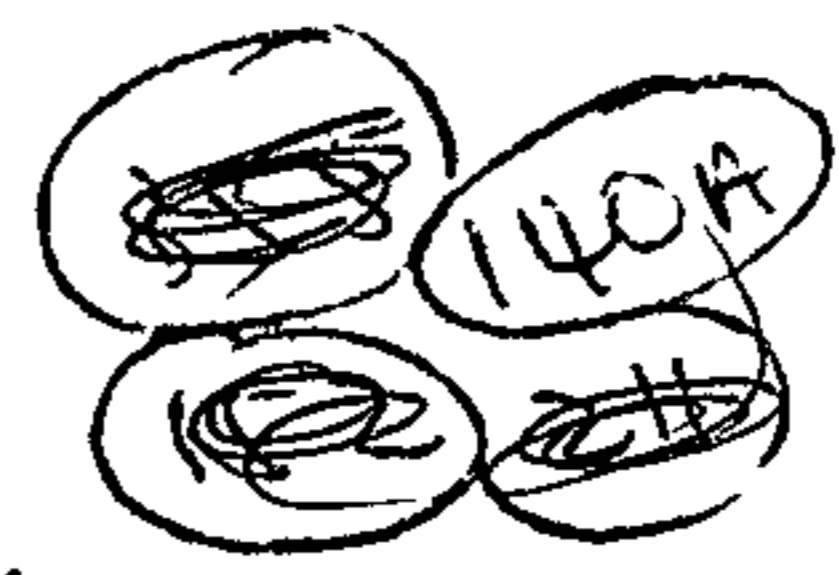
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800 on strike for pay hike



on strike 9-15/3/89.

ABOUT 800 workers have been on strike since last Thursday at Rustenburg Refineries.

The workers, members of the National Union of Mineworkers (Num), are demanding a 22 percent across the board increase while management is holding out for an across the board increase of 14,5 percent.

The workers are also demanding a ban on overtime, reduction in working hours, improved housing, a provident fund, June 16 as a paid holiday and maternity rights.

Management has refused to change working conditions.

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Strikes hit petrol firms

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A WAVE of industrial unrest hit the petroleum sector in the past week as workers at two refineries in Durban last week voted to strike.

And the strikes are likely to encourage worker militancy at other oil companies where CWIU is negotiating wage increases, said a union organiser.

About 400 workers at the Sapref refinery began a six-day strike last Wednesday.

The strike ended on Tuesday after management and the union agreed on an across the board wage increase of R160 or 15 percent.

This has been confirmed by the company and the union.

Workers' demands that the company agree to assist employees' in the education of their children were not met.

Over 300 Mobil refinery workers are poised to go on strike after a 95 percent strike ballot was com-

pleted last Friday.

The workers are demanding an across the board increase of 17 percent or R170.

The dispute is linked to the union's demand that the petrol companies agree to national industry wide bargaining.

The workers are demanding that Mobil agrees to negotiate wage increases jointly with the refinery and other Mobil operations.

A Mobil spokesperson said a statement would be issued later this week.

Workers at Shell subsidiary Veetec have been on a go-slow since Monday after a conciliation board hearing failed to settle a wage dispute last Friday.

The Sapref and Mobil strike ballots have encouraged workers elsewhere, said CWIU national petroleum sector organiser Martin Jansen.

"The oil companies underestimated the strength of the union at refineries," he said.

Union fights JD Group over laying off of 469

THE JD Group is locked in battle with the SA Commercial and Catering Workers Union (Ccawusa) over retrenchment of 469 workers at World Furnishers.

The retrenchments are a result of the group's decision to shut down 10 World stores this week, because sales and staff productivity were dropping.

Ccawusa organiser Mike Tsotetsi said the union was going to "resist" retrenchment "in whatever form is deemed necessary by the workers".

The situation at World did not warrant retrenchments, and JD and Ccawusa had not reached consensus on the issue, he said.

"Management is aware that we will resist. They have put us in a position where we are forced to defend ourselves." Retrenched workers would refuse the package offered to them.

JD said in a statement yesterday workers affected by the closures would receive between R1 000 and R7 500 in retrenchment packages, depending on the length of their service. Five workers would receive more than R7 500.

"As soon as management's study of World's ominous 1988 figures were

SYLVIA DU PLESSIS

available, they were discussed with Ccawusa," the group said.

However, Ccawusa has denied that the figures were discussed with them.

"We deliberated with JD on a number of occasions, but it was clear to us that they had a fixed and settled intention to retrench," Tsotetsi said.

"Talking to us was a mere formality. They were merely defending the decision they had taken at board-level."

Shareholders

JD Group MD David Sussman said last night that in terms of an agreement between World and Ccawusa, management was required to consult with the union on retrenchments.

"We have done this to the letter and in the spirit of the agreement. What we are doing is not only for the benefit of the company, but ultimately for the benefit of our workers and our shareholders," he said.

The World stores facing closure this week are in Johannesburg, Pretoria, Pietersburg, Rustenburg and Vereeniging.

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CAPE TOWN - SA

once held by President Bush

CAR-TALS 9/3/89 (140R) (12) (13)
Mobil strike suspended

DURBAN — Workers at Mobil's refinery in Durban yesterday suspended strike action pending a decision on management's new wage offer. The union is to announce its decision on the offer today.

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nancial services. — Sapa

ATTN: 10/3/89
**Retrenched
workers in
own factory**

DURBAN. — A clothing factory employing re-trenched workers has been established at Ja-cobs here by the Amal-gamated Clothing and Textile Workers' Union.

Regional secretary Mr John Eagles said the union decided to open the factory after 2 000 people were retrenched by the Frame Group last year

The factory is one of the union's social re-sponsibility pro-grammes — to provide job security for its mem-bers. Mr Eagles said that as part of the retrenchment agreement, the Frame Group gave the union R2,5 million to finance the factory where workers will have a say in its running.

Mr Eagles said that profits from the factory, which will be run as a co-operative by a trus-tee, are to be used to set up similiar projects at Ladysmith and Port Elizabeth. — Sapa

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Tulbagh ⁹⁷¹
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workers ^{10/3/89}
in talks ¹⁴⁰¹
Staff Reporter

THE first round of talks over disinvestment between the US-owned Del Monte Corporation, owners of the Tulbagh-based SA Preserving Company (Sapco), and the Food and Allied Workers' Union (Fawu) took place yesterday.

Del Monte was recently tied up in one of the largest takeover bids in US history when its parent company, tobacco giant R B R Nabisco, was bought by New York investment house Kohlberg, Kravis, Roberts (KKR) for \$24,5 billion about R60bn).

Threats of disinvestment by KKR raised fears for the jobs of Sapco's 1 300 employees.

A Fawu spokesman confirmed the talks with a Mr Tony Bedford of the Del Monte Corporation, but said it was still unclear whether KKR would sell Del Monte — and Sapco — to offset takeover costs. Workers had been assured that, even if Sapco were to be sold, they would enjoy all current benefits till December 31, 1991

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Striking ^{CAPE TIMES} 10/3/89
nurses to be
disciplined?

Staff Reporter

DISCIPLINARY action could result from Wednesday's strike by 36 Kalk Bay nursing assistants at the New Kings old-age home.

Mrs Hester la Grange, of the SA Nursing Association's W Cape branch, said the association was "extremely upset" about the incident and that it was "totally illegal". Disciplinary action could result, she said.

The strike was called over job allocation for two nursing assistants who had previously been dismissed but were given back their jobs after talks between management and the Health Workers' Union.

After being reinstated, the two nursing assistants refused to work in the occupational therapy department and a strike was called.

Nurses are barred by law from striking and could face disciplinary action.

FM/ML 10/3/89.

140A

SAPREF STRIKE

A deal is oiled

A six-day strike at the Shell-BP Sapref refinery in Durban has ended — but acrimony between the oil industry and the Chemical Workers Industrial Union (CWIU) continues. As the *FM* went to press this week, continuing dispute between the industry and the CWIU threatened to spill over in a second strike at the Mobil Refinery in Durban.

For the CWIU the settlement was greeted with mixed feelings. The union's Pat Horn expressed satisfaction with the wage increase — an across-the-board R160/month or 15%, whichever is greater — but disappointment that several other issues remain unresolved.

When negotiations opened, the union had demanded R180 or 18% and management's opening bid was a 12,5% flat rate across the board. Chief among the unresolved issues, said Horn, were educational assistance for workers' children amounting to R50 a primary school child a year, and R100 for high school children. Horn said both Shell and BP agreed last year to negotiate this demand, but at plant level rather than on an industry-wide basis.

"But since then they have reneged on a written undertaking on the grounds that this would discriminate against workers without children," he said.

The minor amounts involved belie a major issue that of conducting negotiations between employers and employees on a nationwide industry basis; and this remains a divisive element in the negotiations at the Mobil refinery.

Mobil management spokesman Barry Housdon told the *FM* on Tuesday that "lots of progress" was being made in wage talks. But Horn said CWIU members — whom she put at 300 out of Mobil's total workforce of 450 — would meet this week to decide whether or not to strike.

CWIU members have already voted in favour of a strike at the Mobil refinery over the disputed issue of joint industry-wide wage negotiations. And underlying their grievances, according to Horn, was the fact that marketing employees at Mobil were being offered increases higher than those being offered to refinery workers. ■

Act of unity FMM 10/3/89

By May 2, employers are promised they will receive for consideration a union-drafted alternative to the contentious Labour Relations Act (LRA) It will be framed by a committee appointed at last weekend's Workers' Summit of 700 union delegates, held at Wits University and convened by Cosatu

Employers will then have 30 days in which to respond positively to the union demands Failing this, declaration of a national dispute is threatened, followed by a strike ballot among all of Cosatu's 15 affiliates, the 11 Nactu and 17 independent unions represented at the summit

Among the demands to be addressed in the worker-drafted LRA are the six clauses in the official Act over which the unions and the employer body, Saccola, were unable to reach consensus prior to the amended Act being gazetted last September Among these were employers' power to sue unions for illegal strikes, making solidarity strikes illegal, the right to strike, and certain definitions of what constitutes unfair labour practice Other demands include negotiation over retrenchments, recognition of majority unions, and no dismissals without a proper hearing

If union-employer consensus over a new labour code is indeed clinched, the idea would then be jointly to approach government to enact it in place of the LRA Saccola has cautiously welcomed the move only insofar as it signals union willingness to resume discussion on labour legislation

Farm, domestic and public sector workers will also be covered by the alternative labour code (See "Report on ice.") The summit further recommended that the unions "find

(140A) FMM 10/3/89

ways of not using the Industrial Court, revise our recognition agreements to circumvent offensive clauses of the LRA, and submit our demands around the LRA to Saccola and other employment organisations including individual employers "

The unions intend to isolate employers who use the provisions of the LRA against them, to link the LRA campaign to the Living Wage Campaign; mobilise workers and the community around these issues, and to conduct ballots over these demands in all industries Going further, it is recommended that "future summits involve all forces that are fighting for the liberation of all in SA "

The value of this exercise, explains a union source, "is to educate people about what our needs and rights are " It is also seen as a tool for negotiating with Saccola and employers, bearing in mind government's earlier undertaking to consider a new code that is agreed to between labour and management.

Aside from rejoining the fray over labour law, last week's summit marks a significant step towards a single union federation — even if this now looks like occurring at the expense of Nactu membership Thus far the quest to form a single labour federation between the ideologically differing Cosatu and the smaller Nactu, has proved elusive

The fact that 11 of Nactu's 26 affiliates attended the summit went "against the grain" of a decision of its national council. General secretary Cunningham Ngcukana,

(140A)

who claimed those who attended had no mandate, points out that Nactu has never been opposed to unity Indeed, even Cosatu concedes that Nactu initiated last weekend's summit (only to pull out at the last moment) at the time of last June's jointly organised stayaway

However, Nactu's national council recommended that before going to a unity summit, a national workshop must be called to develop guidelines on how unity can be built "as an organisational position that should not be varied "

Furthermore (and here's the rub) "the question of unity is a political issue in the variegated national political spectrum that permeates the labour movement and therefore the decision of the national council of Nactu is an informed decision that has not been taken lightly " In other words, Nactu is Africanist — and fears losing its only organising base — while Cosatu has adopted the Freedom Charter

Whether the Nactu unions (or the independents) which attended the summit will be prepared to dissolve, as required, prior to merging into Cosatu's various industry-based unions remains to be seen It is clear, however, that a realignment of forces is taking place in the union movement

Another summit specifically on the issue of unity is planned for mid-year, and Cosatu is hoping that Nactu will have worked out its position by then and will attend

THE TRADE union movement is coming to grips with the issue of housing, which could become one of the most important items on the collective bargaining agenda

A discussion paper recently circulated within the National Union of Metalworkers of SA (Numsa) is one of the first attempts by a union to set its own agenda where government and the private sector has so far taken the initiative

The paper argues the consequences, and in some cases the intention, of state and private sector black housing policies would be the creation of a new privately-housed elite comprising the better-paid sector of the workforce.

The majority, those on the lower end of the pay scales and the unemployed, unable to afford even a sub-economic R25 000 house, would remain victims of SA's severe housing shortage

Therefore, the paper says, when Numsa — at its May conference — formulates a comprehensive policy, the main focus should be on finding solutions to the housing problems faced by this group and to minimise potential for social stratification

THUS, it says, a major housing campaign "will have to include calls for the construction (adap-

Homing in on housing

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tation in the case of hostels) of homes and flats for rental by blacks, as well as for the scrapping of building restrictions on individually-owned plots, so facilitating owner-built unconventional housing

Demands can be made to employers and employer organisations, but they would be interested only insofar as it affects their employees

This would not aid the unemployed

Given this, and that land allocation is in the hands of local authorities, a serious housing campaign would have to address the question of the possibility of negotiations with black local authorities or RSCs

The paper proposes the establishment of democratically-controlled housing advice offices in each township to handle individual home ownership problems and to develop local housing campaigns. The strategy would also require the resuscitation of community organisations to participate in housing matters

Finally, the paper argues, unions need to become more pro-active regarding company

housing schemes, which presently offer only private conventional home ownership in urban areas

Demands must be made for serviced sites for owner-built homes, and rentable houses and flats

Equal subsidisation must be provided to employees who opt, for example, for rural home development, and company subsidies should not discriminate against older, female, or rural-based workers, it concludes

CAN NEW talks between trade unions and the SA Co-ordinating Committee on Labour Affairs (Saccola) employer group on labour legislation succeed? The unions, and at least one component of Saccola, are sceptical that Saccola structures lend themselves to national resolution of the debate

The question arises after the decision by last weekend's worker summit in Johannesburg to draft a new version of the Labour Relations Act

for negotiation with individual employers and their organisations

The unions will, simultaneously, seek amendments to recognition agreements creating rules and structures by-passing the disputed sections of the Act and the Industrial Court

Cosatu vice-president Chris Dlamini is optimistic that agreements can be reached with "liberal" employers, but foresees a widespread necessity in many cases to follow the summit's recommendation to declare disputes

A national agreement with employers is unlikely, he believes, because of Saccola's incohesiveness, which renders members unable to reach consensus among themselves on complex and controversial issues

Saccola chairman Bobby Godsell said this week his organisation would approach new talks in a constructive spirit and, if the unions did the same, there were good possibilities for progress

However André Lamprecht, who represented Assocom in last year's Saccola/union talks, appears to agree with Dlamini's assessment of Saccola

He told a management conference last month that Saccola — an organisation with limited, if any, political cohesion, a lack of flexibility and where members are also business competitors — was unsuited to the role of collective bargaining

ALAN FINE

BMW signs bold new labour code

BMW SA this week became the first company to sign a code that ensures SA unions enjoy the same rights as their West German counterparts

land and security legislation

The agreement is based on the 14 principles devised by the German union I G Metall and the SA Council of the International Metalworkers' Federation (IMF) for German metal-sector companies in SA

BMW industrial relations management board member Dave Kirby said most of the code's requirements were already met by the company. However, the most controversial area of negotiation had been the right to strike.

The most important aspects of the agreement, appended to BMW's recognition agreement with the National Union of Metalworkers of SA (Numsa), concern the right to strike and picket, and home

He said the company had conceded that employees involved in a strike where all dispute-resolving procedures

MOA
To Page 2 →

BMW signs bold new labour agreement

had been followed could not be dismissed.

MOA
From Page 1

A previous agreement had guaranteed this right during the first four weeks of a strike. It had now been accepted that employees involved in an "authorised" strike should not be dismissed at any stage for this action.

identical conditions of employment as those elsewhere in SA

It had been further agreed that wages of employees detained without trial would continue to be paid.

It was also agreed that workers should not be prejudiced by apartheid laws. Kirby said employees at BMW's Bophuthatswana operation enjoyed

Finally, the right to picket on company premises had been written into the agreement.

IMF local secretary Brian Frederiks confirmed the agreement.

CHINA TIMES 11/3/89 (20) 1407

4 SATS workers sentenced to death

JOHANNESBURG — Four railway workers, who took part in the 1987 SATS strike and were found guilty of murdering four non-strikers, were sentenced to death four times each in the Rand Supreme Court yesterday

No extenuating circumstances were found in regard to the four Wilson Matshili, 33, Patrick Molefe, 27, Takalani David Mam-

phanga, 25, and George Maudgedzo, 36.

The men were also found guilty on charges of attempted murder, kidnapping and intimidation, and were sentenced to between five and eight years of imprisonment each

Four other railway workers were convicted of murder with extenuating circumstances

Bongisi Sibisi, 33, David Dsehve, 30, Phineas Neshitungulwane, 35, and Mafemane Rikhotso, 30, were sentenced by Mr Justice T T Spoelstra to terms of imprisonment varying between eight and 12 years for the murder of the same four non-strikers

Eight other employees were given suspended sentences for attempted murder, assault, kidnapping and intimidation — Sapa

A WORKERS' meeting, attended by 700 union members, is likely to have far-reaching repercussions

Important decisions were made by labour leaders at the meeting. They include the formation of a committee to co-ordinate the drafting of a new labour relations act (LRA) and a move to greater unity among Cosatu and Nactu affiliates and independent unions

Although Nactu refused to attend the meeting, 11 of its affiliates joined 16 independent unions in a bid to bury differences through negotiation

Unions in bid for unity

SITW 12/3/89

Opening the meeting at the University of the Witwatersrand, Cosatu president Elijah Barayi said "The demand from workers for joint responses and joint action is getting stronger all the time"

UNITY

He said the drive for unity among rank-and-file workers had brought the meeting about and it was an important step in the consolidation of the labour movement

"This summit has the potential to end the unnecessary division and lays the basis for greater cohesion within the democratic labour movement"

The meeting was originally called to discuss issues such as worker unity and alleged State repression, but the overriding call was for a new labour relations law

Union representatives said it was hoped to bring in legislation which did not merely serve the interests of capitalists and the Government

The proposals will be handed to the South African Coordinating Committee on Labour Affairs (Saccola), employer organisations and employers by May 2. Workers have been called on to formulate their own suggestions

EXCLUDED

Areas which will receive attention are the sectors excluded from the Act — public sector, domestic, farm and forestry

Union spokesmen said the

submission should include "The right to strike and to picket, no dismissal without a proper hearing, re-trenchment to be negotiated with representative unions, recognition of majority unions and the right to sympathy strikes

"Employers be given 30 days to respond to demands, a national dispute be declared with those who refuse to make positive progress towards meeting the demands and that national ballots be conducted on all these demands, in all industries"



Historic summit shows way to workers' unity

LAST weekend's workers' summit defied critics' speculation that workers were not yet ready to discuss their differences and seek ways to achieve unity

The historic summit brought together 700 representatives from the Congress of South African Trade Unions (Cosatu), National Council of Trade Unions (Nactu) and the independent unions to map out a common strategy to defend their rights.

Although the meeting did not exhaust the issues on the agenda and no final blueprint was drawn up, the meeting represented a major step towards enabling a unified working class to defend itself against the State and big business

The summit was called to address the most pressing problems facing the labour movement the Labour Relations Act, increasing repression against trade unions and the need to build unity

The summit made history in that it transcended the differences between participating unions - while they recognised their different histories, traditions and policies, the overriding objective was unity in action

In rejecting the Labour Relations Act, the summit stressed the need to regain the rights removed by recent amendments to the Act and criticised the denial of trade union rights to millions of farmworkers, domestic workers and public sector workers

The opening presidential addresses set the mood for discussions and emphasised that what brought workers together was their common problems, which by far outweigh their differences

The differences stem mainly from which political programme each union follows

Some unions adopt the Freedom Charter as the minimum programme of demands for workers, whereas others dispute the adoption of the Charter, arguing that workers need an independent programme that does not bind them to a particular political policy

The president representing the Nactu unions present, Mlindelwa Kwelemthini, said working class unity



On this page City Press **CONNIE MOLUSI** looks at the historic workers' summit and weighs the issues.

discriminate between which organisation workers supported

The State and employers were uniform in their attacks perhaps because they knew what they wanted and thus had their priorities right, whereas workers were concerned with projecting and defending the hegemony of their particular organisations and not their collective interests emanating from their daily experiences on the factory floor

Cosatu president Elijah Barayi pointed out that the meeting was called in terms of the principle that binds workers together in the common struggle against exploitation, on the one hand, and racist oppression, on the other

The call for labour unity has important implications for political organisations which, in the past, have been at each others throats in a spiral of internecine warfare that has threatened to derail the struggle of the oppressed

With increasing repression, we have witnessed the trade unions moving to centre stage in the political arena

Trade unions have become the only structures that still have some way to articulate the problems in the community and mobilise people for campaigns around issues such as rent increases

The political scenario could be drastically changed by campaigns such as the one in Carletonville

The mobilisation of the community by trade unions could mean the end of sectarian and petty political point-scoring that characterised mid-1980s mass protests

With a united and organised workers' movement, the political organisations might find it difficult to



From left: Cosatu president Elijah Barayi, independent unions representative Lawrence Phatlhe, and Nactu unions representative Longway Kwelintini during the workers' summit.

Previous efforts such as the formation of the United Democratic Front and the National Forum, although important, tended to reinforce political sectarianism because they reasserted a divided response to oppression

No one, surely, is so naive as to believe there are no differences among trade unions when there are, at times, more than three unions organising workers in the same industry

Despite the differences, the attacks on trade unions come from the same employers and affect all workers alike. This factor should motivate workers to act jointly to defend and advance their interests

The most important thing that emerged from the summit and its commitment to unity was that unions have at last started to acknowledge their differences and begin a process whereby these can be resolved

This could set the basis for an end to rivalry and open clashes which have claimed lives as happened during the metal industry strike

It also makes possible solidarity

than 30 percent of the country's labour is unionised

Lawrence Phatlhe, representing the independent unions, captured this point well in his opening address

The summit addressed the repressive character of the Act while there are millions of workers who enjoy no protection at all and are left to the mercy of their employers

Despite their differences, unions have to accept that everyone has a right to be heard, as well as a duty to listen to the views of others

Admittedly, it is only when people are prepared to openly debate issues that differences can be resolved or shelved in favour of programmes which attempt to solve real bread-and-butter issues

The summit has set the foundation for better co-operation between unions at local and regional level, whereby shopstewards with different affiliations can come together and develop a common perspective on issues affecting them

rights

Although the meeting did not exhaust the issues on the agenda and no final blueprint was drawn up, the meeting represented a major step towards enabling a unified working class to defend itself against the State and big business.

The summit was called to address the most pressing problems facing the labour movement: the Labour Relations Act, increasing repression against trade unions and the need to build unity.

The summit made history in that it transcended the differences between participating unions - while they recognised their different histories, traditions and policies, the overriding objective was unity in action.

In rejecting the Labour Relations Act, the summit stressed the need to regain the rights removed by recent amendments to the Act and criticised the denial of trade union rights to millions of farmworkers, domestic workers and public sector workers.

The opening presidential addresses set the mood for discussions and emphasised that what brought workers together was their common problems, which by far outweigh their differences.

The differences stem mainly from which political programme each union follows.

Some unions adopt the Freedom Charter as the minimum programme of demands for workers, whereas others dispute the adoption of the Charter, arguing that workers need an independent programme that does not bind them to a particular political policy.

The president representing the Nactu unions present, Mlindelwa Kwelemthini, said working class unity had always been marred by the different programmes of the liberation movements.

Workers on the factory floor were faced with the same problems, but the State and employers did not

and weighs the issues.

discriminate between which organisation workers supported.

The State and employers were uniform in their attacks, perhaps because they knew what they wanted and thus had their priorities right, whereas workers were concerned with projecting and defending the hegemony of their particular organisations and not their collective interests emanating from their daily experiences on the factory floor.

Cosatu president Elijah Barayi pointed out that the meeting was called in terms of the principle that binds workers together in the common struggle against exploitation, on the one hand, and racist oppression, on the other.

The call for labour unity has important implications for political organisations which, in the past, have been at each others' throats in a spiral of internecine warfare that has threatened to derail the struggle of the oppressed.

With increasing repression, we have witnessed the trade unions moving to centre stage in the political arena.

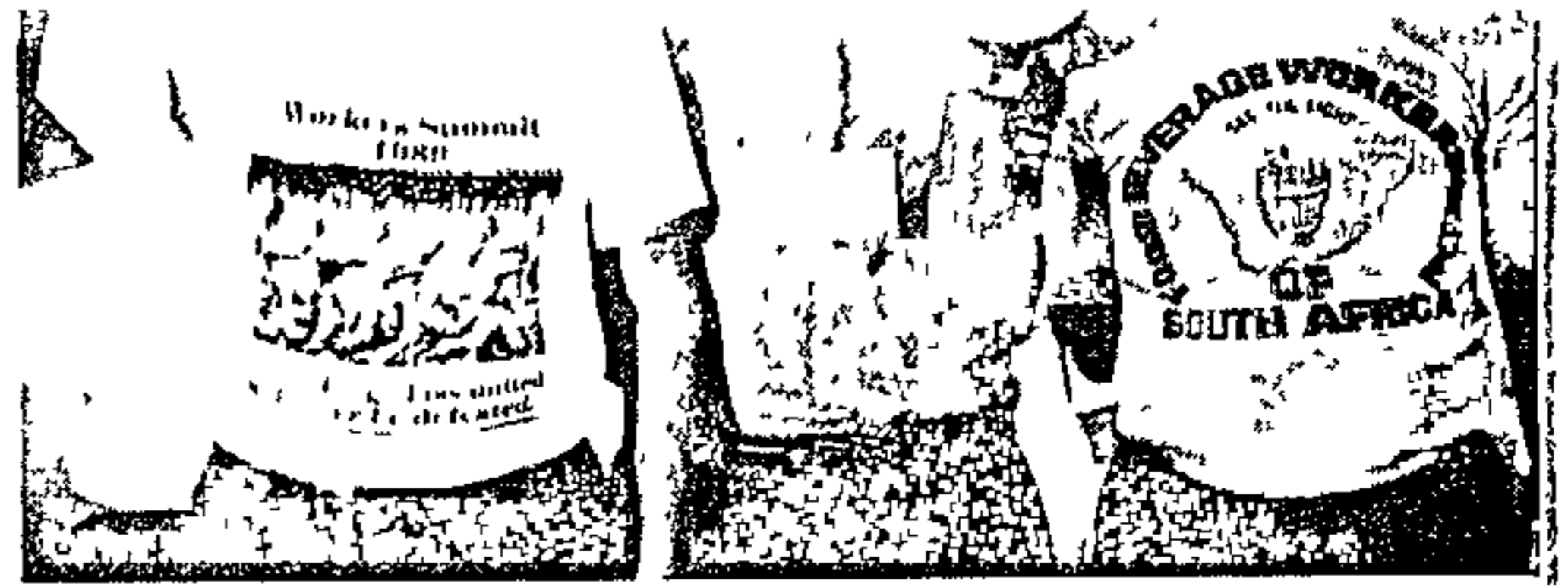
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The political scenario could be drastically changed by campaigns such as the one in Carletonville.

The mobilisation of the community by trade unions could mean the end of sectarian and petty political point-scoring that characterised mid-1980s mass protests.

With a united and organised workers' movement, the political organisations might find it difficult to resist workers' demands to come together to reassess their policies and strategies.

The unity of workers around common issues could set the basis for a united front to challenge the State.



From left: Cosatu president Elijah Barayi, independent unions representative Lawrence Phatlhe, and Nactu unions representative Longway Kwelintini during the workers' summit.

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The most important thing that emerged from the summit and its commitment to unity was that unions have at last started to acknowledge their differences and begin a process whereby these can be resolved.

This could set the basis for an end to rivalry and open clashes which have claimed lives, as happened during the metal industry strike.

It also makes possible solidarity actions which could divert unions from rivalry and poaching of membership and concentrate their efforts on organising unorganised workers.

There seems no reason for competition over membership when less

than 30 percent of the country's labour is unionised.

Lawrence Phatlhe representing the independent unions, captured this point well in his opening address.

The summit addressed the repressive character of the Act while there are millions of workers who enjoy no protection at all and are left to the mercy of their employers.

Despite their differences, unions have to accept that everyone has a right to be heard, as well as a duty to listen to the views of others.

Admittedly, it is only when people are prepared to openly debate issues that differences can be resolved or shelved in favour of programmes which attempt to solve real bread-and-butter issues.

The summit has set the foundation for better co-operation between unions at local and regional level, whereby shopstewards with different affiliations can come together and develop a common perspective on issues affecting them.

It could also make the principle of industrial unionism functional at the local level, in that workers from the same industries can come together and formulate common strategies in their negotiations at the factory floor.

Demands may lead to confrontation



Jubilant workers mass together joyfully for the worker summit in Johannesburg last weekend.

The workers' summit could spell confrontation between the labour movement and employers as workers reject the Labour Relations Act and opt for an alternative means of resolving industrial disputes.

The summit, held at Wits University, deliberated extensively on the Act and concluded that it was aimed at protecting the interests of employers and the State, and reversed the gains made by workers over the past decade.

Workers will embark on a country-wide campaign to draw up an alternative to the Act that will cover workers in all sectors of the economy, such as farm workers, domestic workers, forestry workers and public sector workers.

The Industrial Court has been seen as serving the interests of employers, so forcing workers to choose alternative methods of dispute resolution such as arbitration and mediation.

Employers will come under tremendous pressure as workers campaign for the revision of recognition agreements that include offensive clauses of the Act, and isolate employers who continue to use the offensive clause.

The demands of the summit will be submitted to the South African Employers Coordinating Committee on Labour Affairs (Saccola) and other employer organisations.

- The demands include:
- The right to strike and picket.
 - No dismissal without proper hearings.
 - Retrenchments should be negotiated with representative unions and should be based on the Last In First Out (Lifo) system.
 - Recognition of majority unions, and
 - The right to sympathy strikes.

Employers will have 30 days to respond to the demands, which will be submitted on May 2. Employers' failure to respond positively to these demands will lead to the declaration of a national dispute which will be followed by a national ballot in all industries.

May Day rallies this year will be the main rallying point to mobilise workers around the demands of the summit.

The campaign against the Labour Relations Act will be linked to the campaign for a living wage and a living Unemployment Insurance Fund benefit for all workers.

We won't plead!

TWENTY-ONE members of the Paper Wood and Allied Workers' Union yesterday refused to plead to various charges, including murder. They demanded that the State give them more details relating to their cases.

The 21 are appearing in the Johannesburg Magistrate's Court on 34 counts including six allegations of murder, attempted murder, assault, kidnapping and intimidation.

The men, represented by Mr G Rautenbach, said they will pursue their application in a higher court following a ruling by the presiding magistrate, Mr D J Dafel, that they are not entitled to more details and that they should plead.

Mr Rautenbach said his clients were unable to plead and prepare their

Charge sheet is too vague, say unionists facing murder rap

By SONTI MASEKO

defence without fuller details about the alleged crimes

Mrs T Rossouw, for the State, argued that the men were not entitled to further particulars as they are at the preliminary hearing. He said more detailed charges could be given at a higher court with the jurisdiction to try them.

All are charged with the murder of Mr Fyzel Jappie, Mr Johannes

Abraham, Mr July Mahlaula, Mr John Lesering, Mr Udhan Singh and Mr William Rosenberg in Johannesburg last June 10. Some of the victims were assaulted and then thrown off trains, the State alleges.

Other offences were also allegedly committed during the same period of April 19 to June 10 last year. The men will appear again on April 3.

The accused are Michael Machepe (30), Jerry Rantekoa (41),

David Molebana (26), Sydney Dlamini (35), Zacharia Modise (33), Robert Mbatha (36), Simon Mandzera (29), Alex Ndaba (28), Stanford Gumbi (21), Godfrey Pooe (30), Patrick Galane (38), Lucas Malatji (33), Kenneth Mogale (25), David Koeberg (31), Franklin Hadebe (37), Frank Thabakgale (30), Elias Phasha (45), Joseph Sithole (26), Norman Makhubu, Eusfaile Ludidid (35) and Bonganiso Mazibuko (37).

Sowetan 14/3/89
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14/3/89
21 unionists
seek details
on charges

Twenty-one members of the Paper Wood and Allied Workers' Union refused yesterday to plead to various charges, including murder.

The men appeared in the Johannesburg Magistrate's Court on 34 counts, including allegations of murder, attempted murder, assault, kidnapping and intimidation.

They asked for more details relating to the charges before pleading.

The prosecutor argued that they were not entitled to further particulars as they were at the preliminary hearing.

When the magistrate ruled they were not entitled to more details, the men indicated they would pursue their application in a higher court.

They will appear again on April 3.

NUM to propose mediation

Star 14/3/61

Labour Reporter

The National Union of Mineworkers (NUM) would propose mediation to resolve a wage strike by hundreds of members at Rustenburg Refineries which had lasted for nearly two weeks, the union said yesterday

According to the union, about 800 workers are participating on the sit-in

strike Management said about 200 out of 500 strikers were actually sitting in

The NUM is demanding a 22 percent, across-the-board wage increase, which would raise the minimum wage to R689 a month Management has offered a 14,5 percent raise.

The union is also putting forward other demands.

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ARGUS 15/3/87

Mwasa to take part in 'worker summits'

The Argus Correspondent

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JOHANNESBURG. — The Media Workers' Association of South Africa (Mwasa) has decided to take part in "worker summits", making it the 12th affiliate of the National Council of Trade Unions to contradict Nactu's decision not to participate in the union unity talks.

The first "worker summit", attended by 11 Nactu affiliates, the Congress of SA Trade Unions (Cosatu) and independent unions, was held a week ago in Johannesburg. It was called to discuss the unity of black workers, the Labour Relations Amendment Act, and Government action against anti-apartheid opposition, including unions.

Nactu, which proposed the idea of a "worker summit", pulled out shortly before the meeting.

Budget of no reward for majority, says union

More tax for less service

By Adele Baleta and Mike Siluma

Major black trade unions have stated the Budget, saying it increased the tax burden of workers while failing to address the social needs of the majority

The biggest industrial union, the National Union of Mineworkers (NUM) said the Budget had nothing to offer to workers. It increased sales tax so that every black worker, in particular the black mineworker, will pay more to the Government

"There is nothing which alleviates the plight of the unemployed and contrary to the Minister's claim that the Budget

promotes reform, it actually promotes a decline in the standard of living of black workers

"It is clear that the bosses and the apartheid Government will stop at nothing to ensure that workers are squeezed of every hard-earned cent to benefit the apartheid system

"The time has come for workers to seriously consider whether the Government is justified in taxing people who do not have representation in the Government," said NUM in a statement

In its initial reaction, the National Union of Metalworkers of SA (Numsa) said the allocation for housing and social services

was "grossly inadequate"

Numsa spokesman Dr Bernie Fañaroff said the allocation for housing did not keep pace with inflation and would not resolve the 800 000 housing unit shortage

He said it was obvious the Government was "shifting its housing responsibility to the private sector, which cannot provide for the majority"

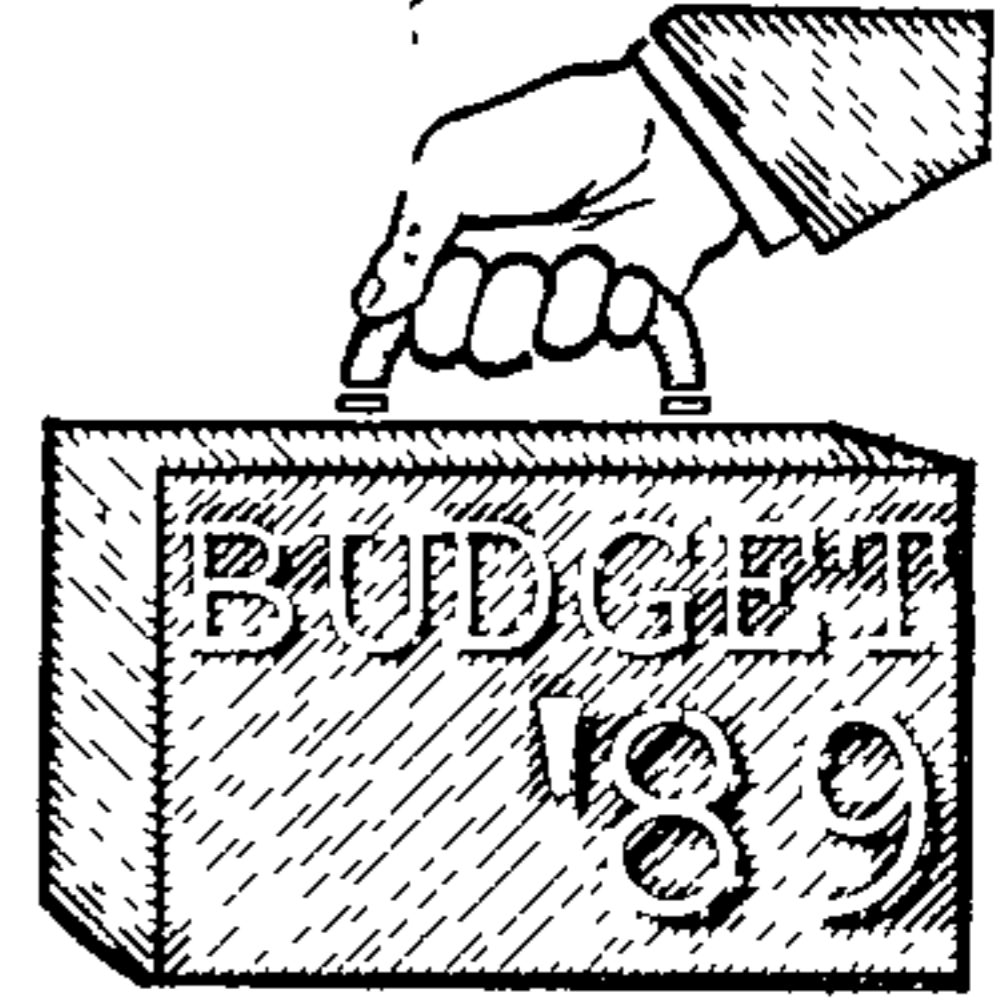
The current housing crisis meant that the "unemployed and the rural population would be put on the rubbish heap"

The private sector provided housing ranging from R30 000 a unit upwards, which 90 percent of Numsa members could not afford

By increasing GST, Government was transferring the tax burden from the wealthy to the poor

Increases in the police and defence allocations reinforced the view that South Africa's problems could not be solved until apartheid had been abolished

However, the white SA Confederation of Labour (Sacol) welcomed Finance Minister Mr Barend du Plessis's remarks



about corruption, the exploitation of the consumer and tax evasion

Sacol supported Mr du Plessis's comments about the pro-sanctions lobby and hoped that Government would take definite steps in this regard, particularly on the labour front

Sacol said it realised that SA had a "unique constitutional and economic dispensation", but urged the Government to take steps to curb the expenditure of the "independent" states, which received funds from South Africa

It regretted that GST was to be increased

SA aid to Namibia slashed by 62 pc

Political Staff
CAPE TOWN — South Africa has slashed its financial assistance to Namibia by 62 percent with only R120 million going to the territory this year.

Last year R350 million was estimated, but only R313,8 million was eventually allocated.

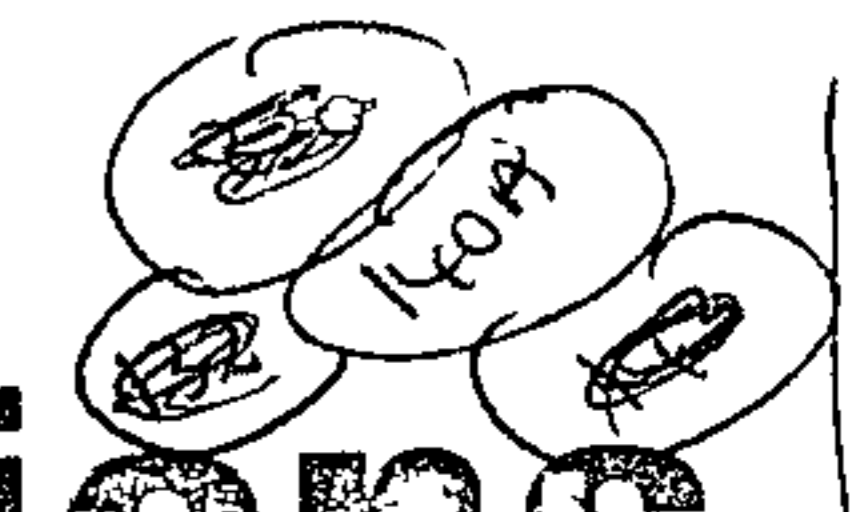
The internal parties have repeatedly expressed concern

about the reduction, saying it will give Swapo an advantage in the forthcoming elections •

The State President's department has been allocated R1,8 million for the year to enable him to pay the costs of the Administrator-General to run the territory in the transitional period.

Nothing to offer workers say unions

Sowetan 16/3/89



MAJOR black trade unions have slated the budget, saying it increased the tax burden of workers while failing to address the social needs of the majority.

The biggest industrial union, the National

Union of Mineworkers (Num) said the budget had nothing to offer to workers. It increased sales tax so that every black worker, in particular the black mineworker, will pay more to the Government

"There is nothing which alleviates the plight of the unemployed and contrary to the Minister's claim that the budget promotes reform, it actually promotes a decline in the standard of living of black workers

Apartheid

"It is clear that the bosses and the apartheid government will stop at nothing to ensure that workers are squeezed of every hard-earned cent to benefit the apartheid system

"The time has come for workers to seriously consider whether the Government is justified in taxing people who do not have representation in the Government," said Num

In its initial reaction, the National Union of Metalworkers of SA (Numsa) also lashed out at the budget, saying the allocation for housing and social services was "grossly inadequate"

Numsa spokesman, Dr Bernie Fanaroff, said the allocation for housing

did not keep pace with inflation and would not resolve the 800 000 housing unit shortage

Dr Fanaroff said it was obvious the Government was "shifting its housing responsibility to the private sector, which cannot provide for the majority"

The current housing crisis meant that the "unemployed and the rural population would be put on the rubbish heap"

The private sector provided housing ranging from R30 000/unit upwards, which 90 percent of Numsa members could not afford

By increasing GST, the Government was transferring the tax burden from the wealthy to the poor "We are opposed to GST and to direct tax. Personal tax should be increased for those on the upper end of the scale and tax for those on the lower end of the scale should be decreased," said Dr Fanaroff

Site tax was made-

quate in that it aimed at spreading the tax base "so that the wealthy could have their tax reduced while shifting the burden to the poor"

However, the white SA Confederation of Labour (Sacol) welcomed Finance Minister, Mr Barend du Plessis' remarks about corruption, the exploitation of the consumer and tax evasion

• The Black Allied Mining and Construction Workers' Union (Bamcwu) said "The increase in Sales Tax is not surprising because all capitalist societies thrive on excessive taxation of the working class to resolve their mismanagement of wealth"

"This shows that the present state does not serve the interests of the working class. If it did, all the money allocated for defence would have been used to create jobs and wealth for the majority," Bamcwu said

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Sit-in to go ahead

From MONO BADELA

JOHANNESBURG. — The "Carltonville Park Sit-In", an attempt to defy petty apartheid laws, is to go ahead this weekend, according to Elijah Barayi, president of the Congress of South African Trade Unions (Cosatu).

The sit-in was called off at the last minute last Saturday.

Barayi said he was ready to lead a batch of 50 protesters to "relax" in

the "whites only" park in front of the Carltonville Civic Centre.

"We know we are risking arrest and we are prepared to pay the consequences," said Barayi.

"They must scrap the Separate Amenities Act. The white voters in Carltonville can oust the council."

There are about 87 000 African miners working on the nine mines surrounding Carltonville and each branch of the National Union of Mineworkers is to send 10 volunteers for the sit-in.

Meanwhile, three businesses have folded in the town as blacks continue to boycott white shops. These are the Carltonville bottle store, the Carltonville Hotel and the President bottle store.

Chamber of Commerce president Annetjie Claasen said 98 percent of about 350 businesses canvassed had been adversely affected by the boycott and reported between 10 percent and 100 percent drops in turnover.

Twenty-three businesses said they would have to close if the boycott continued.

A Western Transvaal police spokesperson confirmed eight people had been arrested on charges of intimidation since the boycott began.

Barayi said a network had been set up to monitor arrests.

South 16 22/2/29

Workers given the right to strike at BMW

By CHIARA CARTER
THE right of workers to strike without fear of dismissal and to picket on company premises is recognised in an agreement signed by BMW SA this week.

In terms of the code, which has been added to the recognition agreement between BMW SA and the National Union of Metalworkers in South Africa (Numsa), the company agrees that workers have the right to strike where all dispute resolving procedures have been exhausted and guarantees that workers on a legal strike cannot be dismissed.

Previously, strikers could be dismissed after four weeks.

Based on the 14 principles drawn up by the German union IG Metall and the International Metalworkers Federation for German companies operating in South Africa, the code gives South African workers the same rights as those in West Germany.

BMW employees in the homelands will have the same rights as those employed elsewhere in the country.

The company will pay the wages of employees who are detained.

BMW board spokesperson Dave Kirby said that, apart from the right to strike, most of the 14 principles were already met by BMW, which is the first company in South Africa to sign the code.

Labour Briefs

Wine workers want more pay

ABOUT 800 workers at Stellenbosch Wine Farmers and 700 workers at Epping Distillers joined a national strike by members of the National Union of Wine, Spirits and Allied Workers' Union this week.

A NUWSAW spokesperson said the strike follows a deadlock in wage negotiations. Workers are demanding a weekly wage increase of R45 and management has offered R28,50.

A Wine and Spirits Manufacturing Association spokesperson said the union has until the end of this week to discuss management's proposals.

Mine fire investigated

INITIAL indications are that ignited polyurethane and timber caused the fire leading to the deaths of ten Western Deep Levels miners last Thursday, Anglo-American said this week.

Most of the miners suffocated in the blaze. Further investigations are taking place.

Mwasa 'yes' to summit

THE Media Workers Association of South Africa (Mwasa) decided in principle to participate in worker summits with the Congress of South African Trade Unions and independent unions.

The Mwasa decision, taken at a National Council meeting last weekend, overturns an earlier Mwasa decision not to attend.

It makes Mwasa the twelfth National Council of Trade Unions affiliate to opt for participation in defiance of a Nactu directive.

Bid to break deadlock

THE National Union of Mineworkers has proposed mediation to break the deadlock at Rustenburg Refinery where about 800 workers have been on strike over wages for over two weeks.

1898

not," he added.

TGWU talks

THE Transvaal branch of the Transport and General Workers' Union holds its annual general meeting at the Johannesburg City Hall on Sunday. The meeting starts at 9am.

58/K/41
17/3/89

4 condemned

FOUR black people were due to be executed in the Pretoria Central Prison this morning, according to Lawyers for Human Rights spokesman Mr Brian Currin.

58/K/41
17/3/89

Black trade unions and metal industry bosses square again

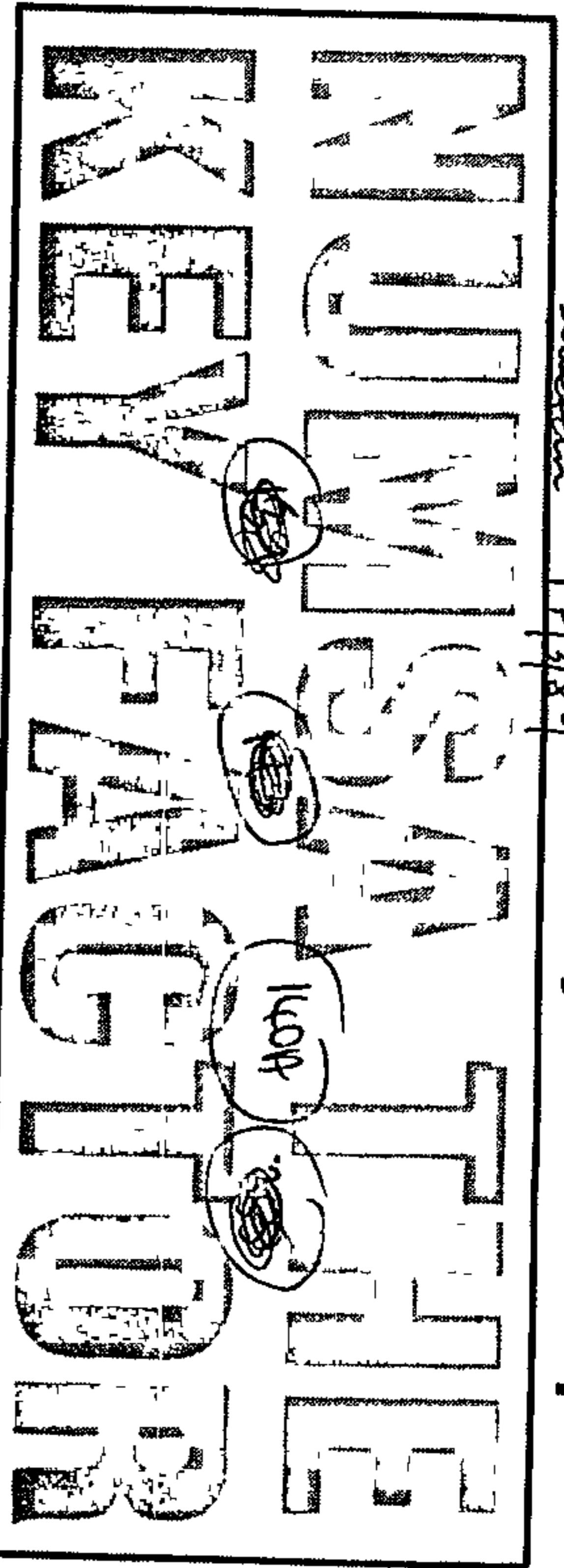
BLACK trade unions and employers in the metal industry enter into new wage negotiations next Monday, somewhat ill at ease over the outcome of this year's proceedings.

Both parties, still reeling from events that surrounded last year's settlement, are bracing themselves for yet another series of drawn-out bargaining sessions.

Last year's wage settlement was marked by divisions within the employer ranks, represented by the Steel and Engineering Industries Federation of South Africa (Seifsa), and among the four unions negotiating jointly under the auspices of the International Metalworkers Federation (IMF).

The four are the National Union of Metalworkers of South Africa (Numsa), Steel Engineering and Allied Workers Union of SA (Seawusa), Electrical and Allied Workers Trade Union of SA (Eawusa) and Engineering and Allied Workers Union of SA (Eawusa).

The dispute within the four IMF unions revolved around Numsa's decision to enter into a "unilateral" wage agreement with Seifsa after the union's members embarked on a



SEIFSA'S director Mr Angus.

two-week strike

Seifsa, on the other hand, also experienced internal problems when member companies negotiated wage settlements separately with Numsa without informing the employer body.

This year the four IMF affiliates — unlike the previous years — have submitted separate demands to Seifsa. This move may be linked to

the controversy which rocked the IMF stable during negotiations last year.

Numsa, now the largest union in the industry, will largely influence the outcome of the annual talks because of its numerical strength. No settlement will be reached unless the Cosatu-affiliated union signs the agreement.

Seifsa's executive director, Mr Brian Angus, anticipates "a good deal of rivalry" among the trade unions during the negotiations "particularly as the IMF unions have splintered."

"Despite these expectations it is hoped that the negotiations will not be as protracted as was the case in 1988," he said.

The fact that Numsa was now an important factor in the bargaining process meant that the union would be forced to take the negotiations

BY LEN MASEKO

seriously, the Seifsa director added.

He said "Within this context it is probably not unreasonable to predict that the likelihood of strike action is diminished. This is not to say that the industry will necessarily be spared the burden of the now customary deadlock and dispute routine."

Last year's strikes, he

said, certainly did "considerable damage" in terms of wage and job losses.

- Seifsa has received proposals for wage increases up to 98 percent as well as demands which include:
 - Increase in overtime rates,
 - Working hours to be reduced from 45 to 40 a week, without loss of pay,
 - March 21, June 16 and May 1 to be granted as

- paid holidays,
 - Six months' paid maternity leave
 - No deductions for the Standard Income Tax and Employees (Site) and Pay As You Earn (Paye).
 - Three weeks' paternity leave, and
 - Company to pay death benefits of R5 000
- Employers also have, for the first time, submitted proposals to Seifsa.

These include removal of limits on overtime work, exclusion of small businesses from the agreement between Seifsa and unions and removal of certain restrictions related to the employment of skilled people in the industry.

"It would therefore be surprising if the unions were to disregard their members' poor appetite for full-blown strike action in the face of fair wage offers by employers," Mr Angus said.

Star 20/3/89

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We were unfairly dismissed, say ERPМ workers

By Mike Siluma,
Labour Reporter

At least 18 employees of the East Rand Proprietary Mines (ERPМ) have sought legal advice after being allegedly unfairly laid off.

ERPМ says:

An ERPМ spokesman said the mine's manpower requirements had been substantially reduced after a rationalisation of operations because of the lower gold price.

He said 3 800 employees had been affected by the reduction in manpower, of whom 3 300 had been placed in alternative employment. All employees had been notified in early February of the measures to be taken.

He called on aggrieved employees to approach the mine's personnel department so that corrective action could be taken.

The National Union of Mineworkers had negotiated an access agreement with ERPМ. "In line with ERPМ's policy of freedom of association, the mine had allocated that union, as well as other unions, offices on the mine property."

The workers say:

The workers, who claimed to have worked for ERPМ for periods ranging between five and 21 years, said they had been retrenched at short notice and had not been adequately compensated.

They are presently consulting lawyers after taking up the issue with the Black Sash.

One of the workers, Mr Louis Mahangu, said his colleagues, all employed on the surface, were part of a group of about 2 000 retrenched by ERPМ on March 8 1989. They had been told that more jobs were to be made redundant.

They said they had not been allowed to organise themselves into a trade union.

Black Sash advice office supervisor, Mrs Beulah Rollnick, said there appeared to be gross discrepancies on the workers' pay slips, regarding tax deductions and retrenchment pay.

Unemployment cards of all the workers, except for two, showed incorrect dates of engagement. In Mr Mahangu's case, for instance, it was entered that he started working for ERPМ in 1988, when the correct date was 1967.

Many demands are aimed at securing jobs and fighting unemployment

Metal industry pay talks begin today

Mike Siluma
Labour Reporter

Annual negotiations to set 1989 minimum wage rates and improved working conditions for South Africa's 361 000 metal workers commence today, with the industry's employers facing more than 20 demands from 14 trade unions

Employers are represented by the Steel and Engineering Industries Federation (Seifsa) although only 3 500 of the industry's 9 000 firms belong to the federation. Seifsa companies employ 70 percent of all metal workers

Groupings

The unions fall into two main groupings, the four belonging to the South African council of the International Metalworkers' Federation (IMF) and seven linked to the Confederation of Building and Metal Unions (CMBU). There are three independents

Wage increase demands submitted to employers range between 17 and 98 percent. The biggest IMF union, the National Union of Metalworkers (Numsa), has asked for a new minimum rate of R5/hour, while some af-

filiates have proposed R6. Demands by the CMBU alliance, representing mainly skilled, white workers, include a raise of 70c/hour at the lowest grade rising to R1,46 at the top. Many of Numsa's demands are aimed at securing jobs and fighting unemployment.

The union seeks a reduction of the working week to 40 hours, without loss of pay. It wants overtime to be limited to a maximum of five hours a week, with the approval of the majority of workers at the affected plant.

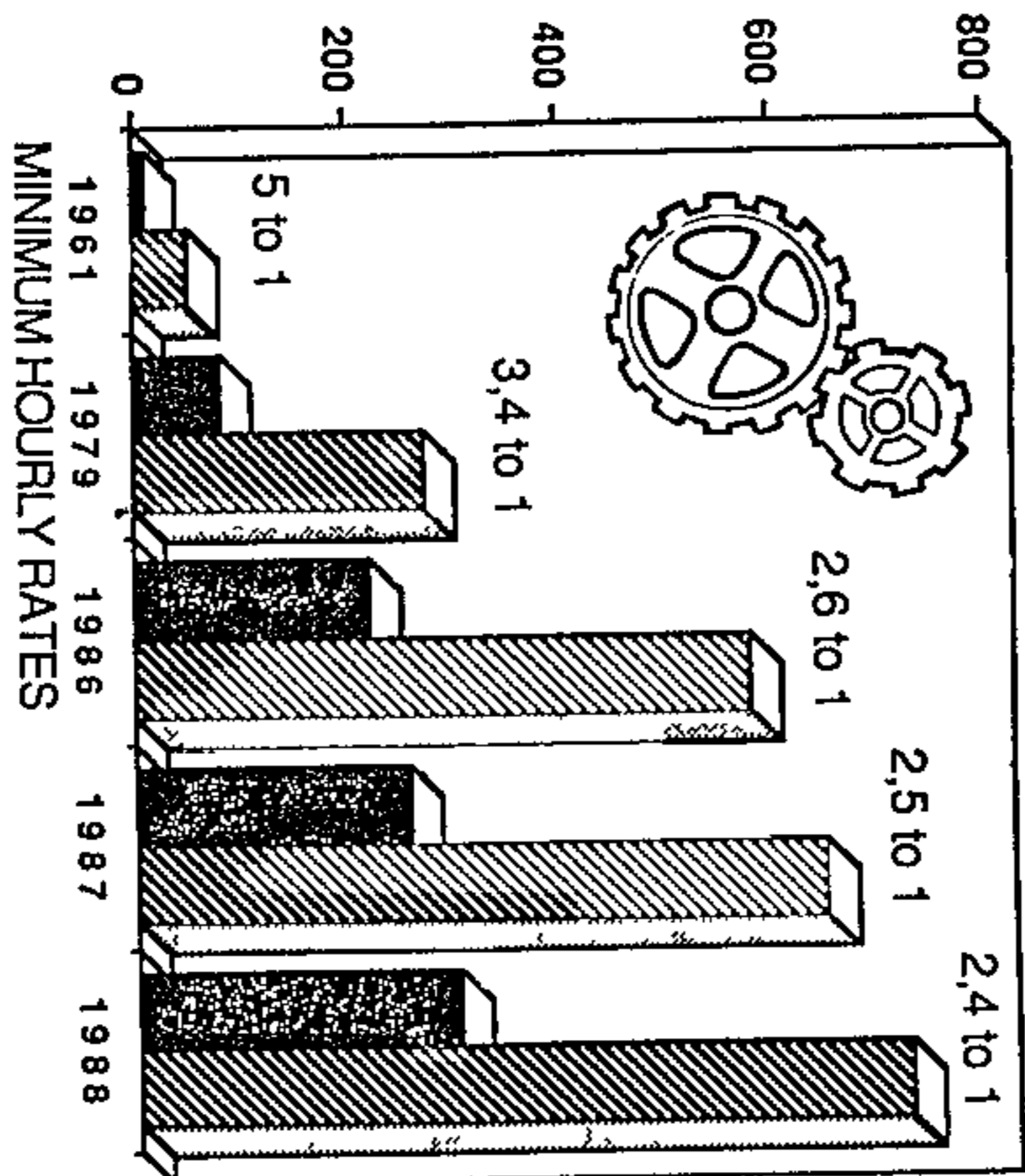
It has also made demands regarding the job security of temporary labour, factory closures and resultant retrenchments, as well as severance pay.

Numsa spokesman Mr Alis-tair Smith said the union's push to secure jobs was linked to job creation. The union believed that the introduction of extra shifts should lead to the employment of additional labour, with former employees being given preference.

"Our proposals are aimed at protecting workers against provisions of the (new) Labour Relations Amendment Act, which makes it easier for employers to get rid of workers," said Mr Smith.

NARROWING THE WAGE GAP

Wage ratios in the metal industry



Having won the right, in terms of the 1988 agreement, to observe June 16 and May 1 as statutory holidays, Numsa is now demanding the unconditional

recognition of the two days, plus March 21, as paid holidays. Employers have been asked to refrain from deducting personal income tax from workers' pay.

Explained Mr Smith, "Workers feel that tax deduction is placing a heavy burden on their meagre pay packets."

Workers also have a problem with tax because they feel they have no control over how Government spends the money.

The union has also submitted proposals relating to social security benefits, including, maternity leave, child care leave and sick pay.

In addition, it has demanded the narrowing of the wage gap between skilled and unskilled workers.

This year the IMF affiliates will take part in the talks as separate entities. The alliance ran into problems last year after Numsa unilaterally settled with Seifsa, ending a 15-day strike by about 30 000 workers, most of whom were Numsa members.

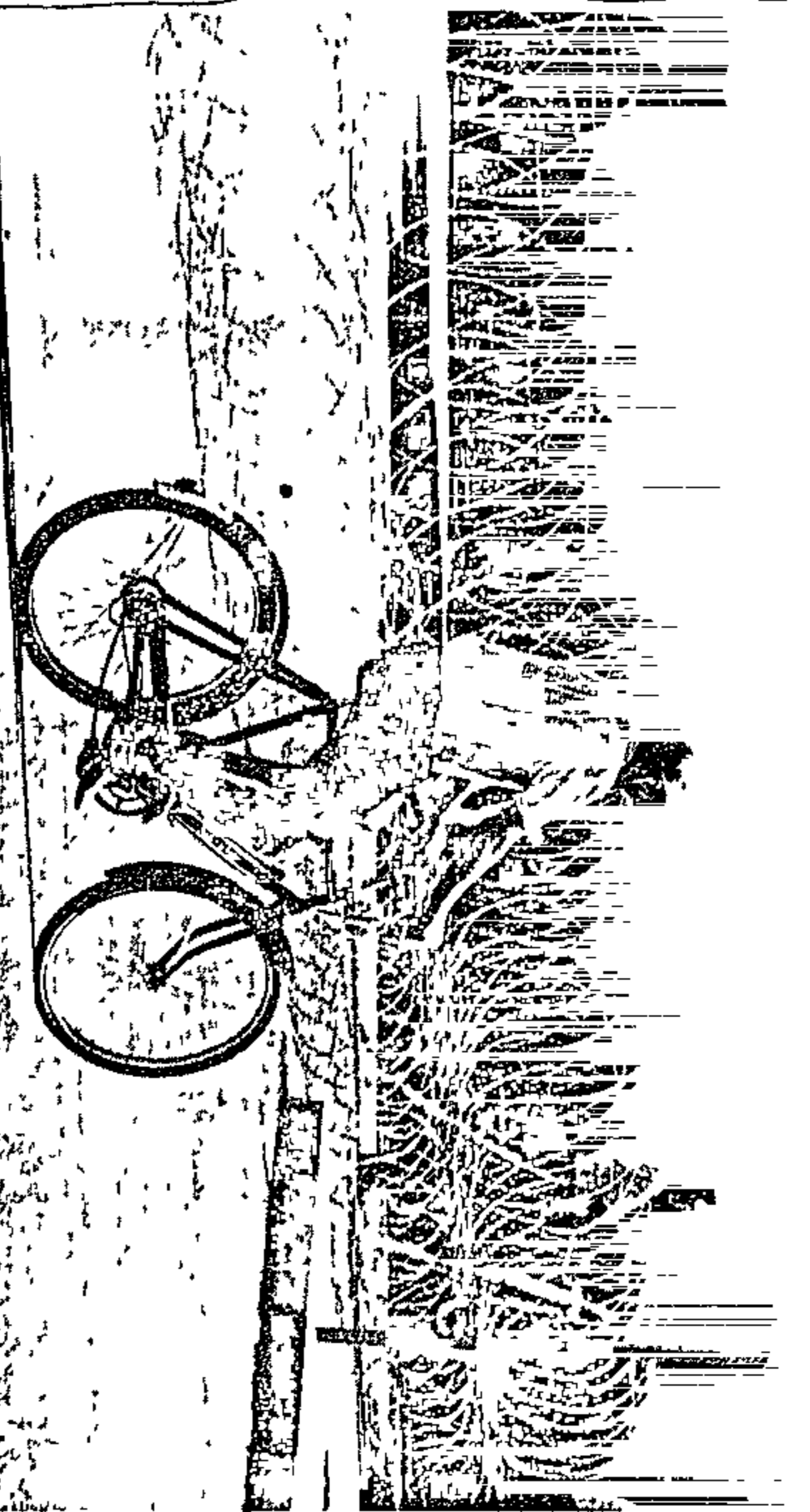
Demands

IMF secretary Mr Brian Fre-dricks believes, however, that with Numsa demands being "similar in many respects" to those tabled by the smaller affiliates, the possibility for co-operation remained, despite tensions between the unions.

Meetings had, in fact, been held to examine the question of working together once negotiations commenced.

For the first time, Seifsa has made its own demands on unions. These include:

- Excluding small businesses from the scope of the agreement
 - Relaxing restrictions barring the employment of workers without formal qualifications for artisan jobs
 - Removing limits on overtime
 - Protection of companies against compulsion to bargain at plant level on issues already settled in the main agreement
- Seifsa believes substantial progress has been made in narrowing the wage gap. While artisans earned five times what labourers were paid in 1961, artisans' individual earnings were now only 2,4 times those of unskilled workers.
- Seifsa director, Mr Brian Angus, expects this year's talks to be more complex than last year's, mainly because of the large number of demands and the split in the IMF. He anticipates that, with the parties having arranged to meet more frequently than in 1988, the 1989 talks will be less protracted.



A CYCLIST ignores the razor wire around Carletonville's Civic Centre after the bomb blast

● Picture Stephen Davimes

Ghost town on razor-edge

COILS of razor wire cordoned off Carletonville's Civic Centre yesterday as police sifted through damage caused by a midnight bomb blast which ruptured the ominous quiet in the town gripped by a six-day consumer boycott

The West Rand gold mining town's black consumer boycott of businesses came into effect on Monday. It was called by the Congress of Trade Unions (Cosatu) and National Union of Mine-workers (NUM) committees in protest against the Conservative Party's reintroduction of petty apartheid in the town.

Desperate to find a solution, representatives from the town's business sector and the boycott committee have expressed a desire to meet and discuss the dead-

lock situation

After less than a week, the boycott by Knutsong township residents and mineworkers has caused traders in the area to panic. With estimated losses of up to 80 percent many shopkeepers are beginning to wonder how long they can keep financially afloat.

"The length of the boycott depends on the reaction of the Town Council and the success of the business sector has in stopping the reinstatement of petty apartheid," said NUM's regional organiser, Mr Temi Sekonye.

After denying reports of a non-violent sit-in at the town's centrally located park planned to take place yesterday Mr Sekonye said "The Cosatu committee co-ordinating the boycott would like to meet the action committee formed by local business people in the area.

Mrs A Claassen, who heads the Carletonville Chamber of Commerce business grouping, yesterday agreed that the group would like to make peace with the boycotters but said the first task was to tackle the town council.

She gave details of a resolution adopted by about 300 traders at a Chamber of Commerce meeting on Wednesday night and said a memorandum requesting an urgent meeting with the council was handed to the town clerk yesterday.

"Given that the town council must have considered the consequences of



NOT a passenger in sight at the normally bustling Carletonville taxi rank ● Picture Stephen Davimes

their actions beforehand we have requested that in the interests of our community — before any further damage is done — that the town council makes public its solutions to the problem," she said.

Earlier this week the town was almost deserted. Despite the lull it was clear that graffiti artists had been at hard at work as a number of the

signs in the town saying Whites only — Reserved in terms of Act 49 of 1953 had been painted out.

The usually bustling black taxi rank in central Carletonville resembled a ghost station and the usual bulging shopping bags were nowhere in sight.

Since Monday we've had no shoppers, said taxi driver, Mr Ernest Maba.

But he added that many taxi drivers were offering a reduced fee to take passengers on shopping trips to neighbouring towns instead.

In a street survey it seemed that most black people in the town were aware of the reasons for the boycott. But many were not aware that Cosatu's boycott pamphlet said "We will only buy from shops in Westonia Fochville Randfontein and our fellow Indians in town."

One Indian shopkeeper complained that stores owned by Indian traders and patronised by mainly black customers seemed hardest hit by the boycott.

Nov 21/3/67

NUMSA

Markets restricted - Numsa

By Mike Siluma, Labour Reporter

The South African economy was in the grip of a severe structural crisis which had led to an attack on the living standards of workers by employers and Government, the National Union of Metalworkers (Numsa) said at the opening of the metal industry wage talks yesterday

In a statement to the industry's industrial council, Numsa, the biggest metal union, said most industrialists, including many in the metal industry, had not realised

that the country's economic crisis could not be resolved without a political solution

The union said the crisis had been occasioned by "an investment strike" by business since 1978, with the failure to invest in job creation having a "far more significant effect (on employment) than sanctions and disinvestment"

"Increasingly, investors in South Africa are choosing to invest overseas. We have recently

seen the creation of a number of offshore investment vehicles by Rembrandt, Gencor, Liberty Life and we are now witnessing the struggle by Minorco for Consolidated Gold Fields," said Numsa

In addition, the South African economy was faced with a restricted market in that it was unable, for political reasons, to export into its logical market - Africa, while the internal market was limited by "the drastic imbalance in the allocation of wealth and resources"

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SPV 2/13/89
**Management
closes NUM
offices at mine**

By Mike Siluma
Labour Reporter

The offices of the National Union of Mineworkers (NUM) at Anglo American's Vaal Reefs gold mine have been closed by management after the union boycotted last week's memorial service for 10 miners killed in an underground fire, a NUM spokesman said.

The spokesman said management had shut down union offices at the Orkney mine's No 8 shaft after NUM stayed away from the memorial service because union officials were refused permission to speak.

Workers gathered around the offices on learning of management's intention, but were persuaded by shaft stewards to disperse.

"The union condemns the closure of the office as .. a low blow for workers, coming so soon after the accident. It is part of a general management campaign of repression and intimidation against the union," said the spokesman.

A mine spokesman said the union offices were closed because "union members intimidated and prevented employees from attending the memorial service."

Unions likely to settle for lower pay hikes in 1989

Star 21/3/89

~~205~~
1408

By Mike Siluma, Labour Reporter

South Africa's black labour unions — which achieved some of the highest wage increases in the past four years — are expected to settle for increasingly lower pay rises in 1989, a wage survey by leading industrial relations consultants, Andrew Levy, Johan Piron and Associates (ALPA) has shown.

According to the ALPA survey report, the recent increase in the cost of living, including the rise in the petrol price and interest rates, was likely to pressure union negotiators to push for settlements in line with members spiralling living costs.

On the other hand, a significant upsurge in the number of retrenchments recorded in January and February, would force management and union negotiators to weigh higher wages against the preservation of jobs.

The report says average pay settlement levels between October 1988 and February 1989 stood at 16,7 percent, down from a 1988 average of 17,9 percent. Indications were that settlement levels for 1989 would be lower than the 1988 average.

Resistance

Unions' consistent demands for a 40-hour working week appeared to meet with resistance from employers, with a reduction in hours being always offset by a reduction in pay. At least 45,5 percent of employees in companies which participated in the survey were shown to work between 44 and 45 hours/week, while 79,7 percent had a working week of 44 hours or more.

The Congress of SA Trade Unions (Cosatu) affiliated Chemical Workers' Industrial Union negotiated the highest average minimum rate of R4,20/hour.

At the other end of the scale, employers, worried about falling profit margins, were expected to place emphasis on productivity, a concept viewed with suspicion by unions.

**Barring
of speaker
'a mix-up'**

By Mike Siluma,
Labour Reporter

The Steel and Engineering Industries Federation (Seifsa) has described as "a storm in a teacup" an incident in which the general secretary of the National Union of Metalworkers (Numsa) was briefly barred from addressing representatives to the metal industry's wage talks.

Mr Mayekiso, general secretary of Numsa, is facing treason charges. He was recently released on bail.

Seifsa executive director Mr Brian Angus said yesterday the refusal to allow Mr Mayekiso to speak resulted from a misunderstanding.

Stalemate

140A
[scribble]

Talks on reinstatement deadlocked

NEGOTIATIONS for the reinstatement of 17 Elite supermarket workers dismissed in December last year have reached a stale-

mate. The workers, members of the Commercial, Catering and Allied Workers' Union (Ccawusa), were fired

after not being at work on December 16.

Elite has refused to reinstate them.

Several community organisations have been contacted about the dismissals and pamphlets outlining Elite workers' grievances were widely distributed last month.

The pamphlets contained complaints by some workers about low wages, long working hours, poor working conditions and lack of job security as well as allegations of "union bashing" by management.

These claims were denied by Elite management.

"A series of events led to the dismissals," said Mr F Erasmus, an attorney acting for Elite.

Erasmus said the workers were dismissed after they repeatedly refused to give an explanation for their absence.

He claimed they had agreed to accept a day's leave in October in lieu of December 16 and double pay for working on the public holiday.

The workers have denied this.

Erasmus said Elite refused to re-employ the workers because other workers had been employed to replace those dismissed.

Ccawusa does not have a recognition agreement with Elite, which is a member of the Western Cape Traders' Association.

New union for Namibian teachers

[scribble]

22-29/3/87

NAMIBIAN teachers, long regarded as passive bystanders in the territory's struggle for independence, have formed a national union committed to playing an active political role.

The Namibian National Teachers' Union (Nantu) was launched in Windhoek earlier this month.

Among the 400 delegates were several Ovamboland teachers who walked and hiked the 1 000 kilometres to the capital.

The blue, green and red of Swapo predominated at the launch which took place on the eve of the implementation of Resolution 435.

Nantu is the first national teachers' body in the territory. Previous teachers' organisations were regional and ethnical based.

Political pressure

Resolutions emphasised that the union would play a dual role, acting as a political pressure group as well as dealing with shopfloor issues.

"Teachers as educators need to be prepared to enter a new society liberated from the traditional ways of thinking and teaching implanted by decades of colonialism," said guest speaker Paul Kalenga, of the Namibian National Students Organisation (Nanso).

Kalenga said the struggle for a better education system was "an integral part of the struggle in Namibia".

Genuine political independence was a precondition for "people's education" and education would play a vital role in the process of national reconstruction after the winning political power, he said.

22-29/3/89

AVU

Joining the Cosatu 'family'

140A

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THE Garment and Allied Workers Union took their discussion on joining the Congress of South African Trade Unions to their members in great style

And in the end, 5 000 workers at a series of colourful and emotional meetings gave a resounding "yes" to the trade union federation

The meetings, held over the past fortnight at several venues all over the Western Cape, were attended by workers from Gawu locals in Atlantis, Athlone, Matieland, Epping, Cape Flats, Southern Suburbs, Northern Suburbs, Elsies River, Salt River, Woodstock and Cape Town

Yellow, red and black predominated as worker delegations marched into the meetings singing freedom songs with banners held high

"Viva Cosatu", "Forward to one union, one industry, one federation", "Worker unity now!" and "Viva worker control" the factory banners read.

These set the tone for speaker after speaker to take the floor to support joining Cosatu amid an air of growing excitement.

Workers said the victories of the past year had made them proud of their union

"Garment workers have found their voice," a speak-

er said amid a roar of approval at the Athlone meeting

"Now the time has come for us in Gawu to join Cosatu We want to stand together with other workers For too long we have been divided by the bosses and the government."

"We were supported in the Rex Trueform strike by other workers. Under the

umbrella of Cosatu, we will have the support of over a million workers," said a speaker from the Salt River local

"If we stand together as workers, we have the power to fight for a better future where we won't suffer from poor housing, unreliable transport and inferior schools and where bosses can't exploit us," said an Epping worker, prompting workers to burst

into singing, "There shall be houses, security and comfort"

It was obvious that workers had all discussed joining Cosatu at their factories, said South African Municipal Workers Union general secretary John Ernstzen, guest speaker at the meetings

"The government and the bosses want you to be afraid of Cosatu but Cosatu

is not a devil with horns," Ernstzen said.

"Cosatu is the federation to which your brothers and sisters, mothers and fathers belong Now we are welcoming you into the Cosatu family "

The proposal to affiliate to Cosatu met with enthusiasm as workers leapt to their feet to show their support.



Gawu members during the meeting at the Athlone Civic Centre

PIC BENNIE GOOL

Dismissed workers

restrained

By Cathy Stagg

After an urgent application launched on Monday night, Boston Dry Cleaners was granted an interim order restraining dismissed workers from going to the firm's premises and interfering with work.

The order also restrains them from damaging the factory or vehicles.

It was granted in the Rand Supreme Court by Mr Justice G Gordon.

Mr Costa Dimi- triades, a partner in Boston Dry Cleaners, said the workers went on strike after demanding that Boston recognise the Transport and General Workers' Union.

(scribble) 140A (scribble)

Fired workers

ABOUT 300 workers fired by Boston Dry Cleaners after an "illegal" strike on Tuesday were ordered by a Rand Supreme Court judge to vacate the premises in Jeppe Street, Johannesburg.

The order was sought by the dry cleaning company's director, Mr Costa Dimitria, who claimed in papers before court that the workers became "aggressive" after they had been dismissed and had refused to vacate the premises.

He sought the court order after his company's

lawyer, Mr Hilton Mer, had told him that the police were reluctant to get involved in moving the workers out of the premises.

Mr Dimitria said he feared for his safety and that of his employees and his plant that was valued at about R8m.

He said his entire workforce went on a strike on Tuesday after they had told him to recognise with immediate effect, the Transport and General Workers Union as their mouth-piece.

He said he told the union officials who were

must leave

By **MANDLA
NDLAZI**

in his office that it would not be possible to discuss the issue because of the heavy work load during the Easter week. He

however offered to discuss the matter later that day but the workers went on strike.

Mr Dimitria said according to provisions contained in Section 65 of the Labour Relations

Act 28 of 1956, the strike was illegal. He said he warned them to return to work and a "little more than half" of his workforce heeded the warning.

He said those who were fired soon adopted an "aggressive, threatening and confrontational attitude." He said they refused to vacate the premises after repeated requests and started singing and chanting.

He said tensions were running high and it appeared to him that a "mob hysteria was being created." He therefore feared for his safety.

ACCORD IS SIGNED

Sowetan 22/2/89
THE Banking Insurance Finance Assurance Workers' Union has signed a recognition agreement with a short-term insurance company, Auto and General.

A spokesman for Bifawu said the agreement strengthened the union's hold in the insurance industry.

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

• More than 100 employees of Boston Dry Cleaners are taking part

By LEN
MASEKO

in a work stoppage in protest against the company's refusal to recognise their union, the Transport and General Workers Union (TGWU).

Requested

These employees downed tools at the company's Johannesburg outlets on Monday

Mr Costa Dimitriades, managing director of the company, said his employees took the action after he requested the TGWU officials to postpone talks between the two parties on Monday. He had requested the union officials to arrange a meeting for later in the day, he said.

Mr Dimitriades said he had decided to fire all the 102 workers participating in the stoppage. He said he had been prepared to negotiate a recognition agreement with the union.

TGWU official Mr Steven Motingoa said the employees were forced to abandon their sit-in strike inside the company's premises after management successfully sought a Supreme Court interdict evicting them.

• More than 200 members of the Commercial Catering and Allied Workers Union of South Africa (Ccawusa) have embarked on a work stoppage at five of Marble Hall Wholesalers' outlets in the Transvaal, a spokesman for the union said yesterday.

Sfr 23/3/89.

Conduct of SAP is questioned

Vlok asked to probe police role in troubled areas

By Mike Siluma,
Labour Reporter

The Congress of South African Trade Unions (Cosatu), accusing police of doing too little to curb the activities of Inkatha-supporting "warlords" in the strife-torn Maritzburg townships, has called on the Minister of Law and Order to investigate the conduct of police in the conflict.

Cosatu, together with allied organisations, has launched a multi-pronged campaign to end the Maritzburg violence, involving big business and foreign governments with representation in South Africa.

Cosatu's plans were divulged by its general secretary, Mr Jay Naidoo, at a media conference attended by Cosatu lawyers and officials of the restricted United Democratic Front (UDF)

Justice

Cosatu released a report by its lawyers which alleges that the police failed "to play their role adequately in the administration of justice".

Referring to the state of the Complaints' Adjudication Board, set up last September in an agreement between Cosatu and Inkatha, Mr Naidoo said it was being hampered by the fact that Inkatha officials against whom complaints had been laid had refused to appear before the board.

Mr Naidoo said a letter was sent to Mr Adriaan Vlok, Minister of Law and Order, expressing Cosatu's concern about the continuing violence in Maritzburg townships and the role of police.

"We have called for a high-level public investigation and have indicated that for the peace process to succeed, the restrictions on individuals, Cosatu

and the UDF should be lifted," said Mr Naidoo.

Cosatu lawyers had asked for Mr Vlok's reply by March 15 but this had not been forthcoming.

The spokesman for the Minister, Brigadier Leon Mellet, said he could not confirm that the letter had been received. He said it was unreasonable for the Minister's office to be expected to comment on Cosatu's "wild" allegations at short notice and without being given an opportunity to investigate them.

Cosatu lawyer, Mr Nick Haysom, said he did not believe the conduct of the police in Maritzburg townships related only to individual policemen, but that "the attitude from the top is that Inkatha is an ally and other groups against Inkatha are seen as the enemy".

It is understood that representatives of foreign embassies in South Africa, including the British and Americans, have been briefed on the situation in Maritzburg in an effort to mobilise local and international support to end the violence which has claimed more than 1 000 lives.

● General Hennie de Witt, Commissioner of Police, has ordered an investigation into the possibility that the press conference and memorandum released by Cosatu could be a breach of the restriction orders placed on Cosatu by the Minister of Law and Order last year.

General de Witt said people who had made allegations of police involvement in acts of violence and injustice in the Maritzburg area would be invited to assist the police in their investigation.

Should they refuse to disclose factual details to substantiate their claims they would be subpoenaed to produce their evidence, the statement said.

Police to investigate ^{AKCus} ^{23/3/89} Cosatu Press conference

GENERAL Hennie de Witt, Commissioner of the SA Police, has ordered an investigation into whether a Press conference and a memorandum released by Cosatu yesterday breached the restriction orders placed on the trade union by the Minister of Law and Order last year.

He added, however, that all Cosatu's allegations would be thoroughly investigated.

Cosatu accused the police of doing too little to curb the activities of Inkatha-supporting "warlords" in the strife-torn Maritzburg townships.

It released a report compiled by its lawyers, detailing the police's alleged failure "to play their role adequately in the ad-

ministration of justice".

In a statement yesterday, General de Witt said people who had made allegations of police involvement in acts of violence and injustice in the Maritzburg area would be invited to assist the police in their investigation.

Should they refuse to disclose factual details to substantiate their claims they would be subpoenaed to produce the so-called evidence.

Cosatu has announced new plans to try to restore peace in Maritzburg in an initiative involving big business and foreign governments with representation in South Africa. — Sapa, The Argus Correspondent

W/E ARBUS 25/3/89

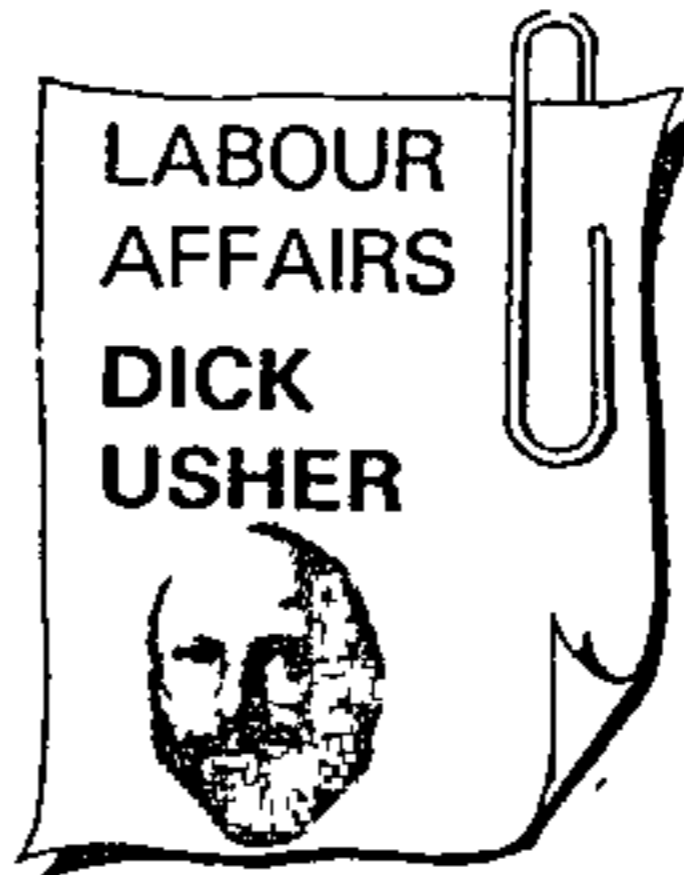
Union merger steams ahead

MOVES to form one national union in the clothing and textile industries are moving along at a brisk pace

In Cape Town last weekend the first high-level substantive talks took place between Garment and Allied Workers' Union (Gawu) and Cosatu affiliate Amalgamated Clothing and Textile Workers' Union (Actwusa) after a series of exploratory discussions which started last year

A target date of July 1 has been set for the amalgamation and sources from both unions have described the atmosphere as the most promising it has been since the two unions were formed from a series of mergers in 1987

There are also hopes of including leatherworkers in the national union



The two unions in that sector, National Union of Leatherworkers and Transvaal Leather and Allied Trades Industrial Union are close to merging into one national union, but they have not yet made a firm decision either way on joining the Actwusa/Gawu talks

Since it was formed from a merger between Garment Workers' Union (Western Province) and the Natal-based Garment Workers' Industrial Union, Gawu has been keen to affiliate to Cosatu

But Cosatu policy is that unions seeking affiliation have to merge with the existing affiliate in their sector. Here Gawu was blocked by tensions between itself and Actwusa hanging over from the days when the Garment Workers' Union was a leading member of Tucsa (Trade Union Council of South Africa) and viewed by the more militant progressive unions as little more than a "benefit society".

Smooth over

But changes in style, content and leadership of Gawu helped smooth these over and open the way to the present merger talks

Over the past two years Gawu has taken a far stronger position on worker issues than previously. Last year saw the first strikes in the industry for many years and members took part in the June 16 stayaway.

All Gawu locals have given a mandate for affiliation to Cosatu and the national executive committee has set up a national merger committee. This committee will implement the Gawu merger programme and work towards forming one union in the garment, textile and leather industries

Other tasks are to

- Set dates for meetings between the unions' national executive structures,
- Arrange joint seminars of the leadership of the unions;
- Set up a committee to draft a constitution for a new national union, and
- Investigate an agreement on matters such as finance and assets of the unions, a structure, staffing and other organisational matters

All these will be taken to a special national congress of Gawu on April 15-16 where the merger committee will put forward its proposals on a merger with Actwusa. A merged union involving Gawu and Actwusa would have about 200 000 members, roughly comparable with the National Union of Metalworkers among Cosatu affiliates

Unions to impact on farmers

W/6 AX645 25/3/87 1401
By DICK USHER Business Staff of Trade Unions (Nactu) to organise farm workers.

TRADE unions had become a powerful political instrument and the vulnerability of agriculture would increase considerably, says Dr D C Cronje, group MD of Volkskas

Dr Cronje's warning follows the recent announcement by the Acting Minister of Manpower, Mr Eli Louw, that after nine years' work the inquiry about working conditions of farm labourers and domestic workers by the National Manpower Commission was not yet complete

It also comes in the wake of serious moves by unions from both major federations, the Congress of South African Trade Unions (Cosatu) and the National Council

At present farm and domestic workers are excluded from the provisions of the Labour Relations Act which covers all other employees in the private sector.

Dr Cronje said that pro-active and collective bargaining power must in future be applied in the agricultural sector which would have to prepare for it

The industry remained one of the largest employers in South Africa

"Unreasonable trade union interference and spiralling wage levels in its wake will place greater pressure on agriculture's contribution as an employer," he said

"From the viewpoint of survival it remains important for all agricultural industries to maintain international competitiveness

"No industry can survive if it prices itself out of the domestic and international markets in the long term," he said

Farmers could no longer escape the fact that the prerequisite for a successful farming enterprise was the ability to manage risks efficiently and to adapt dynamically to a changing situation

It was eventually the competitiveness of the farmer that would determine the extent to which they would be able to overcome the challenges of the national and international markets

Star 29/3/89

Newspaper sellers on R700 minimum

A new wage agreement giving employees in the newspaper distribution industry in the Transvaal a minimum wage of R700 a month, has been reached between Allied Publishing Limited and the Commercial, Catering and Allied Workers' Union of South Africa (UAWA).

Mr J C Mould, managing director of Allied Publishing, said yesterday employees would also receive an across-the-board increase of 16 percent.

A similar agreement had also been signed with the United Workers' Union of South Africa, Mr Mould said — Sapa

Mines to prevent violence, coercion in labour disputes

Star 29/3/89
(20) (140A)
Negotiations aimed at preventing violence and coercion which characterised the 1987 mines wage strike are continuing with the aim of normalising relations with the National Union of Mineworkers, says the chairman of Anglo American Gold Investment Company (Amgold), Mr J Ogilvie Thompson.

He said in his annual review of the company's activities, published yesterday, that the NUM and Amgold were concentrating on preventing the recurrence "of actions by the union in the build-up to and during the strike, which had so damaged the relationship (between the company and the NUM)".

Thousands of mineworkers were dismissed as a result of the strike.

Mr Ogilvie Thompson added. "Whilst the policy of these gold mines towards trade union rights for employees remains unaltered, the type of violence and coercion which took place

on the mines will not be allowed to re-emerge

"A code of conduct and an agreement for the resolution of dismissal disputes with NUM is being negotiated. It is hoped these will aid in normalising relations with NUM"

The review says that Amgold welcomed amended mines and works regulations which removed job reservation on the mines but, at the same time, some legal provisions which could "impede the advancement of black employees" had been objected to

Mr Ogilvie Thompson also said that safety levels on Amgold mines had improved during 1988-89

"Programmes for advancement in every aspect of risk management are continuing," he added.

The control of rock strata through backfilling in seismically active areas is one of the methods being used to improve safety on Anglo mines

Workers seek bigger share of profits

14019
THE Commercial Catering and Allied Workers' Union of South Africa and Pick 'n Pay resume wage talks on April 7.

The negotiations are part of a fresh bid to break the deadlock between the two parties after the two failed to reach agreement at mediation proceedings on March 13 and 14

The wage dispute revolves around the company's offer of R130 across-the-board increase, which has been rejected by Ccawusa in favour of a R160-a-month rise.

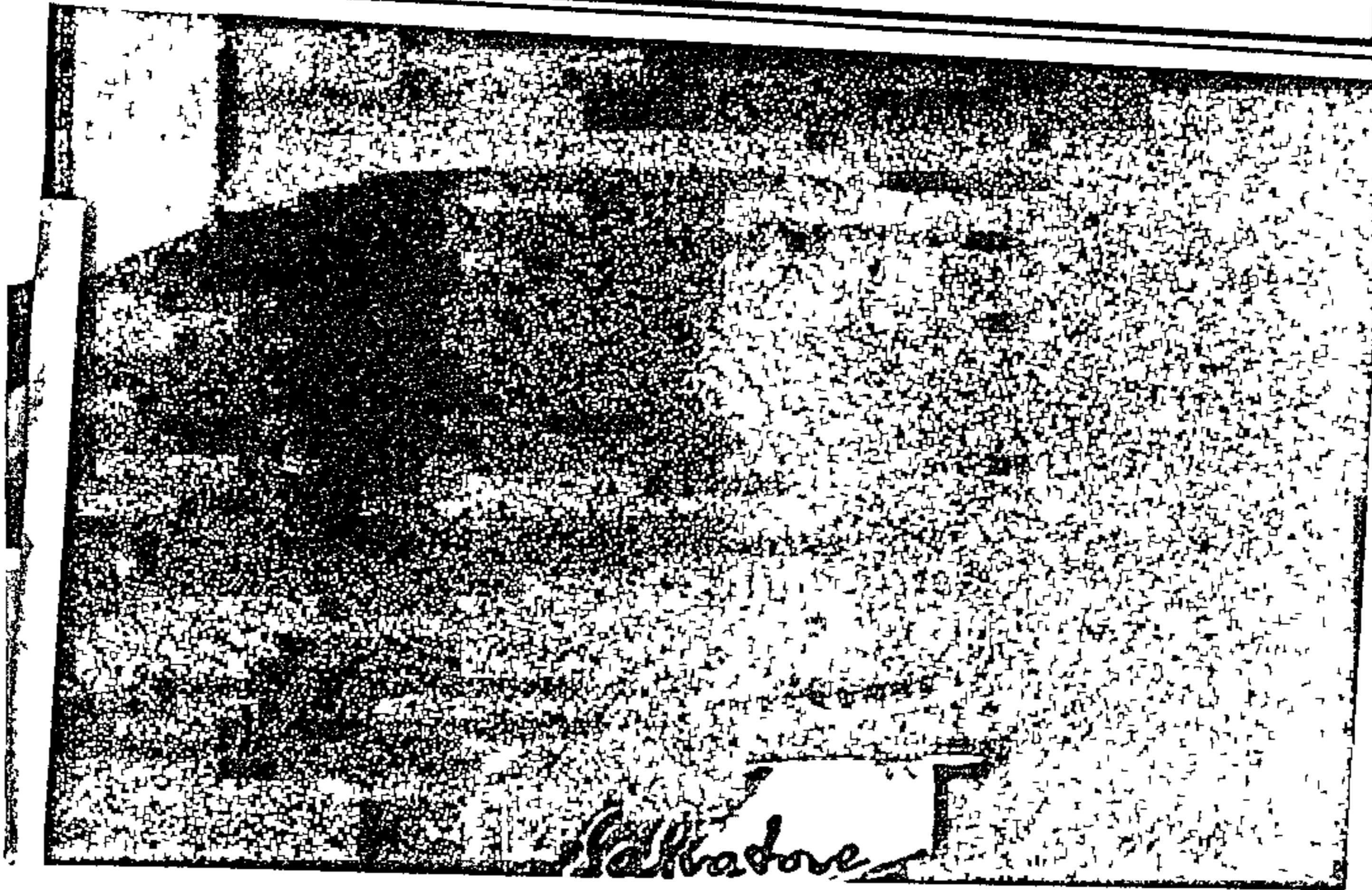
● Wage talks between Ccawusa and Pepkor, parent company of Pep and

Ackermans stores, have also reached a stalemate

A spokesman for the union said Ccawusa had rejected Pepkor's average wage offer of R132,50 a month

Meanwhile, Sapa reports a new wage agreement giving employees in the newspaper distribution industry in the Transvaal a minimum wage of R700 per month has been reached between Allied Publishing Limited and the Ccawusa

Mr J C Mould, MD of Allied Publishing, yesterday said employees would also receive an across-the-board increase of 16 percent as part of the settlement.



New Inkatha call on Cosatu claims

BIDM 29/3/8
Business Day Reporter (140A)

INKATHA yesterday expressed concern over Cosatu's failure to supply it with details of a report alleging collusion between the SAP and leading Inkatha members in the Maritzburg area. The report, released last Wednesday, said residents had lost confidence in the administration of justice because of an apparently deliberate SAP policy of obstructing the prosecution of perpetrators of violence which had cost hundreds of lives in the past year.

Inkatha said it had called on Cosatu to furnish it with full copies of all documents and the details of all information contained in the dossier.

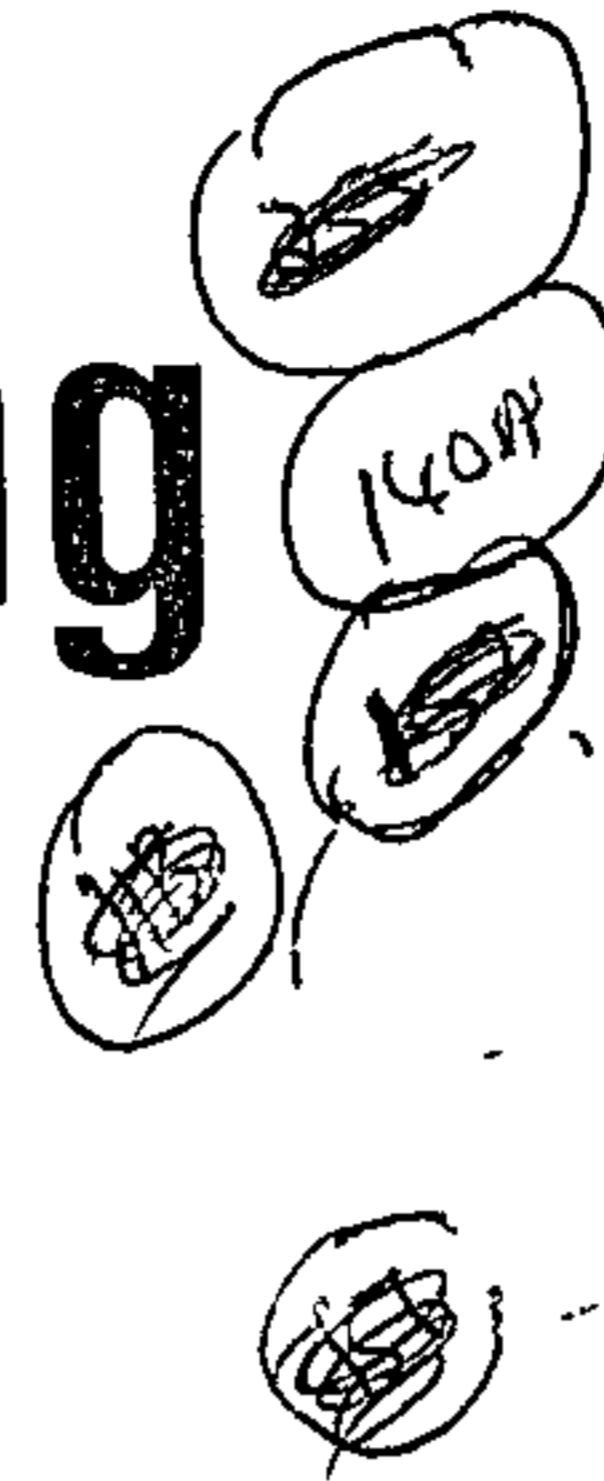
"In the circumstances, Inkatha does not know if the allegations do, in fact, involve any of its members and whether they are accurate or not," the statement said.

It added that Inkatha was totally committed to the peace accord devised by the two organisations last year.

CPY TIND 29/3/79 (1204)
Minimum wage raised

JOHANNESBURG. — A new wage agreement giving employees in the newspaper distribution industry in the Transvaal a minimum wage of R700 a month has been reached between Allied Publishing Limited and the Commercial, Catering and Allied Workers' Union of South Africa. Mr J C Mould, managing director of Allied Publishing, yesterday said employees would also receive an across-the-board increase of 16% as part of the settlement. A similar agreement had also been signed with the United Workers' Union of South Africa, Mr Mould said.

Time for bargaining in steel industry



WAGE negotiations to set 1989 minimum standards in the wages and working conditions of the metal industry's 361 000 employees resume today.

Fourteen trade unions are engaged in the talks with the employer body, the Steel and Engineering Industries Federation (Seifsa), representing 3 500 firms.

When the parties first met on March 20, the unions tabled wage increase demands of between 17 and 98 percent, while employers offered an increase of about 10 percent for certain categories of workers

In addition to demands for higher wages, union demands include improved social security benefits, job security and the recognition of March 21, May 1 and June 16 as paid holidays. March 21 is the anniversary of the Sharpeville and Langa shootings. May 1 is regarded by black unions as Workers' Day, while June 16 commemorates the 1976 Soweto Uprising.

Seifsa demands include the exclusion of small businesses from the scope of the negotiations, relaxing restrictions barring the employment of workers without formal qualifications in artisan jobs and removing limitations on the length of overtime.

• The National Union of Mineworkers (NUM) has refuted a statement by the management of Grootvlei Mine that an impending retrenchment programme, involving 1 700 workers, had been concluded with NUM.

In a statement last week, management said the retrenchments were

SOWETAN CORRESPONDENT

necessitated by the low gold price and diminishing ore reserves. Management said the terms of the retrenchment followed consultations with NUM and other employee bodies.

A spokesman for the NUM said no agreement had been reached between the union and management, and that negotiations on the matter were continuing. The public announcement by management "undermines the process of bargaining" and the union, said NUM.

Strike

• The strike by NUM members at Rustenburg Refineries has continued, despite a resumption of negotiations between the union and management, the union said. According to NUM, 800 workers are participating in the strike. The management figure is 500.

• The Banking Insurance, Finance and Assurance Workers' Union (Bifawu) and Auto and General Insurance Company (Ltd), have reached a recognition and procedural agreement enabling the union to negotiate wages and working conditions for more than

100 black employees, the union said, and

• Inkatha has denied any knowledge of allegations of collusion between its followers and police in anti-Cosatu/United Democratic Front activities in the Maritzburg conflict.

Reacting to a statement by Cosatu last week that police were siding with Inkatha-supporting "warlords" in the conflict, Inkatha said it was "most concerned about the matter, particularly in the light of the Cosatu/Inkatha peace accord, signed last October.

An Inkatha statement said Cosatu had not referred details of the allegations to Inkatha — in the spirit of the peace agreement.

Inkatha said peace could only be attained by "negotiation and co-operation." Saying it was still "totally committed to the peace accord and to working towards peace," Inkatha called upon Cosatu to provide it with full information concerning Cosatu's allegations. "More than 1 000 people have died in the conflict, which involves followers of Inkatha, Cosatu and UDF.

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Cosatu launches campaign to save Indian businesses

By Sipho Ngcobo (140A) (202)

THE Carletonville Cosatu local action committee and youths from black townships near the CP-ruled town will begin a campaign today to save Indian-owned businesses from being ruined by the crippling consumer boycott, Cosatu president Elijah Barayi said yesterday.

He said the campaign was also aimed at saving the jobs of hundreds of blacks employed by 76 Indian traders in the town.

Indian traders say some of their turnovers have crashed by about 90% during the five weeks of the boycott, aimed at white businesses.

"The fact of the matter is that most people are boycotting all businesses in the town, including those owned by Indians. This is wrong. The boycott is aimed at white-owned businesses," said Barayi.

A spokesman for the Carletonville Indian traders' interim committee, Essop Lorgat, said yesterday most Indian businessmen had been so hard-hit by the boycott that they were planning to "send home" most of their employees in a week or two.

Lorgat said at least 20 businessmen were already unable to pay rent for leased properties because of financial losses incurred as a result of the boycott, and owed at least R35 000 in rent arrears.

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New turn in Nampak strike

30/3-5/4/89



PORT ELIZABETH — The three-week old dispute at Nampak Corrugated here took a new turn on Tuesday when management locked out the 123 striking workers

In a leaflet issued to the workers, all members of the Paper, Print, Wood

and Allied Workers' Union (Ppwawu), management gave them until April 7 to return to work

The dispute centres around the workers' demands for a minimum wage of R55 a week, that June 16 be recognised as a public holiday and bonus

pay of R600 ^{Smith}
The notice said workers should unconditionally accept the company's "final offer" of R31 a week or face dismissal.

They were told they could only return to the Nampak premises if they complied with the

company's proposals

In a telex to management last week, Ppwawu urged the company to look at its proposals and resolve the problems.

But Nampak's managing director, Mr JP van

Rensburg, said it was a waste of time to consider the proposals as "they will not be altered".

The strikers have rejected the notice as an attempt to intimidate them into going back to work on management's terms

14077



Angry chicken factory workers protest after management allegedly told them they no longer had a union

'Union bashing'

THE scene has been set for a bitter labour dispute at a Bellville chicken factory after workers refused to participate in a secret ballot to determine union support at the plant

And in a new turn on Tuesday angry Bonnybird workers demonstrated outside the factory to protest against what they term "union bashing".

The row comes less than a month after the plant, formerly part of Farmfare, came under Bokomo management as part of the restructuring of the giant Premier Food Industries (PFI)

Workers say that since the takeover there has been a concerted attack upon the rights they won in the five years the factory has been organised by the Food and Allied Workers' Union (Fawu)

They say management has tried to confuse workers about their rights under the new company. They allege they were told that they no longer had a union, provision for full-time shop stewards was withdrawn and shop stewards were threatened and told they could not represent the union

The workers have rejected the secret ballot as unnecessary because over 90 percent of workers are Fawu members

At the time of the takeover, Bokomo said a recognition agreement with Fawu would have to be re-negotiated at plant level and not nationally as was the case with Farmfare. No mention was made of voting to determine majority membership

Since the announcement of the restructuring of PFI earlier this year, Fawu has repeatedly warned that large-scale retrenchment and a deterioration in working conditions was likely

Bonnybird group managing director Mr Leon Shenglicht declined to comment because he had not yet spoken to the workers or the union

Deadlock in ^(140#) Caltex talks ^{Smith}

30/3-5/4/89.

THE Chemical Workers Industrial Union has applied for a conciliation board hearing following a deadlock in wage negotiations at the Caltex refinery in Milnerton.

Workers are demanding an across the board increase of R170 or 16 percent. Management has offered R149 or 14 percent.

A meeting over the dispute took place last week.

Peace returns to Maritzburg street

MARITZBURG — Peace has returned to Maritzburg's Retief Street, scene of bloody clashes between apparent Cosatu and Inkatha supporters, according to traders and residents in the area.

They say the deployment of a mobile police unit at the corner of Berg and Retief streets a few weeks ago had improved matters dramatically.

Local reporters on a number of occasions watched "Amaqabane" (comrades) and a gang sporting Inkatha berets, ties and badges clash in Retief Street.

With gang members toting guns, knives and spears, bloody battles were fought while people watched from their balconies and rooftops.

Mr Malcolm Hoskins, who owns a panel-beating business in Retief Street, and who long campaigned for the establishment of the mobile police unit, said this week he was "very appreciative".

The traders all complained, however, that business had not yet returned.

"The people who were scared off by the violence haven't returned yet."

Police liaison officer Major Pieter Kitching said arrests had been made for various types of crime. — Sapa.

CAPL. TIMES 3/13/89

Bid to save Indian business

Own Correspondent

JOHANNESBURG. — The Carletonville Cosatu Local Action Committee and youths from black townships near the CP ruled town will today go on a campaign to save Indian-owned businesses from being ruined by the consumer boycott, Cosatu president Mr Elijah Barayi said yesterday.

Today's campaign is also aimed at saving jobs of hundreds of blacks employed by 76 Indian traders in the town.

INDUSTRIAL RELATIONS - COSATU

~~APRIL~~ 1989

APRIL 5 - MAY.

f

Anglo closes NUM Vaal office

By DAN DHLAMINI

THE closure of National Union of Mineworkers offices at Vaal Reefs by Anglo American management last week has caused tension in the mine where 10 workers died recently.

Workers believe their offices were shut down because of their boycott of a management-organised memorial service for the 10 miners who died in an underground fire recently.

Workers said it was an act of intimidation

on the part of management because they only exercised their right to stay away from a service at which they were not granted an opportunity to air their views.

They said that instead, homeland leaders who did not know workers' hardships, were listed as speakers.

"We will decide when to hold a day of mourning," said one miner.

Attempts to get comment from both the management and NUM this week drew a blank.

(140A)
Cross
2/8/89

Row as 470 workers face axe

140R
Cawusa 2/18/89

By **CONNIE MOLUSI**

A **STORM** is brewing between the Commercial, Catering and Allied Workers Union of SA and the JD group - owners of World furniture stores.

The dispute is over the closure of 10 World furniture stores, a move which will result in the retrenchments of 470 workers - members of Cawusa.

Cawusa said: "There is general repression in the form of retrenchment, particularly from employers in the retail furniture industry

Most decisions are based on desire for profits, without consideration for the welfare of workers."

According to the chairman of the JD group, David Sussman, they reached the decision to absorb some World stores into Score furniture shops, and close down 10 stores, because World was not economically viable.

"The World concept has made good economic returns impossible. World operated through salespeople going from door to door in the townships persuading household-

ers to buy furniture.

"The result was that the cost of petrol, vehicles and people who walked out on their hire purchases, pushed the price of goods in World stores above other sister companies.

"After careful consideration of the number of jobs which would be lost by the closure of all operations at World, we reached a decision that the 2 000 people be retrained and be absorbed into Score and Pride and Price furniture shops," he said.

The company has offered to assist workers to "turn adversity into fortune" and start their own businesses by getting them into contact with organisations like the Get Ahead Foundation, Job Creation, and the Small Business Development Foundation.

Cawusa has dismissed the offers by the JD group as intending to make workers hopeful and retrenchment attractive.

The union said it would fight the retrenchments.

PENSIONS CALL FOR MEETINGS

THE metal industry's pension fund has become the centre of a debate between employers and the National Union of Metalworkers of South Africa.

Numsa has demanded that the employer body, the Steel and Engineering Industries Federation of South Africa (Seifsa), change its pension system to a flexible benefit fund which allowed lump sum payment to workers who leave their jobs.

Seifsa members have rejected this option because they believe that workers are not capable of handling money responsibly and that workers will waste lump sums and then have nothing for their old age," a Numsa spokesman said

By LEN MASEKO

Seifsa had agreed after lengthy argument at wage negotiations on March 30, to consult its members on the issue. The employer body is expected to respond to Numsa's demand at the

MEETINGS

on April 25. The Numsa spokesman said "There is no adequate State housing for unemployed workers need their money immediately. A Seifsa spokesman said employers were not allowed to give an improved overtime rates

undertaking on the pension issue because other unions participating in the wage negotiations, agree to remove the present restrictions on overtime

Swapo supporters shot

CHARGES of attempted murder are being investigated after two men in a car allegedly opened fire on a vehicle near Tsumeb carrying Swapo supporters back to northern Namibia on Sunday, South West African Police liaison officer, Chief Inspector Kierie du Rand said in Windhoek yesterday. Two men are in "critical" condition

GET YOUR understanding of its implications if you read Mrs. Knott's BECK horse races to be run on music

A Ppwawu spokesperson said workers had dropped demands for housing and an education scheme.

Three conciliation board hearings have failed to resolve the dispute. — PEN

New hope for unemployed

South Africa
5-12/9/89
UDA

DURBAN. — A job-creation scheme run by the Amalgamated Clothing and Textile Workers' Union of South Africa (Actwusa) has brought new hope to retrenched textile workers here.

Zenzeleni Clothing employs about 300 people in the industrial suburb of Jacobs. The scheme plans to expand to include a further 400 people in Ladysmith and East London.

The scheme is run by workers who negotiated a R2,5 million settlement in a retrenchment battle with the Frame clothing group.

Workers remain part of the trade union and undergo a 10-week skills development programme. —

DURBANNEWS



Workers outside the factory shortly after they had gone on strike on Friday

Workers down tools over no Easter pay

By CHIARA CARTER
THIRTY-ONE workers at an Athlone spice factory downed tools on Friday after being told they would not be paid for Easter Monday

Production at the factory resumed on Monday while Food and Beverages Workers Union officials negotiated with the factory manager, Mr Navin Gihwala

The workers, employed at Gihwala Eastern Gem Products, claimed their employer did not discuss with them closing the factory on Easter Monday, which was not a statutory holiday

Instead, the first they heard about pay for the holiday being deducted was after they returned to work on Tuesday

"This was the last straw," said a spokesper-

son for the workers, who include several long-serving employees of the company

One such worker is Margaret Swarts, 50, who has worked for the company for more than 20 years

Like all employees with the exception of drivers and office staff, she earns R59 a week

Swarts and the other workers claimed an increase they were promised earlier this year had not yet been implemented

Last year, their wages were upped by R2 — an increase which Swarts described as an "insult"

"I worked for Mr Gihwala when the factory was in Cape Town. It is a disgrace that after so many years I only earn R59 and they won't even pay me for a public holiday," she said

Swarts, together with several other workers, lives in a shack behind the factory

She described this accommodation as "disgusting" and said they had to use the factory's toilet facilities

The workers also alleged that their working conditions were "appalling"

They said they did not get sick pay and if they did produce doctor's certificates, these were torn up

The workers claimed that the manager, Mr Navin Gihwala, frequently swore at them and that they were sometimes hit

Approached for comment this week, Gihwala confirmed the workers were not paid for Easter Monday. He said this was because it was not a statutory public holiday

He said he paid workers the Department of Manpower salary of R67 a week, but because they worked a 41 hour, instead of 46 hour week, this meant they got R59

He said that workers were due to get an increase this month

Abusive

He said that the workers' allegations were made in the heat of the moment.

"The best workers go to the clothing factories in this area. Unfortunately we get the cast-offs. That is why these differences arise

He said claims about abusive language and being beaten referred to things that happened in the past

"They also use obscene language when speaking to me"

He said there was a high rate of theft at the factory and he would rather deal with incidents himself rather than call in the police. He said that anyone who had seen the type of women who worked at the factory would realise how ridiculous allegations of sexual harassment were

He said that very few workers still lived on the premises. They had access to three toilets and hot and cold running water. These facilities had been approved by government officials

GILLIAN KATZ STUDIO

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Numsa ^(140A) 'ultimatum'

By CHIARA CARTER

THE second round of wage talks affecting more than 350 000 workers in the metal industry ended last week with little progress having been made and employers clashing with the giant National Union of Metalworkers of South Africa (Numsa)

Employer body Seifsa upped its offer on wages and shift allowances but held out on demands for fewer restrictions on management

Seifsa is now offering an 11 percent minimum wage increase as well as a 7.5 percent increase for day-shift allowances and a 15 percent increase for night shifts

Employers also offered to raise overtime pay by an unspecified amount on condition that the unions agree to the removal of all limits on overtime.

This is in sharp conflict with the demand for a ban on all overtime by the National Union of Metalworkers of South Africa (Numsa) which represents the majority of black workers in the industry

Employers also want all small businesses to be excluded from the industrial council agreement and the present agreement to be extended if it expires before a new agreement is reached

Alliance

They asked that unions agree not to compel plant level bargaining on issues which the present central agreement covers

Seifsa's bargaining power was significantly reduced in last year's bitter wage battle when several employers broke ranks and reached agreement with unions at plant level

A Numsa spokesperson said that "no significant progress" occurred during the talks which he described as "long and difficult".

He said Numsa was agreeable to the shift allowance proposal on condition that new workers were hired if new shifts were introduced rather than old workers having to take on extra work.

Numsa had also agreed to refer its proposals around job security to a sub-committee but warned that it was not prepared to sacrifice job security for wage offers.

The spokesperson said Seifsa had gone back on its promise to restructure negotiations and instead was again forming an alliance with conservative unions in the sector

Numsa clashed with Seifsa over the union's demand that the industry's two pension funds be converted into a flexible benefit scheme which would mean that workers got paid a lump sum when they left their jobs.

Resistance

Numsa rejected the Seifsa argument that workers would waste lump sums and have nothing left for their old age, saying that very few workers retired at 65 and that without a social security safety net or adequate state housing, unemployed workers had immediate need for this money

A Seifsa spokesperson said that Numsa issued employers with an "ultimatum", demanding that employers make their decision about the pension funds known by the next round of negotiations on April 12

He said that employers were not able to give such an undertaking because there was considerable resistance to the union's proposals

After lengthy argument Seifsa agreed to refer the matter back to its members and report back on April 25

The next round of negotiations were cancelled after Numsa said it would not attend the April 12 negotiations but would instead wait for the report back



Labour Briefs

Retrenchments at World *South*

140 A

THE Commercial, Catering and Allied Workers Union of South Africa (Ccauusa) is to fight the retrenchment of about 470 workers from World furniture stores on the Witwatersrand.

Ten of the stores are being closed in a rationalisation move by the JD group.

A company spokesperson said the closure was necessary because the operation had not proved economically viable.

About 2 000 World employees would be reabsorbed in other JD operations including Scope and Price stores. But the retrenchment of the 470 was unavoidable, he said.

5-12/4/89

and rice stores. But the retrenchment of the 470 was unavoidable, he said.

5-12/4/89

~~333~~

140A

Nampak workers face dismissal

PORT ELIZABETH. — Striking Nampak workers, who were locked out of the factory premises here last week, have been given another week to return to work or face dismissal.

Nampak management this week refused to reopen negotiations with the workers — members of the Paper, Print, Wood and Allied Workers' Union — who have been on strike for over four weeks in a dispute over wages and working conditions.

A Ppwawu spokesperson said the union was seeking legal advice and might seek a Supreme Court interdict in connection with the lock out and the threat of dismissal. — *PEN*

From MONO BADELA ~~333~~ (140A)

JOHANNESBURG - The defence this week completed its argument in the treason case involving trade unionists Moses Mayekiso and four other Alexandra township community leaders

Mr Justice P J van der Walt later announced in the Rand Supreme Court that he would give judgment on April 24, 16 months after the trial began in January 1988.

Mayekiso, 40, secretary-general of the National Union of

Charges dropped in Mayekiso trial

Smith 5-12/4/89.
Metalworkers, is appearing with Paul Tshabalala, 32, Richard Mdakane, 39, Obed Bapel, 38, and Mzwanele Mayekiso, 22.

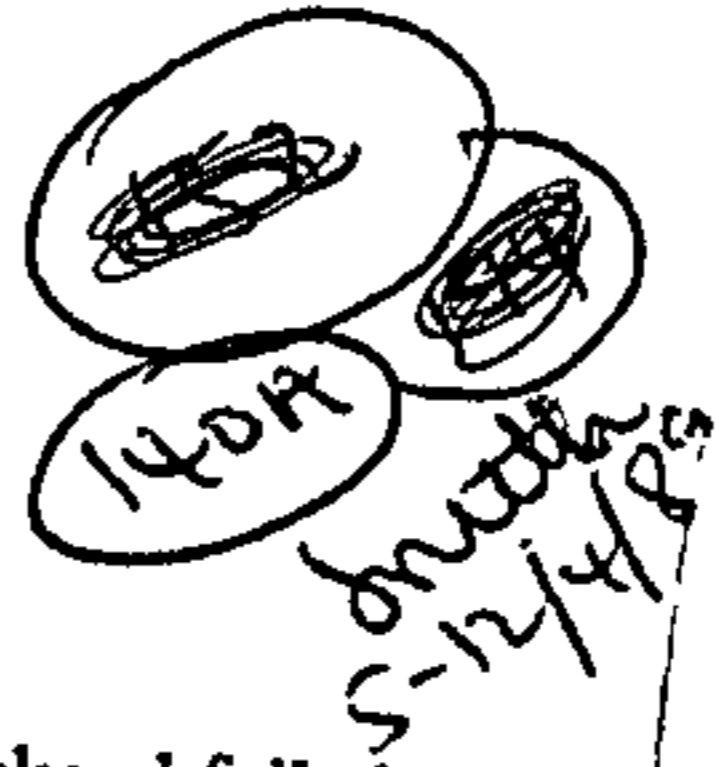
They have plead not guilty to various charges including high treason, subversion, sedition and helping to establish alternative structures in the township of

Alexandra during 1985 and 1986.

In his summary, defence counsel David Soggot SC submitted that the five were not part of the conspiracy that led to fierce rioting in the township of Alexandra during what became known as the "Alex Six-Day War".

...in connection with the lock out and the threat
of dismissal. — *PEN*

Sappi strike continues



PORT ELIZABETH. — Talks last weekend failed to end a two-week strike by about 400 Sappi workers at Adams Mill here.

The workers who are members of the Paper, Print, Wood and Allied Workers' Union (Ppwawu) are demanding overtime pay on Saturdays, paid public holidays and holiday bonuses.

A Ppwawu spokesperson said workers had dropped demands for housing and an education scheme.

Three conciliation board hearings have failed to resolve the dispute. — *PEN*

Workers remain part of the trade union and undergo a 10-week skills development programme. —
DURBANNEWS

3 unions hold congresses

1401A

Smith
5-12/4/89.

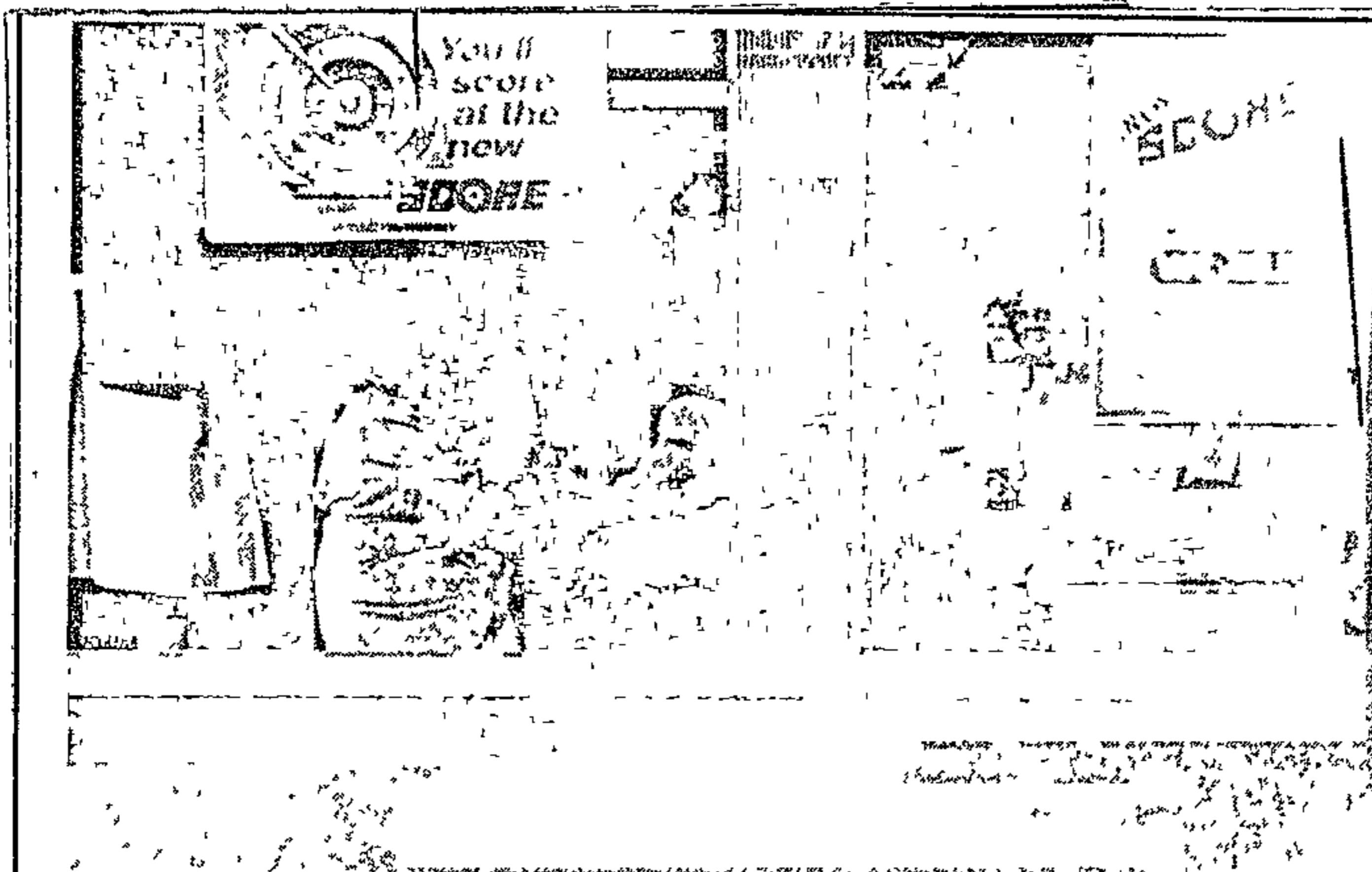
THREE major union congresses take place next weekend.

The unions involved are the National Union of Mineworkers (Num), the Amalgamated Clothing and Textile Workers' Union of South Africa (Actwusa) and the Garment and Allied Workers' Union (Gawu).

Num, the largest affiliate of the Congress of South African Trade Unions, is holding its annual congress in Johannesburg.

Gawu is holding a special congress in Cape Town where members will decide whether to go ahead with a proposed merger with Actwusa.

Actwusa is also having a special congress in Durban.



Workers at Score Furnishers' Sauer Street branch occupy a display window as part of their sit-in protest against retrenchments. ● Picture by Boy George Mashinini.

Employees stage a sleep-in protest

By Adele Baleta

At least 100 employees of seven Score and World Furnishers stores on the Witwatersrand slept at their work premises on Monday to protest against the retrenchment of nearly 500 colleagues countrywide, a Commercial, Catering and Allied Workers' Union (Ccawusa) spokesman said yesterday.

Joshua Doore's managing director, Mr David Sussman, said the laying off of 469 workers with effect from April 8 was due to the closure of 10 stores for geographical

reasons and the shutting down of the group's door-to-door selling.

The group's restructuring of its World division — Score and World Furnishers stores — necessitated the move. The World chain's township operation became too expensive, Mr Sussman said.

Ccawusa spokesman Mr Kaiser Thibedi said workers believed the move was unnecessary in view of the group's R400 million operating profit and its R50 million overall profit. He said workers were expected to sleep at their workplaces again last night.



Sunday work dispute set to continue

A LONG-RUNNING dispute between the Amalgamated Clothing and Textile Workers' Union (Actwusa) and Nettex over Sunday work seems set to continue.

The union came out of a meeting with officials of the Department of Manpower this week, claiming victory. Actwusa spokesmen said that the department had rejected a company application in terms of the Basic Conditions of Employment Act for compulsory Sunday work and granted permission for voluntary overtime only.

"Not so," said Nettex personnel manager Leon Garisch. "Although we had discussions with the department about compulsory Sunday work we applied only for a renewal of our permit for voluntary Sunday work, which we were first granted about two years ago. This had to be renewed annually and previously the union supported our application.

"This lapsed in December but we only found out in January when a union action in the Industrial Court against a company plan to introduce a system which would have involved Sunday shift work came to court. "Because our exemption had lapsed we were in breach of the law and therefore we had no defence.

"Agreement was reached that we would first apply to the department for the exemption to be renewed before we carried on."

The dispute started in October 1987 during wage negotiations when Nettex management said it wanted to introduce continuous operation for economic and financial reasons.

Actwusa objections led to the appointment of an outside consultant to conduct a study paid for by the company on the social, economic and health implications of Sunday and shift work.

The survey pointed out the disadvantages on health, social and family life. This week Actwusa called the concept "inhuman."

"That's all very well," said Mr Garisch. "We recognise the disadvantages and have offered to negotiate compensation with Actwusa. But for Nettex the bottom line is that we need to utilise fully existing plant and equipment to meet the demand for our products and take advantage of export opportunities.

He said the problem was to strike a balance between company interests and worker interests, neither of which could be absolute.

"Our problem is that we're very concerned the union now rejects Sunday work altogether. We'll now have to seek an exemption for compulsory Sunday work."

He said the majority of employees had agreed to voluntary Sunday work so that the plant was effectively in continuous operation while extending the system would, at a conservative estimate, create about 25 percent more jobs.

ALAN FINE

A NEW wage policy, mechanisation, the establishment of training centres for dismissed workers and the promotion of an anti-apartheid political coalition are among the issues to be debated at the annual NUM conference this month

NUM publications said the five-day congress, due to begin in Johannesburg on April 12, would consider proposals for a three-year campaign for a "living wage".

Regional congresses in the last two months have proposed industry-wide minimum rates for each job category so as to eliminate differentials which have developed between wages paid by the different mining groups

They have also proposed that in future nominal, rather than percentage, across-the-board increases form the basis of wage demands. This is intended to narrow the wage gap between different job categories

New wage policy to be discussed by the NUM

and to facilitate an easier understanding by members of the demands

Minimum wage proposals to be discussed range from R580 a month upwards. The Witwatersrand region has proposed a R190 across-the-board increase

Job security also appears to be high on the agenda, with at least two regions proposing the establishment of a technical training centre where members who have lost their jobs can improve their skills

A resolution proposes the setting up of a commission to investigate the need for mechanisation and its relationship to job losses

7/4/89.

~~140A~~ 140A

~~140A~~

140A

illegal anyway), and back to bread and butter, or shop floor, issues

The policy shift was traced — and endorsed — by several speakers at an industrial relations seminar in Durban recently. Wits University industrial sociologist Duncan Innes said the move could herald a more stable labour environment, and be an opportunity for constructive negotiation on a range of issues.

It was not merely by chance, added Innes, that such a climate of pragmatic realism on the shopfloor coincided with emerging realism in the broader political environment. But Innes warned that employers should not be tempted to treat this as a sign of weakness on the part of labour and predicted that a period of "tough bargaining" lay ahead.

Historically, said Innes, the focus of black union activity had shifted between factory floor programmes and the broader political arena, reflecting successive leaderships.

Thus in the Fifties Sactu's policy of "political unionism," or "populism," was based on the premise that only once apartheid was done away with could shop floor conditions be meaningfully improved. Sactu accordingly affiliated to the ANC and actively pursued confrontation with the State.

On their resurrection in 1973 the unions which would later form the Federation of SA Trade Unions under Joe Foster were critical of Sactu policy and returned the focus to conventional industrial relations issues.

In the mid-Eighties, Cosatu steered labour directly into the political arena with a policy of boycotts and stayaways and endorsement of the ANC's Freedom Charter. However, positions in Cosatu have more recently tended towards "workerism" rather than "populism" and the emphasis had once again shifted.

"This does not mean a 'no politics' position but a change in the kind of politics that Cosatu adopts," explained Innes, whose views reflect the finding by labour consultants Levy & Piron (*Currents Affairs* March 24), that wage bargaining was due to become tougher, but more realistic. ■

LABOUR

~~140A~~ 140A

Tactical shift

Observers have detected a tactical shift in SA's largest labour federation, Cosatu, away from direct political confrontation (which is

Union ^{got today} wins ^{11/24/09} Sunday ^{NOV} work fight

Staff Reporter

TEXTILE unionists yesterday emerged elated from the offices of the Department of Manpower after hearing of a victory for the workers in their industry against compulsory Sunday work

Mr Ebrahim Patel, regional secretary of the Cosatu-affiliated Amalgamated Clothing and Textile Workers' Union of SA (Actwusa), said that 12 unionists had arranged a meeting with the department to inquire about the progress of an application by Nettex to permit Sunday work.

"They (the company) needed an exemption from the terms of the Basic Conditions of Employment Act to enable them to extend their three shifts a week to four shifts, which would mean Sunday work," Mr Patel said.

Yesterday the department told the union that an exemption from the Act had been granted, but only for voluntary Sunday work.

This the union regarded as a victory, because it implied that compulsory Sunday work was not allowed.

Dispute still not settled

THE dispute between the Commercial, Catering and Allied Workers Union of South Africa and Pick 'n Pay remained unresolved yesterday. *Somehow 11/1/84*

The dispute revolves around wage increases, with the retail chain offering an across-the-board rise of R142,50 a month. Ccawusa has rejected the company's offer in favour of R160 increase.

Mediation has failed to resolve the row. Now the two parties are looking to the conciliation board to mediate in the dispute.

Court order ends work sit-in

(408) By Adele Baleta

Workers involved in a sit-in at Score Furnishers stores to protest against the retrenching of at least 500 employees have been issued with a court order to leave their work premises, a union spokesman said

A Commercial, Catering and Allied Workers Union spokesman said about 500 workers at eight Johannesburg stores, four in Pietersburg, two in Rustenburg and two in Natal slept at work for four nights last week.

He claimed police teargassed employees at Johannesburg stores, sjambokked workers in Rustenburg and arrested two at Harrismith. Police could not confirm the allegations

Mr David Sussman, managing director of holding company Joshua Doore said only workers at Johannesburg and Germiston had been involved in the protest. He denied union members had been teargassed and sjambokked. Laying-off of 469 workers was effective on April 8

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Pick 'n Pay wage talks

deadlock

1401
Staff Reporter

THE Commercial, Catering and Allied Workers' Union (Ccausa) has applied for a conciliation board following a deadlock in annual wage negotiations with Pick 'n Pay, a union spokesman said yesterday.

Mediation, which followed the union's declaration of dispute, broke down with Ccausa demanding a R160 across-the-board monthly increase on the current monthly minimum of R630, while the company is offering R142,50.

The union's bargaining unit comprises 14 763 full-time and 338 part-time workers, of whom 8 289 are members.

The company had undertaken to communicate with the government on alignment of Workers' Day and May 1, and to negotiate contracting out of parts of the Labour Relations Amendment Act, the spokesman said.

Too late for classification

P 'n P mediation fails

ALAN FINE

THE Commercial, Catering and Allied Workers' Union (Ccawusa) has applied for the establishment of a conciliation board to deal with its wage dispute with Pick 'n Pay after private mediation failed to resolve the matter

A union spokesman said yesterday the negotiations deadlocked with the company offering an across-the-board R142,50 monthly increase and the union demanding R160

P 'n P industrial relations chief Frans van der Walt said the improved benefits averaged out at R15 an employee per month

BIDM 11/4/89

Workers strike at six Siemens establishments

ALAN FINE 1408

A MASSIVE 35% cut in the Post and Telecommunications (P & T) Department's digital equipment capex budget has led to a strike by workers at six Siemens establishments in a dispute over the planned retrenchment of 120 colleagues.

The action began at the affected Waltham plant on Wednesday and spread yesterday to Isando, Spartan, Koedoespoort, Rosslyn and the company headquarters.

Siemens joint MD John Trotskie put the number of strikers at about 900, while National Union of Metalworkers of SA negotiator Enoch Godongwana said 1 200 were involved *6/Day 11/4/87*.

Proposals made by management at talks yesterday were to be reported back to strikers this morning, Trotskie said.

However, Godongwana said the company had only consulted the union and had refused to negotiate. The union felt deadlock had been reached, although Numsa was available for negotiation.

Trotskie said he could not negotiate on retrenchment, but Siemens had made other compensatory offers.

Numsa strike continues

Between 900 and 1 200 members of the National Union of Metalworkers (Numsa) continued strike action at four Siemens plants on the Reef yesterday over proposed retrenchments at the Watloo, Pretoria, factory.

Workers at Rosslyn, Isando and Spartan have downed tools in sympathy with their Watloo colleagues, who stopped work late last week.

Numsa says 1 200 workers are on strike, while management puts the figure at about 900 —
Labour Reporter

NUM talks political matters at congress

By Mike Siluma, Labour Reporter

Wages, job security and the general South African political situation will be top of the agenda when the National Union of Mineworkers (NUM), South Africa's biggest labour union, holds its sixth biennial congress in Johannesburg today.

In a statement yesterday the NUM general secretary, Mr Cyril Ramaphosa, said the congress was taking place at a critical time in the struggle for change and democracy in South Africa.

"Since the (1987) strike the mining industry has intensified repression against mineworkers and has brutally suppressed basic human rights. The apartheid state has lost sense of political direction as Mr P W Botha nears his political demise," said Mr Ramaphosa.

He said in the short-term the solution to the country's political problems lay in the release of Nelson Mandela and all political prisoners and an end to the state of emergency.

This should be followed by the scrapping of all apartheid laws and the establishment of a government elected by the people.

In addition to formulating a wage policy for 1989, including demands to be presented to the Chamber of Mines, the congress will discuss issues including "repression on the mines", changes in the Mines and Works Act Regulations, the Minerals Bill and retrenchments.

The 600 delegates to the congress will also deliberate on items such as the ANC's constitutional guidelines and the formation of an anti-apartheid coalition, as well as future developments in mining industry.

DELEGATES

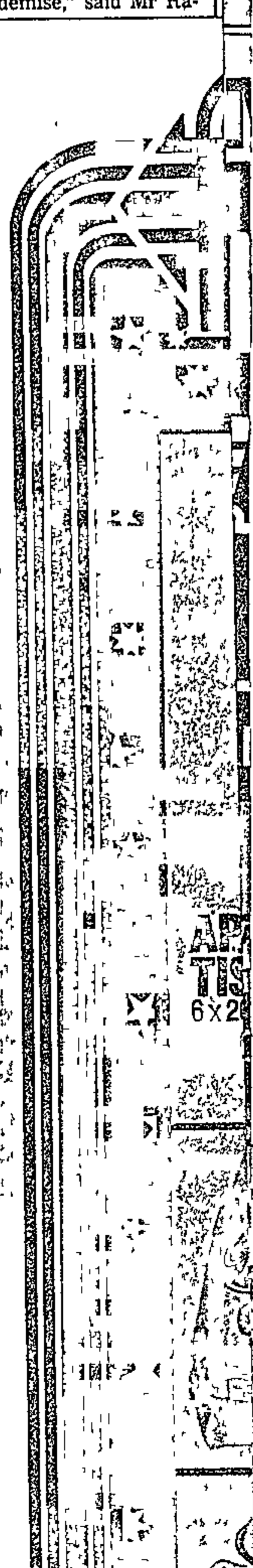
Foreign delegates will include representatives of the Mineworkers' International Federation and the Mineworkers' Union of Namibia. Miners in Botswana and Zambia will also send delegates.

Resolutions from the congress are likely to have far-reaching implications both within the industry and in the giant Congress of SA Trade Unions (Cosatu), of which NUM is the largest affiliate, with a claimed membership of 300 000.

Following the adoption by NUM of the Freedom Charter as political policy at its last congress in 1987, the document was subsequently accepted by Cosatu and most of its affiliates as the basis of political policy.

The now-restricted United Democratic Front took the same decision later.

The congress ends on Sunday.



1408

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Sasol workers shun buses

Labour Reporter

1408

About 5 000 members of the Chemical Workers Industrial Union (CWIU) employed at Sasol's Secunda plants refused for the sixth day yesterday to board buses which transport them between the plants and Embalenhle township, the union said *Stav 17/4/59*

A statement by the CWIU said the workers were refusing to use the buses in protest against a recent fare increase and "the manner in which it was effected"

"Workers are accusing Sasol management of making secret arrangements with the bus company, Eastern Bus Lines, to increase bus fares. In the past, the company has agreed to afford the union representations prior to any fare increase," said the statement

Sasol spokesman Mr Jan Krynauw said annual increases were specified in the contract Sasol had with Eastern Bus Lines and that the union had been informed in February of the increases

Taxpayers hit by R37bn haul

12/4/87 GERALD REILLY

PRETORIA — The Department of Inland Revenue's latest statistical bulletin shows that R37,686bn was collected in the 1988 financial year, and underlines the huge and growing burden being carried by taxpayers

The cost of collecting the sum — six times more than the amount collected in 1978 — was R132,4m, mostly in salaries and allowances for a staff of 6 547. In 1978 the staff complement was 3 526

Income tax collected from individuals in 1978 was R1,9bn. By the end of the 1988 financial year this amount had soared to R12,3bn. Direct taxation (including mining and "other") in the same period increased from R4,132bn to R21,5bn

Finance Minister Barend du Plessis estimates that direct tax collections this year will be R24,555bn

In 1987 (latest figures available) there were 258 554 taxpayers in the R15 000-R20 000 per annum income bracket paying 12,57% of the total collection, and 89 234 in the R35 000-R40 000 bracket paying 4,34%.

At the top of the earnings ladder were 711 with incomes between R200 000 and R250 000 paying 0,03% of the total, and 985 earning more than R250 000 paying 0,05%

In 1987, Transvaal taxpayers totalled 1 001 648 (48,69%) with taxable incomes amounting to R21,6bn

Sasol employees boycott buses

12/4/87 ALAN FINE

EMPLOYEES at Sasol's Secunda plant who live at Embalenhle township have begun a bus boycott following a 15,3% increase in bus tariffs from April 1.

A Chemical Workers' Industrial Union (CWIU) spokesman said yesterday the week-old action was a protest against the increase and the manner in which it was effected.

Sasol has a contract with operator Eastern Bus Lines. The CWIU accused Sasol management of reaching a "secret" agreement with the firm, whereas it had previously invited union representations before fare increases.

The union was to meet taxi drivers to negotiate special taxi fares to the plant.

A Sasol spokesman said the union had been informed of the planned increase on February 22. Eastern had turned down a union request for a one-month delay in implementing the increase because of the January fuel price increase.

He said the union had failed since mid-March, when this decision was conveyed to it, to raise the issue again. Instead it had called for a boycott.

The two parties met yesterday for discussions.

ESKOM TO AWARD R859,5m WORTH OF CONTRACTS

ESKOM plans to award R859,5m worth of major contracts between 1989 and 1993, Eskom's Engineering group said in a supplier communique. The money will be spent on civil engineering projects, plant life extensions, power station and transmission contracts and modification projects throughout SA. The programme is based on the

EDWARD WEST

forecast electricity growth rate and could be altered at any time, the communique said.

The Tutuka, Lethabo, Matimba and Kendal power stations would be completed by the end of 1993, with the last station in the current generation of

thermal plants, Majuba, planned for completion in 2020, a report in Engineering Week said. Eskom has 2,5m potential customers in SA, with the strongest growth potential in the western and eastern Cape and Border areas. It also aims to supply electricity networks throughout southern Africa during the next 20 years.



Australian troops take up UN positions after arriving at Oshakati to monitor Swapo's withdrawal from Namibia to Angola. Picture REUTER

Row over own affairs hospital

DIANNA GAMES

THE decision to make one of the Reef's teaching hospitals an own affair hospital goes against government's plan to rationalise hospital services. This was said yesterday by Cedric De Beer of Wits University's Centre for the Study of Health Policy. De Beer said government, which recently made the JG Strijdom Hospital a white own affairs hospital, was thereby further entrenching apartheid and further fragmenting services instead of making them more cohesive to save costs.

An own affairs hospital falls under a specific house of the tricameral parliament.

The hospital's superintendent, Dr Idallete Coetzee, said she would not comment on the possibility of doctors from the Wits Medical School not being allowed to work at the hospital because it was now segregated. She confirmed, however, that the majority of the doctors working at the hospital were from the school.

Government legislation dictates that teaching hospitals should fall under general affairs, and therefore students from the university might now not be able to continue staffing the hospital.

National Medical and Dental Association (Namda) spokesman Dr Max Price said he would urge the university to refuse to allow its doctors to work in the hospital because of its commitment to the desegregation of hospitals.

"If people want whites-only hospitals they must appreciate the consequences," he said.

Mediator for lay-offs strike

SIEMENS and the National Union of Metalworkers called in a mediator last night in an attempt to end a two-day-old strike over impending mass lay-offs.

At least 900 workers at six locations stopped work over the planned shedding of about 130 employees.

Siemens says the lay-offs are necessary because of a 35% cut, from R439m last year to R286m this year, in the P & T digital equipment budget.

Altech, whose STC subsidiary is the other major supplier of digital equipment to P & T, said its Boksburg factory workforce had been cut by about 300 for the same reason.

Altech group executive Jacques Sellschop said yesterday STC began months ago to let natural attrition reduce the workforce. Lay-offs were then negotiated with unions.

ALAN FINE

Siemens joint MD John Trotskie said he was "very disappointed" talks yesterday afternoon, in which the company indicated willingness to improve severance payments, had deadlocked.

He said the company could not accede to union demands that it should negotiate on the need for lay-offs.

Numsa negotiator Enoch Godongwana said Siemens's attitude to negotiating all issues related to lay-offs was the key issue in dispute.

SA council of the International Metalworkers' Federation secretary Brian Fredericks said Numsa's West German counterpart, I G Metall, had been asked to press Siemens's parent company into ensuring the dispute was resolved through negotiation.

Taxpayers hit by R37bn haul

6/10/89
12/4/89 GERALD REILLY

PRETORIA — The Department of Inland Revenue's latest statistical bulletin shows that R37,686bn was collected in the 1988 financial year, and underlines the huge and growing burden being carried by taxpayers.

The cost of collecting the sum — six times more than the amount collected in 1978 — was R132,4m, mostly in salaries and allowances for a staff of 6 547. In 1978 the staff complement was 3 526.

Income tax collected from individuals in 1978 was R1,9bn. By the end of the 1988 financial year this amount had soared to R12,3bn. Direct taxation (including mining and "other") in the same period increased from R4,132bn to R21,5bn.

Finance Minister Barend du Plessis estimates that direct tax collections this year will be R24,555bn.

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The two parties met yesterday for discussions.

Cosatu

backs

peace

talks

COSATU and UDF affiliates have stated their full support for the proposed peace conference to end violence in Natal, a spokesman for Cosatu said in a statement yesterday.

"We fully support and encourage those who wish to convene the conference.

"Our organisations have been aware of the urgent need for peace and have reached agreement on the necessity of all organisations, including Inkatha, to be part of a peace conference," he said.

He said the consulting process had not been an easy exercise on the part of the UDF affiliates because of the restrictions placed on the organisation

"We wish all people and all concerned organisations to support the call for peace and to do all in their power to see to its success."

He said a memorandum had been sent to the convenors and to Inkatha — Sapa

Sowetan 13/4/89

(14017)

Siemens and Numsa resolve 3-day strike

ALAN FINE (14014)

THE three-day strike by at least 900 Siemens workers at six locations appeared to be resolved last night after eight hours of mediation, which began on Tuesday, and nine hours of negotiations yesterday.

Siemens joint MD John Trotakie said the National Union of Metalworkers of SA (Numsa) negotiating team had agreed to recommend to members they accept the proposed settlement. 5/24/89

The settlement package included provisions that those of the 130 laid off workers with less than 10 years' service receive two weeks' pay for each year of service, while those employed for more than 10 years receive three weeks' pay for each year.

Siemens also agreed to renegotiate the existing retrenchment procedure, he said.

Numsa spokesmen could not be reached for comment. (3/23)

Wage talks at Pick 'n Pay break down

By Mike Siluma,
Labour Reporter

Wage negotiations between South Africa's largest retail trade union, the Commercial, Catering and Allied Workers' Union (Ccaawusa) and supermarket chain Pick 'n Pay have broken down and the union has applied for a Conciliation Board hearing.

According to Ccaawusa, mediation broke down over the union's demand for an across-the-board monthly increase of R160 against a company offer of R142,50.

The union's demand would raise the monthly minimum pay at Pick 'n Pay to R790, as opposed to the R760 offered by management. A union spokesman said the company could afford the increases "due to its exceptionally healthy financial position".

FUNERAL BENEFITS

Issues where agreement had been reached included improvements to bonuses and funeral benefits. In addition, the company undertook to "communicate with the Government on the alignment of Workers' Day and May 1". The negotiations, covering 14 763 permanent and 338 part-time employees countrywide, are generally regarded as a trendsetter for the industry, with Pick 'n Pay paying the highest wages of the major retail companies. Retrenchment-related strike action, which broke out at Siemens' Watloo, Pretoria, plant last week has spread to operations at Rosslyn, Isando and Spartan, the National Union of Metalworkers said.

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Labour Briefs

1409

Showdown looms at BP

THE Chemical Workers Industrial Union (CWIU) is gearing up for a showdown with BP SA over the company's refusal to negotiate wages and working conditions nationally.

BP last week refused to proceed with national negotiations on the grounds that another dispute with the union was not yet settled.

This dispute centres on accusations of racial discrimination.

CWIU claims that BP practises race discrimination and pays white employees substantially more than their black counterparts.

This is denied by BP who say the dispute is not over race discrimination and that CWIU never mentioned this in the initial stages of the dispute.

CWIU has applied for a conciliation board hearing for the dispute and the Director of Manpower is presently deciding the terms of reference of the dispute.

CWIU national petroleum sector co-ordinator Martin Jansen said the union would declare another dispute with BP over its refusal to proceed with negotiations

Warring drivers halted

1409

Crucial Num congress

By CHIARA CARTER

STRENGTHENING union structures and resisting repression is the focus of the four-day national congress of the National Union of Mineworkers (Num) at Crown Mines in Johannesburg this week.

Num, the largest affiliate of the Congress of South African Trade Unions (Cosatu), has chosen "Defend and Consolidate" as the theme for the congress.

More than 600 delegates representing about 350 000 Num members are expected to attend.

On the agenda is how to put into practice the five key tasks identified by the National Executive Committee earlier this year

These are

- To defend and consolidate the union at all levels,
- to form new structures and strengthen existing ones,
- to concentrate on recruitment and thus reach Num's target figure of 400 000,
- to participate in Cosatu campaigns and;
- to advance Num campaigns like the fight for a living wage and worker safety

The emphasis on recruitment and on consolidation of existing membership and structures is essential if Num is to regain the strength it had before the 1987 strike

It is particularly important for the union to work out a strategy to deal with retrenchment since this, if not curbed, could severely undermine the gains won by workers.

Several regional congresses have passed resolutions condemning retrenchment threats as part of a wider policy of union bashing by mine managements

Discussion is also likely to focus on the mine safety issue, particularly in the light of the Mineral Bill's safety provisions which Num has said is like giving the keys of a liquor cabinet to an alcoholic.

Issues raised at regional congresses, including the living wage campaign, will also be discussed.



Jailed unionist Oscar Mpetha was denied permission to attend the funeral of his Karl, held in Nyanga on Saturday. Trade unions worldwide have called on the government to release 79-year-old Mpetha, who is in poor health.

ADJ to fight discrimination

A NEW media worker organisation, the Association of Democratic Journalists (ADJ), was officially launched at the University of Cape Town last weekend

About 100 media workers attended the launch, which was held over two days and culminated in a rock concert.

The ADJ, which has about 70 members in the Western Cape and about 300 nationally, will address the role played by

journalists and other media workers in reflecting and shaping society.

It will also act on behalf of its members on shop-floor issues if requested.

At the inaugural congress, the ADJ resolved to focus on facilitating national co-ordination of media training schemes, to actively combat sexism, racism and heterosexism in the workplace and in the media, and to initiate discussion around the establishment of mass controlled media, a code of ethics for jour-

nalists and a media

ter The organisation will concentrate on fighting press freedom, which it sees as indivisible from other freedoms and

Resolutions expressing support for the democratic movement and the progressive trade movement were adopted at the congress.

Weekly Mail correspondent Gaye Davie elected regional president and Visnews campaigner Jimmy Mathews president South



Historic congresses meet

By CHIARA CARTER

THE proposed merger of the two largest clothing workers' unions in South Africa will be decided by two historic special union congresses this weekend.

Should the merger between the 75 000 strong Amalgamated Clothing and Textile Workers' Union of South Africa (Actwusa) and the Garment and Allied Workers' Union (Gawu) which has 112 000 members, go ahead, this would create a new, super union for clothing workers under the umbrella of Cosatu.

The congresses are the culmination of weeks of intensive discussion about the merger by workers in both unions.

Actwusa has moved its national congress forward from July to discuss the merger and over 400 Actwusa shopstewards from around the country will be attending the congress in Jacobs, Durban.

Actwusa's Durban regional secretary John Eagles said indications were that workers strongly supported the merger.

Over 200 delegates will attend the two-day Gawu special congress at the Good Hope Centre.

On the agenda is both the merger question and affiliation to Cosatu. Sunday will be devoted to debating the future direction of the union.

Gawu and Actwusa have been meeting to discuss unity since December last year. The meetings were convened by Cosatu and attended by Cosatu general secretary Jay Naidoo and assistant general secretary Sydney Mafumadi.

A Gawu merger committee consisting of a shopsteward from each local, regional secretaries, general secretaries and national office bearers was formed after a special national executive committee meeting in Port Elizabeth earlier this year agreed to work towards the July 1 date proposed by Actwusa as a deadline for the merger.

The committee met last month with Actwusa's national co-ordinating committee which is made up of worker representatives, regional secretaries and national office bearers.

The two groups agreed over financial control, affiliation to Cosatu and general approaches to the merger, but differed over the new union's structure and policies, which were the topic of a subsequent meeting between the unions' national executives.

Actwusa general secretary Ebrahim Patel said that political differences should not stand in the way of worker unity.

"We in Actwusa see any such differences as matters to be discussed in the new union. They can never be the basis of preventing a merger," he said.

A "yes for the merger by both unions would have far reaching implications within the trade union movement and beyond," said Gawu general secretary Desmond Sampson.

The new union would have about 215 000 members making it the country's second largest union.

Actwusa is already affiliated to Cosatu and a series of meetings by Gawu locals have voted in favour of affiliation, making discussion this weekend a mere formality.

This means that workers who were previously part of the conservative Tuca trade union tradition have in just over a year moved to becoming members of the country's largest trade union federation, which is committed to militant action around issues such as the Labour Relations Amendment Act, the Living Wage campaign and privatisation.

It also means that the new union will have a strong voice in determining the future direction of Cosatu.

Cosatu Western Cape regional secretary Nic Henwood described the pending national merger as a "major step forward in the implementation of Cosatu's principle of consolidating."

"It will not only strengthen every worker in this sector but all workers nationally."

Increasingly we have begun to hear



Jubilant Gawu members at the meeting at the Athlone civic where they voted to join Cosatu.

the voice of garment workers fighting for their rights side by side with all the other workers in democratic trade unions.

"On the ground and in factories workers are looking for and building unity around demands like wages, worker control and recognition of worker elected committees."

In the Actwusa-Gawu merger, this unity is taken further where all clothing and textile workers can unite in one union, one industry.

For Cosatu Western Cape the merger not only increases paid up membership from 70 000 to 130 000 workers, but also unites

workers of the Western Cape who have long been divided by apartheid, bosses and a divided trade union movement," said Henwood.

The merger has a particularly strong impact on the Western Cape, the centre of the clothing industry in South Africa. More than 54 000 people are employed in the industry in Cape Town.

The gains won by Gawu in the past year, which include the highest ever wage package and agreement not to use controversial clauses of the LRA, have meant that workers in the region long regarded as among the least militant in the country have a newfound confidence.

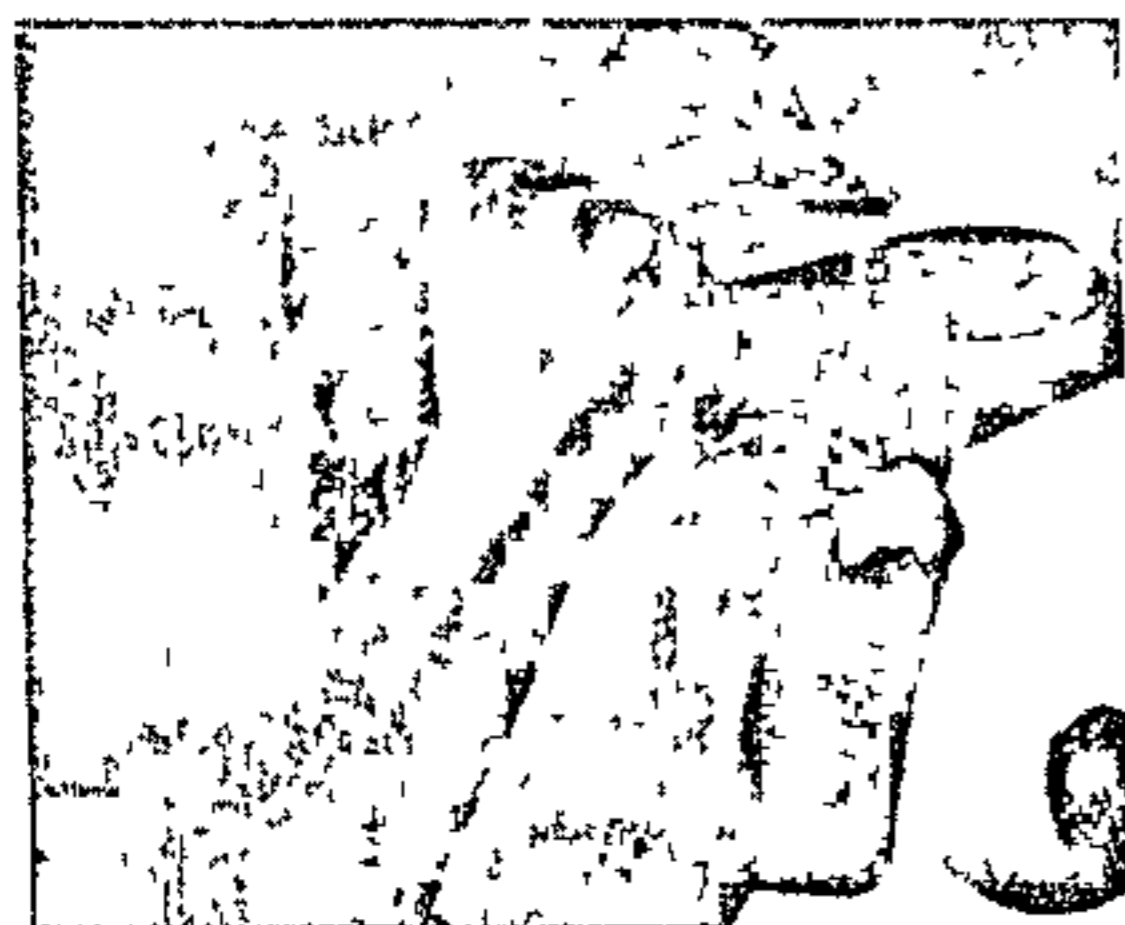
The education programmes run by Gawu have created a previously undreamt of militancy among workers.

This in turn has strengthened campaigns for better maternity benefits, the living wage campaign, pensions and national negotiations.

Mr C McCarthy, secretary of the Cape Clothing Manufacturers Association, said the new Gawu had meant employers had to adjust to a new democratic trade unionism.

However, employers were not prepared to interfere with workers' choice of trade unions.

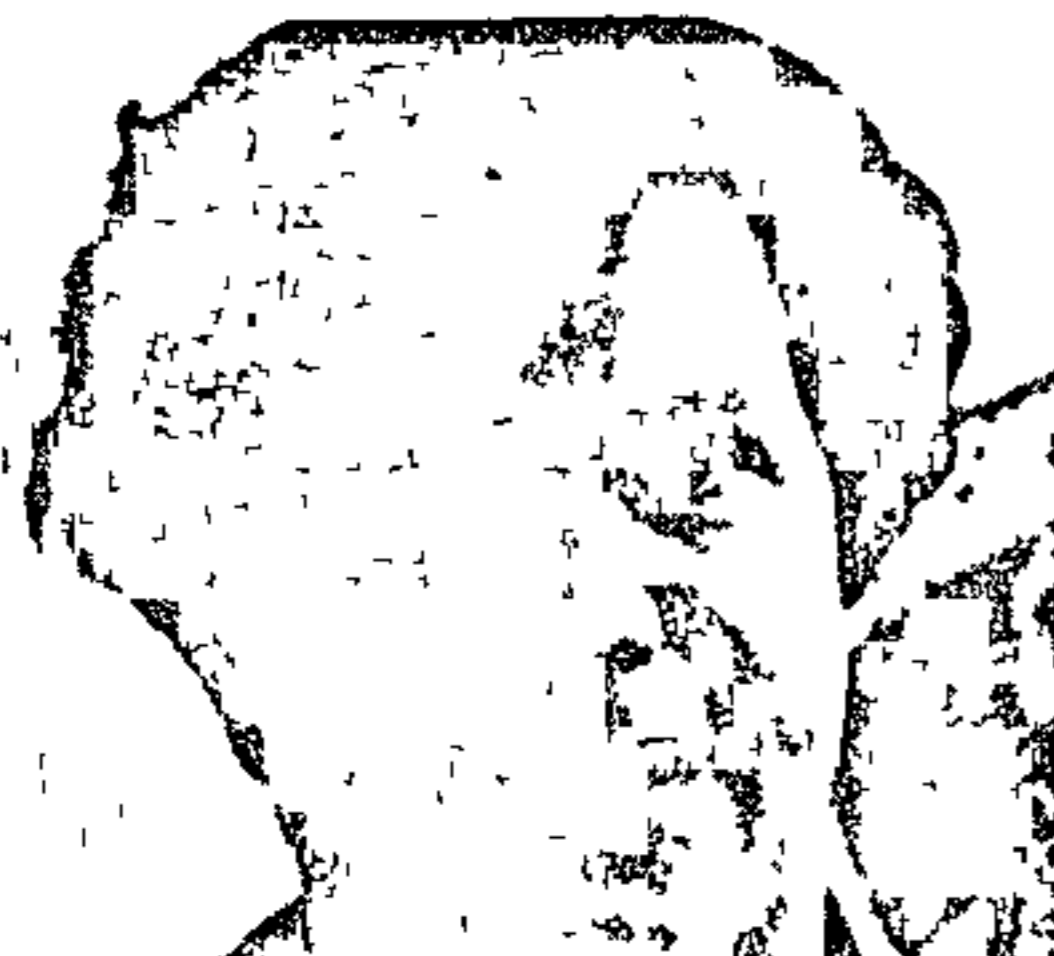
He said the more demanding trade unions became, the more employers would respond similarly.



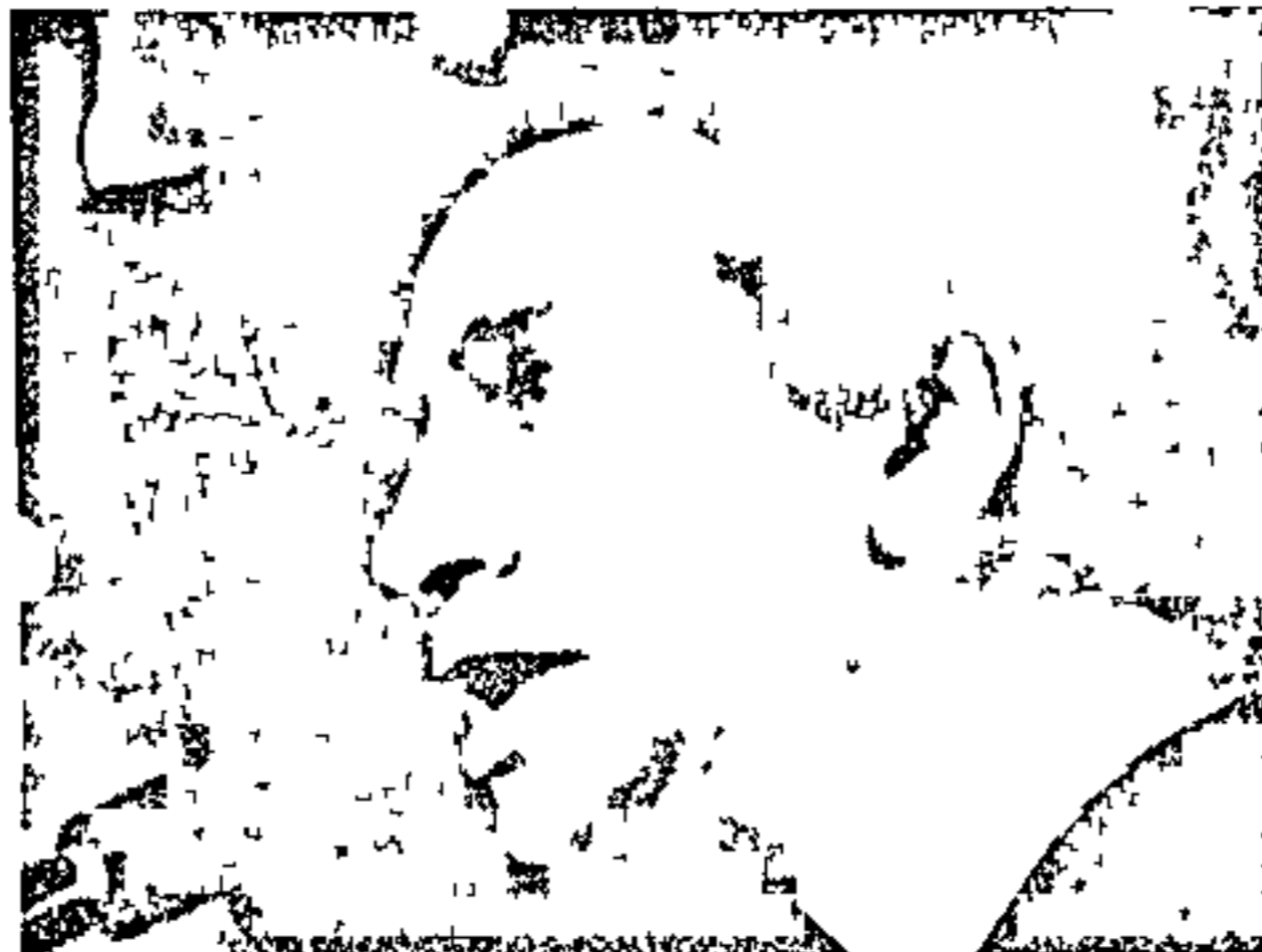
Cosatu Western Cape secretary Nic Henwood



Gawu general secretary Desmond Sampson



Actwusa general secretary John Copeland



Advocate Dullah Omar

Workers to play greater role in struggle - Omar

THE transformation of Gawu which had led to the union seeking affiliation with Cosatu and the proposed merger with Actwusa had "significant" implications not only within the labour movement but also on the political front.

This was said by advocate Dullah Omar, Western Cape president of the National Association of Democratic Lawyers.

"The entry of clothing workers into the political scene has the potential of bringing to an end the ethos of arm-chair politics."

"The vast majority of Gawu-Actwusa workers are classified as 'coloured'. In past decades the union leadership kept thousands of clothing and textile workers out of the arena of political struggle."

The entry of a merged Gawu-Actwusa into Cosatu will therefore be of tremendous importance on the political and civic front.

On the 'coloured' front, intellectuals have constituted the dominant force for decades. They were the pacemakers, direction givers in political struggles.

"The impact of Cosatu and worker-community struggle orientation will

challenge this domination.

"With the arrival of progressive unionism for garment and textile workers, working class politics will assume the dominant role."

Whether this potential is realised or not is dependant on the success of the strategy of the depoliticisation of unions and consigning of workers and unions to factory floor issues.

This is not in the hands of the government but of workers and leaders.

I think however we are going to live through very exciting times with workers exerting themselves on the political and community front.

This will give leadership to students and youth.

"I am confident that workers will play a greater role in the political struggle and I hope they will be a leading role."

"The deterioration of living standards, increased poverty, the housing and education crisis will see a mighty alliance between workers, students and the youth which will channel our struggle into an increasingly militant direction."

This is indeed an exciting prospect."

MR645
13/4/59
Textile employers face strain over Act

Labour Reporter

TEXTILE industry employers are soon likely to come under severe pressure over the Labour Relations Amendment Act

The leading union in the industry, the 75 000-member Amalgamated Clothing and Textile Workers' Union (Actwusa), will try to bring all negotiations to deadlock as a tactic to compel employers to make agreements that will bypass sections of the Act to which unions object

This is one of the subjects that will be debated at a special union congress in Durban this weekend

A union spokesman said the other main focus of the congress would be the proposed merger with the Garment and Allied Workers' Union (Gawu)

A July 1 deadline for the merger between Actwusa and Gawu has been provisionally set

The merger will also be one of the main points for discussion at a special congress of the 125 000-member Gawu in Cape Town this weekend

The proposed merger would create one national union for the clothing and textile industries

Star 13/4/89 (1409) (circled scribbles)

Labour Reporter
Siemens, plagued by strike action at six Reef undertakings, yesterday threatened to take legal action if striking members of the National Union of Metalworkers (Numsa) did not return to work

The strike by 900 to 1200 workers started at the Watloo, Pretoria, plant last Thursday,

Siemens may go to court

with workers at Isando, Rosslyn, Spartan, Koedoespoort and Johannesburg joining later, the union said Siemens' warning came after the failure of all-

night mediation talks which ended yesterday

The dispute centres on the proposed retrenchment of 136 workers from the Watloo plant, which the union said the company refused to negotiate

Siemens joint MD Mr Johan Trotskie said at least nine meetings had been held with the union

Jan 13/4/89

(1409)

Unionists seek support for Swapo

By Mike Siluma,
Labour Reporter

More than 600 delegates to the National Union of Mineworkers congress were yesterday urged by leading unionists to mobilise support for the South West Africa People's Organisation in the run-up to Namibia's elections

Congress of SA Trade Unions general secretary Mr Jay Naidoo said the Government, "with open backing of its allies such as (British Premier) Mrs Margaret Thatcher and the United States, have tried to undermine the legitimacy of Swapo as the authentic representative of all Namibian people"

Mr Naidoo said the central task of the South African union movement was to build solidarity with Swapo and the National Union of Namibian Workers

NUM president Mr James Motlatsi said that while the impending independence of Namibia was an important development Western governments "seem intent on destabilising Swapo people"

He claimed that recent attacks by South African security forces on Swapo were "an attempt to galvanise Western support"

1401
1402
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1404

May Day ¹⁹⁶⁸ dispute ^{14/4/89} in rag trade

Labour Reporter

THE Western Cape garment industry faces a potential crisis over the May 1 holiday

Employer sources said the Garment and Allied Workers' Union had made demands for May Day to be a paid holiday, although it was agreed last year that June 16 would become an extra holiday instead of May 1

The union and employers met urgently yesterday and a union spokesman said a statement might be issued.

Employers were said to be unhappy because they viewed the union moves as reneging on the original agreement.

According to sources in the industry employers offered either May 1 or June 16 as an extra paid holiday.

Members had mandated the union to accept June 16

The case of the postal worker who couldn't read the word 'anthropology'

GAYE DAVIS reports on the heartening case of an illiterate postal worker who was given an education rather than fired

JOHANNES BAADJIES collected, sorted and distributed post at the University of Cape Town for eight years before it was discovered that he could neither read nor write

The 46-year-old father of three had never been to school, although at some stage of his life he was taught the alphabet and how to count

But when a university official, after complaints about Baadjies' performance, asked him to read the word anthropology, he couldn't — and his job was on the line

"I realised I had to get educated or go back to being a cleaner," Baadjies said

At a disciplinary hearing, a Transport and General Workers' Union shop steward successfully argued that Baadjies, after holding the job for eight years, should be given the chance to learn to read and write rather than be dismissed or demoted

Now, a year later, Baadjies, who is Afrikaans-speaking, can read English and Afrikaans. His prospects of promotion have never been brighter

But his new-found literacy also means he can be more effective as a shop steward in his union. In meetings with management, he will be able to take notes rather than have to try and remember everything. His report-backs to members will be more comprehensive and accurate

A similar pattern is unfolding in Khayelitsha, Cape Town's biggest black township

A group of women are working together producing woven mats for sale to pay for food for their children

They met at nutrition clinics run by the Philani (Good Health) Project, where they had taken their malnourished children

It was one thing to be told the correct foods to give their children, but another matter entirely to find the money to pay for it

A weaving project was set up to enable them to earn. While learning how to weave the brightly coloured rag rugs was easy, selling them was not. Few of the mothers had the English to effect a transaction, let alone the numeracy skills to work out costs and profit margins

At their request, training began



Literacy classes at this Khayelitsha centre offer 'survival training'

Picture OMAR BADSHA, Afrapix

New skills in English, Xhosa and working with numbers have brought a blossoming of potential among individual women and served collectively to boost the project, says to project co-ordinator Cheryl Bennet

For UCT workers like Baadjies, for the women in the weaving project, literacy training has not only empowered them as individuals but has also helped strengthen their organisations

This is the crucial difference between literacy training as an end in itself, and as a means to an end, according to literacy workers Caroline Kerfoot and Marian Clifford

Both are organisers for Use Spoken and Written English (USWE). Although the project, which is church-funded and operates in Cape Town and Johannesburg, has expanded to offer training in Xhosa, Afrikaans and basic maths, the name has stuck

When the project first started, most of the learners were domestic workers desperate to learn to read and write in order to keep their jobs, conduct their own business and avoid being cheated by unscrupulous clerks

over pension and other payments

USWE has since expanded to offer training to people within organisations, using it as a tool for transformation of individuals and, ultimately, of their communities

For Clifford and Kerfoot, the success of the project lies in the extent to which the learners realise the value of being able to read, write and count.

"For someone beset with the problems of basic survival, learning to read and write ranks low on the list of priorities — it's seen as a luxury," says Clifford

"But when it can be shown that the skills can have immediate application, enhancing not only their own lives but those of others, the value becomes apparent

"Our programmes at UCT and in Khayelitsha are important because they are feeding literacy training into grassroots organisation as a means to an end

"Bringing literacy to individuals, on the other hand, can result in frustration because while their new-found skills might help them tackle problems such as poor working conditions and low pay, without the back-up of a union they ultimately get nowhere"

"Our ultimate goal is equipping people to be part of the process of political change," says Kerfoot. "In a future democracy, people will need skills to be able to think for themselves and make informed decisions so that democracy can be maintained"

WITS UNIVERSITY PRESS

A challenging position exists for a suitably qualified person as Deputy Head of the University Press

The incumbent will be responsible for seeing books through the University desktop publishing system and controlling their printing by commercial printers

A university degree is essential as well as...

Union queries sincerity of drive for peace

By Adele Baleta

Differences between South Africa's largest trade union, the National Union of Mineworkers (NUM), and the Chamber of Mines over the elimination of violence in the mining industry have resurfaced.

In the union's annual report, presented this week at its sixth national congress, NUM secretary general Mr Cyril Ramaphosa questioned the sincerity of the Chamber's desire to eradicate violence on the mines.

The Chamber has dismissed "this allegation with contempt".

The NUM says:

If employers were serious about mine violence then a commitment had to be given and a programme adopted to deal with the migrant labour, hostel and induna systems which were the causes of violence on the mines.

While the union had repeatedly called for the abolition of these antiquated structures and systems, employers had paid only lip-service to removing them.

When the NUM decided to begin negotiations with the Chamber on violence after the 1987 miners' strike, the Chamber retreated from the negotiating table.

The Chamber's refusal to continue negotiations was clear evidence that it was bent on keeping the mine compounds as places where they could maintain their authoritarian control.

Chamber of Mines

Chamber of Mines says:

spokesman Mr Johann Liebenberg claimed the NUM allegations questioning the Chamber's desire to eradicate violence were arrant nonsense.

Much of this violence appeared to be by NUM members against others.

It was only after repeated calls by the Chamber on the union to join it in discussions that the NUM responded and then, instead of lending its support to playing a meaningful role in devising a programme to reduce the violence, the union introduced the issue of migrant labour.

The Chamber said it was fully prepared to look at how its member mines might reduce their dependence on migrant labour, but pointed out that this was a separate, long term project.

FW fires first shot in election campaign

Political Staff

MARITZBURG — The leader of the National Party, Mr F W de Klerk, last night fired the opening shot in the general election campaign

Wasting no time after President Botha's announcement last Thursday of an election, possibly on September 13, Mr de Klerk said white domination had to be ended but dared not be replaced with domination of

white people by others

He was addressing an NP dinner in Maritzburg

"We stand on the eve of a general election," he said. "In Parliament this fact has had an electrifying effect. The fight has started. Quite soon the public will start feeling the effect."

Pitching the NP promotion at English-speaking voters, he predicted that the Democratic Party would subtly try to reintroduce language division as a major factor in party politics.

He said the Conservative Party's "partition policy" was impracticable because it "screamed against the realities".

DP policy was one-man, one-vote in a typical federation. Voters would reject this because it did not provide sufficient security for minority groups

The DP was "naive in its search for a Utopia where everybody will be nice".

The NP stood for "power sharing without domination by one group over another", Mr de Klerk said.

He said the NP was absolutely committed to reform and his Cabinet colleagues were battling in difficult financial times to press on with it.

Progress was quietly being made on the black-white negotiation front. "Obviously there are obstacles. One of these is the game which is sometimes played in Parliament — the game of opposing important reform measures for reasons which have nothing to do with the contents of these measures"

"Our country demands of us an about-turn from the present climate of tension and obdurance," he said

Govt clamps must go NUM told

By Mike Siluma, Labour Reporter

The "Mass Democratic Movement", comprising organisations formerly in the United Democratic Front and the Congress of South African Trade Unions, would consider negotiations with the Government only if it removed restrictions on anti-apartheid opposition.

Anti-apartheid activist Mr Murphy Morobe said this yesterday when addressing the national congress of the National Union of Mineworkers, in Johannesburg.

Although some anti-apartheid organisations had been seriously affected by the emergency, opposition to apartheid had not been crushed, he said.

After the independence of Namibia, international attention would focus on the struggle to dismantle apartheid in South Africa itself. Although this was welcome, the interest of "imperialist powers" such as Britain and the United States stemmed from their desire to preserve their economic and political interests.

The decision of these countries to "take the side of South Africa against Swapo" in the recent fighting in Namibia had shown that they could not be totally trusted, said Mr Morobe.

It was in this context that the "clamour" for negotiations, with pressure being put only on the African National Congress to renounce violence, was to be seen.

ik Browne

THANK GOD ITS
LD TIMES SAKE?

Metalworkers, Siemens reach accord

The strike involving between 900 and 1 200 members of the National Union of Metalworkers at six Siemens plants on the Reef ended yesterday.

Workers were striking in protest at the proposed retrenchment of 130 colleagues at the Watloo factory. Siemens joint managing director Mr Johan Trotskie said the strike ended after the parties had agreed that workers with less than 10 years' service would receive two weeks' pay for each year of service. Those with more than 10 years' service would get three weeks' pay for each year worked.

The electronics giant also agreed to negotiate a new retrenchment procedure. — Labour Reporter.

negotiating
with Ucas — one of the two black muni-
Heunis's announcement followed talks held by
yesterday. He said Ucas
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Biday 14/4/89
Numsa appeals to UK BTR boss

THE National Union of Metalworkers of SA said yesterday it had asked UK BTR chairman Sir Owen Green to help settle its four-year dispute with BTR Sarmcol (190A)

Union merger on track

14-20/4/89

By GAYE DAVIS
Cape Town



MEETINGS this weekend could lead to a merger of the two major garment and textile unions under the banner of the Congress of South African Trade Unions

In Cape Town, members of the Garment Workers' Union (Gawu) will be deciding at a special two-day congress whether to merge with the Amalgamated Clothing and Textile Workers' Union (Actwusa), a Cosatu affiliate

In Durban, Actwusa members will be considering merging with Gawu

A combination of Gawu's 112 000 members and Actwusa's 73 000 would rank in size in Cosatu ranks second only to the National Union of Mineworkers

The garment and textile sector is by far the largest in the Western Cape and a merger would represent a major step forward for Cosatu

Talks between the two unions have been underway since last year and the unions have set a target date for unity of July 1

Actwusa was formed early in 1987 from an amalgamation of the National Union of Textile Workers (NUTW), Textile Industrial Workers' Union and the National Union of Garment Workers

Gawu was formed late in 1987 after a merger between the Garment Workers' Union (Western Province) and the Natal-based Garment Workers' Industrial Union. It later absorbed the Eastern Cape-based South African Textile and Allied Workers' Union

Initial merger talks under the umbrella of the South African Federation of Textile, Garment and Leatherworkers fell apart

The talks collapsed mainly because of the NUTW's refusal to accept the Garment Workers' Union (Western Province), which it perceived as a "sweetheart" union

Gawu subsequently underwent extensive changes in leadership and direction

This was most clearly shown by the union's participation in last year's three-day June protest against the Labour Relations Amendment Bill. Also during 1988, members staged the first strike in the garment industry in the Western Cape for many years

Although Gawu was eager to affiliate to the national federation, it was barred in terms of Cosatu's one industry, one union policy, which required that unions applying for affiliation had to merge with the existing Cosatu union in that sector.

Miners debate ANC blueprint for SA

The ANC's Constitutional Guidelines shape debates at the National Union of Mineworkers annual congress.

By EDDIE KOCH

THE need for a coalition of anti-government groups was high on the agenda when hundreds of workers from the National Union of Mineworkers (Num), met in Johannesburg this week for the union's annual congress

The rally, attended by some 600 worker representatives, will also devise a set of demands to be tabled at wage talks with the Chamber of Mines planned for the middle of the year. Indications are that delegates will call for far-reaching measures to revamp existing wage structures on the mines

Num assistant general secretary Marcel Golding told *Weekly Mail* that the banning of the Anti-Apartheid Conference in Cape Town last year had created an urgent need for organisations fighting Nationalist Party rule to synchronise their activities

A draft resolution tabled at the congress urges mineworkers to examine the Constitutional Guidelines drawn up last year by the African National Congress. Another calls on the Congress of South African Trade Unions to organise a rally of anti-apartheid groups this year

On wages, a draft resolution, submitted by six of the union's most powerful branches, suggests that instead of demanding a single percentage increase in wages this year, the union should push the industry to pay a living wage to all mineworkers within three years

"All workers must receive a good wage increase," says the draft resolution. "The gaps between the job grades must be narrowed by raising up the wages of the lower grades. Wage demands must be set in money terms and not in percentages"

Decisions taken at the congress will be an indication of whether the union plans to shy away from confrontation, as it did in last year's talks, or whether it will go for the kind of tough bargaining that resulted in the marathon miners' strike of 1987

The key to Num's bargaining strategy will be its assessment of how well the union has recovered from the mass dismissal of members and shop stewards after the big strike

Another novel resolution calls for the union to draw up a blueprint, within the year, that will outline a method of running the mining industry in line with the Freedom Charter principle that the wealth of South Africa should be shared by all



National Union of Mineworkers' President, James Mollatsi, at the union's annual congress

Picture. ANNA ZIEMINSKI, Afrapix

Num's rally takes place in a climate of tension around allegations that the management of Anglo American has initiated a paramilitary operation on their mines to restrict union activities. Anglo rejects the claims, saying the inordinate security measures are necessary to contain violence perpetrated by Num members

"We will be discussing plans to mount a massive membership drive in the face of management's co-ordinated campaign of repression," said Golding

Another draft resolution deals with attacks made on union offices. "The union should always hire offices where South Africa's top business offices are housed"

Other items for discussion include:

- The abolition of migrant labour and short, medium and long-term measures to ensure that

mines provide family housing for all workers

- An end to capital punishment and ways of strengthening the campaign to save the lives of those on death row

- A health and safety campaign to limit the number of serious accidents on the mines and the "increasing number of paraplegics"

- Training schemes for retrenched and dismissed workers. The role of management in creating these will be debated. So will the need for the union to support co-operatives for unemployed members

The rally is also expected to support demands made at a workers' summit in Johannesburg last month that contentious clauses in the Labour Relations Amendment Act be scrapped and to activate plans to draft an alternative labour law for South Africa.

Struggle to define the line

B/Den 14/7/84

WHEN MUST management negotiate with unions and when need it merely consult? This week's Siemens strike suggests retrenchment rights are a major issue in the struggle over defining the line beyond which management prerogative rules

to the realities of industrial power
Firstly, an attorney points out, an employer's undertaking to negotiate does not mean he is legally obliged to reach agreement at any cost. All that is required is that he bargain in good faith in an attempt to reach a settlement.

wrongly — that management has failed to fairly take into account their representations, the outcome could well be — as was seen this week — a disruptive protest.

But before they — or anyone else — become too heated, it is worth asking whether the distinction between consultation over retrenchments (as is required by the Labour Relations Act) and negotiation is not largely artificial

This is perhaps a little more than is required of him in a process of consultation, an exchange of information, which does not necessarily imply the need to reach formal agreement.

The consequences of failure to reach a negotiated agreement, or of employee rejection of the outcome of consultation, are the same. In the end, whether by negotiation or consultation, at Siemens a mutually tolerable agreement was achieved

AT FIRST sight, an employer's reluctance to negotiate the need for retrenchment is understandable. An unreasonable union could easily, it is argued, refuse to agree to lay-offs even where a company has clearly suffered a severe cutback in orders

A newly-published book — "The New Labour Relations Act*" — defines the purpose of consultation on retrenchments as "to endeavour to reach agreement on alternative measures to retrenchment, selection criteria and an agreed timetable." It is also, the book says, to explain the reasons for the proposed retrenchment and to supply information substantiating these reasons, and to consult over matters such as severance payments

AS A NEW row erupts between the National Union of Mineworkers (NUM) and the Chamber of Mines over mine violence, there are strong indications that talks between the NUM and Anglo American on the subject may be bearing fruit. The main indication is that, in the several weeks since the beginning of the talks, both have kept to their undertaking not to make any public statements — provocative or otherwise

— on developments. There have been a number of meetings without deadlock being reached. This strongly suggests that Anglo has accepted in principle that any code of conduct, in addition to building procedures for eliminating violence, must also address NUM proposals on collective bargaining, civil rights and forms of hostel management

REVIEW

Labour policy, education changes nee

FERRINI

extraordinary item

1404 (18) (25)

THE Kimberley branch drafter of resolution 40 on the agenda of the NUM congress has given a new meaning (along with a dose of black humour) to the labour movement's favourite slogan. Deploying the numerous unsolved bombing and arson attacks on union premises over the last two years, the resolution proposes the NUM should hire offices in buildings occupied by major corporations

In that way, it says, an injury to one will be an injury to all

*"The New Labour Relations Act," by Edwin Cameron, Helton Cheadle and Clive Thompson (Juta).



MR MURPHY Morobe speaking at the Num national congress.

THE important task facing the democratic movement was to build an anti-apartheid coalition involving all the forces supporting efforts for change, political activist, Mr Murphy Morobe, said in Johannesburg yesterday.

Big task facing blacks

further," Mr Morobe said.

Addressing the 6th congress of the National Union of Mineworkers (NUM), Mr Morobe, speaking in his personal capacity, said reviving structures destroyed by the state of emergency was another task facing the "mass democratic movement."

He said the democratic movement had never opposed "genuine negotiations" but had always called for the creation of "necessary conditions" for such talks to be possible. The Government, he said, had shut its door to "our leaders" in 1960 when they were prepared to negotiate the future of this country.

"We must maximise our unity in action against apartheid and isolate the regime even

1409

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14/1/67

140A



16/4/89

By **CONNIE MOLUSI**

THE Commercial Catering and Allied Workers Union of South Africa workers will meet on Sunday to consider its next protest action against the retrenchment of 476 workers at Joshua Doore.

The meeting will discuss repression in the furniture industry as a whole, as other companies have also indicated their intention to retrench workers.

Workers embarked on a national sleep-in strike at 23 Score furniture stores last week.

A union spokesperson said it had been necessary to reconsider their strategy in the light of a court order

Union to meet on protest action

barring further sleep-ins.

Ccawusa has argued that: "The company should absorb workers and is in a position to do so, but it is only because of profit mongering that they are prepared to throw hundreds of workers on to the

streets"

The company's turnover topped R500-million and it earned an operating profit of R72 million.

"After labouring for years workers are suddenly discarded like unwanted goods in pursuit of profits at the expense of workers." Besides creating untold misery for the 476 workers the retrenchment was also a great insult to the black community, which constituted a major market for Joshua Doore.

Ccawusa has called on the community, trade unions, students, church and political organisations to support the workers' fight against retrenchments at Joshua Doore.

Strike looms as wage talks fail

By CONNIE MOLUSI

THE Commercial Catering and Allied Workers Union (Ccawusa) and Pick 'n Pay could be heading for a confrontation following a breakdown in the annual wage negotiations.

Ccawusa has applied for a Conciliation Board hearing in an effort to resolve the wage disagreement, failing which they can ballot for a strike.

After nine weeks of negotiations the union declared a dispute on March 1 which could not be settled after mediation.

The final round of the present negotiations broke down when the union demanded a R160 across the board increase effective for 12 months, whereas the company is offering a R142.50 across the board increase.

Pick 'n Pay has informed the union that this is its maximum offer for this year.

But the union has argued that because of its exceptionally healthy financial position, the company is in a strong position to meet the union's pay demand. The parties have settled other issues including:

- An improved bonus scheme.
- Improved funeral benefits.
- Alignment of Workers' Day and May 1.
- The company is to negotiate contracting out of certain sections of the Labour Relations Act.

Ccawusa's demand will raise the minimum wage at Pick 'n Pay to R790 a month.

Pick 'n Pay has argued that it is "limited in what it can pay because its major competitors in the market are paying far less".

140A

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CPW 12
16/4/89

A quarrel with the boss, a few beers ... and white Johan joins a black union

WHEN Johan Beaurain, a young white electrician, wandered into the office of the South African Railway and Harbour Workers' Union (Sarwhu) during the bitter strike by black railwaymen in 1987, he could tell from the expression on people's faces that they thought he was either lost or a police spy

A union organiser, busy writing out receipts for membership fees from workers who had crowded into the room, jokingly asked whether he had come to join

"I just said 'Yes' I think he realised immediately that I was serious and began speaking to the other workers in English, saying that it was not the policy of Cosatu to discriminate on the grounds of race," Beaurain told the *Weekly Mail* in an interview

As an affiliate of the Congress of South African Trade Unions (Cosatu), the railway union had always endorsed the labour federation's non-racial principles. But not many of its members really believed that a white worker on the railways would one day sign up

Since Beaurain took out his membership card, a small but significant number of white workers have been making their way into the offices of progressive, mainly black trade unions and asking if they can join

Last year more than 30 white artisans at the Volkswagen assembly plant in Uitenhage — former members of the ultra-rightist Yster en Staal Werkers' Unie (Iron and Steel Workers' Union) — defected to join Cosatu's National Union of Metalworkers' of South Africa (Numsa)

This week, hundreds of black workers at the VW plant elected three white shop stewards to represent them in negotiations with management

And in another development, black members of the Commercial Catering and Allied Workers' Union (Ccaawusa), another affiliate of Cosatu, will meet this weekend to consider industrial action at the Johannesburg Stock Exchange in support of demands for the reinstatement of white security guard who the workers say was sacked for joining their union

The reasons for this surprising trickle of traditionally conservative white workers into South Africa's militant labour movement are varied and complex

An explanation favoured by many unionists is that the government's wage freeze, which squeezes whites

With the wage squeeze hurting black and white alike, there's a small, but significant trickle of white workers to black unions.

One of them is Johan Beaurain. EDDIE KOCH reports

and blacks alike, has created the objective conditions for non-racial worker solidarity. At the same time Cosatu and Nactu have attracted whites by demonstrating that they are more effective than timid white unions in fighting for improved wages and working conditions

Economic self-interest was clearly one of Beaurain's reasons for joining Sarwhu "The day before I had a fight with the bosses about the way they gave out merit awards to workers, which I thought was very discriminatory," he says "That night I went out and drank a few beers and thought to myself 'F it. Let me just go and join those black guys' "

But Beaurain says the major factor was a desire "to build a fair society for my fellow workers" that grew out of his experiences early on in life

The young man's father, a typical Afrikaner patriarch, began working on the railways as a labourer during the depression. He joined the Spoorbond (a conservative union for white railwaymen), worked his way up to become *lootsvoorman* — the overseer of a locomotive yard, and was loyal to the government of the day until he died in 1985

Johan grew up in the Orange Free State town of Bethlehem. He did his matric at the Witteberg High School, excelled at athletics and never questioned the values that his father instilled in him

"But my father had a great sense of fairness and morality," says Beaurain "He would never tolerate a wrong being done to anyone and I think it's because I inherited this that I was later able to see the gap between apartheid and the way it impacts on reality"

This growing awareness of injustice was transformed into open dissidence when the young man did his national service. Beaurain volunteered to become a member of South Africa's elite reconnaissance commando. But after passing the rigorous training programme he was rejected because he got a bad "buddy rating" from the others on the course

"I was unconsolable," says Beaurain "I became a parachute packer in the unit and began to see how black



Sarwhu member Johan Beaurain 'I got a disease you can call apartheiditis — an overdose of apartheid'

Picture ANNA ZIEMINSKI, Afrapix

soldiers were badly treated even though they were prepared to fight and die together with the white soldiers. That's when I got a disease you can call apartheiditis — an overdose of apartheid"

After completing his military service, Beaurain went to the railways and a year later call-up papers arrived notifying him that he was due to attend a three-month camp. The young man resolved not to go

"My brothers tried to talk me into it. But I just said I wasn't going. When they realised I was prepared to go to jail they phoned up the army and said 'You better come and fetch our brother. There's something wrong with him' "

An army officer arrived on the farm and persuaded the young man to go to the military base on the understanding that he would not be required to do any training. Beaurain says that after arriving at the camp he was sent to a mental ward in the army hospital

After a week he was called to a hearing and questioned by a panel of doctors and officers who eventually told him to go home. A few weeks later a certificate arrived on the farm saying he was exempted from military duty because he was "medically unfit"

Beaurain's mood of defiance was

magnified by the indignation he felt at being treated in this way. Back on the railways he tried for five years to persuade his colleagues to respect the rights of black workers — and lost most of his friends. The feeling of isolation was another reason for joining the union when it exploded on to the scene in 1987

"Now I feel as if I have hundreds of friends, whereas before I had almost no friends," Beaurain says

However, his decision to join Sarwhu has not been without cost. "I unexpectedly became a victim of the racist policies of South African Transport Services myself by being unable to attend work due to the degree of intimidation and victimisation towards me by other white workers"

Beaurain now plans to institute legal proceedings against the management of Sats for allegedly refusing to discipline whites for racist behaviour and failing to implement the company's commitment to racial parity

The young electrician's spirit of defiance is unusual among the white workers, who have joined black trade unions mostly out of economic self-interest

But the election of white shop stewards to represent black workers at VW shows that a larger process — the breakdown of racism in the workplace — can be set in motion



National Union of Mineworkers president James Motlatsi arrives at the organisation's 1989 conference in Johannesburg yesterday. Picture: ROBERT BOTHA

B/Day. 12/4/89
14017

Mine violence: NUM emphasises opposition

THE National Union of Mineworkers (NUM) yesterday stated its opposition to mine violence on the opening day of its biennial congress — citing its detailed proposals to, and negotiations with, Anglo American as proof of its sincerity.

But general secretary Cyril Ramaphosa said in his report the Chamber of Mines' "retreat from negotiations" on the issue called into question the chamber's own sincerity about its desire to eliminate violence.

Some 600 delegates were present at the congress at Nasrec, Johannesburg, which is due to end on Sunday.

Ramaphosa said the chamber's "about turn" on industry-wide talks, after its persistent calls for negotiations, followed the NUM making it clear that talks had to also address the need to dismantle the migrant labour, hostel and induna systems.

ALAN FINE

The chamber was clearly bent on keeping the mine compounds for maintaining authoritarian control. By entering negotiations on the NUM proposals terms, Anglo had distanced itself from the chamber's position.

Ramaphosa said the formal scrapping of job reservation on the mines had become a farce. Government had, by implementing educational qualifications for employees wanting to obtain certificates of competency, introduced a new subtle way of excluding most blacks from such occupations. Such qualifications were not required in the past. Many uneducated white miners had gained access to these occupations.

□ A response from the chamber to NUM allegations on violence is awaited.

800 Anglo colliery workers down tools

By Therese Anders

STANDERTON — Eight hundred workers at Anglo American's New Denmark Colliery stopped work yesterday following the death of one of their colleagues on a farm at the weekend

The man, a member of the National Union of Mineworkers (NUM), was killed when members of the union allegedly clashed with members of the United Workers' Union of SA (Uwusa) on a farm about 6 km from the mine hostel on Saturday morning

'CODE OF CONDUCT NEEDED'

Anglo American spokesman Mr Paul Clothier confirmed that the "unlawful" work stoppage was connected with the employee's death.

A NUM spokesman said the workers downed tools after alleged members of Uwusa attacked NUM members on Saturday, killing one

The spokesman said such violence could only be ended through a code of conduct between NUM and Anglo, as well as the dismantling of the migrant labour system and its ethnically-based compounds

Mr Clothier said police had arrested two mine employees in connection with the incident

About 40 percent of the mine's work force refused to work yesterday

However, Mr Clothier said representatives of employees had given the undertaking that they would return to work today

By Dik Browne





Union in dispute with OK Bazaars

17X605
18/4/89

140H

The Argus Correspondent

JOHANNESBURG — The Commercial, Catering and Allied Workers' Union (Ccaawusa) has declared a wage dispute with OK Bazaars after seven weeks of talks

A Ccaawusa spokesman said the dispute, affecting about 9 000 workers, centred on a number of issues, including wages

The union was demanding an across-the-board increase of R205 a month, against a company offer of R79

"The union is aiming at significantly improving the present minimum wage of R500 a month"

The dispute would be referred to mediation

OK management was not available for comment

600 DOWN TOOLS

● About 600 Ccaawusa members yesterday downed tools at Edworks' stores in the PWV area over wages, the recognition of May 1 as a holiday and improvements to bonuses

Workers were also protesting against the company's alleged refusal to recognise the union at its Bophuthatswana stores

Edworks group managing director Mr Stewart Dodo said the union had rejected a company offer of individual increases of R100, which would have raised the minimum rate to R520

He could not comment on behalf of the Bophuthatswana stores as they were jointly owned with a Bophuthatswana-based company, Yabeng

17/6/85 18/11/84

Workers down tools after colleague killed

The Argus
Correspondent

STANDERTON —
About 800 workers at
Anglo American's New
Denmark Colliery
stopped work after the
death of one of their col-
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The man, a member
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pounds

TWO ARRESTED

Police have arrested
two mine employees af-
ter the incident

Following the death,
about 40 percent of the
mine's workforce re-
fused to work yesterday

Anglo American
spokesman Mr Paul
Clothier said representa-
tives of employees had
undertaken to return to
work today

NUM to ask for 100 percent wage increase

By Mike Siluma,
Labour Reporter

The National Union of Mineworkers (NUM), fresh from its sixth national congress, said yesterday it would demand an average increase of 100 percent on the minimum wage for its nearly 200 000 members employed at Chamber of Mines' gold and coal mines.

Announcing the decision, NUM general secretary Mr Cyril Ramaphosa said this year the union would demand a national minimum wage of R600 a month for underground workers and R543 a month for their surface counterparts.

CASH, NOT PERCENTAGES

The union's demands, to be submitted to the chamber this week, would deal with cash, and not percentage increases as in previous years.

Wage demands would exclude benefits such as food, accommodation and medical care.

"We resolved that the gap in payments between various categories be reduced drastically," said Mr Ramaphosa, adding that NUM, although mindful of the low gold price, would

enter into talks with the Chamber with the aim of achieving a "living wage" for members.

Although Mr Ramaphosa would not discuss percentages, the NUM demand, if acceded to, would double the minimum pay for some categories of workers, including those working underground in gold mines at a monthly minimum rate of R306.

Other resolutions were

- To start debate within the union on guidelines on how the mining industry should be run, culminating in a "blueprint" dealing with issues including production, technology, housing, health and safety, worker control, and the development of new mines.

- To intensify the campaign against "repression" by mine management and the State.

SUPPORT SWAPO

- To give political and material support to Swapo.

- To support the formation of an anti-apartheid coalition.

NUM also resolved to, in co-operation with other anti-apartheid groups and unions, start discussions on a new constitutional dispensation, centring on the African National Congress's constitutional proposals.

The union would also send delegations to the American, British and West German governments, to "highlight the brutality of the apartheid regime", these countries being the "main Western supporters" of South Africa.

- NUM claimed the current wage strike at Rustenburg Platinum Refineries, had severely affected production and led to the cancellation of overseas contracts worth R14 million. A refinery spokesman disputed this, saying production had been maintained.

NUM seeks a 95% hike on minimum rates

THE NUM said yesterday it would enter the 1989 wage negotiations with the Chamber of Mines with demands for a R600 monthly minimum wage for underground miners and R543 for surface workers.

These demands, devised at the NUM congress which ended on Saturday, represent a 95% increase on the minimum chamber rates for gold mines and more on collieries.

However, the R600 represented a lower percentage increase on actual wages paid. It is 55% above the minimum underground rate at Anglo American, the group with the highest minimum pay scales.

1409 ALAN FINE (18)

Substantial differentials on wage scales have developed between the six major mining groups during the last few years.

The demand for grade eight underground employees, the top grade negotiated for by the NUM, is R1 287, about 37% above the minimum chamber rate.

The congress resolved the mining industry "must make progress towards paying a living wage to all by 1991". It also called for a national minimum wage for the industry to reduce the differentials between

mining groups and further aimed to reduce skill differentials.

NUM general secretary Cyril Ramaphosa, re-elected at the congress along with the rest of the union executive, said the pay proposals "came close" to what the NUM saw as representing a living wage.

Asked about the ability of marginal mines to pay, Ramaphosa said the earnings of the super-performing mines in each group should be used to subsidise wage at those which were struggling.

However, it had to be accepted that some mines were reaching the end of their lives. **6 (Day 18/4/89)**

Union plans top-level tour



● RAMAPHOSA

12/10/87
1407
A THREE-person NUM delegation plans to visit the US, UK and West Germany in the next few weeks and hopes to meet the heads of state

NUM general secretary Cyril Ramaphosa said yesterday the union's congress had decided last week that George Bush, Margaret Thatcher and Helmut Kohl should be presented with a complete set of apartheid statutes so as to expose them as supporting a regime whose laws subjugate the ma-

ALAN FINE

majority of South Africans
Other congress resolutions included expressions of support for the creation of an anti-apartheid political coalition led by Cosatu and the UDF, for Swapo, and for intensive discussions by the NUM and other parts of the "mass democratic movement" on a new constitutional dispensation for SA based on the ANC's constitutional guidelines

Star 18/4/87

140A

OK workers in wage dispute

By Mike Siluma, Labour Reporter
The Commercial, Catering and Allied Workers' Union (Ccawusa) has declared a wage dispute with OK Bazaars after seven weeks of talks, the union said yesterday.

A Ccawusa spokesman said the dispute, affecting about 9 000 workers, centred on a number of issues, including wages.

The union was demanding an across-the-board increase of R205 a month, against a company offer of R79.

The dispute will go to mediation OK management was unavailable for comment

● About 600 Ccawusa members yesterday downed tools at Edworks' stores in the PWV area over wages, the recognition of May 1 as a holiday and improvements to bonuses. Workers were also protesting against the company's alleged refusal to recognise the union at its Bophuthatswana stores.

Edworks's group managing director, Mr Stewart Dodo, confirming a "stoppage" by Ccawusa members, said the union had rejected a company offer of individual increases of R100, which would bring the minimum rate to R520. He said he could not comment on behalf of the Bophuthatswana stores.

Union to send

3 overseas

11/64
Cap. Times 18/6/87
JOHANNESBURG —

The National Union of Mineworkers is to send three of its members to London, Washington and Bonn to present a "compendium of apartheid legislation" to Mrs Margaret Thatcher, President George Bush and Chancellor Helmut Kohl, the union's secretary-general, Mr Cyril Ramaphosa, said yesterday

The union aimed to indicate to the leaders why workers were involved in the struggle — Sapa

Numsa shuns strike for fear of lawsuit

1407 ALAN FINE

NUMSA is refusing to intervene in a strike by more than 500 employees at Haggie Rand's Jupiter plant because management refuses to undertake not to sue the union for loss of production.

Union spokesman Enoch Godongwana said yesterday the union had asked for the undertaking as protection from an amendment to the Labour Relations Act last year.

Union members had been on strike since last Thursday in protest against the dismissal of their shop steward committee chairman. The strike was spontaneous and normal procedures had not been followed. *Blow 18/4/87*

Numsa officials were reluctant to step in to resolve the matter as they feared their involvement could expose the union to litigation.

140A
BIDAN 18/19/87

Union merger on way

CAPE TOWN — A merger which would result in one national union with about 200 000 members in the clothing and textile industries was unanimously endorsed by two special union congresses

Garment and Allied Workers' Union (Gawu) general secretary Des Sampson said yesterday his union's congress at the weekend had also unanimously endorsed affiliation to SA's largest union federation, Cosatu

The merger would bring Gawu together with the 85 000-member Amalgamated Clothing and Textile Workers (Actwusa)

Sampson said the merger, now scheduled for the second half of 1989, would significantly improve the quality of life for workers in the sector and defend and advance their social and political interests

The congress had decided to seek a national living wage for the industry and Gawu would continue its campaign for a national industrial council for the industry as the only way this could be achieved

Sampson said "In spite of last year's quite substantial wage increases, our members find they are getting poorer as a result of inflation and high taxes"

Because it was a political and an economic question, members had resolved to take their fight for a living wage into the community and to campaign against employers and the state

The union would undertake an education programme at all levels and structures on the political situation based on the Freedom Charter and constitutional guidelines issued last year by the ANC

Discuss

Gawu had noted Actwusa's reservations about the Freedom Charter and had resolved to discuss the document in greater detail

Sampson said "We want to look at Actwusa's position and for our members to have the benefit of full discussion on the issue" — Sapa

Charges laid

Sowetan 15/4/89
THE national director of Lawyers for Human Rights, Brian Currin, last night laid several charges against city councillors who voted in favour of closing facilities in Boksburg to non-white people.

Mr Currin said the two policemen on duty at the Boksburg police station were "taken aback when they understood the nature of the charges but took down my statement and said it would be handed to the captain tomorrow."

At a news conference

earlier yesterday in Pretoria, Mr Currin said the charges would be of subversion, in terms of the Internal Security Act of 1982 — Sapa

600 are on strike

Sowetan 15/4/89
OVER 600 workers at 80 Edworks outlets in Johannesburg and the Free State yesterday went on a legal strike over wages and the refusal by the company to recognise their union — Ccawusa.



NUM wants 100 pc

THE National Union of Mineworkers (140A) fresh from its sixth national congress, said yesterday that it would demand an average increase of 100 percent on the minimum wage for its nearly 200 000 members employed at Chamber of Mines gold and coal mines

Announcing the decision, NUM general secretary, Mr Cyril Ramaphosa said this year the union

(933) would demand a national minimum wage of R600 a month for underground workers and R543 for their surface counterparts. The union's demands, to be submitted to the chamber this week, would deal with cash, and not percentage increases as in previous years.

Wage demands would exclude benefits such as food, accommodation and medical care.

5860400 16/4/69

Yes to double pay, no to apartheid

Sheer 19/1/84

14019

Resolutions taken at the sixth biennial congress of the National Union of Mineworkers (NUM) — South Africa's biggest industrial union — have entrenched the union's position in the forefront of the political and economic struggle being waged by South Africa's black labour movement.

Attended by 600 delegates on behalf of the union's 240 000 members, the congress passed resolutions on shop-floor issues such as wages, job security and "management repression". Developments in the anti-apartheid movement also enjoyed a top priority.

Regarding the all-important issue of wages, the union decided that its 1988 wage demand would, for the first time, be tabled in cash and not percentage terms, arguing that it was "difficult for workers to understand wage increases in percentage terms". Such increases would have to exclude subsidies on meals, accommodation and medical care.

NUM's proposed national minimum

Indications from the National Union of Mineworkers' congress, which ended this week, are that the union will continue fighting for members' "bread and butter" issues while supporting the general thrust for the dismantling of apartheid,

writes labour reporter MIKE SILUMA.

rate, set at R600 for underground workers and R543 for their surface colleagues, promises, in some cases, to double the bottom rate in the mining industry. In the top grade (category 8), the union will demand a new minimum rate of R1 165 and R1 267 for surface and underground miners, respectively.

The NUM also gave the Chamber of Mines, to which the wage demands are to be submitted this week, up to 1991 to pay a "living wage" to all miners.

The wage demands, coupled with the decision to revive the union's living wage campaign, show optimism in

the union's ranks that it has gathered enough strength to mount a fresh challenge against mine employers over wages.

NUM general secretary, Mr Cyril Ramaphosa, said in his report to the congress that, following the dismissal of nearly 50 000 members in the 1987 wage strike, the union's membership was climbing again.

Saying it was "incumbent on miners to develop clear policies on how the mining industry should be run", the congress called on the NUM to draw up guidelines aimed at giving miners control over critical issues such as the introduction of new technology, work-

ers' housing, health and safety, labour requirements and the development of new mines.

As is the case in the rest of the black union movement, employee housing has recently become a major issue, given the union's campaign against the migrant labour and hostel systems, widely used in the industry.

Beyond the "bread and butter" issues, the NUM, not surprisingly, committed itself to the centre stage of anti-apartheid opposition.

Having been the first affiliate to adopt the Freedom Charter as the basis of its policy in 1987, the NUM has now undertaken to be actively in-

involved in the discussions on an alternative constitutional dispensation, based on the African National Congress' proposals. These discussions will take place both in Cosatu and the "mass democratic movement".

The NUM called for the formation of an anti-apartheid coalition spearheaded by Cosatu and the United Democratic Front.

Delegates pledged themselves to the mammoth task of making representations to the American, British and West German governments — South Africa's "main Western supporters" — to "highlight the brutality of the apartheid regime".

Also on the international front, the NUM offered political and material support to Swapo and the Namibian labour movement.

Wage demand 'high'

NUM

ABOUT 30 percent of South Africa's gold production could stop if the Chamber of Mines had to accede to the National Union of Mineworkers' present wage demands, reports SABC Radio News.

The NUM is seeking an average wage increase of 55 percent in this year's negotiations with the mining industry.

SABC's labour correspondent reports this could also mean a 30 percent loss in jobs on the country's gold mines

At present, working costs at six of the 32 gold mines exceeds the current gold price of 385 dollars or R977 an ounce. Another 13 would join this group if NUM's 55 percent wage demands were met.

The NUM demand represents, however, an initial position in this year's ongoing negotiation with the chamber of mines — Sapa

6/8/61
Sapa 19/4/89

Pay row move at OK

THE OK retail chain and Ccawusa have agreed on a mutually acceptable mediator to handle the dispute which has arisen between them over this year's wage negotiations.

The parties will meet again later this month in an effort to reach a settlement, the chair said.

In addition to its pay demands, the union is demanding a wide range of other benefits, including an increase in staff discount from the present 12% to 28%. — Sapa

140A

MINERS PRESS FOR MORE PAY

1989

THE National Union of Mineworkers is to demand a national minimum wage for all mineworkers during negotiations with the Chamber of Mines this year.

This was one of the 80 resolutions adopted by Num's 601 delegates at the biennial congress of the union in Johannesburg at the weekend. The union would demand a minimum wage of R543 a month for surface workers and R600 a month for underground miners. This demand, if paid, would virtually double the wage of the lowest-paid mineworkers in the industry.

Num's general secretary, Mr Cyril Ramaphosa, said mine employers "must make progress towards paying a living wage to all mineworkers" by 1991.

BY LEN MASEKO

The union would now set wage demands in monetary terms, not in percentages as was the case in previous wage negotiations.

According to the Num, the average wage for "unskilled and semi-skilled" mineworkers on the Chamber's gold mines were R624 a month in 1988 while the average pay was R661 a month in the coal mining industry.

These wage levels contrasted sharply with average monthly wages of R3 000 earned by skilled workers, all of whom were virtually whites.

Mr Ramaphosa said in his annual report that it took the average black mineworker three-and-a-half years to earn the average R26 500 a month pay earned by a mine director. He said. "The mines have the wealth and the opportunity to pay all workers a living wage—but they don't. The wages they pay are set by 'free enterprise' at starvation levels. "The buying power of the Chamber of Mines' minimum wage for underground gold miners is the same today as in 1975, 14 years ago. "The average wage of black mineworkers in gold is still 20 percent below the average wage in (the) manufacturing industry, the same as fourteen years ago", he added.

Tutu case

THE hearing of Trevor Tutu's case was yesterday postponed to June 26 by a Johannesburg regional magistrate after Mr Tutu's attorney, Mr J Bolleurs, withdrew from the case.

We're in dispute, says OK Bazaars

OK Bazaars has confirmed that it is in dispute with the Commercial, Catering and Allied Workers' Union (Ccawusa) over wages. *140A*

A company statement said the parties had agreed on a mediator and would meet later this month in an attempt to reach settlement. *SS*

The company was willing to improve its offer of increases of between 11,6 and 15,8 percent, in return for a moderation of the union's demands. Ccawusa is demanding an across-the-board increase of R205 a month, plus improvements to staff benefits. About 9 000 workers are affected. *SS*

976 Times
20/4/89
140A

Union a 'threat to SA'

Crime Reporter

REVOLUTIONARY forces are aiming to overthrow South Africa's present "democratic, free market system" through their involvement in legitimate political organisations, the Deputy Minister of Law and Order said.

Speaking at yesterday's opening of the new R2,2-million Bellville South police station, Mr Leon Wessels made veiled references to the United Democratic Front and Cosatu as being "terrorist organisations"

"Let us not forget that the ANC has declared 'mass action for people's power' as its theme for 1989 and in doing so they keep the revolutionary climate at an unhealthy high level," he said

Cosatu said of Mr Wessels's statement that is was "ridiculous and that it will be seen as such by people throughout the country"

"Cosatu has always been run on democratic lines and has always been willing to discuss the democratic nature of its policies in any forum," a spokesman for the trade union said last night

Mr Wessels also said there was a campaign to portray the police as people "who had become power-drunk" to prevent their fulfilling their task of securing internal security in the country

He said that such accusations showed a lack of understanding of the concept of national security.

From MONO BADELA
THE National Union of Mineworkers (Num), Cosatu's largest affiliate, is this week submitting demands for a minimum wage increase of almost 100 percent for its over 200 000 members employed at Chamber of Mines' gold and coal mines.

And, in a change of strategy, the demands will be presented in the form of cash not percentages

Speaking at a press conference after the end of the union's sixth national congress, Num general secretary Cyril Ramaphosa said the union was demanding a national minimum of R600 a month for underground workers and R534 for their surface counterparts

The demands exclude benefits like food, accommodation and medical care.

Ramaphosa also announced that the union would soon be sending a three-man delegation to the main capitals of the Western world in a mission to spotlight apartheid laws and repression in South Africa

The delegation, which will include a top Num official, will seek meetings with the heads of state in Britain, the United States and West Germany, and will seek support from miners' leaders in these countries

The decision follows dis-

100%

Tough new demand from mineworkers

cussion about the South African political crisis and its repercussions on the industry at the congress, which was attended by about 600 delegates representing nearly 400 000 black miners from 16 regions.

Ramaphosa said the congress had decided that George Bush, Margaret Thatcher and Helmut Kohl should personally be presented with a complete set of apartheid laws to expose them as supporting a regime whose laws oppress the majority of South Africans

The three leaders will also be presented with statistics of those detained, arrested and charged under the statutes and the penalties (including executions) meted out during the past 10 years

In a move which will have a major influence on other organisations in the country, the Num congress adopted the ANC's constitutional guidelines

Delegates at this year's congress resolved that the Freedom Charter should be incorporated into Num's constitution as an annexure

Num was the first trade union in Cosatu to adopt the Freedom Charter in February 1987.

Delegates reiterated Num's belief that South Africa's "apartheid constitution" was not aimed to protect the interests and basic human rights of the majority of South Africans.

In supporting the resolution, delegates stated that apartheid and capitalism could be crushed if a restructuring process of the state based on the Freedom Charter could begin now.

It would provide a firm basis for national reconciliation and co-operation between the different communities.

It was resolved that Num would establish local structures where mineworkers would begin discussing the proposed guidelines and solicit participation from other Cosatu affiliates

Another resolution adopted called for the establishment of an anti-apartheid coalition to "expose the weaknesses of the ruling class and the deepening crisis the government finds itself in"

Num feels Cosatu and the restricted United Democratic Front (UDF) should form the core of this anti-apartheid coalition

Other resolutions dealt with political education for the workers, detention without trial, political prisoners and capital punishment

Other resolutions discussed were safety on the mines, the Living Wage campaign, expanding Num's membership and opposition to retrenchment

ROAD TO UNITY

Phone link to unity



VOTING FOR UNITY. Part of the crowd at the Gawu special congress

THE special congress of the Garment and Allied Workers' Union (Gawu) was an historic occasion not only for clothing workers but all workers and South Africa as a whole

That was the view of several speakers at the open session of the congress, attended by over 500 Gawu shop stewards from around the country

Advocate Dullah Omar, vice-president of the National Association of Democratic Lawyers, who brought greetings from organisations affiliated to the United Democratic Front, said Gawu members had in the past year "thrown off the slave mentality" and should use their labour power to build unity, organisation and democracy

Community

Omar called on workers to fight not only in the factory floor but also in the community alongside other organisations of the mass democratic movement

He said workers were part of the broader community and should take part in that community's battles

Only then could they achieve the redistribution of the wealth of the country.

"As workers you are the

potential liberators of South Africa. There will be no worker liberation unless workers gain political power," he said

Gawu president Ismail Muckdoom, in his opening address, also called on workers to join forces with organisations from the mass democratic movement to create a broad front and take up the challenge of the Living Wage campaign

He said delegates should decide upon a strong programme of action to fight exploitation and repression

In the year since the union was formed from a merger between the Garment Workers' Union (Western Province) and the Garment Workers' Industrial Union, Gawu had won many victories

These included the highest-ever wage increases in the industry and winning May Day as a paid holiday in Natal and June 16 in the Cape

"Almost overnight, we have changed working conditions in the industry," Muckdoom said

These victories were a result of the union's commitment to the struggle for a better future and the ideal of working class unity

But the state had met workers' demands with widespread repression. Wage gains were undermined by inflation and taxation while basic needs such as pensions, health care, expensive transport and affordable houses were not met

Destiny

Cosatu assistant general secretary Sydney Matumadi said the proposed merger and affiliation to Cosatu was a move towards worker unity

It was this principle of unity which had triumphed in 1985 when unions had put aside their differences to form Cosatu

"Only in united action can we shape our destiny," he said

This was very important because South Africa faced an economic crisis with resources being wasted on maintaining apartheid

The result of this economic mismanagement was widespread unemployment, a steep rise in the cost of living and "abject poverty in a land of plenty,"

Matumadi said the state was afraid of worker unity

This was evident in the government resorting to the Labour Relations Amendment Act (LRAA), attacks on trade unions and other organisations and progressive individuals.

Gawu's affiliation to Cosatu could contribute in building "unity of the oppressed" because most of its members were classified "coloured" and Indian, groups the state was trying to co-opt.

It was of great significance that most Gawu members were women. One of the weaknesses of the mass democratic movement was the poor participation of women who were discriminated against not only in terms of race and class, but also because they were women.

This meant issues regarding women's rights did not

get enough attention

Gawu members joining Cosatu could mean greater participation by women in all Cosatu structures

The importance of women in trade unions was also emphasised by Thoko Magagula, a Food and Allied Workers' Union shopsteward from Springs

"There will be no liberation in South Africa before women are liberated. A woman's place is in her trade union and federation," Magagula said

Flery

The congress was called to discuss affiliation to Cosatu, the proposed merger with Actwusa and Gawu policies

In a fiery speech Actwusa vice president Bert Pitts called for greater worker control

"We have to form and shape policies in our union. We must run our unions, employ officials and control the finances.

"This the only way democracy will be achieved. Our only power is our labour," he said

Gawu treasurer Ellen Beaumont spoke at an Actwusa congress held at the same time in Durban

Messages of support from several international trade union bodies were read at the Gawu congress.

Reports in this special supplement by CHIARA CARTER Pictures by BENNY GOOL

TWO landmark trade union congresses held in Durban and Cape Town last weekend gave the go-ahead for the formation of a giant clothing workers' union

Both the 75 000 strong Amalgamated Clothing and Textile Workers' Union of South Africa (Actwusa) and the Garment and Allied Workers' Union (Gawu), which has 112 000 members, unanimously decided to proceed with the merger unconditionally

The new union, which will be the second largest Cosatu affiliate, will have its inaugural congress early in the second half of this year

July 1 was originally set as the merger date but the Gawu congress requested that this be put back to allow members to discuss the merger at all levels and to give members of both unions, which used to be bitter rivals, a chance for greater interaction

After a telephonic link up between the two congresses on Sunday morning, Actwusa agreed to the postponement

Substantial progress was made in merger talks between the two unions earlier this year but two obstacles — policy and structure — remained

Affiliate to Cosatu

The unconditional acceptance of the merger means that these last stumbling blocks to unity have been removed

The Actwusa resolution about merger said "The merger will create a powerful new union able to defend and advance the economic and social interests of the workers in our industry

Gawu general secretary Desmond Sampson said the merger would "significantly improve the quality of life of clothing workers and create a powerful new union to defend and advance the economic, social and political quality of workers' lives

"The merger will be a major step towards the goal of one union for the industry and maximum unity of the working class," said Sampson.

The Gawu congress also unanimously resolved to affiliate to the Congress of South African Trade Unions (Cosatu)

Sampson said that this decision was greeted with "great jubilation and enthusiasm" by the delegates

On Sunday the congress debated the union's future direction

The congress resolved to campaign for national wage negotiations, to broaden the living wage campaign and to begin a political education programme

Protea Toyota

Best wishes to GAWU on their Special Congress

Moving soon to 241-243 Voortrekker Road, Bellville. Opposite Bellville Municipal Office. New phone 9463324/5/6.

No easy road to merger

THE Garment and Allied Workers' Union (Gawu) and the Amalgamated Clothing and Textile Workers' Union of South Africa (Actwusa) at special congresses last weekend unconditionally to a merger early in the second half of this year.

The congresses said no differences could be allowed to stand in the way of worker unity in the industry.

The new union will have about 200 000 members and will be the second largest in the country

It will be part of the Congress of South African Trade Unions (Cosatu)

Actwusa is already a Cosatu affiliate and last weekend the Gawu congress unanimously voted for affiliation to the federation

Resigned

The formation of the new union will be a major step forward for worker unity in South Africa

But the road to merger has not been an easy one nor has it happened overnight

It is three years since garment unions, including the Garment Workers Union (WU), resigned from the conservative Trade Union Council of South Africa (Tucsa), after the federation failed to pass a resolution condemning the death in detention of unionist Neil Aggett

The resignation was the final nail in the coffin of the already dying Tucsa which closed its doors the next year

After leaving Tucsa, unions in the garment textile and leather industries started making the first moves towards an industry-based federation

In November 1986, a year after the

formation of Cosatu the South African Federation of Textile Garment and Leather Workers' Unions (SAFTGLWU) was born

It comprised of GWU the Garment Workers Industrial Union (GWIU) the National Union of Leather Workers (NULW), the TLATIU, the Textile Workers Industrial Union (TWIU) and the National Union of Textile workers (NUTW)

The National Union of Textile Workers, Actwusa's predecessor, was al

ready part of Cosatu

In November 1987 the NUTW merged with the TWIU and the NUGW to form Actwusa, which affiliated to Cosatu

A month later, GWU and GWIU merged to form Gawu with a membership of 102 000 Both unions at their inaugural congresses adopted resolutions calling for one union in the industry

From the start Actwusa adopted a militant stance towards employers,

winning major gains for its members

Meanwhile, Gawu was undergoing a transformation

The conservative approach of the GWU disappeared, union structures were democratised and employers were confronted with a militant membership resulting in workers winning important concessions from employers including substantial wage increases

It became clear that the union had buried its 60 year history of being a sweetheart organisation and was drawing closer to progressive trade unions in Cosatu

At Gawu's inaugural congress in 1987, the union voted to seek observer status with Cosatu

This in itself was another step towards unity with workers in other sectors

Action

Underlying Cosatu, the country's largest trade union federation, is the principle of worker unity

This is based on the belief that workers share a common goal and a common enemy They gain strength from each other and unity is essential in order for workers to advance their struggle

Since its inception, Cosatu has seen the drawing together of small unions to form strong industrial unions

Recently the federation has started to draw closer to the National Council of Trade Unions (Nactu), which has about 300 000 members.

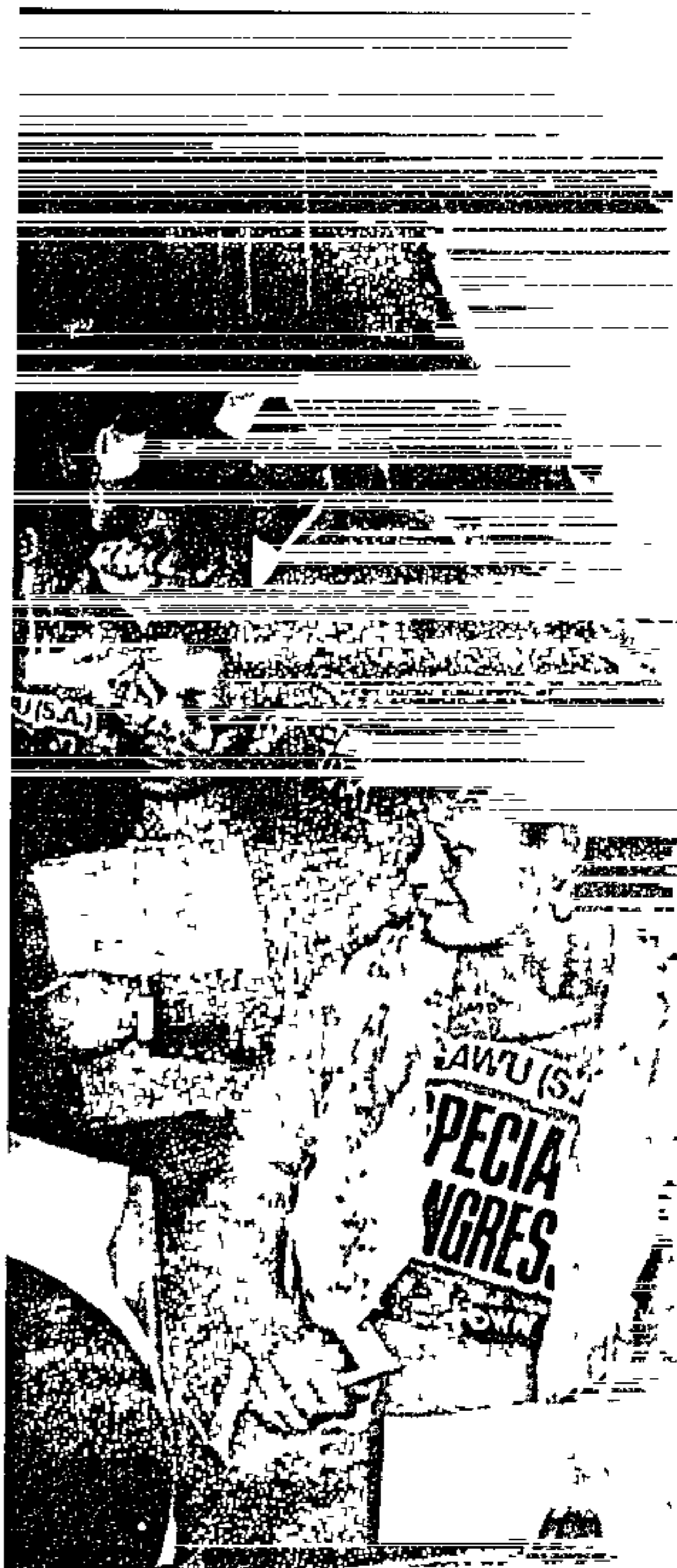
Last year the two federations held talks about common problems and agreed to take united action against the Labour Relations Amendment Act.

Conflict

The worker summit in February this year, which was attended by about 40 unions including all Cosatu affiliates, some Nactu affiliates and several independent unions, was another move towards building worker unity

While Gawu was granted observer status in Cosatu, only one clothing workers' union can belong to the federation, in terms of Cosatu policy

With both Actwusa and Gawu organising workers in the clothing sector, there was considerable conflict



Gawu workers at the special congress in Natal by women in all Cos-

between members of the two unions, especially in Natal

The roots of the merger lie in a meeting between representatives from Actwusa, Gawu and Cosatu in December last year, to attempt to sort out this conflict

Actwusa proposed that the solution to the conflict lay in commitment to a merger and a date for such a merger, and Cosatu agreed with this view

A committee consisting of four delegates from each union together with Cosatu general secretary Jay Naidoo and assistant General Secretary Sydney Mafumadi was established to examine all areas relating to conflict in the industry and the merger

This committee met in January this year in Durban and areas of conflict were examined

The unions also exchanged information about structures, policies, staffing and subscriptions Gawu asked Actwusa to address the union's role in Cosatu over which there had been considerable acrimony and to examine the possibility of including the National Union of Leatherworkers (NULW) in the merger

In February a special meeting of the Gawu national executive committee committed itself to the merger pending ratification at the special congress.

Actwusa agreed that the merger with NULW could go ahead subject to NULW taking a resolution to join Cosatu, the merger of all three to take place simultaneously and that NULW



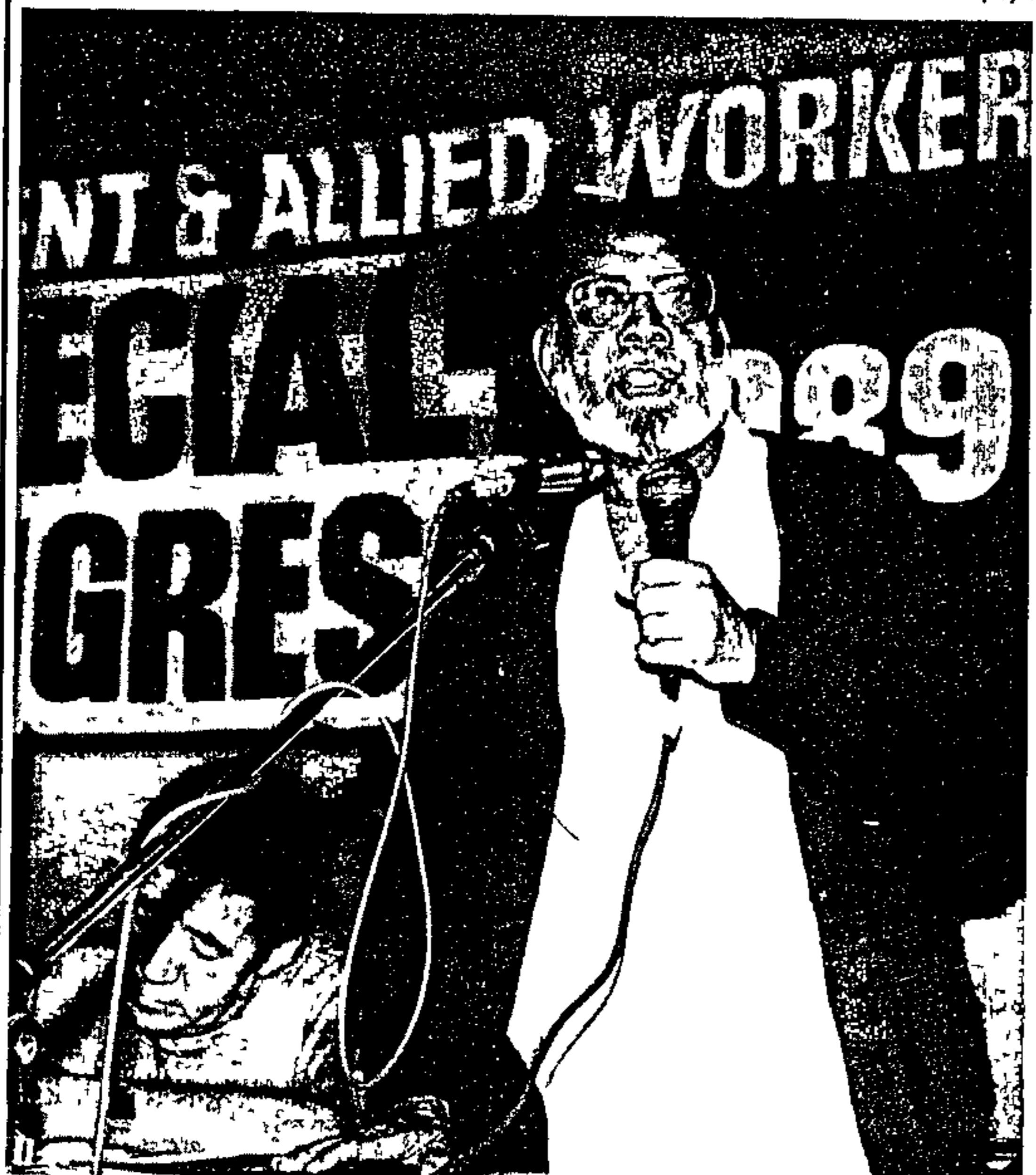
Advocate Dullah

be approached jointly by Actwusa and Gawu

But last month the NULW asked Gawu that they would not join the merger

Gawu has asked the union to consider its position and at last weekend's congress invited NULW to join Gawu and the new union intends to actively organise workers in the industry

In terms of an agreement reached at the third meeting of the committee, there was a demarcation between the clothing and Actwusa withdrew its application for membership of the National Council, thereby ending the conflict.



Gawu president Ismail Muckdoom called on workers to join forces with organisations from the mass democratic movement to create a broad front

Unions to overcome legacy of conflict



THE Amalgamated Clothing and Textile Workers' Union of South Africa (Actwusa) and the Garment and Allied Workers' Union (Gawu) are to liaise closely in the period before the merger to overcome the legacy of conflict between the two unions

In a statement released after the Actwusa national congress in Durban last weekend, Actwusa regional secretary (Natal), John Eagles, said there was a "firm commitment from both unions to merge"

The members of both unions were "wholeheartedly behind this decision"

Eagles said it was important for both unions to work together in the period leading up to the inaugural congress to ensure broad support for the merger and to address the differences which might be causing fears, uncertainties or divisions between the two unions

"While the two unions might have different histories, traditions and policies, it is essential that we overcome these issues so we can realise a true unity of workers in the industry," he said

Powerful union

Over 300 Actwusa delegates at the congress unanimously approved the merger

The congress agreed to a Gawu proposal that the date for the merger which was originally scheduled for July 1, be delayed until later this year, provided that this be no later than September 16

Delegates to the congress endorsed a resolution which declared their belief that the merger would create a powerful new union capable of defending and advancing the economic and social interests of workers in South Africa

Such a merger would bring closer the goal of "one union, one industry" and "worker unity" said the resolution

The congress was also addressed by John Hudson and Clayola Brown from the Amalgamated Clothing and Textile Workers' Union Actwusa's sister union in America

Hudson and Brown spoke about the problems facing American unions and the building of links between American and South African workers

The congress also passed a resolution on political policy but this was not released to the press

congress in Athlone. Since most Gawu members are women, the union's affiliation to Cosatu could mean greater participation in all Cosatu structures and the possibility of issues regarding women's rights receiving more attention



Dullah Omar

Jointly by Actwusa and

month the NULW notified they would not be part of

has asked the union to re-composition and at last weekend's invited NULW members to and the new union Gawu to actively organise leather in the industry

of an agreement signed at meeting of the merger committee there was a complete between the two unions - withdrew its application of the Natal Industrial thereby ending the conflict in

In subsequent meetings broad agreement was reached between both unions over basic principles including fighting discrimination on the grounds of race, colour, sex or creed, promoting worker control and ensuring real democracy in the union by structuring it to ensure members have the widest possible access to its decision-making structures at all levels

At the end of last month the merger committee held its fifth meeting in Cape Town at which differences arose between the two groups over political policy and structure

This weekend's resolutions that such differences should not stand in the way of a merger has removed the last stumbling block to unity

But this does not mean that it is now all plain sailing

Not all the workers understand what the merger is about

Many are still confused about why once-bitter enemies should join hands

The implications of the merger need to be discussed at all levels in both unions

And after the merger, the new union will have to work through differences which are the legacy of both parties very different histories

But the determination of workers to overcome these problems was clear in the messages brought by speakers who addressed the other unions' congresses



About 300 delegates at the Actwusa special congress in Durban unanimously approved the merger, which will create a powerful new union

Clothing workers to fight poverty

THE fight by Gawu for a living wage will this year be waged not only in factories but also in the wider community

And the campaign will extend beyond wage increases to include demands for affordable houses and rent, medical

care, food and other basic needs

This was decided by delegates at the Gawu congress who also resolved to resist heavy taxes and address the high rate of inflation and cost of living

The campaign is to be fought against both employers and the state

Gawu general secretary

Desmond Sampson said workers were suffering because of the government's economic crisis.

The substantial wage increases won last year had been eroded by inflation, the rise in the cost of living and the heavy taxes

The causes of this poverty extend beyond the factory gate. Apartheid and

oppression by bosses are related. We can't wage this war alone. We need the support of the broader community.

Gawu will also be actively campaigning for a national clothing industrial council.

The formation of such a council would end the discrepancy between wages and working conditions in different regions because all

workers would be paid the same minimum wage.

The congress also resolved to discuss in the union and Cosatu the recommendations of the workers' summit earlier this year.

The union's political policy will be the focal point of an educational programme for all members.

The programme is aimed at

"building maximum unity" between all members.

Delegates noted that Gawu's existing political policy was stated in "broad terms" which needed "greater clarity" and that Cosatu had adopted a more comprehensive political policy which included the Freedom Charter as a "guideline".

In addition to Cosatu's

political policy and the Freedom Charter, the programme will also include discussion about the ANC's constitutional guidelines released last year.

Political policy was one of the points of difference between Gawu and Actwusa before the congress.

Cape Clothing Manufacturers Association secretary Mr CE McCarthy said employers would have been "very surprised" if the merger had "derailed".

He could not comment on the union's intentions to broaden the Living Wage campaign until the union spelt out to employers what this meant.

Employers were, however, prepared to examine the question of a national industrial council for the industry.

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Peace role for Actwusa

THE Amalgamated Clothing and Textile Workers' Union of South Africa (Actwusa) plans to play a leading role in peace initiatives in Natal.

A resolution at last weekend's Actwusa congress in Durban called on the union, the largest Cosatu affiliate in the region, to be a catalyst for peace in the area.

Actwusa Western Cape regional secretary Ebrahim Patel said many of the union's members had felt the impact of the violence, endemic in Natal.

The union was obliged to strive to restore peace, he said.

Actwusa was the first union to push for peace talks with Inkatha. Cosatu later endorsed this position.

The congress also had a detailed discussion about the Labour Relations Amendment Act (LRAA) and the recommendations of the Workers' Summit.

The congress resolved to demand that all employers in the textile industry agree to bypass controversial clauses of the LRAA. Should there be no progress on these issues, the union may go for deadlock with employers and take national action.

The decision to fight the LRAA is especially important for Actwusa, whose members have a militant history. This year there have been several "wildcat" strikes by Actwusa members and several employers have resorted to interdicts.

In a move which will have far reaching repercussions, the union will also ask employers to agree to compulsory arbitration in disputes, effectively bypassing the industrial court.

Actwusa and several other unions have recently been sharply critical of the court, which they say favours employers.

Should Actwusa and other unions succeed, it could reduce the court to dealing largely with "sweetheart" unions.

proceed
red to

... a number of
comrades" in defence positions.
A KwaZulu police spokesman
said investigations into the deaths
were continuing. No arrests have
been made. — Sapa.

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Challenges ahead for Sats unions

Blown *1409*
20/10/89 **GERALD REILLY** *220*

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PRETORIA — The federation of Sats trade unions looked forward to privatisation but there were many challenges ahead, federation chairman Dudley Henn said last night.

He told the annual meeting that "outside" unions were looking with greedy eyes at "our members and unless we can find solutions to the divisions among us we won't be able to withstand the onslaught".

Railway workers had existed for many years in fairly calm waters, protected from outside interference.

It was reasonably easy to survive. "If Sats's 180 000 workers unite we need fear none." However, there would be problems if workers failed to resolve their differences.

Henn said initially, the federation had feared privatisation and deregulation, but it was now talked about with greater enthusiasm.

British workers were delighted with their shares in the organisations they worked for.

Leadership

'Amicable' talks over strike

ALAN FINE

"AMICABLE" talks aimed at ending a week-old strike by at least 1 200 employees were held yesterday evening between Haggie Rand management, worker and Numsa representatives

A Numsa official said further talks this morning would cover union and company proposals

Haggie Rand MD John Milburn said earlier yesterday the company was prepared to undertake that, if the union became involved in the strike, Haggie would not, in this case, use its right to sue for production losses

A union spokesman said this offer was acceptable. However, it is understood the question of authorisation for union meetings was now the main obstacle to a settlement

Mines wait for NUM demands

Labour Reporter

The Chamber of Mines would not comment on the National Union of Mineworkers' 1989 wage demands until these had been formally submitted by the union, a chamber spokesman said yesterday.

The union's demands, announced to the media on Monday, include a new minimum rate of R600 a month for underground miners and R543 for surface workers. If granted, the proposed rates would double the minimum wage for some of the lowest-paid workers.

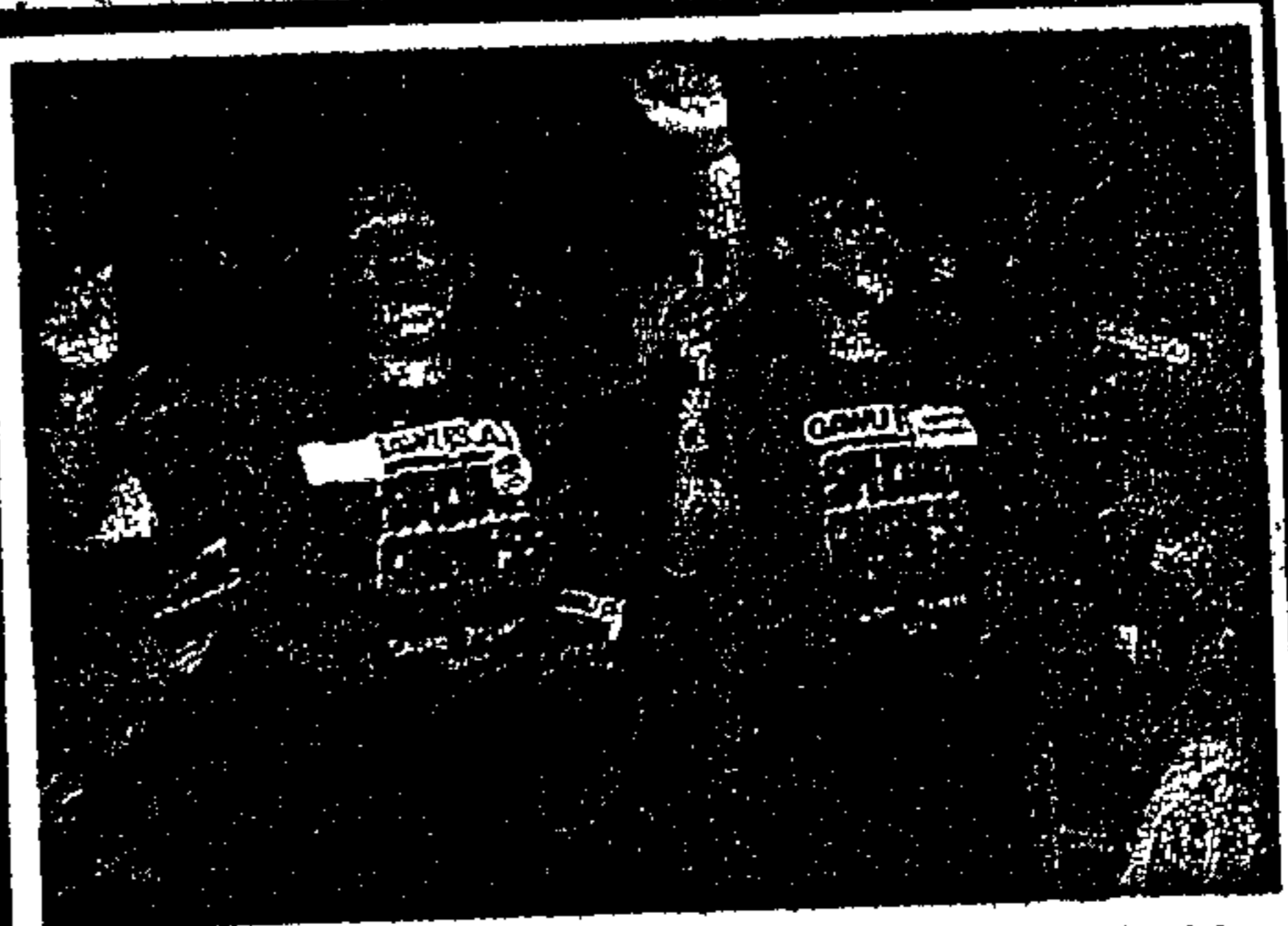
NUM said the demands would be presented this week.



(40A)



Smith
2026/4/89



Excitement at the Gawu special congress held last weekend. See special supplement

Gawu heads for Mayday showdown

THE Garment and Allied Workers' Union (Gawu) is heading for a showdown with employers over the issue of workers taking off Mayday.

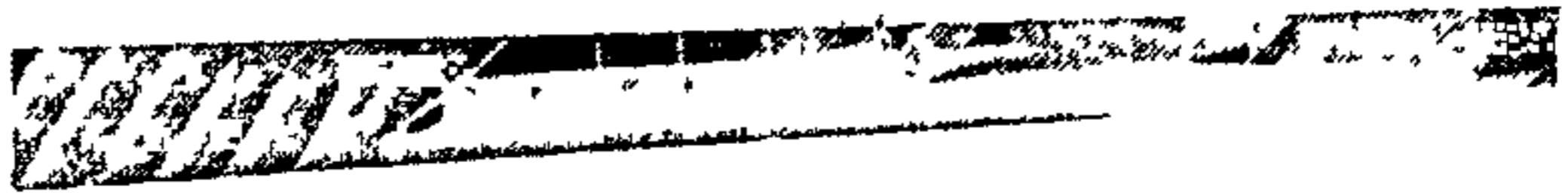
Gawu is seeking an undertaking from employers that they refrain from taking action against the union should agreement over Mayday not be reached at clothing factories in the Western Cape.

In terms of the industrial council agreement, workers do not have May 1 as a paid holiday but the matter is open to negotiation at plant level.

Employers warned Gawu that they reserved the right to take action should they consider the union to have breached the industrial council agreement.

Such action could include suing the union for loss of production.

But Gawu regional secretary Lionel October said the union had no intention of breaking the agreement.



Dispute for mediation

THE Food and Allied Workers Union and the management of Ruto Mills will go to mediation on Sunday to resolve a wage dispute involving more than 800 workers

A FAWU spokesperson said yesterday that both parties agreed that a settlement be mediated after workers were locked out a week ago. The lock out followed a go slow strike over demands for better wages. *Sowetan 21/4/89*

W Morris

Strike action
shuts four
Edworks shops

21/4/89
SIPHO NGCOBO

FOUR Edworks Group stores were closed yesterday as a strike by workers over wages entered its fourth day, the Commercial Catering and Allied Workers' Union said.

It said about 600 strikers picketed many of the 80 Edworks stores in the Witwatersrand, the Orange Vaal and Pietersburg.

The four stores closed were Edworks and Koko in Market Street, Johannesburg, Edworks in Pietersburg and another group branch in the northern Transvaal.

Edworks Group MD Stuart Dodo confirmed the four stores had been closed as a result of the pickets. However, he was unable to say how many of his branches had been affected by the strike.

Haggie eight-day strike ends

(14019) ALAN FINE

THE eight-day strike at Haggie Rand's Jupiter plant in Johannesburg was settled yesterday.

The main feature of the settlement is that agreement procedures for holding National Union of Metalworkers' of SA (Numsa) meetings in departments will be made easier.

Disciplinary proceedings against shop steward Moses Mogodi will, however, continue.

The strike began on April 12 and spread to at least 1 200 workers after Mogodi was suspended for calling

what the company considered an unauthorised meeting.

Numsa said it was agreed no disciplinary action would be brought against strikers and, if the union were unhappy with the outcome of disciplinary action against Mogodi, his case would go to arbitration.

Haggie will withdraw its urgent Industrial Court application, postponed from Tuesday to today, if strikers return this morning.

PIs on abduction charge

CRK Times 2/14/87
Own Correspondent

(1401)
municipal policemen, and he spent the first hour at the Dube municipal police barracks

JOHANNESBURG — Charges of abduction — and possibly of theft and assault — are to be brought against a detective agency here whose personnel allegedly abducted, held for 25 hours, and interrogated the central figure in this week's Haggie Rand strike

Shop steward Mr Moses Mogodi said that he had been "arrested" at his Soweto home at 2am on Monday. His room was searched and many union documents taken. He was eventually released at 3am on Tuesday.

He now fears returning home as he was warned that if he disclosed these events to anyone he would "be prosecuted or shot".

Some of the five people who detained him identified themselves as

However, Mr Mogodi said that two of the detectives involved are the head and an employee of the agency.

Mr Mogodi said that the agency head told him that the agency had been retained by Haggie to investigate the shooting, during the six-week Haggie strike last year, of the then-personnel officer, Mr Tom Kekana. Mr Mogodi was accused of having organised the shooting, which he denied.

However, Haggie managing director Mr John Milburn flatly denied any company involvement. "It is not our way. I am very disturbed to hear what occurred."

REF

200 000 workers give thumbs up to merger

A MERGER between two major garment and textile unions under the Congress of South African Trade Unions (Cosatu) banner is on track

Special congresses last weekend of the two unions resulted in both organisations unanimously endorsing the move

The target date for the merger — involving the Garment and Allied Workers' Union (Gawu) and the Amalgamated Clothing and Textile Workers' Union (Actwusa) — has

By GAYE DAVIS

been moved from July 1 to later in the year

Gawu has 112 000 members and Actwusa 85 000

At its congress in Cape Town, Gawu delegates voted unanimously in favour of affiliation to Cosatu. Actwusa is already an affiliate

Gawu general secretary Des Sampson said this week Gawu intended

running an education programme involving all levels and structures in the union on South Africa's political situation

The programme would be based on the Freedom Charter and constitutional proposals issued last year by the African National Congress

The union would also launch a campaign for a national living wage for the garment industry and the establishment of a national industrial council



WMATL 21-27/4/89.

RAISING THE MINIMUM

Chamber of Mines and other monthly wage rates compared (Gold Mines)

1989 NUM demands	Official Chamber minimum 1988	Anglo 1988	JCI 1988	Gencor 1988	Gold Fields 1988	Rand Mines 1988	Gencor marginal 1988	Maximum 1988 % Deviation from Chamber	Maximum 1988 % Deviation between Mines
SURFACE									
543	278	337	337	294	280	323	291	21%	20%
605	319	382	384	337	354	364	335	20%	15%
675	374	443	441	402	438	410	400	18%	10%
753	432	517	519	474	538	480	471	25%	14%
840	496	597	599	365	653	544	561	32%	20%
937	578	704	698	670	—*	646	665	22%	—
1 044	670	823	809	812	775	768	808	23%	7%
1 165	838	956	941	1 008	928	971	1 000	20%	9%
UNDER-GROUND									
600	306	385	384	350	329	372	347	25%	17%
669	379	443	440	398	393	422	394	18%	13%
746	439	512	537	475	480	474	472	22%	14%
832	505	599	590	548	591	547	544	16%	10%
928	576	694	686	661	718	619	656	25%	16%
1 035	667	799	768	780	—	734	774	20%	—
1 154	765	924	924	929	869	841	922	21%	10%
1 287	939	1 067	1 072	1 119	1 074	1 055	1 110	19%	6%

Source NUM

*n a

MINE WAGES

At the margins

Pay talks this year between the Chamber of Mines and the National Union of Mineworkers (NUM) look set to take up the issue that emerged so strongly at last year's negotiations — the health of the mining industry and whether it can afford to pay the kind of increases tabled by the union.

On Monday, NUM general secretary Cyril Ramaphosa announced opening demands for a national minimum cash wage of R543 for grade 1 surface workers, and R600 for the lowest scale underground workers. This would nearly double their current cash earnings based on chamber rates (see table). At the top end, the minimum demanded for grade 8 surface workers is R1 165 (a 39% increase) and R1 287 (37%) for their underground counterparts.

In terms of the wage policy adopted at the NUM's sixth biennial congress last week, the union aims to negotiate national minimum rates in an endeavour to counter the different levels paid by different companies and to reduce "drastically" the gaps between wage categories. It was also decided that

minimum wages will henceforth be negotiated "in money terms" since it is difficult for workers to understand percentage increases. Those earning above the minimum "must get a guaranteed rand increase (of) at least the difference between the new minimum and the present minimum for their grade."

Ramaphosa added "We want a commitment from the chamber to pay a living wage by 1991." A "living wage" was not defined but this year's demands, if met, "came close," he said.

NUM's drive for a national minimum comes at a time when industry sources are predicting separate negotiations in future for richer and poorer or marginal mines. They say it was pointed out to the union last year that a number of mines were in dire straits and would have to close but for State assistance to keep them going. Wage demands of the current order might just be the death knell to the marginals and lead to massive retrenchments. The chamber's 14 marginal mines, furthermore, account for only 13% of production but employ about 20% of the total workforce. This has serious implications for NUM membership, which the union hopes to build to 400 000 by 1991, from its current 240 000 paid-up level.

According to one mining source "At the current gold price and rand/dollar exchange rate, it appears as though at least 12 of the 33 operating gold mines are producing gold at working costs in excess of their revenue. If this trend continues for the rest of the year, then quite obviously these mines will have to consider drastic steps to reduce working costs."

"The NUM's very substantial demands must be seen against this light." Already this year there have been 10 000 retrenchments, mainly in the Gencor group, and, it is pointed out, many companies have been "downsizing" through natural attrition.

According to Chamber of Mines figures, 1988 showed a record working revenue of

R18,8bn. However, total profits before tax (R6,98bn) were down 1,6% on 1987, which in turn was 14,6% lower than in 1986. Wages and salaries (R5,7bn) last year accounted for 31% of working costs of R11,8bn.

Whereas revenue in 1988 was up 9,7% (1,9% in 1987), costs went up by 17,7% (18,1%). Dividend payments at R2,2bn were down by 3,6% in 1988, having fallen 9,4% in 1987. All this occurred when the gold price was on average higher than it's been so far this year. Realistically, therefore, the chamber will be hard pressed to grant wage rises of more than a few points higher than the official inflation rate.

Ramaphosa, of course, opposes the arguments for closing marginal mines and maintains that "the marginal mines should be boosted up by the super-performers." For example, he claimed, in the same way that the mines purchase machinery "from a single pool, there is no reason why wage costs cannot be dealt with in a similar manner." Shareholders will, of course, think differently.

The union proposes various other ways of dealing with the problem of marginal mines and retrenchments. For instance, negotiating a scheme whereby the union could take over those mines and run them on a co-operative basis, and shorter working periods where a longer period of "home time" between contracts is negotiated, as has been done in one case.

(140A) ~~SECRET~~

INVESTMENT / BUSINESS

Silence from Cape company

WHAT a wonderful bird is the fax machine

Not only does it dispense information at a remarkable rate, it can also swallow it quite efficiently

A daily newspaper is always trying to strike a balance between several conflicting factors the need to publish news as swiftly as possible has to be offset against the need to give both sides of a story, if possible.

For this, the good old telephone is generally most useful. Something happens, you get one version of a story from one source and then call the other side to get their version

Even if the other side doesn't want to talk about it, you still come away with a comforting feeling that they've been given their chance

Recently, members of the Food and Allied Workers' Union (Fawu) working for Bonnie Bird at Bellville were unsettled by what they said was a management plan to ballot workers to establish Fawu's representivity

Workers claimed this was a waste of time and were worried about further implications for company's industrial relations policy because, as a result of a corporate deal, Bokomo had acquired half of what was formerly Premier Food Industry's broiler division and had taken over management

It seemed like one of those cases where there had possibly been mistakes in interpretation of intention or a breakdown in communication of some sort and the necessary enquiries were made at Bokomo. Because, if a change of management did herald a change of industrial relations policy it could have implications for employees and company productivity.

Claims were that Bokomo wanted existing national agreements between Premier and Fawu to be renegotiated at plant level when they expired.

Fawu's policy has been to work towards national agreements and national negotiations (ask SAB) and would see any move away from this as a retrograde step and one would expect members to defend gains they had made

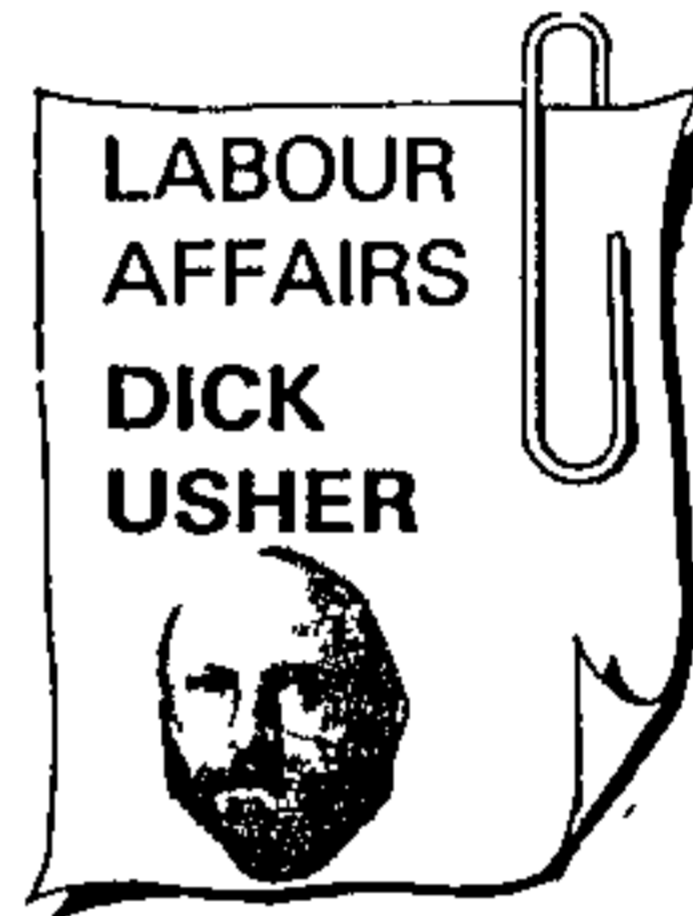
Not to put too fine a point on it, if the claims were true it's possible that negotiations between Bokomo and Fawu might become somewhat fraught in coming months

If they aren't true then there are misunderstandings — which can often be more harmful to good relationships than the hard truth.

MD of Bokomo's poultry division Rudolph Koen would not talk about it on the telephone, but asked for questions to be sent via the fax machine. Which was duly done. And nearly a month later the silence still hangs over us

Perhaps the company perception is that its internal communications are so good that they will swiftly and efficiently clear up any misunderstandings

Perhaps the moon is made of green cheese



140K other 23/4/89.

ABOLISH

APARTHEID

The National Union of Mineworkers' 6th biennial congress last week called for discussions on the ANC's constitutional guidelines and the formation of an anti-apartheid coalition to unify opposition to apartheid. Following is a report by labour reporter CONNIE MOLUSI.

THE National Union of Mineworkers, at its sixth biennial congress, called for the formation of a broad anti-apartheid coalition to hasten the abolition of apartheid.

The Congress of South African Trade Unions and the United Democratic Front will form the core of the coalition, because of their ideological consensus.

Former UDF executive member, Murhpy Morobe said "The most urgent task is to build an effective anti-apartheid coalition, made up of all forces of change presently making up the South African equation of struggle.

"Between these forces should run a unifying perspective which appreciates the specific and immediate grievances of these forces.

"The objective of this coalition would be to maximise unity in action against apartheid and broaden our base and place more forces increasingly under our influence, to engage them in action on specific issues," said Morobe.

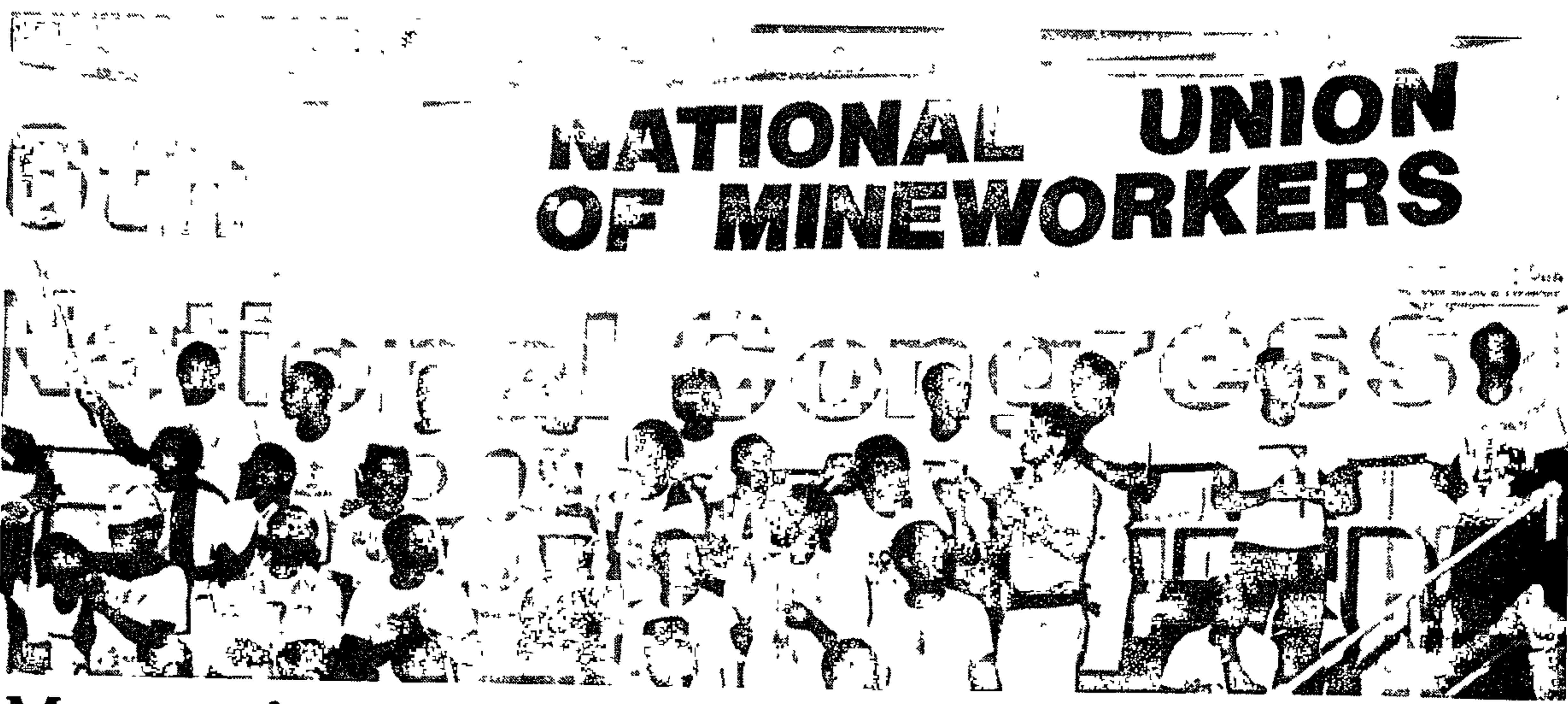
The NUM called on the mass democratic movement to discuss the ANC constitutional proposal, with a view to shaping a democratic constitutional dispensation in South Africa.

Morobe, addressing the congress said, "The present struggle is aimed at shaping the future, the ANC's constitutional guidelines should be discussed and debated, because in them lies the future of South Africa."

The NUM will form local structures where mineworkers will start discussing the ANC constitutional guidelines. A recommendation will be submitted to Cosatu to solicit participation from other Cosatu affiliates.

This could give the ANC guidelines township popularity and lead to the trade union movement adopting the guidelines, as the basis of a future South Africa.

The NUM is the largest Cosatu affiliate, its adoption of the Freedom



Moves afoot to form coalition to challenge racism

Charter in 1987 saw other Cosatu affiliates following suit.

The NUM said "The present South African constitution is not aimed to protect the interests and basic human rights of the majority of South Africans."

The NUM believes that: "Apartheid and capitalism can only be crushed if a restructuring process of the state based on the Freedom Charter can begin now, aimed at achieving a non-racial society and thereby provide a basis for national reconciliation between different communities."

In typical deputation politics, which characterised the earlier years of the ANC, NUM will send a delegation of three members to Britain, USA and West Germany to present a memorandum on oppression to these governments.

The memorandum will contain a set of apartheid statutes, statistics of those detained and charged under these statutes and the penalties - including executions for the last 10

years. This seems a retreat into deputation politics, where delegations were sent to the British government to persuade them to intervene on behalf of black people against discriminatory legislation.

NUM general secretary Cyril Ramaphosa said: "The campaign is aimed at indicating to these countries which are South Africa's major trading partners, why workers were involved in an economic and political struggle. And show them that their continued support for apartheid was subjugating the interests and aspirations of the oppressed majority."

The NUM called for a minimum wage in the mining industry of R543 a month for surface workers and R600 for underground workers, excluding any payment for food, accommodation, and medical care.

The NUM has decided to negotiate minimum wages in money terms instead of percentages. The reason for the shift

from percentage demands to money is because the percentage demands increasingly widened the wage gap between workers in the lower grades and those in higher grades.

The union, still reeling from the effects of the 1987 strike, adopted a more cautious approach on its wage demands. This cautious approach is underscored by the fact that the union has given the Chamber of Mines until 1991 to pay a living wage and a national minimum wage in the industry.

The NUM's demand of a minimum wage of R600 for underground workers could mean an almost 100 percent increase in some instances, as the present minimum for underground workers is R306.

The NUM will draw up a blueprint for future developments in the mining industry in accordance with the Freedom Charter, which represents the union's minimum demands.

The proposed blueprint will deal with mineral production, new

technology, miners' housing, control of the industry by workers, labour requirements of the industry, development of new mines.

The union has resolved to form anti-repression committees to resist repression on the mines.

The NUM has argued that "The starting point in addressing violence on the mines, was to scrap the migrant labour system."

Johann Liebenberg, senior general manager external relations of the Chamber of Mines, in response to the NUM criticism said "The chamber was prepared to look at how member mines could reduce their dependence on the migrant labour system, but this is a long-term project.

"It has to be accepted that overcoming problems associated with the migrant labour system could take years and only achieve partial solutions. There were also thousands of black employees who would prefer to leave their families in their home environments," said Liebenberg.



NUM leader Cyril Ramaphosa... foreign governments have to be shown why we are struggling against apartheid.

No arrests made after three years

Mine murders: possible leads in inquiry report?

B/Dom 24/4/89

14017

RIAAN SMIT

POSSIBLE leads to solve the murders of four team leaders at Anglo American's Western Holdings mine near Welkom almost three years ago are contained in an inquiry report by advocate (now Acting Judge) Dan Bregman

Four team leaders were "executed" during the weekend of July 12-13 1986 - three of them in front of 2 000 miners in a sports arena on the Sunday night and the fourth on the Saturday night in front of "many people"

Police confirmed this week nobody had been charged with the murders. Four men were detained and questioned by police about a year after the murders. All four were released for lack of evidence.

The 33-page Bregman report was based on more than 66 hours of recorded evidence under oath during a 13-day inquiry three weeks after the murders, and on hundreds of documents.

The report said names of participants in the assaults, revenge attacks and witnesses to it during the week preceding the murders were known to management.

Evidence of "inflammatory and intimidating threats", linked to specific shaft stewards, were accepted by Bregman. He also heard evidence from one of the people "who, in fact, escaped when placed on a table that was planned as his execution block".

Bregman's brief, by agreement between

management and the NUM, was only to investigate whether the dismissals by management of four NUM shaft stewards, because of their role in conflict at No 6 shaft the week before the murders, were justified.

Bregman found the four dismissed shaft stewards "clearly planned and co-ordinated" a sit-down protest underground on July 7 1986.

The kitchen boycott, broken by a group of team leaders, led to assaults and revenge assaults between NUM supporters and workers opposed to the protest actions.

The report said the conflict at No 6 shaft during the week could not be separated from the weekend murders.

Police have confirmed a copy of the report was included in the two murder dossiers, but not the full transcript of the inquiry.

They declined to say whether the four men detained for questioning were the same men dismissed by Anglo.

Business Day attempts to obtain the recordings on which Bregman's report was based, or a transcript of it from Anglo, failed. An Anglo spokesman said she had been unable to track it down.

A list of questions about the murders, arising from the report and a summary of events made by Anglo, have been put to Anglo and the NUM by Business Day.

Singing and dancing in court cases Moses Mayekiso is found not guilty

Judge

frees

Alex

Five

Own Correspondent

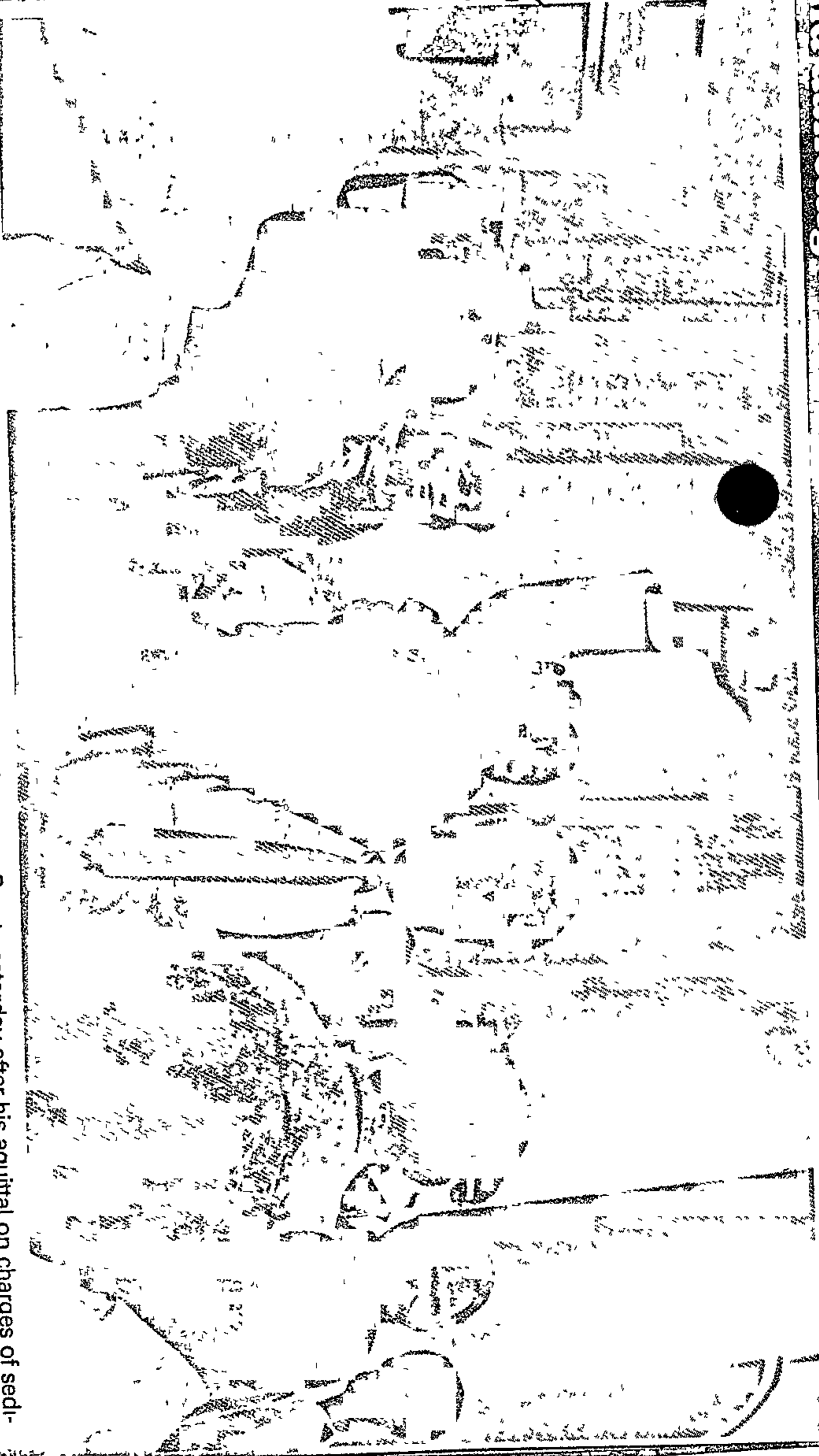
JOHANNESBURG — Trade unionist Mr Moses Mayekiso and four co-accused walked out of the Rand Supreme Court free yesterday after they were found not guilty of treason and alternative charges of subversion and sedition.

Members and officials of the National Union of Metalworkers, of which Mr Mayekiso is general secretary, packed the court; they broke into song and danced as Mr Justice P J van der Walt acquitted the five.

Mr Mayekiso, 40, his brother Mr Mzwanele Mayekiso, 24, Mr Paul Tshabalala, 32, Mr Richard Mdakane, 31, and Mr Obed Bapela, 31, were alleged to have conspired with civic and youth organisations in Alexandra to seize control of the township and make it ungovernable in 1985 and the first half of 1986.

All five were executive members of the Alexandra Action Committee formed in February 1986 and which dissolved with Mr Mayekiso's arrest in June that year.

During the trial which began in October



FREE . . . Trade unionist Mr Moses Mayekiso outside the Rand Supreme Court yesterday after his acquittal on charges of sedition and subversion.

1987, the state also attempted to prove that the five and the AAC were involved in people's courts, consumer and rent boycotts and campaigns to replace police and town councillors and state structures with alternatives.

Mr Justice Van der Walt found that on the evidence before him neither of the alternative charges had been proved. The main charge of treason was dropped by the state when, on resuming the trial for

the many thousands of residents of Alexandra the picture may be correct or completely different from the true facts.

"In this court only the accused know what actually happened and whether their version

of the first half of 1986," the judge said.

"The only knowledge I have since gathered was that from subjective evidence of a few of

the many thousands of residents of Alexandra the picture may be correct or completely different from the true facts.

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the many thousands of residents of Alexandra the picture may be correct or completely different from the true facts.

Mayekiso

CAC: Trip
25/4/89

1404

is closer to the truth than that of the state.

"My task is and has been to assess the evidence put before me and on that evidence only to decide whether the state has proven the guilt of the accused on the charge of subversion, alternatively sedition, beyond a reasonable doubt

"In my view," the judge said, "the state has not."

Earlier, he said the five saw apartheid as wrong and unacceptable and tried to propagate their right as citizens of

a democracy to have a vote and participate in some way in the electoral process leading to the appointment of a government.

"The accused were involved in the trade union movement and adhered to socialist ideals," the judge said.

"There is no direct evidence involving the accused or the AAC in the planning or execution of the unrest, attacks on the police, resignation of town councillors or the establishment of people's courts," Mr Justice Van der Walt said.

"Nor is there any evidence that the AAC was set up as an alternative structure to replace the town council."

The judge said there was also no evidence that the five planned or executed or had a part in any attempt to substitute something of their own making to uphold law and order to displace the police.

Strike at mills over

MORE than 680 Food and Allied Workers Union members who had been locked out by Ruto Mills in Pretoria West are due to report for work this morning following an agreement which was reached at the weekend

According to a Fawu spokesman, a settlement was mediated in Johannesburg on Sunday. Both parties agreed on an average wage increase of R24,70 across the board to be paid retrospectively from January 3, this year

14013

X

Killing charge - nine appear

Sowetam 25/4/89

140A

140A

By MONK NKOMO

NINE members of the National Union of Mineworkers, who allegedly strangled a colleague who defied a call to go on strike two years ago, appeared on a charge of murder in the Pretoria Supreme Court yesterday.

The accused are Mr. Moses Nyakane (32), Mr. Philemon Moloji (27), Mr. Jim Mogashoa (32), Mr. Zingi Siquala (30), Mr. Jacob Mashiloane (29), Mr. Piet Mahlangu (23), Mr. Esau Vilakazi (37), Mr. Thabiso Lethuoa (50) and Mr. Elvis Bongani Mubi (23).

The nine men, all employees at the Blinkpan Coal Mine in Middleburg, have pleaded not guilty to a charge of murder before Mr Justice van Dyk, sitting with two assessors.

Assaulted

The State alleges that the nine assaulted and strangled Mr Joseph Mthimunye, a bus driver, with two coat hangers in his room at the Blinkpan Coal Mine hostel on or about August 11 1987.

According to the charge sheet members of NUM were instructed at a meeting chaired by Mr Nyakane, one of the accused, on August 9 1987 not to go to work the following day. The employees were also warned that they would be killed if they did not heed the call to go on strike.

Mr Mthimunye, who was not a member of NUM, reported for duty from 6pm to 6am on August 10. Mr Judas Magagula yesterday told the court that he and two other colleagues were in Mr Mthimunye's room at about seven in the morning on August 11 when a group of about ten people including one of the accused, Mr Mogashoa, came into the room.

Pick 'n Pay in wage agreement

Sowetan 25/4/89

AGREEMENT on wages and other conditions of employment was yesterday reached by Pick 'n Pay and the Commercial, Catering and Allied Workers' Union of South Africa.

A spokesman for Pick 'n Pay said the agreement was reached by the two parties on the third day of their negotiations.

In a Press statement he spelt out the details of the agreement.

"An across-the-board increase of R146,87 per month for 12 months, effective and backdated to a March 1989 until February 1990, for all full time employees in the represented group

"A minimum wage of R750 per month for the lowest paid permanent employees employed after April 24, 1989.

"A dramatically improved bonus scheme

"A 44 percent improvement in the payout of a funeral benefit the company operates for its employees, their close relatives on a non-contributory basis

"The two parties will engage in further negotiations and discussions on secondary issues such as working hour patterns, flexibility of labour, courtesy, productivity, job evaluation, and African school of thought as from June 1989" — Sapa

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Cosatu general secretary Jay Naidoo (left) greeted Alexandra treason trialist Moses Mayekiso as Mayekiso and four co-accused walked free from the Rand Supreme Court. Picture ROBERT BOTHA

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Judge urges care on charges

1 Day 25/4/89
SUSAN RUSSELL

GIVEN the spectrum of politics in our society — from black to white and far left to far right — a charge of treason should be carefully considered and reconsidered before being brought, Mr Justice van der Walt said yesterday.

He was delivering his judgement in the Rand Supreme Court, acquitting unionist Moses Mayekiso and four others on charges of treason and alternative charges of subversion and sedition.

"It is a matter for comment and concern that so much energy and time was spent in the course of this trial on evidence made necessary and relevant by the charge of treason which has proved abortive.

"Treason is a crime in a very special category where the ideas and political aspirations of those charged are part of the issue," said Mr Justice van der Walt.

He referred to statements in the

Press at the time of the alleged crime, attributed to Mayekiso, which formed part of the State's evidence.

He said the State had built up a persuasive case on these that might indicate a subversive intent and possible furtherance of certain events in the township.

Conditions

The judge added, however, that, taking conditions in Alexandra at the time into account and the Alexandra Action Committee's desire for political support, their evidence could not be rejected and might reasonably possibly be true.

He noted in particular Mayekiso's meetings with Alexandra's administrator Steve Burger and other local authorities.

"This in my view refutes any suggestion of a subversive intent."

The judge said a strong case had been made against Paul Tshabalala concerning his participation in the people's court at 31 7th Ave.

He added, however, that the single witness who testified on this was extremely poor and, while the court did not think Tshabalala had been completely truthful, his evidence that he had only mediated on domestic problems could reasonably be true.

The judge described the minutes of AAC meetings from its inception in February 1986 until its demise, with the arrest of four of the five in June that year, as the "most important part of the defence's evidence".

"Despite a faint suggestion by the State that it is not genuine, I'm satisfied on the evidence before the court that it is," he said.

Judge acquits five union men of treason



● MAYEKISO

NATIONAL Union of Metal Workers general secretary Moses Mayekiso and four co-accused walked out of the Rand Supreme Court free men yesterday after they were found not guilty of treason and alternative charges of subversion and sedition

Union members and officials who packed the court broke into song and danced when Mr Justice P J van der Walt acquitted the five

Mayekiso, 40, his brother Mzwanele, 24, Paul Tshabalala, 32, Richard Mdakane, 31, and Obed Bapela, 31, were alleged to have conspired with civic and youth organisations in Alexandra to seize control of the township and render it ungovernable in 1985 and the first half of 1986

All five were executive members of the Alexandra Action Committee (AAC), which was formed in February 1986 and dissolved after Mayekiso's ar-

SUSAN RUSSELL

rest in June that year

During the trial, which began in October 1987, the State also attempted to prove the five and the AAC were involved in the formation of organs of people's power, people's courts, consumer and rent boycotts and campaigns against police and town councillors

Mr Justice van der Walt found that, on the evidence before him, none of the alternative charges had been proved

Dropped

The State dropped the main charge of treason on resuming the trial for argument on April 3, when they conceded they had not been able to prove it beyond reasonable doubt

"In the final instance, sitting as a judge in this trial, I have no knowledge whatsoever of what actually took place in Alexandra

during the first half of 1986," the judge said

"The only knowledge I have since gathered was that from subjective evidence of a few of the many thousands of residents of Alexandra. The picture may be correct or completely different from the true facts"

Earlier, he said the five saw apartheid as wrong and unacceptable and tried to propagate their right as citizens of a democracy to have a vote and participate in some way in the electoral process leading to the appointment of a government

"The accused were involved in the trade union movement and adhered to socialist ideals.

"There is no direct evidence involving the accused or the AAC in the planning or execution of the unrest, attacks on the police, resignation of town councillors, establishment of people's courts," he said

● See Page 2

81 Day 25 7/4/87

NOA

Star 26/4/89

Pick 'n Pay, union, agree on conditions

By Mike Siluma,
Labour Reporter

Pick 'n Pay and the Commercial, Catering and Allied Workers' Union have agreed on wages and working conditions for 1989 after three days of conciliation board hearings, the company said yesterday.

Full-time workers in the company's employ prior to the agreement will receive individual increases of R146,87 a month, backdated to March 1 1989, and effective until February 1990. Other issues agreed upon were:

- A new monthly minimum rate of R750, up from R630, and improvements to the bonus scheme.
- A 44 percent increase in the funeral benefit scheme pay-out.
- That employees be entitled to observe March 21 (Sharpeville Day) on a no-work, no-pay, no-penalty basis.

Discussions on issues such as working hour patterns, productivity, the recognition of traditional doctors and healers, and job security for detainees, will be held from June.

Pick 'n Pay expects 'worker co-operation'

UNIONISTS were told that in view of this week's significant wage agreement the company expected co-operation on productivity, work flexibility and courtesy to customers, Pick 'n Pay's Frans van der Walt said yesterday

Pick 'n Pay and the Commercial, Catering and Allied Workers' Union (Ccawusa) had reached agreement on a R43m wage package for the year from March 1, the union announced yesterday

The agreement is likely to put pressure on other retailers to

ALAN FINE

match the increases The OK Bazaars is about to enter mediation with Ccawusa with its latest offer of a R79 across-the-board increase, against the union's R205 demand

The R146,87 a month across-the-board settlement, which followed six days of mediation and conciliation proceedings, represents an average 19,9% increase for the more than 14 600 permanent and 8 000 casual staff members

A Ccawusa spokesman said union efforts since 1985 had improved real wages at Pick 'n Pay by 123% However, this was from an extremely low base

The agreement also provided for a R750 minimum wage, an improved bonus scheme and funeral benefit, and company commitment to negotiate contracting out of the Labour Relations Amendment Act and to communicate with government on the alignment of Workers' Day and May 1

26/4/87

(140A)

(175)

(180)

rest of the western world. SA was the only country in the English-speaking world which did not allow accounting firms to advertise.

INTERDICT FILED AGAINST CCAWUSA

26/4/89 SIPHO NGCOBO

EDWORKS Stores yesterday filed an urgent interdict in the Rand Supreme Court against the Commercial Catering and Allied Workers Union (Ccawusa) requesting the strike by an estimated 1 000 of its workforce be declared unlawful.

Edworks Group MD Stewart Dodo said the application was filed at 2pm yesterday and Ccawusa's senior official Salim Vally confirmed court action had been taken against his union.

An estimated 80 Edworks stores in the PWV area, Bophuthatswana and the northern Transvaal have been affected by the strike. Ccawusa is demanding a minimum wage of R530 a month and an across-the-board hike of R125.

The hearing has been postponed until Friday, during which time Ccawusa has agreed its members will not interfere with or intimidate any of Edworks' employees or any temporary staff or any customers, distributors, or other persons entering the company premises.

10 MINUTE X-WORD 7323

THE TIMES 26/1/87
Pick 'n Pay
agrees on

new wages

JOHANNESBURG — After three months of negotiations, a wage agreement has finally been concluded between Ccawusa and Pick 'n Pay, a Ccawusa spokesman confirmed yesterday.

The agreement involved

- An across-the-board wage increase of R146,87 a month, effective from March 1 this year for 12 months,

- A company minimum wage of R750 a month,

- An improved bonus scheme,

- Improved funeral benefits,

- The company to communicate with the government on the alignment of Workers' Day and May 1,

- The company to negotiate contracting out of certain sections of the Labour Relations Amendment Act.

A total of R43,7 million was involved, the spokesman said — Sapa

THE acquittal of trade unionist Mr Moses Mayekiso and four co-accused on treason and alternative charges yesterday received widespread acclaim from human-rights lawyers, trade unionists and the US government

Acquittal of trade unionists acclaimed

(1408) 26/1/89
Carl Fajis

Welcoming the judgment as a "victory for the human-rights cause", Lawyers for Human Rights (LHR) director of research and education Mr Peter Mothle said "We need more such judgements to vindicate the impartial image of our judiciary"

The acquittal of the five former members of the Alexandra Action Committee (AAC) proved that the activities of most community leaders were aimed at peaceably bringing about justice and a non-racial democracy, Mr Mothle said

Congress of SA Trade Unions vice-president Mr Chris Dhlamini said the judgment supported Cosatu's position to build democratic structures representing the interests of "people on the ground"

UCT administrative law expert Professor Hugh Corder, noting that he based his comment on press reports, said Mr Justice P J van der Walt's judgment would be welcomed by human-rights lawyers

The US State Department said it was heartened by the verdict in the Mayekiso case, adding that the activities of the former trialists were "an important element in the struggle for a non-violent end" to the system of apartheid

PHONE 123677
WIT TIMES 26/4/89 (140A)
P 'n P agrees on R43m wage package

JOHANNESBURG — Unionists were told that in view of this week's significant wage agreement the company expected co-operation on productivity, work flexibility and courtesy to customers, Pick 'n Pay's Frans van der Walt said yesterday

Pick 'n Pay and the Commercial, Catering and Allied Workers' Union (Cawusa) had reached agreement on a R43m wage package for the year from March 1, the union announced yesterday

The agreement is likely to put pressure on other retailers to match the increases. The OK Bazaars is about to enter mediation with Cawusa with its latest offer of a R79 across-the-board increase, against the union's R205 demand

The R146,87 a month across-the-board settlement, which followed six days of mediation and conciliation proceedings, represents an average 19,9% increase for the more than 14 600 permanent and 8 000 casual staff members

A Cawusa spokesman said union efforts since 1985 had improved real wages at Pick 'n Pay by 123%. However, this was from an extremely low base

"While the increases are a significant improvement, the road to a living wage for all P 'n P workers is still a long one," he said

The agreement also provided for a R750 minimum wage, an improved bonus scheme and funeral benefit, and company commitment to negotiate contracting out of the Labour Relations Amendment Act and to communicate with government on the alignment of Workers' Day and May 1

Adcock earnings up 37%

Rift in metal industry far from healed

By Mike Siluma,
Labour Reporter

Disagreements between metal industry unions and employers on wages, new jobs and security remain despite a third round of talks between the parties this week.

A major hurdle was cleared when employers agreed to a demand that the industry's pension fund be converted into a provident fund, but the National Union of Metalworkers (Numsa) reported little progress elsewhere.

Mr Brian Angus, director of the Steel and Engineering Industries Federation (Seifsa), said it had agreed in principle to the conversion of the Metal Industries Group Pension Fund to a "flexible benefit fund", allowing for lump sum payments on workers' withdrawal.

The offer was conditional upon satisfactory negotiations on the details of the conversion and agreement on all other matters in the current talks.

Seifsa made offers on the sick pay fund and shift allowances.

A Numsa statement yesterday attacked a proposal that small companies should be exempted from minimum standards negotiated during the talks.

Any concessions on pay by Numsa depended on Seifsa conceding to demands regarding job security and employment creation.

The talks resume on May 16.

NUMSA

It's all a lie,
says *Femme*
editor Jordan

By Paula Fray

The up-market glossy magazine, *Femme*, is not being wound up or facing provisional liquidation, the editor, Susie Jordan, said yesterday

Mrs Jordan was commenting on a court order for the provisional winding up of Fashion Publishers (Pty) Ltd, trading as *Femme*, which was granted in the Rand Supreme Court on Tuesday

The application was by Citylab (Pty) Ltd for R10 375 owed on an account incurred in 1986. The order is returnable on May 30

The present owners of *Femme*, Emme Publications (Pty) Ltd, will be taking legal advice, company director Mr L Coetzee said. He emphasised that no summons had been served on the magazine

Ms Jordan said she was unaware of the court action until contacted by *The Star*. She said she would also be taking legal action

"The whole situation is damaging and libellous to the magazine and to me. The story, as far as I am concerned, is untrue," she said

Strikers prevented
from demonstrating

Two busloads of Rustenburg Platinum Refinery workers were allegedly stopped from staging a peaceful demonstration — to draw attention to their demands and their willingness to negotiate — at Johannesburg Consolidated Investments (JCI) head offices yesterday

A National Union of Mineworkers statement said that after earlier negotiations with police, workers were allowed to proceed from the NUM offices to JCI's headquarters, but were then prevented from alighting from the buses

At 56 days the RPR strike is "The longest-running in the history of mining in South Africa," according to the NUM — and it is continuing, with 547 workers at loggerheads with the management at Rustenburg Platinum Refineries

OFFER SHOULD BE RETROSPECTIVE

The RPR strike began after the refinery's management refused to meet the workers' wage demands, the NUM said

In an effort to reach a settlement, the union proposed that the company's 14,5 percent offer be paid retrospective to January 1 of this year. Contained within the proposal were the following demands:

- Six months' maternity leave for women workers,
- Lower job categories to get two additional days annual leave,
- Higher job categories to get one additional day annual leave,
- June 16 is declared a paid public holiday.

The mine's management has refused to meet any of these proposals, however, the union claims

NUM said RPR workers had undergone hardships during the strike, often sleeping outdoors

Their food supplies were allegedly severed by JCI management on a number of occasions and they had to go without food for several days

Refinery workers reported to the plant everyday but did not work, NUM said. Management had said it would institute a lockout if workers left the premises — Sapa

Call Times

April 27, 1999 9

Group to seek release of Mpetha

By CHARL DE VILLIERS

A SENIOR British trade unionist, a city attorney and officials of the Food and Allied Workers' Union (Fawu) yesterday met to discuss humanitarian care for jailed trade unionist and diabetic Mr Oscar Mpetha, 79

Lawyer Mr Hymie Bernadt, who has been professionally associated with Mr Mpetha for almost 40 years, said yesterday that he had held a "long session" with Mr Tony Shaw, of the Trades Union Congress's (TUC) international secretariat, and delegates from Fawu's head office

The union had agreed to establish an ad hoc committee which would identify Mr Mpetha's needs upon his release and calculate the costs, which would be paid by the TUC, he said.

A renewed application for Mr Mpetha's release would be submitted once the committee had finalised its arrangements, he said.

Full-time nurse

Mr Bernadt noted that the Appellate Division had considered Mr Mpetha's compulsory five-year jail sentence under the former Terrorism Act to be "wholly inappropriate"

Fawu president Mr Chris Dhlamini earlier this week said "We'll be looking at appointing a full-time nurse, procuring Mr Mpetha a car and driver and building him a home"

The committee would consist of 10 union delegates, representatives from the Congress of SA Trade Unions, community organisations, lawyers and National Medical and Dental Association doctors, he added.

Mr Mpetha, who is serving the fourth year of his jail term, has been hospitalised for about three years

International pressure for Mr Mpetha's release rose sharply this year, with both British Prime Minister Mrs Margaret Thatcher and the British Anti-Apartheid Movement calling for freeing of the former trade union and Western Cape ANC leader

Natal calls for peace is 'shared'

CMT 71425 27/4/84

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JOHANNESBURG — The abhorrence of apartheid shared by the Congress of South African Trade Unions, the United Democratic Front and its affiliates and Inkatha constituted the basis for an end to violence in Natal

This was said yesterday by the UDF and Cosatu at a press conference here when the two organisations stated that, although they shared a political position which differed from that of Inkatha, they were prepared to hold a peace conference that included the Zulu movement

The UDF's publicity secretary, Mr Murphy Morobe, said the three organisations' conception of how peace could be achieved had moved much closer than before

The statement came as the police unrest report announced that five people have died violently in Mpopopheni, Natal

Mr Morobe said the continuing violence in the greater Maritzburg area alone had claimed more than 1 200 lives since the beginning of last year and charged that police had "not always acted with circumspection" in the area

Mr Jay Naidoo, Cosatu's general secretary, said police collusion had resulted in an escalation of the violence

It was in the material interests of the state, Mr Naidoo said, to orchestrate the warlords in the area to use violence against Cosatu and the UDF in order to disrupt them

"It would seem to us that when we are on the verge of a major political initiative to break through the cycle of violence the apartheid state has moved systematically to undermine the political process that we are en-

gaged in," the joint UDF/Cosatu statement released at the conference said. Minister of Law and Order Mr Adriaan Vlok's recent "iron-fisted approach to ending the violence" statement was of particular concern. It appeared as if the government did not learn from its mistakes

Cosatu had warned in 1987 that the deployment of Special Police Forces in the area would "inevitably lead to greater violence"

"This is precisely what happened. The police are today discredited"

Condemnation of the police was not to be confused with the UDF's recognition of a need for a police force in the area to maintain peace. However, "the actions of the police must be in keeping with the interests of the people — in this case peace", Mr Morobe said

Cosatu and the UDF were prepared to attend a preparatory meeting with Inkatha and the conveners of the proposed peace conference to remove obstacles to initiation of the conference

The idea of prominent people acting as conveners and the involvement of Inkatha, Cosatu, the UDF and its affiliates and other influential organisations would mean that any agreement reached would carry great weight and influence, the statement said

While the conference alone would not ensure peace, the UDF and Cosatu saw it as the launching of the process

● Today's police unrest report said four men were stabbed to death and four wounded when a group of people attacked homes in the area

Police used tearsmoke and birdshot to disperse the attackers and arrested 194 people

In another incident in the same area, a black woman was injured when a group stoned a home — Sapa

Forex fears put multimillion-rand Mobil pull-out talk under scrutiny

CAPE TOWN — Multi-million-rand international buy-out deals look like coming under much closer official scrutiny.

The Finance Department is wary of the hole such sales might have on the foreign exchange kitty.

Deputy Finance Minister Org Marais said last night his department would eventually have to sanction any prospective purchase — by Gencor or any other SA buyer — of Mobil interests.

He added, as far as he was aware, no official approach had yet been received either from Gencor or Mobil.

Marais said this could merely mean a deal had not advanced far enough for the parties to approach authorities with proposals for the transfer of funds.

Mobil's assets in SA are conservatively put at R960m.

There is speculation Gencor will buy them at bargain basement prices.

Mobil executives in SA and the US have remained uncontactable on the oil giant's probable withdrawal from SA.

No statement has been made by either party confirming or denying negotiations were taking place.

Gencor officials declined comment yesterday.

Considerable political pressure has been exerted on Mobil to disinvest but this is now generally regarded as being a minor element behind current moves.

The main reason is economic, oil industry sources said because of removal of the double taxation agreement between the US and SA two years ago.

Under the so-called Rangel Amendment Mobil — or any US company in SA — must pay US taxes on its SA profits as though they were income earned in the US.

This is believed to have placed an unacceptable burden on Mobil's earnings from increased substantially the costs of operating in SA.

He added that, while the disinvestment drive at national level in the US had, for now, petered out, it remained fairly intense at state and local level.

Botha said rumours of Mobil's probable disinvestment had been circulating for some time but he had heard no similar talk about any other US companies.

CHRIS CAIRNCROSS

ALAN FINE reports if Mobil does disinvest it will anger trade unionists

Chemical Workers' Industrial Union general secretary Rod Crompton said yesterday withdrawal would demonstrate what he called a consistent attitude of duplicity.

He added the union, to which several hundred of the 2 800 Mobil employees in SA belong, had no notice of the move. He had faxed a letter to the company requesting urgent clarification.

He said the union had tried since July 1987 to negotiate with Mobil an agreement to protect employees' interests in the event of a pull-out.

Mobil had refused to enter talks for the consistently restated reason that it had no intention of disinvesting.

When Mobil's contingency plan for the investment was leaked to the media last August they repeated this, Crompton said.

The CWIU's disinvest proposal, also put to another 38 subsidiaries of multinational firms, seeks assurances on continued employment, earnings, benefit fund rights and other matters for workers in the event of withdrawal.

From Page 1

To Page 2

Forex fears in Mobil talk of a pull-out

Crompton said his union would consider what to do over the next few days.

Gencor energy division executive director Bernhard Smith issued a flat no comment.

Other Gencor personnel said Smith was the only person authorised to comment.

Adrian Botha, director of the American Chamber of Commerce in SA (Amcham) of which Mobil is a member, said he had been unable to get confirmation of the move.

"If true, it is obviously very disappointing," he added.

Botha said the Rangel Amendment had

increased substantially the costs of operating in SA.

He added that, while the disinvestment drive at national level in the US had, for now, petered out, it remained fairly intense at state and local level.

Botha said rumours of Mobil's probable disinvestment had been circulating for some time but he had heard no similar talk about any other US companies.

Comment: Page 6

Court bid by Edworks to stop strike

sta 2/14/89
Edworks has made an urgent application in the Rand Supreme Court requesting that a strike by members of the Commercial, Caterial and Allied Workers' Union (Ccawusa) be declared illegal

More than 1000 Ccawusa

members at Edworks, Dodos, Pick-a-Pair, Koko, Marcello Shoes and R E Pashley have been on strike since April 17

1409
Edworks and the union have agreed to postpone the hearing to tomorrow — Sapa.

3/Day 27/4/89



Placard-waving Rustenburg Refinery workers arrive by bus in central Johannesburg yesterday for a demonstration before SAP members and traffic police (below) escort them out of town. Pictures ROBERT BOTHA



Police put paid to refinery wages demonstration

POLICE put a quick clamp on trade unionists arriving in Johannesburg yesterday for a demonstration

The Rustenburg Refineries workers were kept aboard two buses before they could carry a wages dispute to JCI headquarters

The NUM members had travelled from Rustenburg to press demands

SIPHO NGCOBO

only to be met by the SAP and traffic police before they could alight.

The NUM said a deal had been struck with a police captain for workers to demonstrate provided they did not march from union offices to JCI headquarters

A police spokesman said he knew nothing about an arrangement

The dispute between Rustenburg Refineries, a JCI subsidiary, and about 500 workers began in February.

The NUM wants inter alia a 14,5% wage rise offer paid retrospectively to January 1 and six months' maternity leave for women workers

27

1409

Miss

'Living wage under attack'

"WE cannot afford to live."

That was the message from unions this week as consumers reeled under the news of a rise in the price of maize and bread — both staple foods.

The increase raised the price of white bread by five cents to 90 cents and that of brown bread by seven cents to 76 cents

A Cosatu pamphlet distributed in the Western Cape this week said workers were celebrating Mayday at a time when they faced "many attacks on their standard of living and the ma-

ajority of people were living in poverty"

National Council of Trade Unions vice-president Patricia De Lille said the increases meant workers were faced with a desperate situation

"It means we cannot afford to compromise at wage negotiations. We have to demand wages that we can live on," she said

A Garment and Allied Workers' Union spokesperson said the increases represented an attack on the Living Wage campaign and workers would have to take the increases into account when formulating wage demands at

negotiations

The price spiral began with a 10 percent fuel hike in January this year, followed by a second increase earlier this month

The rise in fuel costs led to a spate of increases in the price of consumer goods and transport

In Cape Town busfares are to go up this week by an average of 10 cents a ride

The increase from 12 to 13 percent in general sales tax in the budget was another blow for consumers

Handwritten scribbles consisting of several overlapping circles and lines. To the right of the scribbles is the handwritten text: (140A) Smith 27/4 - 3/5/89

Altron firms hit by strikes

131 Day 28/4/89
TWO Altron subsidiaries, Lascon Lighting and Standard Telephones and Cables, have been hit by strikes over labour law and retrenchments which are carbon copies of other such actions in the past two weeks

National Union of Metalworkers of SA (Numsa) officials have refused to intervene to resolve a wildcat strike until they get from Altron's Lascon Lighting an undertaking waiving its right to sue for lost earnings

This is a repetition of the circumstances of the eight-day strike at Haggie Rand where settlement was delayed for several days until last Thursday

Altron group executive Jacques Sellschop said yesterday 500 employees had been on an unlawful strike since Monday demanding that two members of management be re-

ALAN FINE

moved from participation in disciplinary decision-making

He said management was in communication with union leaders to discuss their request for an undertaking from Lascon that the company waive its rights in terms of section 79 (2) of the Labour Relations Act

A Numsa spokesman confirmed the union's stand on the issue

The section, introduced last year, empowers companies to sue unions for lost earnings sustained in unlawful strikes

Its most controversial feature is that it reverses the normal burden of proof by imposing the assumption that such action is sanctioned by the union unless this is proved otherwise

At STC in Boksburg, about 200

140A
385
Numsa members went on strike yesterday morning in protest against 180 lay-offs to be carried out next week

Sellschop said workers were demanding higher severance payments for those to be retrenched

The lay-offs were necessitated largely by the the 35% cutback in spending on telecommunications equipment by the Department of Posts and Telecommunications

Two weeks ago, STC's main competitor in the field, Siemens, suffered a three-day strike over lay-offs carried out for the same reason

The strike was resolved after an improved retrenchment package was agreed upon

Numsa spokesmen said earlier they were unaware of the strike and could not be reached for comment in the afternoon

Join workers, students told

The general secretary of the National Union of Metalworkers and former treason trialist, Mr Moses Mayekiso, yesterday called on more than 1 000 University of the Witwatersrand students at a May Day rally at Wits to ensure that universities became accountable to, and take the side of, the working class in the South African conflict.

Mr Mayekiso said May Day was important for all those "fighting for freedom from ... apartheid".

● Moses goes home to Alexandra - Page 10.

140A

May Day ¹⁹⁸⁹

THE Johannesburg branch of the Commercial Catering and Allied Workers' Union is to focus on retrenchments at its May Day rally on Monday ^{28/4/89} Sowetan

The rally begins at 10am at 142 Kerk Street, Johannesburg

Workers rally rou

THOUSANDS of workers are expected to attend May Day rallies throughout the country on Monday.

Some of the meetings are organised jointly by the Congress of South African Trade Unions (Cosatu) and National Council of Trade Unions (Nactu)

A Cosatu spokesman said they were experiencing problems in getting certain venues because of the state of emergency

Rallies organised by the two federations will take place at Duncan Village Community Hall,

By LEN MASEKO

East London (9am), Sakhile Hall, Standerton (9am) and Dan Qeque Stadium, Port Elizabeth (9am)

Nactu rallies are scheduled to take place at Regina Mundi, Soweto, YMCA Hall, Beatrice Street, Durban, Roman Catholic Church, Thabong, Welkom (10am), St Francis Hall, Langa, Cape Town (10am), Leeufontein Roman Catholic Church Hall, Marble Hall (Sunday, 2pm), Hamatlabé Hall, Potchefstroom (9 30am), Sizakancane Hotel, Emadadeni (9 30am), KwaTuli, Witbank (10am), Lebowakgomo Showgrounds (10am) and NGK, KwaTuli, Witbank (10am), Lebowakgomo Showgrounds (10am) and NGK, Sharpeville (9am)

Meanwhile four Nactu affiliates will hold a May Day rally at Nasrec, Crown Mines at 10am

The four will announce their amalgamation at the meeting. The unions are Black Electronics and Electrical Workers' Union, United African Motor and Allied Workers' Union, Electrical and Allied Workers' Trade Union of South Africa and Engineering and Allied Workers' Union of SA

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140A



Mr Justice PJ van der Walt ... draws attention to the difficult conditions under which the accused lived and finds them all not guilty

Drawings Thea Soggot

aimed at improving living conditions. However, the judgement was less clear on such things as people's courts, anti-police campaigns and anti-community council campaigns

The judge did not really have to comment on these in his finding. In these respects, the findings will be important for future political campaigns, as well as for other political



Moses Mayekiso arrives at his door for the first time in three years

"Though we are no longer in Sun City (Johannesburg Prison), we are in a much bigger jail now," Mayekiso said

One after the other, the four men rededicated themselves to the structures and principles for which they had been incarcerated

At a press conference later in the offices of the National Union of Metalworkers of South Africa, Mayekiso,

who is the union's general secretary, dedicated himself to a socialist solution to the South African problems — "the kind of socialism that doesn't exist yet."

They then went off to see the township they had left behind. And later they ended the day with a party at the offices of their attorneys, Cheadle, Thompson and Haysom, in Braamfontein.

trials that deal with these issues. However, Emergency regulations that control boycott and other political campaigns override the laws under which Mayekiso and his co-accused were charged — and the court's finding will not change this

The Mayekiso trial was the focus of what was probably the biggest international campaign ever waged around a single court case in South Africa. It took the form of newspaper advertisements, high-profile international observers in court and world-wide expressions of solidarity

The result of the case will be seen as a victory for this campaign — and set the ground for others of the same kind

It was also notable that the trial was presented by its critics as an attempt to criminalise trade union involvement in politics and to set the scene for further court cases against unions. If this was the intention, it has been foiled

In the final analysis, however, the trial has lasted two years, most of the accused have been in for three years. This alone may mean that the state achieved one of its key goals — keeping key opposition leaders out of Alexandra for a long period of time.

A portrait of Mayekiso as a unionist

A profile of MOSES MAYEKISO by one of his closest union colleagues, BERNIE FANAROFF of the National Union of Metalworkers of SA

A NEW shop steward appeared at the meetings at the Toyota warehouse near Alexandra in 1977: Moses Mayekiso. Quiet and unobtrusive, he was soon elected secretary of the shop stewards' committee of the Metal and Allied Workers' Union.

Over the next three years, Mawu members struggled for recognition at Toyota. Their organisation was built up meticulously, with weekly shop stewards' meetings at the union office in Wynberg and general meetings of all members weekly (or sometimes more often) in the factory. Innumerable strategies were tried and re-tried, and after three years Mawu won a short-lived recognition.

This experience, of slow, painful and meticulous organisation, and the need to have the full and undivided support of the workers, has stayed with "Bra Moss" ever since.

Moses was dismissed from Toyota in 1979, and after working as a voluntary, unpaid organiser for Mawu was officially appointed to work for the union at the beginning of 1980

He was given the job of organising Wadeville, one of the largest industrial areas on the Witwatersrand. At the time, Mawu had members in only one factory in the area.

Moses held meetings in the hostels in Kaitshong, inviting workers from many factories at once, and talking to them about the union. Membership took off very quickly — especially after Moses refused to allow police to disperse one of these meetings and continued to conduct the meeting with breaks for negotiation with the police.

We had heard about shop stewards' councils from Mawu's Natal branch, and Moses began to build such a council in Wadeville. Its initial aim was to involve shop stewards in recruiting members, building union structures in the factories, and carrying out the basic education about unionism. Organisers were then, as now heavily overloaded with work,

●To PAGE

Curtains down on the treason dress rehearsal

The judge criticised the state for bringing treason charges without sufficient consideration. His verdict may complicate any state attempts at a general crackdown on trade unionists

By HELEN PAKEMAN

ANY hope the state may have had of using the Mayekiso trial as a dress rehearsal for a legal crackdown on the trade union movement faded this week with the acquittal of the National Union of Metalworkers (Nnumsa) general secretary and his four co-accused

Mayekiso, 40, his brother Mzwanele, 24, Paul Tshabalala, 32, Richard Mdakane, 31, and Obed Bapela, 31, were found not guilty of treason and alternative charges of subversion and sedition by Mr Justice PJ van der Walt in the Rand Supreme Court on Monday

The judge found the state had not proved any of the charges against the five

After almost one and a half years of evidence the state had to concede it had not proved treason against the five and asked only asked for a conviction on the alternative charges

Concluding his judgement, Justice van der Walt cautioned the state against bringing treason charges without careful consideration.

"It is a matter for comment and concern that so much energy and time was spent in the course of this trial on evidence made necessary and relevant by the charge of treason which has proved abortive," he said.

"Treason is a crime in a very special category where the ideas and political aspirations of those charged are part of the issue."

"In this very strange and complex society of ours, and given the spectrum of politics of our citizens, from black to white, far left to far right, with the grievances and aspirations in most cases legitimate, a charge of treason should be carefully considered and very carefully reconsidered before being brought."

The charges against the five arose out of their activism in Alexandra during 1985 and the first half of 1986.

It was alleged that as executive members of the Alexandra Action Committee (AAC) Mayekiso and his co-accused conspired with other civic and youth groups in the township to seize control of the area and render it ungovernable.

The state also set out to prove that they were involved in the organisation and initiation of the rent and consumer boycotts in Alexandra, campaigns against the police and town councillors and attempts to replace state structures with alternative "organs of people's power"

"There is no direct evidence involving the accused or the AAC in the planning or execution of the unrest, attacks on police, resignation of town councillors or the establishment of people's courts," said Justice van der Walt.

He said there was also no evidence the five planned, executed or had a part in any attempt to remove the police and substitute something of their own making to uphold law and order in Alexandra.

"There is evidence that the accused and the AAC supported the rent boycott as a form of protest against the conditions in Alexandra and perceived corruption of councillors," the judge said, "not to make the area ungovernable but to obtain the upgrading of the area and better living conditions"

Justice van der Walt said the consumer boycott was also seen as a form of protest against specific shop owners and businesses because of their attitude to residents.

"In the final instance, sitting as a



A policeman seizes posters from protestors outside the court

judge in this trial, I have no knowledge whatsoever of what actually took place in Alexandra during the first half of 1986

"The only knowledge I have since gained was from the subjective evidence of a few of the many thousands of residents of Alexandra. That picture may be correct or completely different from the facts"

"In this court, only the accused know what actually happened and whether their version is closer to the truth than that of the state or whether the state version is in fact the truth."

Justice van der Walt said his task had been to assess the evidence put before him and on that basis to decide whether the state had proved the charges beyond reasonable doubt.

"In my view," he said, "the state has not"

The judge also found that Mayekiso's meetings with Alexandra's administrator, Steve Burger, local clerics and the chairman of Sandton's management committee, Ricky Valente, indicated a desire by the AAC to involve the authorities at the height of the unrest

"This in my view refutes any suggestion of a subversive intent," he said

Justice van der Walt also expressed concern that those responsible for the "vigilante attack" on residents in April 1986 had still not been identified and prosecuted

"It is common cause that residents believed the attack was by police or supported by them," he said. "This perception had a great deal of substance, borne out by eye-witness accounts of the clothing of the attackers, their activities in close vicinity of the police station and the apparent support by police vehicles"

"I cannot solve the mystery nor is it a mystery I need to resolve. It is however a matter of regret and concern that those responsible have not been identified and prosecuted."

If the attackers were not identified and prosecuted, residents would retain the impression that the police had had a hand in the attack and resultant burnings and deaths, the judge said.

formed in the wake of the 1986 uprising in Alexandra.

Tshabalala soon rose through the ranks to become the committee's vice chairman, a position he held until his detention in January 1987.

Tshabalala is a keen soccer player, who played for a local side called Birds and was nicknamed "Brains" for his midfield skills.

He is a qualified referee who worked for both the National Professional Soccer League and the National Soccer League. But his sporting interests no longer lie with the NSL. "I want to build progressive sport organisations and those affiliated to the South African Council on Sport," he told the *Weekly Mail*.

RICHARD MZAMENI MDAKANE, accused number three in the trial, was born on January 1 1958, in Dundee, Natal, the eldest of five children.

"I come from a very poor family — my father is a labourer, so my interest in working-class politics comes from there," he said this week.

In 1969 the family were forced to move off the farm where they were living when the farmer sold the land. They moved to Ladysmith, where his father found a job as a municipal worker.

Mdakane's first contact with politics came through his school principal at Sigweje High School. "He would visit me, talk to me about current issues. He was very open to Inkatha and opened my eyes to them."

"My parents did not really want to be in-

The other four: The Alex accused the media ignored

● From PAGE 12

involved in politics — they were afraid of it — but they were very supportive during the trial. My mother was especially strong," he said, adding that his mother and sister had attended the trial when they could.

After completing his matric, in the early 1980s, Mdakane travelled to Johannesburg in search of work.

He settled in Alexandra, and started work at a metal firm, Formscraft. Here he helped recruit workers into the Metal and Allied Workers Union (now Numsa).

His activities attracted the attention of management and he was reprimanded. However, he said he had continued his union work until leaving the company in 1983.

For the next two years Mdakane did odd jobs and continued his political education through discussions and by reading.

At the height of the 1986 upsurge in Alex, his brother, Zephania, was shot dead by security forces. His cousin, Alexandra Student Congress president Jacob Mabizela, was shot dead by unknown assailants. Mdakane was detained at Mabizela's funeral.

Talking after the trial, Mdakane said "I think this is only the end of part one — we

are still not safe from hit squads. We will have to be careful."

The childhood of **KOPENG OBED BAPELA**, accused number four in the trial, was repeatedly disrupted by family misfortune.

Bapela was born in Alexandra in 1958, but went to live with his grandparents in Gamasemola, Sekhukhuleni, two years later.

His grandparents died in 1965 and he was placed in the care of an aunt, who, he said, was not interested in looking after him.

He began school at the age of nine while in Sekhukhuleni. However, when in Std 1, he had to return to Alexandra where he found that his mother had remarried.

In 1977 he joined the Alexandra Students League — which, he said, resulted in his expulsion from school.

Misfortune struck again when his step father was jailed for two years, forcing him to leave school and start work in order to provide for his family.

Working as a labourer at an engineering firm gave him "a taste of working-class consciousness", he said. "From there, there was



Mzwanele Mayekiso

dence in the trial on social conditions in Alexandra — commented that accused number five **MZWANELE MAYEKISO** had "extraordinary dedication".

"He arrived in Johannesburg and immediately became involved in Alexandra community issues," she said.

Mayekiso was born on June 26 1964 in Cala, southern Transkei — a stronghold of the Pan Africanist Congress's military wing, Poqo — the seventh of eight children.

His father, Bethuel Mayekiso was a migrant worker in the Western Cape. His mother Ellen, whom he described as very strong and supportive, was a farmworker.

In 1976 he went to live with an uncle in Zwelitsha township, outside King William's Town, and took part in the 1980 school boycotts.

Mayekiso returned to the Transkei in 1985 to complete his matric at the Matanzima High School.

Towards the end of the year he moved to Alexandra in search of work. During this time he lived with his brother Moses and became involved in the community structures.

He became the organiser of the AAC and helped set up street committees.

A member of the AAC who was in detention with Mayekiso described him as "humble" and a source of strength to all the prisoners who came to him with their problems.

On being acquitted Mayekiso said "I am happy, yet frustrated, because we were in for so long, only to be acquitted. We were imprisoned for nothing."

Mayekiso the unionist

● From PAGE 13

and the council was a way of getting workers to accept responsibility for their own organisation.

The Katlehong shop stewards' council was really the first in the country to function effectively, and rapidly became a phenomenon which has shaped the entire trade union movement in South Africa.

Within a few months, workers were discussing Mawu in the trains, buses and shebeens. Then a wave of strikes started — most of them in Wadeville. Moses spent week after week walking from one factory to another, laden with paper bags full of joining forms, handing up to four or five strikes every day.

Workers poured into the union's office on the edge of Katlehong, dumped hundreds of joining forms and announced that they were already on strike.

Eventually Moses created order out of chaos. The union's membership had grown by thousands in those few short months, mainly due to his ability to explain unionism to workers, to give direction and to build durable structures under pressure.

The next year saw a similar strike wave in Wadeville. Moses was developing leadership in the shop stewards' council which has stood the union in good stead ever since. These leaders were energetically organising other workers, and helped to build many of the unions of the Federation of South African Trade Unions (now part of the Congress of South African Trade Unions — Cosatu).

At about that time, the destruction of shacks in Katlehong became a major issue. Under Moses' guidance, the shop stewards council took this up as a major campaign, pushing employers and the authorities. They seem to have succeeded, because the bulldozing almost stopped.

This was one of the earliest "community" interventions of the shop stewards' councils.

Moses was at that time working until 11pm or midnight every night, Saturdays and Sundays included, then catching taxis, buses and trains back to Alexandra. It is hardly surprising that his first marriage broke down under the pressure.

Moses had phenomenal ability to persuade workers, and great personal bravery. He avoided rabble-rousing tactics. He always explained things to workers and made sure that they understood. He does not believe in promising workers things which he could not deliver, or in "triumphalism" — unrealistic optimism.

I remember one occasion when about 2 000 workers were on strike at McKechmie Bros, in Wadeville. Moses began talking to the workers, who did not know him. A personnel officer had been not long before, and things were very tense.

One of the clerks, not wanting to be upstaged, suggested that Moses must be a spy and Moses melted into the crowd, waited until the clerk had left, started speaking again and then led the entire crowd across Wadeville to our offices. They joined the union.

Moses has always been a prolific thinker, planner and report writer. He was politicised in the Transkei, he says. The children there form political clubs at school. He was deeply and unwaveringly committed to the independence of the trade unions and the working class, and has been and still is strongly committed to socialism.

All of these things, and his belief in the importance of mass-based, democratic structures, were clearly reflected in the Alexandra Action Committee.

Moses had become a very prominent and respected figure in Alexandra, and, after the first wave of enthusiasm for community organisation in 1984, people began to consult him about how to build democratic and lasting organisation.

He was also involved in discussions with Mawu's Johannesburg shop stewards' council about the destruction of shacks in Alexandra. From this grew the idea of building community organisation based on trade union principles of mandates, report backs and endless meetings to involve the mass of the people.

Dissatisfaction with earlier civic organisations based primarily on activists led to the rapid adoption of the AAC by the population of Alex.

Moses will not move without mass support, and believes that this must be informed support. But he is not afraid to lead. At a time when talk of socialism was widely condemned as premature and divisive, Moses, as branch secretary of Mawu's Transvaal branch, insisted on propagating socialist ideas widely within the union.

He did this in the belief that people must make informed decisions. The right to discuss and understand socialism and to make a democratic choice is a right that has to be fought for.

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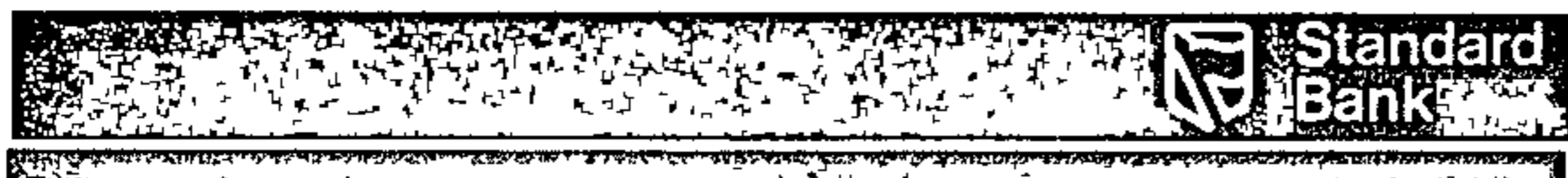
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CP Reporter

THE third session of annual wage negotiations in the metal industry took place this week between the Steel and Engineering Industries Federation of South Africa (Seifsa) and 15 trade unions

The National Union of Metalworkers said in a statement that little progress had been made towards reaching an agreement

In its opening response to union proposals, Seifsa

Numsa demands holiday swap

1968



30/4/69

Agreed in principle to convert the Metal Industries Pension Fund into a provident fund that allows for flexible benefits and a lump sum payment upon withdrawal

The provident fund issue is under threat of dispute action by Numsa

Proposed changes to the sick fund

The employer organisation reiterated its demand for the exclusion of small businesses from the main agreement, arguing that this was necessary for the stimulation of small business, to create more employment and to increase employer representation to counter attempts by the Department of Manpower to block extension of the

agreement (or any of its provisions) to non-party employers

While Numsa agreed to discuss this proposal with its membership because of the implications it may hold for the future of the council and collective bargaining in general, the union rejected the arguments that deregulation would lead to the creation

of employment

Numsa indicated that the employers' wage offer was still unacceptable and that progress depended on Seifsa making concessions on other proposals, particularly on the issue of job security and job creation

The union demanded

Retrenchment proposals

Numsa also proposed that job schedules be renegotiated and that training be made completely accessible to allow members to obtain artisan status

The next meeting will be held on May 16

als be submitted to the job security sub-committee for further negotiation

June 16, March 21 and May 1 be swapped for October 10, April 6 and Workers Day respectively, instead of being additional paid holidays

Ccawusa in wrangle with Trador

CP Correspondent *Quem*

THE dismissal for theft and incompetence of two Ccawusa members from Trador Supermarket in King William's Town, has been seen by the union as trying to frustrate the workers' demands for a living wage, the union claims

Local spokesman for the Commercial Catering and Allied Workers' Union in the area, Mike Mnikina, said Gladie Baulla and Judith Ndwalaza had been accused of either theft or incompetence, and of misappropriating receipts involving R170, and then dismissed

Trador management refuted the union's argument that the two had insufficient training

This week, the King William's Town branch of the union was preparing to declare a dispute with management

Meanwhile, Ccawusa members at World and Score Furnishers have reported that some fellow workers have been retrenched

The retrenchment drive by World Furnishers is going to continue until 1991 and will involve a substantial number of workers

Workers at the 31 branches of World Furnishers throughout the

country recently staged a sit-in protest to voice their opposition to the retrenchment drive

At King William's Town branches of Score stores, notices appeared saying that workers were prohibited from associating with the sit-in and that such action was deemed unfair labour practice. The notice added that protestors would be liable for prosecution.

The local branch of the union feels that the retrenchment is a concerted effort by this group to frustrate their demands for an across-the-board increase of R250 per month - Veritas

Apartheid is to blame for Strydom - COSATU

1st May 1989.

(Handwritten marks: a circle with a scribble, and the word 'NOR' written vertically next to it)

The "sordid" sensationalism around the Barend Strydom trial should not allow us to forget what happened in Pretoria that day, and what has happened since

An armed man massacred peaceful bystanders in the city centre

It took an unarmed citizen to disarm the gunman and prevent further killings

That man now lives in fear of his life because of his heroic actions

The killer meanwhile has been able to propagate his views as to why the killing of innocent citizens was justified, and as to why further such killings should take place

Furthermore, supporters of the killer were able to demonstrate support for his actions and to act in an openly threatening way to the public at large

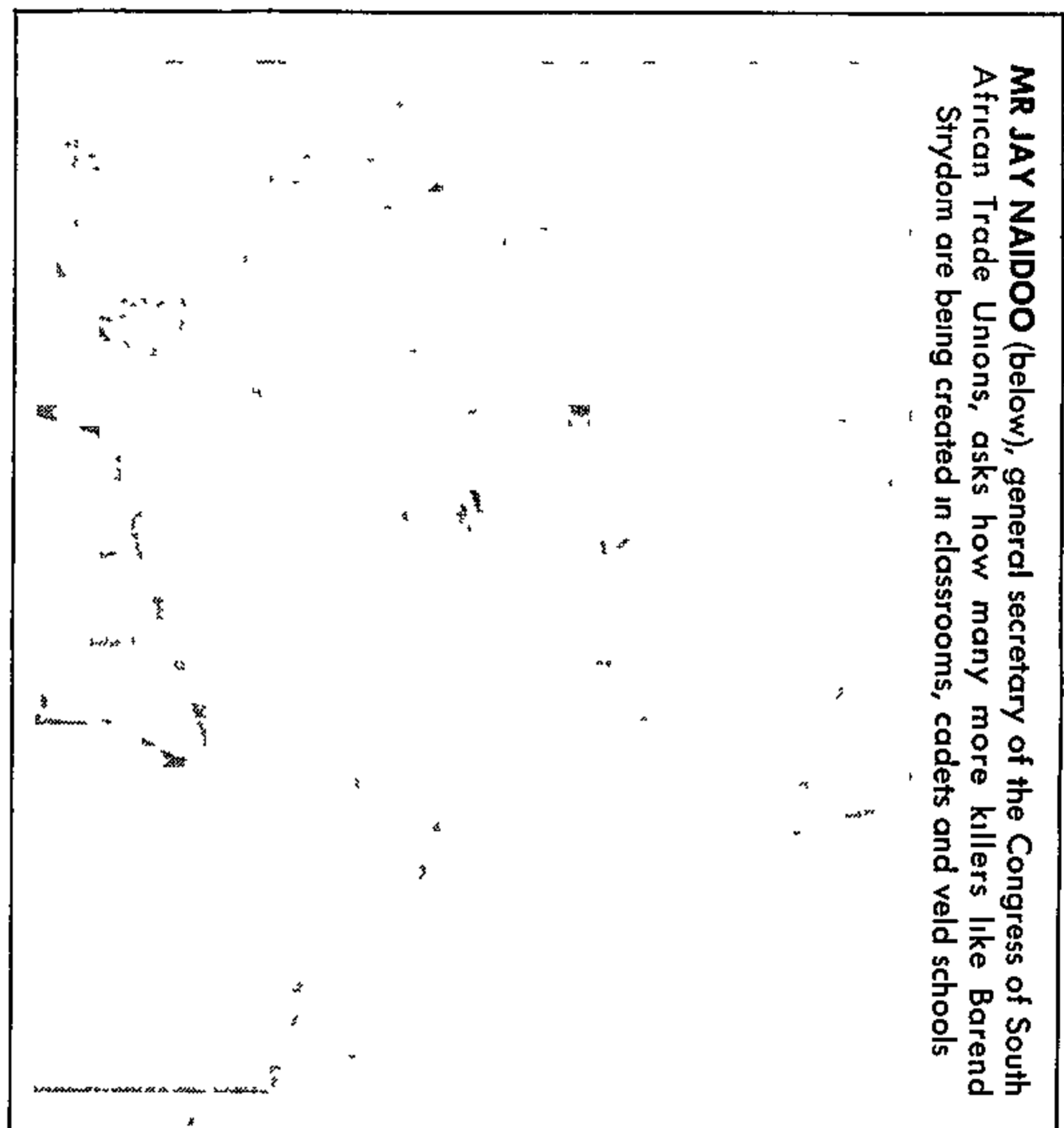
It is impossible to imagine this scenario being played out in any remotely democratic society.

The killer genuinely believed that the authorities would protect him and the security forces who failed to protect members of the public have not even been called to account for their actions

The State has failed to protect the hero who risked his life to save others, organisations and individuals are freely allowed to spread hate propaganda which has the aim of encouraging, and may foreseeably result in, further such massacres

It is only possible to understand this scenario in the context of the

MR JAY NAIDOO (below), general secretary of the Congress of South African Trade Unions, asks how many more killers like Barend Strydom are being created in classrooms, cadets and veld schools



sick racist society which this Government is largely responsible for creating and sustaining

Not only is Barend Strydom their product, but other Barend Strydoms are free to propagate their sick views and to exercise their power over millions of South Africans

How many Strydoms are there in the SAP, the SADF, the civil ser-

vice, the SABC, the courts and parliament itself? How many more Strydoms are being created daily in the classrooms, cadets and veld schools?

There is no indication that this Government is able or willing to root out this disease, or is prepared to act against the neo-fascist organisations which openly preach and practise race hatred

While racism in our society remains entrenched in all State institutions, the State is turning its attention to other "much more dangerous targets" — all those organisations fighting for democracy in our country

These organisations continue to be restricted, their leaders placed under house arrest and detained Mr Adriaan Vlok has announced that he has no attention of lifting the emergency

His reason for retaining the emergency is not so that he can deal with the real threat to the people of this country — racism and apartheid

Rather he has to use the state of emergency because it is the only way his Government can survive in the face of the overwhelming opposition it faces from South Africa's people

Death row

Let us not forget that it is the same police force to which Barend Strydom belonged that enjoys indemnity under the state of emergency

What if Barend Strydom had killed people in "township unrest", would he be on death row now?

It is no good putting a couple of psychopaths who go beyond the realm of what is "acceptable" behind bars Others will take their place

The real culprit which should have been on trial in the Pretoria Supreme Court is the South African Government and those responsible for the crime of apartheid

Strydom has just been a sacrificial lamb and has even been made into a hero for some whites. Meanwhile the crime of apartheid goes unpunished and is about to be given another lease of life by yet another state of emergency

Cosatu and the entire mass democratic movement shall not rest until the root cause of the Strydom massacre and all other forms of brutality which our people experience is eradicated from our country

1401
cap 1-7/1/89 2/5/89
**Inkatha bid
for ANC
peace talks**

Own Correspondent

DURBAN — The central committee of Inkatha resolved at the weekend to call on the leaders of the UDF, Cosatu and the ANC mission-in-exile to meet Inkatha president Chief Mangosuthu Buthelezi to establish a joint initiative for peace in KwaZulu/Natal

The envisaged talks would be at a mutually acceptable venue "so that the political organisations directly involved in the violence which is now hindering the liberation struggle can democratically establish a joint initiative and joint priorities in the pursuit of peace in the KwaZulu/Natal region," a statement from Chief Buthelezi's office said

May Day celebrated

Cosatu urges workers to rebuild their organisations

WORKERS celebrating May Day across the country yesterday were urged by Cosatu general-secretary Mr Jay Naidoo to rebuild street committees, student and civic organisations

While no major incidents were reported locally, the international workers' holiday in several other countries across the world was marked by arrests and clashes between police and marchers

Songs and slogans

Mr Naidoo's call to the labour movement and other sectors of the community was made at a May Day celebration attended by more than 2 000 workers at Wits University. Crowds sang freedom songs and chanted ANC slogans. A convoy of policemen kept a low profile outside.

Mr Naidoo said his call was made in the light of Mr Moses Mayekiso's recent acquittal in the Rand Supreme Court of treason charges.

"Treason charges against Comrade Moses Mayekiso and others were not aimed at only jailing him but to criminalise the process of organising and mobilising the people against apartheid," Mr Naidoo said.

The meeting was moved to Wits because a planned open-air meeting at Soweto's Orlando Stadium was prohibited.

Mr Mayekiso himself was given a rousing welcome by 1 800 Swapo supporters celebrating the holiday at a rally in Katutura outside Windhoek.

Mr Mayekiso publicly denounced UN approval of SA military action against Swapo guerillas and demanded the organisation order the "South African murderers" back to their bases.

UDF vice-president Mr Chris Dlamini, UDF publicity and information secretary Mr Murphy Morobe and Mr Mayekiso, general-secretary of the National Union of Metal Workers in SA, expressed their solidarity with Namibian workers at the rally.

The general-secretary of the National Union of Namibian Workers, Mr Ben Ulenga, warned that a general strike was possible if the feelings of workers on privatising services in the country were not heeded.

In Cape Town yesterday celebrations at Athlone Stadium were marked by song, dance, poetry readings, colourful banners and speeches.

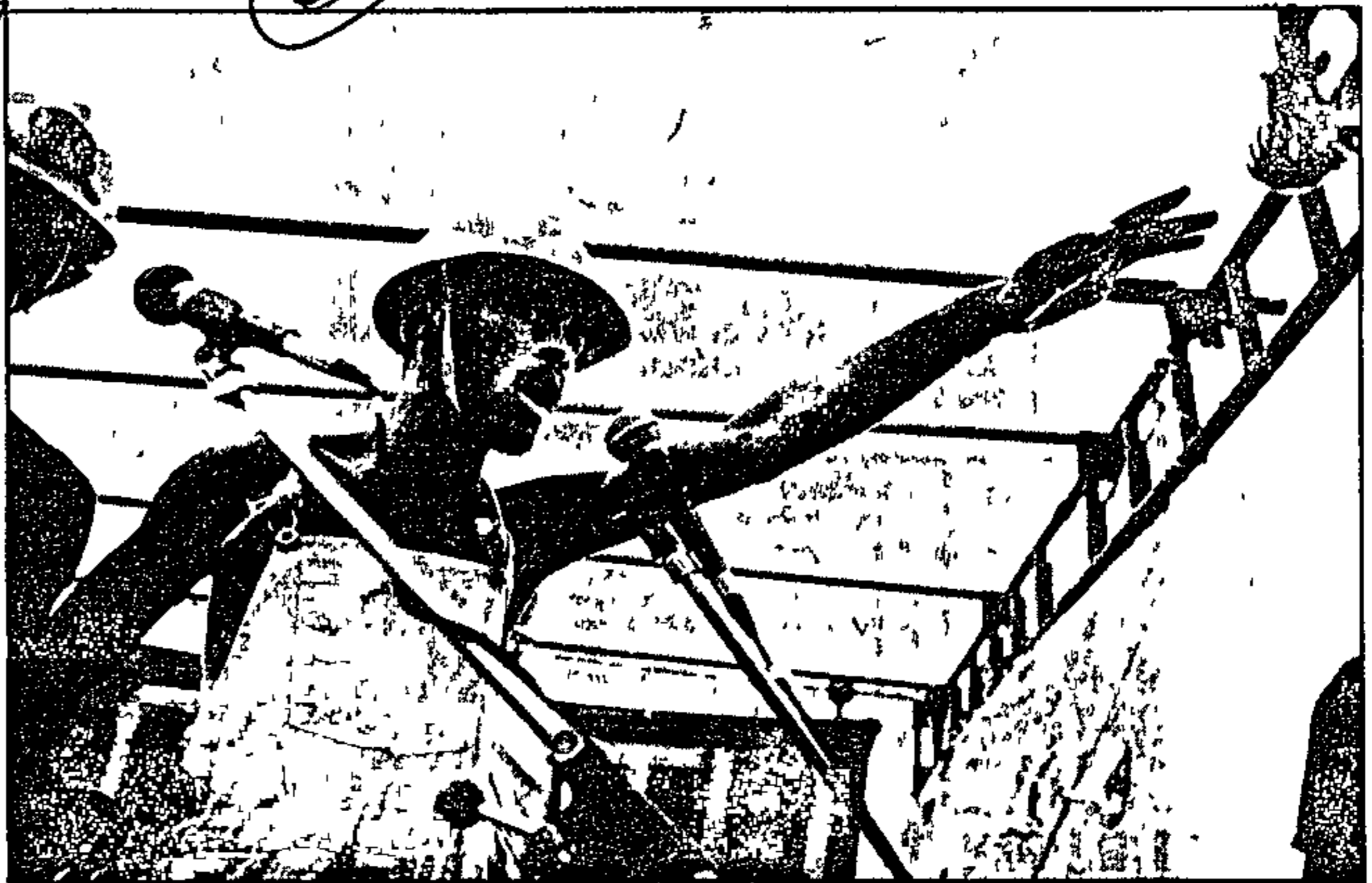
An estimated 5 000 people loudly applauded union speakers who emphasised their support for a "living wage" campaign, and demanded the release of ailing trade unionist Mr Oscar Mpetha, Mr Nelson Mandela and other political prisoners.

Earlier police manned roadblocks on roads to the stadium and later took up positions outside.

May Day — internationally recognised as being May 1 — was legislated in SA for the first Friday of the month, but shifted this year to the Monday.

Though May 1 has been granted as a paid holiday by certain companies, it remains a contentious bargaining issue between unions and management.

Transkeian workers yesterday legally gathered in Umtata's Independence Stadium to celebrate International Workers' Day, this year declared a public holiday by the region's ruling military government.



MAY DAY DRAMA These workers performed a short dramatic sketch at a May Day rally in the Athlone stadium yesterday.

Picture: ERIC MILLER

In Harare, President Robert Mugabe said his government would introduce collective bargaining on wage increases this year rather than fixing rises by decree. But the new system of determining pay rises, which will depend on company profits, would be strictly within government guidelines.

Peaceful and upbeat May Day celebrations in Moscow yesterday focused on reform in the Soviet Union. But in Czechoslovakia police detained dozens of marchers demanding change, and East German sources said several dissidents were arrested.

In communist Poland, police and demonstrators clashed in Wroclaw and Gdansk. Warsaw was the scene of a jubilant march by the newly legalised Solidarity free trade union federation and a more subdued official celebration.

On the holiday's 100th anniversary, police battled militants in South Korea, West Berlin and Turkey, and workers in the Philippines threatened a general strike.

In Pakistan, the government marked the day by lifting its ban on allowing trade unions to be formed by employees of the state broadcast service and Pakistan International Airlines.

Spanish socialists and communists marched together through Madrid, presenting a common front against the government for the first time in seven years.

In China, which traditionally does not celebrate May Day with the fervour found in other communist countries, the Communist Party issued speeches and editorials urging workers not to give in to forces of social instability.

Red banners fly

Moscow's Red Square was packed for the world's premier May Day observance, and banners flowed in the spring breezes under a clear sky.

In West Germany, more than 600 000 people turned out for peaceful trade union-sponsored May Day rallies. But in West Berlin, rock hurling leftist protesters looted stores, damaged cars and clashed with police, who detained 16 people — Staff Reporter, Own Correspondent and Sapa-AP.



WORKER POWER Thousands of workers yesterday gathered at the Athlone stadium to celebrate May Day. The activities, which were diverse as poetry readings to soccer games, were loudly cheered by Cosatu affiliate members.

Picture: ERIC MILLER

Rally slams act

MORE than 3 000 workers yesterday condemned apartheid and voiced their opposition to the Labour Relations Amendment Act during a May Day rally at the George Thabe Stadium in Sharpeville.

Addressing the enthusiastic crowd amid police presence, the general secretary of Cosatu, Mr Jay Naidoo, said workers must pledge solidarity in the fight against apartheid. He said South African workers must also unite in their fight against violence in Pietermaritzburg, the Labour Relations Act, unfair dismissals, retrenchments and strive for a living wage.

Chanted

The meeting, punctuated by chanting of workers' songs and shouting of "Viva the workers' struggle" was also called upon to

By JOSHUA RABOROKO

support the release of ANC leader, Mr Nelson Mandela, and other political prisoners, the unbanning of all organisations such as the United Democratic Front and the lifting of the state of emergency.

Police maintained a low-profile as they watched proceedings from a distance while speaker after speaker from most of Cosatu affiliates expressed their great concern over the plight of black people in South Africa.

Mr Naidoo said May Day was an important

day for workers worldwide "This is the day when workers of the world must unite," he said

Workers were also called upon to observe the Sharpeville March 21, Soweto June 16, May 1 and August 9 as public holidays and to clamour for healthy and decent education in South Africa

Most of the Vaal Triangle townships remained tense but calm as police patrolled the streets while in some townships football associations ignored the May Day rally and continued their activities by featuring soccer matches outside the George Thabe Stadium in the area.

"Meanwhile, outside the Orlando Stadium, where a May Day rally was banned by a Johannesburg Magistrate, workers stood around to see whether any of their leaders arrived — but in vain."

In another May Day development, a new trade union, comprising affiliates of the National Council of Trade Unions (Nactu) in the metal industry, was launched at a rally held at Nasrec, near Soweto

The rally was attended by more than 500 workers who came from all over the country

The new union, to be called the Metal Workers' Union of South Africa, is an amalgamation of a number of Nactu affiliates, among them the Black Electronics and Electrical Workers' Union.

Mr Mahlomola Skosana, second assistant general secretary of Nactu, called on all Nactu affiliates in the metal industry to join the new union

Mpetha indaba

140A
Soweto 2/5/89

"A SENIOR British trade unionist, an attorney and officials of the Food and Allied Workers union yesterday met to discuss humanitarian care for jailed trade unionist and diabetic, Oscar Mpetha (79)

Lawyer Mr Hymie Bernardt, who has been professionally associated with Mpetha for almost 40 years said yesterday he had held a "long session" with Mr Tony Shaw, of the Trades Union Congress' (TUC) international secretariat, and delegates from Fawu's head office

Naidoo speaks of May Day resistance campaign

140A
 B1 Day 21/5/89

COSATU general secretary Jay Naidoo yesterday asked the labour movement and other sectors of the community to rebuild street committees and student and civic organisations

Addressing more than 2 000 workers at a May Day celebration at Wits University, Naidoo said his request came in the light of the acquittal by the Rand Supreme Court of Moses Mayekiso and others on treason charges

He said the charges were aimed not only at jailing Mayekiso but at criminalising the mobilisation and organisation of people against apartheid

The meeting was moved to Wits because a planned open-air meeting at Soweto's Orlando Stadium was prohibited. It was characterised by the singing of freedom songs and ANC slogans. A

SIPHO NGCOBO

police convoy kept a low profile outside Naidoo said employers and government were trying to destroy the country's labour movement through the Labour Relations Act

"The capitalists and the government are trying to destroy our unions by uniting around the Labour Relations Act which is an extremely repressive piece of legislation," he said

Witwatersrand Attorney-General Klaus von Lieres last night denied that the prosecution had any ulterior motive in charging Moses Mayekiso. The prosecution had concerned itself with facts not political philosophy

See Page 4

INCR	AMND	INCR	INCR	W.D.	INCR
6/82	10/83	7/84	4/85	8/87	5/88
117.04	107.04	117.50	127.42	132.40	139.84
71.05	71.79	70.55	53.62	52.17	
46	46	46	46	46	46
37.26	41.86	46.46	51.52	57.50	62.56
28.53	27.03	28.43	28.53	23.11	23.61
46	46	46	46	46	46
34.50	38.64	41.88	45.54	51.98	50.58
26.42	25.50	25.62	25.22	20.89	21.35
72	72	72	72	72	72
0.00	0.00	0.00	63.94	68.54	
0.00	0.00	0.00	25.70	25.86	
1	1	1	46	46	
66.70	70.84	75.44	81.98	86.94	
44.03	42.35	41.77	32.91	32.81	
46	46	46	46	46	

Court told of 'terror'

5/11/89
11/11/89

South
3-10/5/89

DURBAN.

Mpophomeni, a township near Howick, has become the target of a reign of terror by vigilantes and the South African Police in the past two months, residents claimed in a court application.

The application was brought by residents, clergymen and the National Union of Metalworkers of South Africa (Numsa).

In papers, residents told of allegedly unprovoked and brutal beatings and shootings by police who allegedly attacked residents attempting to fight off rampaging armed mobs from nearby KwaShifa.

Union bid to block Mobil pullout

By Mike Siluma
Labour Reporter

Legal action by the Chemical Workers' Industrial Union (CWIU) to prevent the sale of Mobil's South African assets to Gencor would not be heard by the Industrial Court until next Tuesday, the union said

The union lodged an urgent application in the court at the weekend after Mobil Oil's public

acknowledgment that it would sell its southern African assets to Gencor.

It asked the court to restrain Mobil from going ahead with the sale until Mobil had agreed to negotiate the union's conditions.

Despite statements by Mobil that present policies and existing agreements would not be affected by the sale, the CWIU said it was taking

legal action to protect members' interests

Mobil had as recently as February refused to negotiate a disinvestment procedure with the union, insisting it did not plan to leave SA

The CWIU demanded that any proceeds from Mobil's possible links with South Africa after the sale should go into a trust nominated by the union.

White miners agree to a 13,5 pc rise

White miners agreed yesterday to a wage increase slightly below South Africa's 14 percent inflation and well down on their original 20 percent demand.

The Chamber of Mines, representing the six major gold mining companies, agreed on a 13,5 percent rise with the Council of Mining Unions (CMU) for 1989/90. It took effect from this May, the chamber said.

The CMU represents 26 000 miners, mostly whites. It settled last year for 12 percent.

The chamber is also negotiating with the National Union of Mineworkers (NUM), which demands increases of up to 96 percent for its 140 000 members.

The NUM annual pay settlement normally takes effect in July after negotiations regarded by analysts as the most crucial in South Africa's industrial relations calendar. The NUM won rises of between 13 and 16,5 percent last year. — Reuter.

Talks deadlock

AFTER two months of wage negotiations, including two days of mediation, Ccawusa and OK Bazaars are in deadlock over a wage increase for 1989.

In a statement yesterday the union said Ccawusa was demanding a R160 across the board increase, effective from April 7, 1989 for 12 months.

The union said OK Bazaars was offering R85 across the board increase or a 12 percent increase.

The union is also demanding May 1 as a paid commemoration day, a guaranteed annual bonus and that a company minimum wage of R660 per month be introduced.

The statement said the company minimum wage was presently R400 per month and union members with more than 12 months service had a minimum wage of R500 per month.

The statement said it had been pointed out to

the company that even R660 per month was below most living level estimates.

The union has also informed the company that the present trend in low increases paid by OK Bazaars must stop and union members were expecting a substantial improvement to wages this year, the statement said.

The parties have agreed to go to a conciliation board hearing on May 25 - 26.

Currently OK has 207 outlets employing a total of 25 204 employees, out of which approximately 22 000 are non-managerial staff. — Sapa

Sapa

3/5/89

(140A)

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Cape Times 3/5/89

Disinvestment: Union to fight Mobil in court

Staff Reporter

THE Industrial Court has been urgently called to compel Mobil SA to negotiate a disinvestment agreement with the Chemical Workers' Industrial Union (CWIU).

The move follows the company's "consistent refusal" since 1987 to negotiate on disinvestment procedures and the job security of 650 union members at Mobil plants in the country, CWIU general secretary Mr Rod Crompton said yesterday.

The giant United States multinational disclosed the planned sale last week of its local assets to the Gencor mining group — drawing angry

union charges that the company had lied about its disinvestment plans

Explaining the grounds for last Friday's court action, Mr Crompton said Mobil had reneged on a written undertaking to consult with the union once it considered disinvesting

This followed press leaks in New York last year revealing Mobil's intention to withdraw its South African operation — despite regular assurances to the contrary, Mr Crompton said.

After union representations earlier this year, Mobil had indicated it did not intend disinvesting, thereby seeing no need to negotiate a disinvestment agreement, he said.

of reporting, comment and pictures in the Cape Times

blacks in mines. ...
answering but was told his
time was up. — Sapa.

NUM urged to change stance

CAPE TOWN — Economic
Affairs and Technology
Deputy Minister George
Bartlett called on the
National Union of
Mineworkers (NUM) yes-
terday to reconsider its re-
fusal to support safety offi-
cers in mines.

Speaking during the de-
bate on the Economic Af-
fairs and Technology vote,
Bartlett said it was com-
pulsory to appoint safety
officers if the number of
mineworkers exceeded 300.

However, the NUM had
instructed members to re-
fuse to accept the appoint-
ment of safety officers

He appealed to everyone
involved in the safety of
employers and employees
in the mining industry to
handle the changes which
had taken place in a respon-
sible manner — Sapa

957

9/16 Trants 5/5/89

Union wants Mob

Own Correspondent

JOHANNESBURG — Representatives of Mobil Oil SA and the Chemical Workers' Industrial Union (CWIU) are due to meet on Monday for negotiations over Mobil's withdrawal from SA, a day ahead of the resumption of the union's urgent court application.

The CWIU has asked the Industrial Court to halt Mobil's sale to Gencor pending negotiation of the union's disinvestment demands first submitted to the com-

pany in July, 1987

Mobil industrial relations manager Mr Jacques Frank said the meeting will discuss "the possible consequences of (Mobil's) decision to curtail its interests in Southern Africa."

He agreed this meeting considered the sale a *fait accompli*, and certain union demands such as for 12 months' intention to disinvest therefore fall away.

It appears Mobil will a

sale stopped

n- giving any guarantees regarding
r- employees' future job security
t- under the new owners

Regarding union demands for severance payments, Mr Frank said the sale would not disturb the employer/employee relationship. All that had occurred was a book entry transferring shares from one owner to another.

Other CWIU demands include a guarantee that future employment conditions be no less favourable.

Trade unions concern over privatisation

APR 7th 5/5/89

100A



Bruce Dyke has been appointed group insurance manager for the Altron Group.

From ALAN FINE

JOHANNESBURG — If trade unions refused to try and influence the privatization process, it will have the very consequences they fear, Free Market Foundation director Leon Louw warned on Wednesday.

Louw was speaking at a seminar on privatization and deregulation, organized by the hawkers' organisation Achib, and attended by representatives of small and big business, trade unionists, government specialists, and lobbyists.

Unionists at the seminar expressed the view that privatisation would lead to retrenchments and greater monopolization of the economy by large corporations.

NUM national organiser Gwede Mantshu added that privatisation would destroy prospects of "self-determination among the oppressed" by encouraging the "swallowing up" of small businesses by large ones.

It would also discourage the building of workers' co-operatives and strong hawkers' organizations, he said.

Louw said research done for his organization had showed SA had R300bn worth of privatisable assets. It would cost R30bn a year to raise government spending blacks to that of the level of whites, and some proceeds from privatisation could be used for this purpose.

Alternatively, the entire shareholdings of privatised State assets should be distributed among employees or the population as a whole, he said.

This would prevent large corporations from increasing their stake in the economy, while it would substantially increase the stake of black South Africans.

Ownership of State-owned housing should be handed over to occupants, he added.

Achib president Laurie Mayundla said his organization was fighting for the right of traders to earn a living. Members would simply ignore the laws and regulations standing in their way until these were scrapped.

Federale Volksbelegings GM Anton Roodt, who has been seconded to the Department of Administration and Privatisation, said privatisation and deregulation could represent a fundamental break with apartheid which was essentially a form of ethnic socialism.

Louw warning to workers

16/01/87
FREE Market Foundation director Leon Louw has warned workers against opposing the privatisation process

His alert came at a seminar on Wednesday at Sandton when unionists said privatisation would lead to lay-offs and greater monopolisation of the economy by big business

NUM national organiser Gwede Mantshu said privatisation would destroy prospects of "self-determination among the oppressed" by encouraging the swallowing up of small businesses by large ones

He added it would also discourage the building of workers' co-operatives and strong hawkers' organisations

Louw said research for his organisation showed SA had R300bn worth of public assets capable of being sold to the private sector

He added the entire shareholdings of privatised assets should be distributed among employees or the population

This would prevent large corpora-

ALAN FINE
ALAN FINE

tions from increasing their stake in the economy and substantially increase the stake of blacks

Louw said ownership of state-owned houses should be handed over to their occupants

The seminar on privatisation and deregulation was organised by the hawkers' organisation Achib

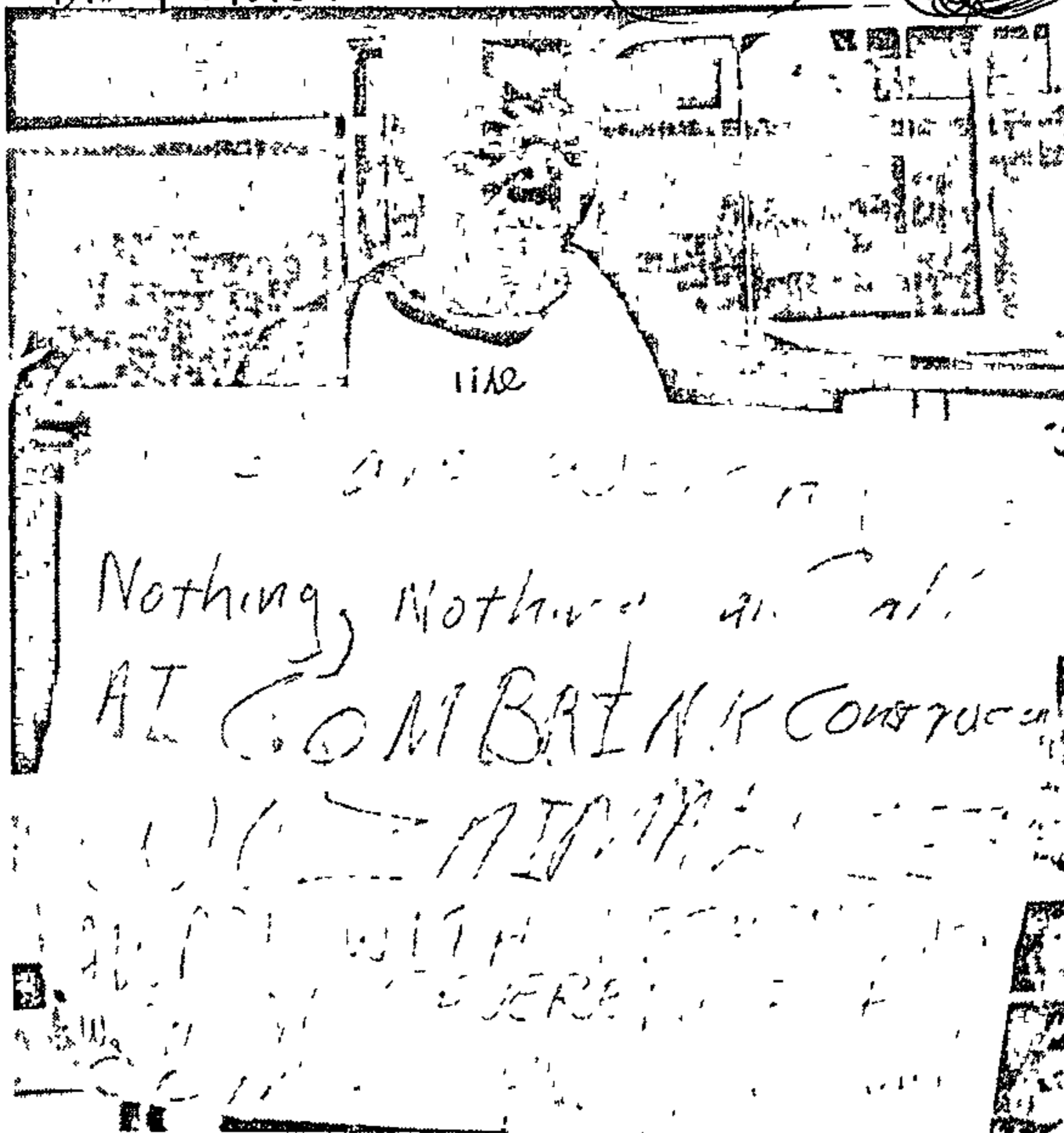
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● See Page 6

BIDCO 5/5/87

140A



A worker at a Pritchard Street construction site holds a poster detailing several grievances workers have with their employer. Picture ROBERT BOTHA

Teargas scatters strike groups

POLICE used teargas and were repeatedly called in to break up a demonstration and sit-in by about 100 striking construction workers in Johannesburg city centre on two days this week.

Witwatersrand police spokesman Lt-Col Frans Malherbe confirmed police used teargas to disperse Group Five workers.

"Apparently, about 100 workers refused to leave the sites after they had been paid off. The police gave them five minutes to disperse. They refused and police sprayed three cans of teargas at them," said Malherbe.

The first police action against the strikers, part of a construction work-

SIPHO NGCOBO

force building two high-rise structures in Pritchard Street, took place at about 10am on Tuesday when workers staged a sit-in at the sites.

The second police action was on Wednesday when police broke up a placard demonstration.

The workers, all members of the Construction, Building and Allied Workers' Union, are involved in a pay dispute with Group Five. Under a court order they are not supposed to be at the construction sites.

A Group Five official refused to comment.

140A (123) / (123) 3

Interdict granted against Numsa

ALTRON'S Standard Telephones and Cables (STC) was granted an urgent interim interdict in the Industrial Court on Wednesday against two trade unions and more than 600 employees in regard to the week-old retrenchment strike

And, as the 11-day-old strike by 500 employees at Altron's Lascon Lighting continued the metal sector wildcat strike wave on the Reef spread to another three companies

In each case the National Union of Metalworkers of SA (Numsa) has refused to intervene unless it receives an undertaking from the company to waive its right to sue for damages. In the one case where the undertaking was made, the strike ended yesterday

The court order declared the conduct of Numsa and the Electrical and Allied Workers' Union to be unfair.

It also declared the conduct of the more than 600 employees to be unfair and restrained "any one or more of them" from threatening the safety or property of STC employees, from creating a disturbance, and from engaging in any unprocedural or unfair industrial action

Numsa legal officer Ruth Edmonds said no evidence had been led alleging threatening behaviour by strikers

She said the order against the two unions "makes no sense" as it did not specify the alleged unfair conduct or say what they should do. Parts of the order against the other respondents

ALAN FINE

were also unclear she said

Altron spokesmen could not be reached for comment

Numsa regional official Tony Kgobe said officials had visited the Lascon plant on Tuesday offering to intervene once they had received the undertaking

He said had been refused. Altron has said it has been advised by lawyers against making such an undertaking

The action is in support of demands that two management members be relieved of duties to conduct disciplinary hearings

Kgobe said strikes involving some 520 workers had begun earlier this week at Champagne Lighting, Thorn Lighting and Cinqplast

Granted

Actions were related to retrenchment in the first case and dismissals at the other two

In each case, Numsa had requested the undertaking. It had only been granted at Cinqplast. Although Kgobe said talks ended on Wednesday night without resolution, a management spokesman said employees had returned to work yesterday

A Champagne Lighting spokesman said the "small problem" may be resolved today, while Thorn could not be reached for comment

Altron managements refuse to waive right to sue



140A

BID 3/5/027

Police clash with SAB strikers

WILDCAT strikes by about 1 360 employees of two Altron subsidiaries remained stalemated yesterday, with managements refusing to waive their right to sue for damages — the National Union of Metalworkers of SA (Numsa) condition for intervention

And police clashed with a group of SAB employees yesterday outside the company's Alrode plant, scene of a two-and-a-half-week-old strike by 600 workers

The size of the strike at Altron's Standard Telephones and Cables (STC) in Boksburg, which began on Thursday, quadrupled yesterday to involve 860 workers

The company has filed an urgent application, to be heard in the Pretoria Industrial Court this morning,

ALAN FINE

against Numsa, the Electrical and Allied Workers' Trade Union and each individual striker, for an order to end the strike

A Numsa spokesman said he understood workers were demanding management consider alternatives to retrenchments implemented after a 75% cutback in Post Office spending on telecommunications equipment.

They were also seeking better severance payments

An ultimatum by management at Lascon Lighting in Johannesburg to its 500 employees to end their week-old strike by noon passed without response. Management and shop stewards were meeting late last night

Altron human resources executive Hugh Donovan said the company was

considering its options. Employees were demanding two members of management cease their involvement in disciplinary cases

He said both subsidiaries had refused to waive their rights to sue for damages after receiving legal advice that this would be inappropriate

SAB and the Food and Allied Workers' Union (Fawu) gave differing explanations of the clash between strikers and police and the events which led up to it

A police spokesman said the matter would be covered in today's unrest report

An SAB spokesman said the company was forced to call the police when about 80 strikers armed with pipes, bricks, sjamboks and kleries attacked individuals and property. The strike began after the dismissal

of four colleagues who had allegedly refused to obey instructions

However, Fawu assistant general secretary Mike Madlala said the workers had been attacked by police while passively sitting outside the plant gates. They were expressing a desire to return to work, he said

Some had responded to this attack by throwing stones. Three had been arrested and a number of others injured, he said

He said the Alrode plant had had a number of disruptions in the past 18 months, as members had responded to unfair dismissals and unilateral changes to working conditions

The SAB spokesman said the disruptions were due to "a radical core group who appear to have no interest in the work agenda and must therefore be operating to a set of ulterior motives"

posed the fragmentation of medical services and had told government so on a number of occasions

Mobil, CWIU to meet for discussions on disinvestment

ALAN FINE

REPRESENTATIVES of Mobil Oil SA and the Chemical Workers' Industrial Union (CWIU) are due to meet on Monday for negotiations over Mobil's withdrawal from SA, a day ahead of the resumption of the union's urgent court application.

There are strong indications there will be differences between them over the breadth of the agenda, given Mobil's view that the sale of its local assets to Gencor is a *fait accompli*.

CWIU general secretary Rod Crompton said yesterday the entire CWIU package of disinvestment demands remained at issue.

The CWIU has asked the Industrial Court to halt the sale pending negotiation of the union's disinvestment demands first submitted to the company, and 38 other multinationals, in July 1987.

Mobil industrial relations manager Jacques Franken said yesterday the meeting would discuss "the possible consequences of the decision by its ultimate foreign parent company to dispose of its interests in southern Africa"

He agreed this meant Mobil considered the sale a *fait accompli*, and certain union demands such as for 12 months notice of the intention to disinvest should fall away

Guarantees

"We are prepared to listen to everything and negotiate whatever is negotiable," he added

It appears Mobil will also resist giving, or be unable to give, any guarantees regarding employees' future job security under the management of the new owners

On demands for severance payments, Franken said the sale would not disturb the employer/employee relationship. All that had occurred was a book entry transferring shares from one owner to another

Franken, commenting on CWIU accusations that Mobil had lied and acted duplicitously in making previous assurances regarding its future in SA, said such accusations were unfounded. He had always made such statements in good faith

CWIU official Pat Horn said this week many CWIU members employed by multinationals, particularly petroleum companies, were extremely worried that disinvestment announcements may be sprung on them soon

She said management was aware of these fears and that, at Sapref, management had this week issued special reassuring briefs

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Mobil, CWIU to meet for discussions on disinvestment



ALAN FINE
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AN EXTRAORDINARY seminar was held in Sandton on Wednesday when representatives of small business and big business, trade unionists, government specialists and lobbyists came together to discuss privatisation and deregulation (P & D)

The seminar was held under the auspices of the hawkers' organization Achib. Given the respective enthusiastic and hostile attitudes to these critical developing policies, the question was why such a gathering has been so long in coming

Not that there was much sign of any consensus emerging, other than general agreement that all apartheid laws and regulations should be scrapped. Indeed, proponents and opponents of P & D spent most of the time talking past each other

SPEAKERS like the Free Market Foundation's Leon Louw, SAB's

The pros and cons of P & D

blown 5751 829

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Gary May, Anton Roodt of Federale Volksbelegings (and presently seconded to the Department of Administration and Privatisation) and Professor Louise Tager of the Law Review Project all gave enthusiastic support to P & D

They frequently cited the trend towards, and success of, such policies elsewhere in the world — from the communist East to the conservative and social democratic West and the right-wing Third World and newly developed countries

Unionists, including the NUM's Gwede Mantashi and former Nactu leader and now labour specialist at Wilgespruit Pandelani Nefholo-hodwe, expressed total hostility to these views
For Mantashi, P & D meant re-

trenchments — as the NUM has experienced at Eskom (Louw, who has ready answers to most criticisms of privatisation, had a seemingly simple one to this: In informal discussions later he said employees of firms to be privatised should be given a blanket guarantee of job security for a generous period, and this should be a condition of sale to the new shareholders)

P & D would also, Mantashi believed, lead to greater monopolisation of the economy as any successful small black businesses would inevitably be swallowed by large corporations. It would also mean lower wages for not necessarily more people, and a further blow to the majority's aspirations for cooperative forms of production.

NEPHHOLOHOLO based his suspicions of the P & D process on the fact that it is being championed and carried out by business and government, using anti-stimulating laws the majority had no say in formulating. Their interests, he implied, must be contrary to those of the "working class"

Speakers both for and against P & D said a satisfactory economic system was dependent on equal political rights. However, opponents of P & D tended to see political rights as a precondition for any economic restructuring

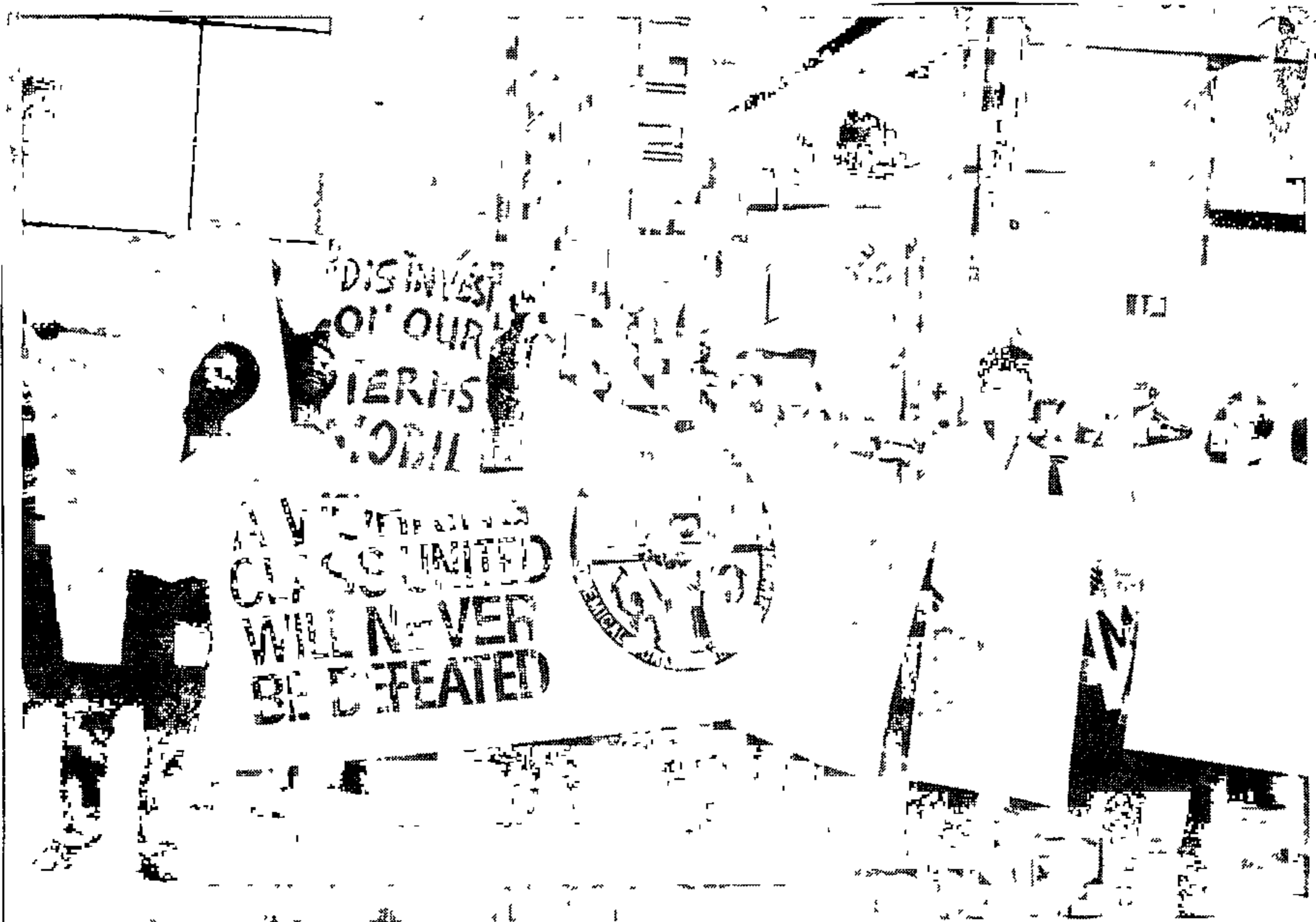
The seminar also threw up an interesting conflict between unions and hawkers.
Nactu president James Mandaweni proclaimed hawkers fully fledged

members of the working class and hence, they should play their rightful role in the struggle for socialism.
Achib president Laurence Mavunda, in his talk in support of deregulation, responded that hawkers did not want to be considered "workers".
Their own struggle would be carried forward in concert with the labour movement only if they were accepted as the businessmen they were, he said

IT IS not surprising that this first face-to-face debate between antagonists on P & D should produce little in the way of consensus. The same occurs, on another level, in every set of union/management negotiations. There are many areas where conflicting interests make consensus highly unlikely

But if SA's future economic structure is to be negotiated, perhaps Achib provided society a service by hosting the opening round

REVIEW



Picture DICK USHER, Weekend Argus

Members of the Chemical Workers' Industrial Union demonstrate outside Mobil House in central Cape Town at lunchtime yesterday in protest at the company's decision to withdraw from South Africa without first negotiating with the union.

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14012
14013

w/ ARGUS 6/5/89

Mobil's not No 1 with union

by DICK USHER
Weekend Argus Labour
Reporter

MOBIL employees have started a series of actions against the company in protest against its decision to withdraw from South Africa

Members of the Chemical Workers' Industrial Union in Cape Town, Durban and Johannesburg have taken part in the protests aimed at pressuring the company to negotiate condi-

tions of withdrawal with employees

In Cape Town yesterday, about 30 shop stewards from the union held a 30-minute placard demonstration outside Mobil's South African headquarters in the city. In Johannesburg there was a similar demonstration.

A union spokesman said that further actions were contemplated depending on the outcome of a meeting scheduled for Monday between the union and management.

The union said workers at the refin-

ery in Durban had instituted an overtime ban.

A Mobil spokesman there said no action had taken place, but a workers' meeting was to be held soon.

On Monday, the union and Mobil are to discuss union demands on disinvestment, including guarantees of job security and severance pay.

The union has also entered an urgent court application to halt Mobil's sale to Gencor, pending negotiation of disinvestment demands.

After Mobil withdraws from SA...

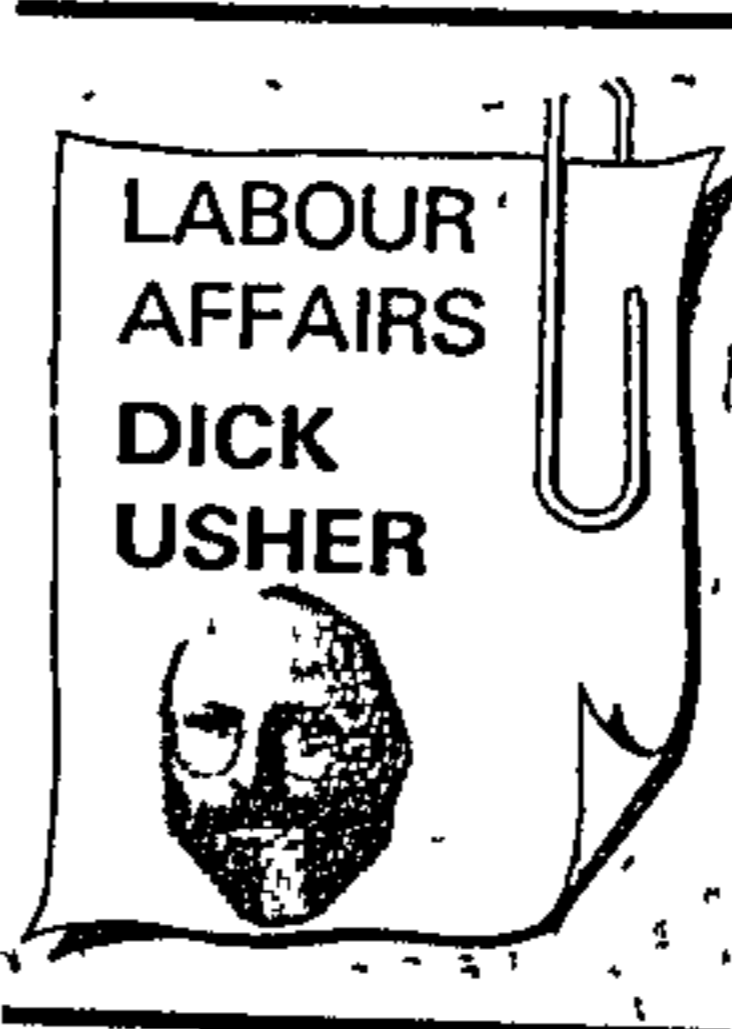
MOBIL'S sudden decision to withdraw from South Africa will have widespread repercussions

It immediately increases the pressure against the continued presence of Caltex and Shell. Caltex is now the only US-owned oil company remaining in South Africa, while Shell is under quite serious pressure in the Netherlands.

Will they be forced to the decision that returns from doing business in South Africa aren't worth the hassle?

Beyond this, with Gencor snapping up the assets, it's another step in the accumulation of the nation's wealth in fewer and fewer hands.

The Chemical Workers' Industrial Union (CWIU) is somewhat suspicious of the Mobil move and will be meeting management on Monday to discuss the withdrawal, followed by a court action on Tuesday which will seek to halt it.



The union has been pressing multinationals for national negotiations on disinvestment, with not much success.

Companies refused to consider one bargaining forum and when the CWIU sought to declare dispute the Minister of Manpower refused to appoint a conciliation board to hear them.

Since then they've had agreements with several companies to negotiate individually, but a union spokesman said progress had been slow.

Meanwhile, spokesmen for the union movement point out that the Mobil withdrawal, a result of international pressure against doing business with South Africa, must raise questions about how the South African economy will cope with any further withdrawals.

While the effects of disinvestment might not yet be severe, an already struggling economy needs all the help it can get — which doesn't include disinvestment and non-investment.

Leaving aside any questions of morality, one can't help suspecting that the Botha government learnt the same lesson in Namibia as the Johnson administration learnt in Vietnam — you can't run a foreign war and a reform at home simultaneously.

You simply don't have the money.

Union spokesmen argue that, as the economic crisis deepens, it is increasingly clear that the "reform" programme seeks merely to deracialise the economy and cannot resolve the crisis because it does not address the basic structural problems.

In the end reform addresses only the material needs of about 30 percent of the population in the industrialised sector, leaving the other 70 percent to struggle along as best they can.

In which case the state's repression, engendered by the fight against its policies, and the state's reform programme are not competing strategies but the same strategy, they argue.

Leaving the question still hanging: Is doing business with South Africa worth the hassle?

Union signs new agreement for worker pensions

Labour Reporter
(AUS) 7/5/89

THE Paper Printing Wood and Allied Workers Union this week signed an agreement with Nampak converting their pension fund into a provident fund

Workers will have the option of transferring pension fund money into a provident fund which will provide workers with improved benefits, lump sum payment on resignation and the ability to exert some control over their money

The fund will be controlled by 12 trustees from the company and the union

■ THE Supreme Court this week ruled the Ccawusa strike at Edworks illegal, but expressed reservations about stopping the strike until an appeal by the union is heard within 10 days.

In another development Edworks' management agreed to meet the union in an effort to resolve the strike.

■ THE Banking Insurance Finance and Assurances Workers Union signed a recognition agreement with Santam Bank Ltd this week.

■ STANDARD Telephones and Cables was granted an interim order in the Industrial Court declaring the strike by more than 600 workers unfair.

Political comment and newsbills by K Sibha Headlines and sub-editing by C Fram. of 204 Eloff Street Ext. Johannesburg

... STATE ...
... it called Mr X to police ...
... He refused to say why police were not ...
... investigating the claims ...
... on Sunday it had given the name of a ...
... speculation ...

Lascon, Altron strikes end

ALAN FINE

EMPLOYEES at two Johannesburg metal sector companies hit by strikes last week have returned to work, 80 at another have been dismissed, and disputes continued at two more

Nearly 500 members of the National Union of Metalworkers of SA (Numsa) at Lascon Lighting, Johannesburg, interdicted by the Rand Supreme Court on Friday from continuing their unlawful two-week strike, obeyed the order and returned to work yesterday, Altron executive Jacques Sellschop said

Sellschop said worker representatives had been invited to discuss grievances with management. The strike supported demands that two management members ceased conducting disciplinary hearings. Industrial Court president Daan Ehlers yesterday suspended for 14 days his order

against nearly 1 000 strikers at Altron's Standard Telephones and Cables last week

Ehlers said he the dispute over pending retrenchment of about 200 employees could be negotiated and settled at plant level. A meeting between worker representatives and management was scheduled for this morning

Meanwhile Numsa regional organiser Tony Kgobe said the 80-strong dayshift at Cinqplast — on strike over a dismissal since May 3 — had been dismissed MD

Howard Greenspan declined to comment. Kgobe said another retrenchment strike at Champagne Lighting, had ended

At Thorn Lighting yesterday workers rejected management's offer to selectively re-employ most of 200 dismissed last week during a strike over a dismissal

Privatisation – good or bad for SA?

By Jovial Rantao and Matshube Mpolo

At a seminar held last week under the auspices of the African Council of Hawkers and Informal Businesses at Helderfontein, outside Johannesburg, sharp differences emerged between trade unionists and members of the private sector on whether privatisation and deregulation were a solution to the country's economic and political woes.

Speaking on "An exchange of views on deregulation and privatisation – trade unions and the private sector", unions expressed hostility towards privatisation and deregulation while the private sector was enthusiastic about these

The trade union's view

National Union of Mineworkers national organiser Mr Gwende Mantashi said privatisation was a remedy to capitalist ills and was aimed at improving the quality of life for only 40 percent of the population to the exclusion of the majority of South African society.

He said profit maximisation was the primary motive for privatisation.

"Profits know no safety, profits have no regard for the welfare of the workers or job security. Those interested in profits do not care whether people have jobs or not."

"South Africa is today in the process of privatising national roads, hospitals, education etc. One does not require any intelligence to realise that this will have serious social effects on us."

"What happens to the taxes that the workers pay? Shouldn't they be utilised to build infrastructures or developing our houses, subsidising education for our children or the supply of electricity? Shouldn't the State subsidise medical care and hospitals?" Mr Mantashi asked.

It was because of the greed for profit that the Government chose to privatise its assets.

Mr Mantashi said that, to the workers, privatisation meant retrenchments and no pay increases for those retained.

National Council of Trade Unions president Mr

James Mndaweni told delegates that hawkers were part and parcel of the working-class movement. But hawkers needed a proper organisational expression to be able to fit in to the working-class movement.

Mr Mndaweni said such a hawker organisation should encourage co-operation rather than individualism and had to put to the hawkers that their state of affairs was a result of capitalism, which had to be eradicated in the long term.

"A hawker organisation is very useful for the trade union movement in that it assists in curbing scabbing by the unemployed during strikes and other forms of industrial action."

"A hawker organisation can also develop other economic projects like co-operatives for the unemployed and create a socialist embryo within the capitalist system," Mr Mndaweni said.

The private sector says

Free Market Foundation executive director Mr Leon Louw said trade unions should support deregulation and privatisation. He told delegates that apartheid was an exercise in "ethnic socialism" involving huge deployment of State resources and massive Government bureaucracy with high public spending aimed at advancing the interest of a particular section of the population.

Mr Louw said "Privatisation and deregulation are building blocks of greater individual freedom towards economic and political democracy."

Ms Louise Tager, a professor of law at the University of the Witwatersrand, said State control through regulations stifled economic development and growth. She said new jobs could not be created and existing ones were put in jeopardy.

Professor Tager said she viewed small businesses as the real source of job creation. Deregulation would open doors for those who were previously excluded by discriminatory legislation.

Federale Volksbeleggings general manager Mr A Roodt said privatisation and deregulation could be what the workers needed to break apartheid.

457 respondents pack Johannesburg court

8/5/69 By Cathy Stagg

There were scenes of chaos at the Rand Supreme Court on Friday when Mr Justice NM MacArthur had to deal with 457 individuals, each cited as a respondent in an urgent interdict launched by their employer

The large crowd of workers, most dressed in blue dust coats, arrived at the Rand Supreme Court at lunch time

Each person had to go through a security check to enter the building

The crowd flowed upstairs to court 4C, which was soon packed. Even the area normally occupied by the clerk and orderlies was full

It became clear the case could not be heard in the small room so the crowd was moved to a large ground floor court where there were still not enough seats and people stood shoulder to shoulder in the aisles

From time to time someone would address the crowd

The urgent application was brought by Lascon Lighting against the National Union of Metal Workers of SA (Numsa) and the

individual workers

The judge asked who was in court representing the union. A redheaded woman could be seen bobbing up and down at the back of the packed standing area

The judge asked her to come forward. But Ms Ruth Edmonds said she was there only to observe, not represent the workers

They did not have a lawyer

"This is not going to be an easy task," the judge said

He was told there was no one willing to speak on behalf of everyone else, although there was a delegation of six. The judge picked out one of them and told him to go to the witness box

INTIMIDATION

"Where is the witness box?" the man asked and the sea of people parted so he could make his way there

Speaking through an interpreter, Mr Enoch Mtjhale said they were told to come to court but did not know why and had not read the papers

Mr B Doctor, who appeared for the ap-

plicants, said all previous negotiations had taken place in English. He asked for an interim interdict to restrain the workers from intimidating others and declaring the strike unlawful

Another spokesman, Mr Peter Ngwenya, disputed that they had intimidated anyone. The judge said in that case, the interdict could not harm them

In reply to questions he said they had not worked normally since Monday because management refused to let them speak to the newly appointed chief executive, a Mr Sutton

The judge said the dispute could not be resolved that day and that the workers had to file papers setting out their side of the dispute

The workers refuse to deal with the group human relations manager and want to speak only to the chief executive.

The judge advised the workers to approach the union or an attorney to represent them

The interim interdict was granted and the matter postponed until May 23.

Six electronics plants hit by workers' strike

Labour Reporter

Nearly 1 500 members of the National Union of Metalworkers (Numsa) are on strike at six electronics plants in the Transvaal and the Cape over issues centring on retrenchments and disciplinary action.

The Industrial Court is expected to make its decision known today on an application brought by one of the companies affected, Standard Telephone and Cables, in an effort to end an eight-day strike at its Boksburg plant. Numsa, the Electrical and Allied Workers' Trade Union and about 600 workers have been cited as respondents.

A Numsa spokesman said the union would not intervene to end the Boksburg strike unless the company waived its right to sue the union for damages.

The strike was sparked by the company's intention to retrench between 200 and 300 workers as a result of cutbacks in orders from the Post Office.

In addition to the STC workers, Numsa members at Lascon Lighting continued a strike which began on Thursday last week. Numsa refused to intervene for fear of being held liable for damages.

● Several hundred workers are on strike at four Aberdare Cables plants in Port Elizabeth and Rosslyn in solidarity with a shop steward who has been suspended with pay for alleged poor workmanship.

ALAN FINE

ALTRON's Lascon Lighting was granted an urgent interim interdict in the Rand Supreme Court on Friday ordering 457 employees, cited individually as respondents, to end their unlawful two-week-old strike at the plant

The National Union of Metalworkers of SA (Numsa) was also cited, but no relief was sought against it and it did not oppose the application

Numsa has distanced itself from the strike following a management refusal to undertake that the union would not be sued for lost earnings sustained in the strike

The remaining respondents were not represented by legal representatives, and four "delegates" gave evi-

B1027 8/57341
Interdict on 457 strikers

dence on their behalf.

The interdict further ordered the 457 employees not to interfere with or intimidate other employees, customers or distributors, from obstructing the normal operation of business, and from damaging the applicant's property

In delivering the order, Mr Justice MacArthur said, while it was not his job to give advice to the company, it may be propitious for the CE, a Mr Sutton, to take "short cuts" in the normal grievance procedure and get involved in the dispute as employees were requesting

Workers went on strike on April 24

demanding that two members of management be relieved of responsibilities to conduct disciplinary inquiries

In a another strike, some 200 Numsa members at Thorn Lighting in Johannesburg were dismissed after going on strike last Tuesday

However a company spokesman said management had offered conditional re engagement

Talks were continuing

He said management was considering whether to make an undertaking to Numsa not to sue the union in terms of section 79(2) of the Labour Relations Act

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B10-7 8/578-1
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Union 'empty-handed' after Mobil meeting

10/24 9 13/84
THE Chemical Workers' Industrial Union (CWIU) yesterday returned empty-handed from a day of talks in Durban with Mobil management on the pending sale of the company to Gencor

The union is now basing its hopes on its application to the Industrial Court for an order halting the sale pending negotiations with the union. The case resumes in Pretoria today.

General secretary Rod Crompton described the meeting as a "farce" with the company refusing to negotiate the terms of disinvestment.

ALAN FINE

He said the only undertaking Mobil had given was that the union could exercise its rights under the law if Mobil attempted to change workers' conditions of employment.

"This is no undertaking at all. The union will exercise (in court) what few rights it has," he said.

Crompton said Mobil had refused to disclose any information on the nature of the deal, and referred the CWIU to Mobil in the US. The union would approach Mobil head-

quarters, he added.

1407
Crompton said Mobil negotiators had denied any prior knowledge of the deal — which he described as corporate camouflage rather than disinvestment. But, he said, it was impossible for a major deal like this to be made with an SA buyer without Mobil's local management knowing anything about it.

Mobil spokesmen could not be reached for comment.

The CWIU demands include job and wage guarantees, disclosure of information on the sale, severance payments

At 7:10 PM
Workers *9/5/89*
take Mobil
to court

DURBAN. — The Chemical Workers' Industrial Union (CWIU) "will be exercising its rights" in the Industrial Courts today when its application for an interdict against Mobil SA is set down for a hearing, it said after a meeting here yesterday to discuss the oil company's disinvestment plans.

A statement by CWIU said the only undertaking that Mobil would give was that the union could exercise its rights under the law if Mobil attempts to change workers' conditions of employment.

The union claimed that Mobil negotiators denied they had any prior knowledge of the disinvestment plans.

It said Mobil refused to disclose information about the disinvestment.

— Sapa .

SAB workers strike over sacking

Sowetan 9/5/89

1400

1000

2000

ABOUT 700 members of the Food and Allied Workers' Union have downed tools at two South African Breweries' plants in Alrode, Alberton, in protest against the dismissal of four of their colleagues.

A spokesman for SAB yesterday confirmed the work stoppage, saying the four workers were dismissed after refusing to follow instructions at the workplace.

Refused

He said the four also refused to appear before the disciplinary hearing set up to resolve the dispute.

The company was using temporary labour to sustain normal production,

the SAB spokesman said. A date for talks between Fawu and management has not yet been set.

Fawu spokesmen could not be reached for comment yesterday.

• The Banking, Insurance and Assurance Workers' Union (Bifawu) has entered into a procedural recognition agreement with the Santam Bank, a spokesman for the union said.

Negotiate

A Bifawu official, Mr Alfie Moja, said the agreement would enable the union to negotiate — among other things — grievance and retrenchment procedures.

The two parties are expected to start wage talks soon.

Union and Mobil clash today.

By Mike Siluma
Labour Reporter

The Chemical Workers' Industrial Union (CWIU) will today go ahead with its attempt in the Industrial Court to halt the sale of Mobil's South African assets.

Talks between the parties ended unsuccessfully yesterday.

The union said the only undertaking by Mobil, which was unsatisfactory to the union, was that the union was free to exercise its rights under the law if workers' employment conditions were changed.

The CWIU said Mobil representatives had refused to disclose information on the nature of the disinvestment, referring the union's queries to the company's headquarters in the United States.

Attempts to get comment from Mobil's head office in Cape Town were unsuccessful.

The union has asked the Industrial Court to restrain Mobil from going ahead with the sale until the company agrees to negotiate the union's conditions for disinvestment.

1400

Union sets conditions for Mobil

Labour Reporter

The urgent Industrial Court hearing in which the Chemical Workers Industrial Union (CWIU) is asking the court to stop the sale of Mobil's South African assets was yesterday postponed to May 24

A union spokesman said the case was postponed after Mobil lawyers undertook to secure the provision of full information to the union about the proposed pull-out

PRECONDITIONS

Mobil lawyers are to report back to the court on May 24

The union has asked the court to restrain Mobil from going ahead with the sale until Mobil agrees to negotiate the union's preconditions for disinvestment

A meeting between the union and Mobil ended unsuccessfully on Monday

COSATU women have taken a stand to fight for a living wage and women's rights in the workplace

A report published by the federation says the women have adopted the living wage campaign which Cosatu launched in 1986

It says that at the first Cosatu women's conference last year, delegates asked that the women's demand for a living wage also include

- that sex discrimination be abolished,
- that women workers be given full job security — full maternity rights and job guarantees,
- that service be unbroken when a worker takes maternity leave,
- that women workers be given the same opportunities as men for training and promotion,
- that unions be specially concerned about the problems of farmworkers and domestic workers,
- that people recognise the struggles of women in their campaigns for public holidays on June 16, Sharpeville Day and May Day

Children

The women regard a living wage as a wage which makes it possible for a person to provide for her children as well as herself

They say women do not need wages to buy fashionable clothing, as is commonly believed

"A study recently revealed that one out of three women is a breadwinner. Women therefore need a living wage to pay for food, housing, clothing, education, transport and leisure

"Some married women get little or no money from their husbands and sometimes both their combined salaries are not enough to cover the costs of running a home," the report says

There were grounds on which women, most of them in low-paid jobs, should be given fair remuneration, it says

Cosatu takes up fight for women's rights

By SIZA KOOMA

"In South Africa more than half a million women work as domestics. Most of them are paid R70 a month. Women farmworkers are paid less than domestics

"A tomato farm in the Northern Transvaal pays the women and children

who work there in tomatoes. Other cotton and citrus farms in Lebowa pay their women workers less than R1 a day"

To fight these terrible wages, the report says, the South African Domestic Workers Union was launched and the Food and Allied Workers Union started a

union for farmworkers

It says that although there are labour laws to protect workers women are always given a bad deal. A law passed in 1981 to stop differences between minimum wages for men and women who do the same work, is often not adhered to by employers

The living wage cam-

paign, it says, cannot succeed without women taking part in it

Women must take up issues that are important to them in the workplace and put their demands to the bosses. They should also work alongside men in union structures as union members, shop stewards, organisers and officials

10 percent increase for Sats workers

Pretoria Correspondent

About 180 000 South African Transport Services workers are to get a 10 percent general increase from July 1.

The increase — interpreted as an election sweetener — is expected to incite other public-sector groups to push for their demands to be met.

Sats workers got a 12 percent increase eight months ago, while public servants received 15 percent from January 1.

BETTER DEAL

But in spite of this increase, the backlog in public-service salaries, compared with those in the private sector, was at least 20 percent, a Public Servants Association spokesman said.

This, coupled with the Sats increase, meant the Government could not expect other public servants not to urge for a better deal for themselves as well.

He said all employers, including the Government, would have to look at market trends and the high inflation rate and, if realistic, see that salary increases were needed.

Monday 10/5/89

Mobil pullout: CWIU urgent application postponed

ALAN FINE

1409

THE Industrial Court yesterday postponed until May 24 the Chemical Workers' Industrial Union's (CWIU) urgent application for the sale of Mobil Southern Africa to be suspended pending negotiations with the union.

Court deputy president Pierre Roux, sitting with president Daan Ehlers, said the second postponement (the court initially sat on April 28) was made "with some reluctance".

The most persuasive factor in this decision was an undertaking by Mobil SA's counsel to seek instructions from his principal in order to provide the union with information about the pending sale to Gencor to try allay disquiet existing among union members, he said.

The CWIU has also asked that the court declare Mobil's alleged failure to negotiate the terms of disinvestment, and to disclose information, an unfair labour practice, and to order the company to negotiate.

Jeremy Gauntlett SC, for Mobil SA, earlier pointed out CWIU's real target was the US-based Mobil Corporation, which, while cited as a respondent, had not had papers served on it and was not represented in court.

Commitment

He said Mobil SA was the equivalent of "a pound of cheese which has been sold".

Senior management, with the possible exception of MD Bob Angel, had not known of the sale any sooner than had the union.

He said Mobil SA was as much the victim of the sale as the union. Angel had made a commitment that existing conditions of employment would remain unchanged, and no more could be asked of the local subsidiary.

Paul Benjamin, for the CWIU, said the Mobil SA negotiating team at Monday's meeting between the two had been headed by industrial relations manager Jaques Franken, who had repeatedly stressed his ignorance of the situation. This was evidence, he said, of the absence of serious negotiation by the company.

CWIU general secretary Rod Crompton described the meeting as a "farce".

In an affidavit filed yesterday backing Mobil's request for a postponement, Franken said there were substantial and fundamental disputes of fact in Crompton's version of the meeting.

Union prepares to strike against Mobil

The Argus Correspondent

JOHANNESBURG — The Chemical Workers' Industrial Union is to hold a ballot to prepare for a national strike to force Mobil to negotiate its preconditions for disinvestment before the sale of South African assets to Gencor.

This follows a postponement of an urgent Industrial Court application on Tuesday.

The union has asked the court to halt the sale until Mobil negotiates the union's terms for disinvestment.

The hearing has been postponed, for the second time in two weeks, to May 24.

At Tuesday's hearing Mobil's attorneys undertook to see that Mobil provided the union with full information about the sale.

The company maintained that its local management did not know about the proposed sale until it was announced publicly.

In a strongly worded statement the union said Mobil refused to negotiate and had reneged on previous commitments.

The company's agreement to meet the union on Monday had been "an attempt to stall and undermine the court proceedings already under way".

R170-m fraud alleged: SA man sought

The Argus Correspondent

JOHANNESBURG — An arrest warrant has been issued for a former chemical and explosives magnate allegedly involved in a R170-million foreign exchange fraud.

He is Mr Oliver Hill, 50, who left South Africa for Britain two years ago after his chemical industries empire collapsed. He is believed to have applied for American citizenship.

Mr Hill is wanted for allegedly transferring funds outside South Africa by using front companies. The charges on which he is wanted include forex violations involving explosives factories and Eskom shares.

Union couple 'learnt combat work'

From MONO BADELA
JOHANNESBURG —

Former Lansdowne resident Lucienne Abrahams, 28, stood in the dock at the Johannesburg regional court this week to hear a "comrade" testify against her.

Abrahams and her common-law husband, Gerald Nyembe, 32, of Soweto, have pleaded not guilty to charges of terrorism and furthering the aims of the African National Congress

(ANC)

The mystery state witness told the court he had met Abrahams at ANC camps in Angola and at a house in Lusaka, where she was known as "Julie".

Abrahams is a former organiser of the Media Workers' Association of South Africa who later worked with her husband for the Paper, Wood and Allied Workers Union

This week magistrate Mr

PB Luyt accepted an application by the state prosecutor, Mr PH van Staden, that the hearing be held in camera.

Van Staden said the names of the two state witnesses, both alleged former members of Umkhonto we Sizwe, needed to be protected as "anything could happen to them and their homes, as well as those of their friends".

The state alleges in a

seven-page indictment that Nyembe and Abrahams left South Africa between January 1986 and March 1986 to join the ANC and to receive military training in Angola

The state also alleges that Abrahams, on the instructions of the ANC, illegally entered South Africa via Botswana between October and November 1987

She had not seen her husband since early 1988,

when he was detained by police in the Transvaal

A year passed before she saw her husband again, this time in the dock when they appeared together in the Johannesburg regional court in February

The mystery state witness, "Mr X", told the court that Abrahams and Nyembe had attended several camps in Angola, where they were trained in military combat work



1401A

South 11-17/5/89



MANAGEMENT of Thorn Lighting is considering whether to agree to a demand by the National Union of Metalworkers of South Africa (Numsa) that they give an undertaking not to sue the union for loss of production resulting from a wildcat strike by Num-

Don't sue - Numsa

sa members
Two hundred workers were dismissed after going on strike last week and management is presently discussing their re-employment.

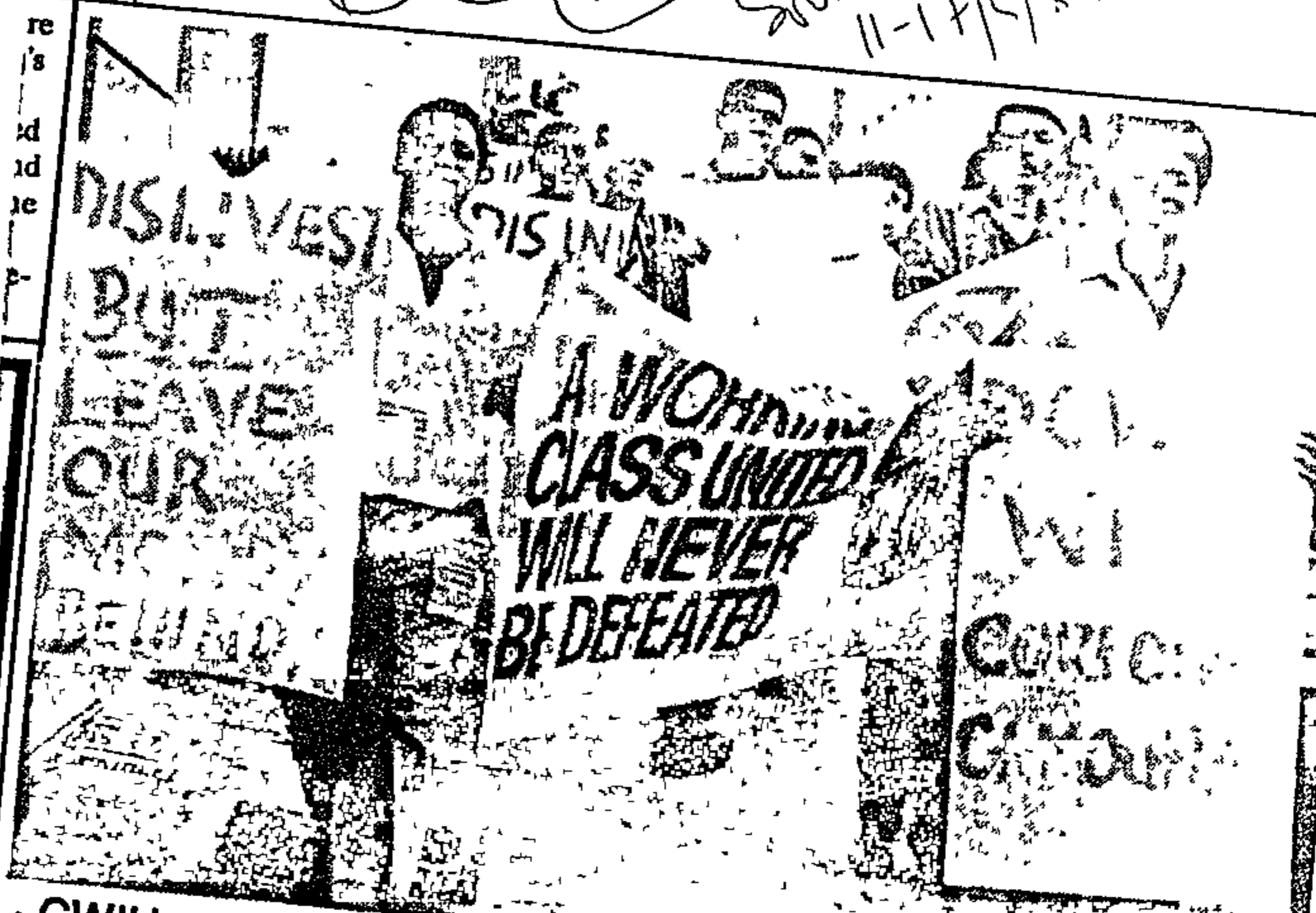
Numsa has refused to intervene in the matter unless management gives the undertaking
Numsa has asked for a similar undertaking from Altron where 457 workers have been

on a wildcat strike for more than two weeks at Altron's Lascon Lighting
Altron was last week granted an interim interdict in the Rand Supreme Court ordering the workers to end their strike
Numsa was cited as a co-respondent in the application

UR

140A

South 11-17/87



CWIU members in a lunchtime demonstration outside Mobil's Cape Town offices

Oil firms under fire

MULTINATIONAL companies operating in South Africa are under increased pressure to disinvest following last week's bombshell announcement of Mobil's impending pullout. Top on the list of companies rumoured to be on the verge of following Mobil is Caltex, which faces the same double taxation burden as Mobil. But Caltex spokesperson Roy Wright said the rumours were "absolutely unfounded". While Mobil's departure would place "renewed pressure on shareholders", the company had no intention of leaving, said Wright. He said that since there was no intention to disinvest, there was no need for the company to agree to demands by the Chemical Workers' Industrial Union (CWIU) to negotiate the terms of disinvestment. Mobil, prior to news of its impending sale to Gencor, took the same stance with CWIU. Meanwhile, Shell came under renewed pressure this week with the release of a report which alleges

close links between the company and apartheid, and the planned disruption by anti-apartheid activists of the company's AGM today in the Hague and London. A church report entitled "Shell Shock" was released in Geneva, while in London the Anti-Apartheid Movement planned to attend the Shell AGM. Dr Beyers Naude was expected to urge disinvestment at the Dutch AGM. Five of Royal Shell's pumps were sabotaged in the Netherlands this week in a further attempt to increase pressure on the company. Shell SA chairperson John Kilroe said the company "was determined to continue its fight to maintain its South African operations" and reiterated Shell's view that it was opposed to apartheid and disinvestment. Kilroe said the presence of foreign companies with an "enlightened" attitude was important to effect change in South Africa. He said the withdrawal of more than 550 companies in the past two years had not succeeded in toppling the government but had

led to the loss of between 8 000 and 10 000 jobs. CWIU general secretary Rod Crompton described talks with Mobil management held in Durban on Monday as a "farce". No details of the pending sale of Mobil SA were disclosed at the meeting and CWIU rejected Mobil management's claim that they knew nothing about the proposed sale. But on Tuesday, Mobil lawyers gave CWIU an undertaking to provide the union with information regarding the sale. An urgent court application by the union for the sale to be halted until the company negotiated the terms of its disinvestment with the union was postponed until May 24.



Strike ballot for Actwusa

A STRIKE ballot will be conducted next week at Hextex in Worcester following final deadlock between management and the Amalgamated Clothing and Textile Workers' Union of South Africa (Actwusa). The dispute...

Syndicate vies with Gencor in bid for Mobil

The Mobil saga has taken an unusual turn with a syndicate of prominent Durban businessmen attempting to outbid Gencor for Mobil's assets in South Africa.

Mr Mangalpersaid Hariram, spokesman for the group, said it had R150 million at its disposal provided by the four syndicate members and a possible further R150 million from another businessman.

He said the initial plan was to raise Gencor's offer by at least five per cent — Sapa.

● Mike Siluma reports that following the postponement of its urgent Industrial Court application on Tuesday, the Chemical Workers Industrial Union yesterday said it would hold a ballot to prepare for a national strike against Mobil

The strike would be to force Mobil to negotiate with the CWIU preconditions for disinvestment prior to the sale of the company's assets

At Tuesday's hearing, Mobil's attorneys undertook to see to it that Mobil provided the union with full information pertaining to the sale. The company says its local management did not know about the proposed sale until it was announced publicly more than a week ago

The CWIU claims Mobil is refusing to negotiate.

Manufacturer

220 workers fired



Southern
12/5/84

Thorn Lighting employees dismissed by the company last week.

By LEN MASEKO

ABOUT 220 employees of Thorn Lighting's Industria branch have been fired by the company after participating in a work stoppage.

The workers, all members of the National Union of Metalworkers of South Africa (Numsa), were protesting against the dismissal of a union member by Thorn management.

The company's managing director, Mr Rudi van Eck, has declined to comment.

Numsa members have accused the company of failing to attend to their grievances which, they said, included a demand for the recognition of the union.

"One would have thought that Thorn, as a British company, subscribed to the Sullivan Code," a spokesman for the dismissed employees said.

In a letter to the employees, Thorn management said

140A

the Numsa members had breached their conditions of employment by participating in the stoppage. The letter said their employment was terminated as from May 3

● About 250 members of the South African Chemical Workers' Union (Sacwu) have been on a wage strike at Plascon's Alberton factory since Monday this week, a spokesman for the union said.

Sacwu members demanded an across-the-board increase of R200 a month while management offered rises ranging from R115 to R148 a month.

The Sacwu spokesman said a conciliation board had failed to resolve the dispute between the two parties last month. Sacwu members then decided to conduct strike ballots, whose outcome favoured industrial action to force management to accede to employees' demands.

Inkatha proposes date for Natal talks

Cape Times 12/5/89

140A

Own Correspondent

ULUNDI. — Chief Mangosuthu Buthelezi has suggested to the leaders of the United Democratic Front and Cosatu that a meeting be held between himself and themselves at Ulundi on May 20 to discuss the violence in Natal.

Speaking in the KwaZulu Legislative Assembly yesterday, Chief Buthelezi referred to a letter from the UDF and Cosatu leaders this week proposing an urgent meeting of the heads of the three organisations at a mutually acceptable venue.

In the letter, dated May 9, the leaders, Mr Archie Gumede, a president of the UDF, Mr Murphy Morobe, publicity secretary of the organisation, Mr Elijah Barayi, president of Cosatu, and Mr Jay Naidoo, general secretary of Cosatu thanked Chief Buthelezi for his letter of April 29 and copies of the resolutions of a meeting

of the Inkatha central committee held on that day.

"We remain of the view that we share common ground. We have no objections in principle to your proposals," they write.

"The need for a successful peace initiative is now absolutely critical."

The leaders suggest that the purpose of the initial meeting should include the full motivation of the various proposals of the parties concerned on a face-to-face basis.

It will also be necessary to discuss how the ANC and other organisations will be involved in the initiative, they state.

The leaders will also have to discuss and find solutions to the practical and logistical problems of any joint meeting between the ANC, UDF, Cosatu and Inkatha that might be agreed upon, the UDF and Cosatu spokesmen point out.

International flavour to Numsa congress

By **LEN MASEKO**
THE National Union of Metalworkers of South Africa is to hold its second national congress in Germiston next week. The four-day congress, which starts on May 21, will focus on various

issues including the union's political direction, the living wage campaign and collective bargaining under the sphere of the controversial Labour Relations Amendment Act

Numsa's general secretary, Mr Moses Mayekiso, said "This congress comes at a time when workers, the working class in particular, are generally

faced with severe attacks, repression, oppression and exploitation from the bosses and the apartheid regime."

The congress will also

formulate resolutions to be sent to the conference of the union's mother body, the Congress of South African Trade Unions, and the International Metalworkers Federation later this year

Among organisations expected to send representatives to the meeting are (British) Trade Union Council, IG Metal, National Council of Trade Unions and the Norwegian Metalworkers' Union

About 750 Numsa delegates and 300 observers are expected to attend the meeting, which will be held at Gosforth Park



MOSES MAYEKISO

Sowetan

140A
12/5/89

Labour Update

Union to put the squeeze on Mobil

THE Chemical Workers Industrial Union is to initiate a strike ballot to prepare for a legal strike against Mobil Oil South Africa following the breakdown of discussions held in Durban.

A statement released by the union yesterday says that Mobil refused to negotiate the terms of its recently announced disinvestment at the meeting and that a group of ten senior officials of the company "persisted in their denial of any prior or even current knowledge of the disinvestment process

"They were only willing to confirm the company's employee bulletin announcing the sale, the statement says "

In addition, the union notes that it is "dismayed" at the industrial court's decision to grant the company "yet a further postponement in our application for an urgent interdict "

"We do, however, take note of the disquiet expressed by the court at

SOWETAN Reporter

the lack of information provided by Mobil to the workforce. We also welcome the court's directive to Mobil's attorneys to attempt to get instructions from Mobil to provide the union with information concerning the disinvestment

"It was also clarified that a key witness on Mobil's intentions is managing director, Mr Bob Angel, who so far has been inexplicably absent from South Africa and unavailable to shed the light on Mobil's sudden inability to negotiate when disinvestment became an issue "

A spokesman from Mobil Oil was not available to comment on the statement

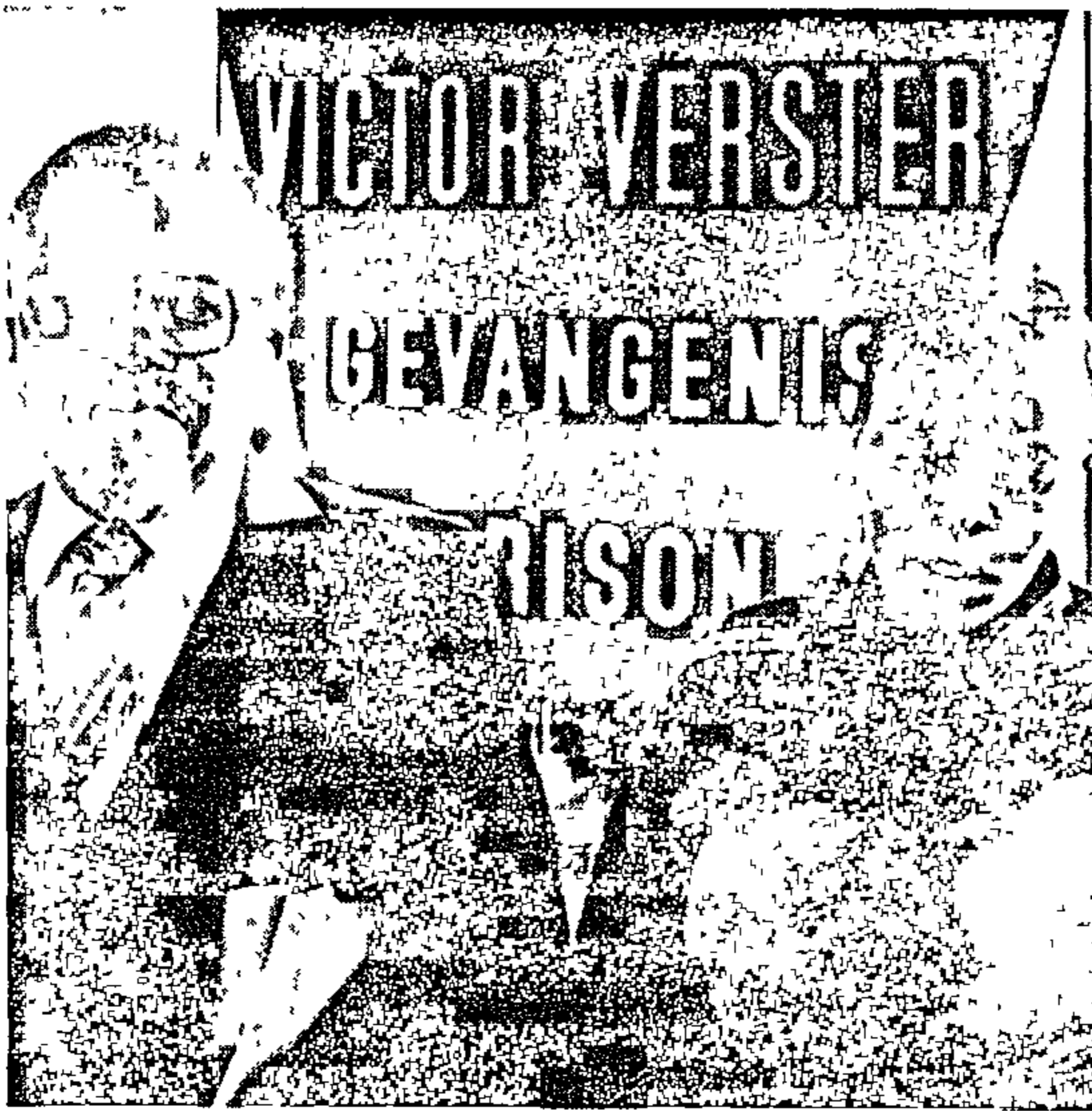
Numsa supporters to stage demo at tyre firm

LONDON — Supporters of the National Union of Metalworkers of South Africa (Numsa) will stage a demonstration at the annual general meeting of the Birmingham Tyre and Rubber Company today.

Shareholders among the protesters will be asking why the company has not agreed to independent arbitration to settle the four-year dispute between the company and Numsa members at BTR's Sarmcol plant.

The dispute began four years ago when the company sacked almost 1 000 workers from the Sarmcol plant. — The Star Bureau.

Star 12/5789



A nostalgic reunion ... Harry Gwala, with his relative Pam Mendi, leaves Victor Verster Prison after spending five hours with Nelson Mandela. The two last saw each other in 1982 when Mandela left Robben Island

Picture: RASHID LOMBARD

Union agrees to talk, strike ends

A WILDCAT strike by about 1 000 workers at Altron's Standard Telephone Cables (STC) ended yesterday after the strikers' union agreed to mediate in a dispute over the company's plans to retrench about 200 workers.

The National Union of Metalworkers (Numsa) had previously refused to involve itself in the affair unless management waived its rights under the Labour Relations Amendment Act to sue the organisation for lost production during the strike.

On Wednesday the industrial court urged all parties involved in the strike to play a role in ending the dispute. STC agreed to suspend its application for an order that the strike be declared unlawful while the union agreed to enter into negotiations.

"We felt that we had gone on record

as saying that we had nothing to do with the strike and that the court accepted this," said Numsa organiser Alfred Widdington "This will give us protection if management tries to sue for damages during the strike, and for this reason we felt we were able to intervene"

Companies hit by a series of spontaneous strikes in metal and electronic factories on the Witwatersrand over the past fortnight have found it difficult to resolve the disputes because of the union's reluctance to become involved

STC's public relations officer, Jacques Sellschop, was not available for comment yesterday

● See also Page 10

By EDDIE KOCH

Union may strike over Mobil pull-out

14CA
WORKERS at Mobil Oil SA are planning legal strike action over the company's refusal to negotiate the terms of its disinvestment from South Africa, says a representative of the Chemical Workers' Industrial Union (CWIU)

CWIU general secretary Rod Crompton told the *Weekly Mail* his union was planning to hold a ballot among workers at Mobil's refinery in Durban, and that this could lead to a nationwide strike in the company

Mobil has about 2 000 workers at the refinery and depots around the country

An application by the union for the industrial court to declare Mobil's failure to provide information about its sell-out to Gencor — as well as its failure to negotiate the terms of the disinvestment — an unfair labour practice was postponed this week to May 24

The court's deputy president, Pierre Roux, said the main reason for the postponement was an undertaking by

WMA 12-18/5/89
By EDDIE KOCH

Mobil lawyers that they would seek instructions from the multinational to provide the union with information about the proposed sale

Talks between the oil giant and CWIU on Monday this week made little headway. The union said after the meeting that the company's agreement to talk had amounted to "nothing more than an attempt to stall and undermine the court proceedings already under way"

"They persisted in their denial of any prior or even current knowledge of disinvestment process. They refused to give any guarantees to the union beyond a commitment to uphold their legal responsibilities not to change existing conditions of employment," said a CWIU press release

The union said Mobil employees had staged demonstrations in Mobil plants and outside Mobil offices in Durban, Cape Town and Johannes-

burg "In view of Mobil's intransigent position, the union will now take steps to protect the interests of our members," it said

The Department of Manpower failed to appoint a conciliation board after the CWIU declared a dispute last year with a number of multinationals which had refused to negotiate the terms of a possible pull-out from South Africa. The lack of conciliation gives the union the right to begin legal strike proceedings

Meanwhile the CWIU has welcomed the industrial court's directive that Mobil's lawyers attempt to obtain more information concerning the sale. However, the union expressed disappointment that its application for an urgent interdict to suspend the sell-out had been postponed

● The CWIU announced that it had agreed to a request for a meeting with a syndicate of black businessmen in Durban who are making a bid to take over Mobil by offering five percent more than the Gencor offer

New-car market still vulnerable — Naamsa

Passenger vehicle sales are steadily declining

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MARC HASENFUSS

NEW passenger vehicle sales for April 1989 (18 557) showed a 1.4% decrease compared with April last year (18 822), according to Naamsa figures released yesterday.

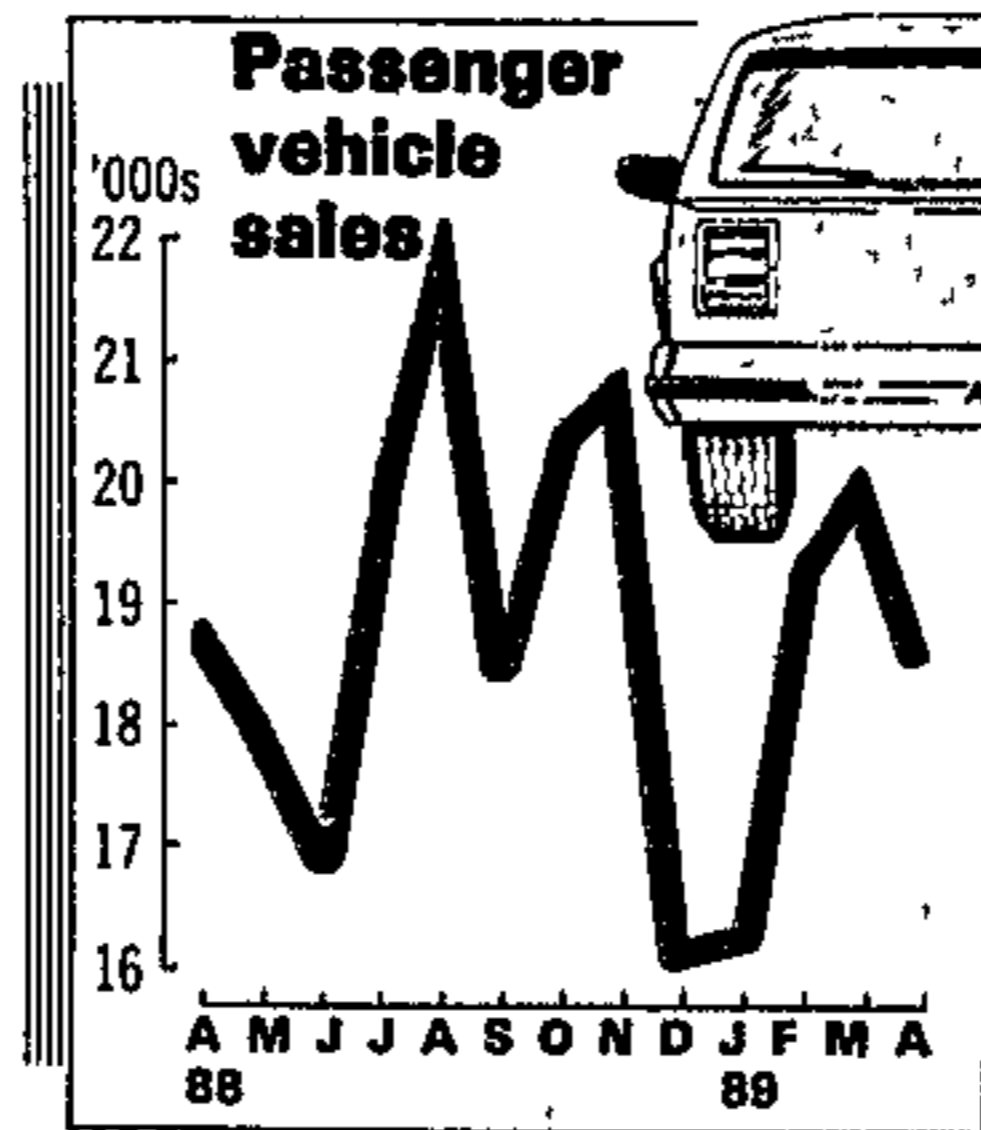
This is the fourth month in succession that the monthly vehicle sales figures have shown a year-on-year decline against the corresponding month in 1988.

The total vehicle sales during the four-month period January to April 1989 totalled 114 722, almost 3% lower than the 118 065 recorded during the same period last year, the Naamsa figures showed.

New passenger vehicle sales were 7.6% lower than March (20 082), while light commercial vehicle sales (9 237) increased 6.5% over April 1988 (8 672), but showed a 12% decline compared to the previous month.

Heavy commercial vehicle sales (657) dropped 22% compared with the 843 units sold during March, and 14% against April last year (768).

Naamsa director Nico Vermuelen said with the exception of heavy truck and bus sales, new vehicle sales for April were in line with industry expectations.



Vermuelen said local component shortages and the consequent inability of manufacturers to complete vehicles had contributed to the sharp decline in April sales of heavy trucks and buses.

Although the high level of outstanding orders and strong demand by the corporate fleet and car rental sectors should serve to underpin new car sales in the short term, the new-car market remained vulnerable to any sharp slowdown in the general economic activity, he said.

Vermuelen reported a definite

slowdown in new order intake during the first four months of 1989 compared to the last quarter of 1988.

"The recent imposition of tighter hire purchase restrictions, the further increase in interest rates, the rising tax burden and the upward revision of company car fringe benefit tax scales (effective June 1 1989) reinforced the industry's expectations of deteriorating prospects in the medium to longer term."

The impact of government's latest package of fiscal and monetary measures designed to cool the economy would be felt by the motor industry during the second half of 1989, resulting in lower demand for and sales of new motor vehicles generally, Vermuelen said.

Current Naamsa new vehicle sales projections provided for a modest decline of between 5% and 3% for passenger and light commercial vehicle sales respectively, with medium and heavy commercial vehicles remaining at the same level as last year.

In the light of increasingly negative fundamentals, Vermuelen believed the industry's sales forecasts could be revised downwards during the months ahead.

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LABOUR LETTER/Alan Fine ¹⁴⁰⁴ Mobil's troubled waters

MOBIL's disinvestment from SA could yet prove decisive in prompting a rethink of union policies on disinvestment

It is too early to tell whether the Chemical Workers' Industrial Union's (CWIU) efforts through the Industrial Court and on the shop floor will bring any joy to its endeavour to negotiate the terms of the sale of Mobil's assets.

If the court takes the momentous step of granting the CWIU's application to halt the sale pending negotiations, this will significantly strengthen union claims in such circumstances. Even before that may occur, though, a key issue could be the position of the US-based Mobil Corporation which, according to the local subsidiary, is the only body able to deliver what the CWIU is demanding.

The parent company cannot be brought to court unless it is shown to be an "employer" in SA. It then would have to submit voluntarily to South African jurisdiction, or its South African assets would have to be attached — the latter process a web of complex legal procedure.

A strike may be an embarrassment to Mobil — as, no doubt, is the general union dissent. But with only seven more weeks to operate in SA, a stoppage would, on its own, probably be insufficient to move the company.

SO UNLESS there is a dramatic new development, Mobil will ultimately leave on its own terms. The corporation has already stated that

12/15/87

the Rangel Amendment, which subjects American operations in SA to double taxation, provoked its decision. It will not gain, and apparently does not seek, political kudos in the US for the move.

It will doubtless profit from adequate royalties and licensing fees from GenCorp, and will further gain by having eliminated hassles and double taxation. In these circumstances, it has little to lose other than the temporary embarrassment CWIU actions will have caused.

The CWIU can comfort itself with the thought that it has exposed the move as a "corporate camouflage", allowing Mobil to retain indirect interests in SA while doing nothing to bring the elimination of apartheid any closer.

But Mobil Corporation doesn't seem to care, and there is no reason to think that future disinvesting companies will act any differently. Other than the possibility of a last-minute rescue by the Industrial Court, the CWIU has little muscle with which to pursue its claims

ALL OF this raises questions on the wisdom of current union policies on disinvestment

It is now generally acknowledged among those identified as supporters of disinvestment that the process has gone awry. The formal

withdrawal of 190-odd US firms and scores of others has done little but enrich South African corporations and local management and, at worst, it has led to less advantageous working conditions for some union members and some job losses

Speaking on sanctions in general at a recent seminar, the labour movement's foremost economist Alec Erwin said "It is clear comprehensive and mandatory sanctions would have a devastating effect (on the survival of apartheid). But creeping sanctions as we have now are the worst of both worlds they have a negative effect on employment but no political effect"

FROM that perspective, it would seem the next logical step is to tell international protagonists of sanctions that the choice is between all (an unlikely scenario) or nothing. Close to nothing come mere gestures which have no economic costs, and pressures on foreign companies which do not uphold acceptable standards of employment

The campaign around the list of minimum collective bargaining standards devised by the German union IG Metall and its South African counterparts is a positive example of how local

unions can use foreign pressures to advance worker rights. It has not, in SA, been portrayed as an alternative to disinvestment. In reality, it comes close

To turn overtly to such watered down policies would mean a revision of demands which anti-apartheid groups began advocating 30 years ago and which have become articles of faith. Such a step which would encounter great resistance. Right now, such thoughts are expressed only in most cautious and unofficial ways

Even if such thoughts do become the official line, many anti-apartheid groups outside SA will not respond. They have their own agendas which have become distanced from desires of internal groupings. The reportedly minimal coverage in the US of CWIU objections to the Mobil pullout attests to this

THERE have been many tributes to David Webster. I wish to add a brief personal one related to his work with the Detainees Parents' Support Committee. I was one of the several dozen people whose detention in late 1981 led to the formation of the DPSC, and David's involvement as a central figure.

The pressure brought by him and others — for things like food parcels and visits — made more tolerable the effects of the evil system of detention without trial, as did the counselling-type services provided to our families on the outside. For that, in particular, I thank him.

REVIEW

7 500 man-days
lost in week of
metal strikes

ALAN FINE

ABOUT 7 500 man-days were lost this week in a rash of strikes and lock-outs at eight metal-sector firms in the Germiston-/Alrode area, the National Union of Metal-workers of SA (Numsa) said.

In the same area, a wage strike and lock-out at Plascon led to a clash between strikers and police yesterday.

Among the largest metal firms involved were Scaw Metals, Hall & Longmore, GEC Switchcare and Genrec, a spokesman for Numsa's Katlehong office said.

Issues in dispute included retrenchments, dismissals and other grievances.

He said the strike at Scaw had been called off pending an appeal against the dismissal of a union activist.

In each case the union followed its routine in wildcat strikes and asked for management undertakings waiving its right to sue for lost earnings.

Intervene

In only one of the eight cases was the undertaking given. However, the union, which appeared to have modified its tactics, intervened in most of the actions.

A Numsa official said the union was attempting to establish guidelines whereby it would intervene in those cases where no undertaking was given but where circumstances dictated the union could not be held liable for instigating the strike.

About 300 SA Chemical Workers' Union (Sacwu) members employed at Plascon, who embarked on a sit-in on Monday, were locked out of the plant yesterday, a Nactu spokesman said.

She said the workers were later beaten up by police and two were arrested.

A police report said a group of blacks went to a footbridge above the R77 highway at Katlehong, Germiston, and began throwing stones and other objects at passing vehicles.

"When police requests to disperse were ignored, quirts were used to disperse them and two men were arrested. No injuries or damage were reported to the police."

Plascon could not be contacted

Mobil: 'No negotiation'

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WASHINGTON — Mobil Oil Corporation had no plans to negotiate with the Chemical Worker's Industrial Union about the sale of its Southern African assets to Gencor, chairman Mr Allen Murray told the company's annual shareholder meeting this week

Pressed by a representative of the pro-disinvestment Interfaith Centre on Corporate Responsibility (ICCR), Mr Murray replied "you ask us whether we intend to negotiate the terms of this agreement (with the CWIU) Not that I know of"

ICCR's Ms Donna Katzin called this "an inadequate and paternalistic approach" and accused the company of "stonewalling with its own workers"

Ironically, shareholders overwhelmingly defeated two church-backed resolutions, one calling on the company to withdraw from South Africa, the other asking its to cease sales to the SAP and the SADF

● The CWIU yesterday briefed the representatives of the syndicate which has made a counter offer to buy Mobil SA, CWIU general secretary Mr Rod Crompton said

Mr Mangalpersaid Hariram, who represents the syndicate, is expected to leave for the US tomorrow to seek a meeting with the Mobil

Mr Compton informed Mr Hariram that the union was still trying to negotiate a fair disinvestment procedure with Mobil

Jobs at risk, miners seek rise

Nov 14 1987

STW 14/11/87

By Robyn Chalmers

From Page 1 (Nov)

creasingly competitive environment, economic circumstances and the need for higher productivity.

NUM general secretary Cyril Ramaphosa was unavailable for comment, but the union is expected to adopt a tough stance when negotiations start in the next week or two.

Last year's negotiations were more amicable than in 1987 when there was a strike. The union's membership was depleted NUM started a re-

Jobs at risk

ruitment drive at the beginning of this year and membership numbers are creeping up to pre-strike figures of about 300 000.

After NUM's sixth national congress last month, Mr Ramaphosa said "It is imperative that the NUM makes progress towards getting a living wage for all by 1991. The mines have the wealth and the opportunity to pay all workers a living wage — but they don't."

THE National Union of Mineworkers has demanded a 95% pay increase — but tens of thousands of miners could soon lose their jobs.

The union also wants a 22% improvement in perks. The Chamber of Mines wants that mine staff will have to go if the gold price remains static and costs continue to soar.

Already 15 mines with a total workforce of 130 000 are incurring losses or barely breaking even. Unless the dollar gold price rises and/or the rand falls, tens of thousands of jobs will be in jeopardy.

Last year, 10 000 miners were retrenched. The number of people employed on gold and coal mines fell by another 46 000 in natural attrition.

Depression

Last month, Gencor announced it had shed another 7 000 workers. Other mining houses are economising as much as they can.

The effect of large-scale layoffs and cutbacks in consumable supplies will ripple throughout the economy. Several mining areas are showing signs of depression. Johan Liebenberg, senior general manager, external relations, at the Chamber of Mines, says wages for semi-

skilled and unskilled workers have jumped by more than 500% in real terms since 1972.

Mr Liebenberg says NUM demands are irresponsible and show that the union has not taken economic realities into account.

"The gold-mining industry has to exercise the utmost caution to ensure its survival. I am not going to be alarmed and say that several gold mines will have to close, but they will have to reduce working costs considerably. Wages and salaries account for about 31% of working costs."

The chamber does not expect the gold price to increase dramatically in the next seven months. It will probably remain static or drift slightly lower. The present price of about R32 000 a kg is reaching uncomfortable levels for mines.

"Working costs are in-

JOHAN LIEBENBERG

creasing faster than revenue. The only way we foresee reducing costs is to retrench — unless the NUM is reasonable."

Chamber statistics show revenue in 1988 rose by 9.7% as opposed to 1.9% the previous year. However, costs increased by 17.7% (18.8%) and dividend payments at R2.2-billion were down by 3.6% in 1988.

The average gold price for 1989 is well down on that of 1988. The chamber will be hard pressed to give wage increases matching the inflation rate.

Several mining houses have mechanised mines to hold labour costs. Mr Liebenberg says the industry is looking at new technology, but mechanisation is not practicable on all mines because of depth and narrow working areas.

Generous

Anglo American industrial relations consultant Bobby Godsell says the industry can no longer afford to give the generous increases it demands after the world moved off the fixed gold price.

"The challenge now is to enhance the efficiency of the business as a whole. The mining industry must be both price and cost competitive with the rest of the world if it is to stay alive."

"SA is faced with declining ore grades and deeper mines. The industry has closed wage gaps considerably, now we need to create productivity."

Mr Godsell says the challenge facing the industry is how to respond to the

Jobs at Risk, But Miners Seek Rise

NO 8

5/11/87

By Robyn Chalmers

From Page 1 (No 8)

creasingly competitive environment, economic circumstances and the need for higher productivity.

NUM general secretary Cyril Ramaphosa was unavailable for comment, but the union is expected to adopt a tough stance when negotiations start in the next week or two.

At least years' negotiations were more amicable than in 1987 when there was a strike. The union's membership was depleted, NUM started a recruitment drive at the beginning of this year, and membership numbers are creeping up to pre-strike figures of about 300 000.

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Jobs at risk

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Social cost of self-off

DISINVESTMENT, sanctions, privatisation and deregulation are probably four of the most difficult issues facing trade unions

A seminar, attended by unionists and members of the private sector, addressed two of the problems. The seminar was on an exchange of views on deregulation and privatisation — trade unions and private sector

Black trade unions, generally opposed to privatisation and deregulation. Their rationale is that taxes paid by workers should go to health care, housing and education. They also fear re-frenchments as a result of privatisation and distrust employee share schemes

National Union of Mineworkers national organiser Gwede Mantashi said "Profit maximisation is the primary motive for

capitalist production. SA is today in the process of privatising national roads, hospitals, Eskom, education and so on. It does not require extraordinary intelligence to realise that this will have serious social effects

"It will result in an increase in the rate of unemployment which is already too high"

Mr Mantashi used Eskom as an example of what happened when a quasi-

government organisation geared up for privatisation.

"When Eskom started on the privatisation route in 1985-86, its first move was to reduce its workforce from 66 000 to 60 000. In 1988 it came up with a re-trenchment programme affecting 6 700 jobs."

Giving the view of the private sector, Federale Volksbeleggings general manager Anton Roodt suggested that a middle ground of common interest

could be found if one considered...

"The problem with the Government is that it insists on sticking its fingers into the lives of everyone. The Government wants to provide housing for blacks, it wants to run their transport, it wants to regulate where I work, it wants to determine where I live and what I eat

"Privatisation and deregulation could, in my view, be a fundamental break with apartheid. They are the building blocks of greater individual freedom towards an economic and political ideology"

Numsa calls on BTR to stay in SA

LONDON — The SA metalworkers union, Numsa, has appealed to UK shareholders not to disinvest from the UK multinational BTR, but to use the leverage they have to force change at its SA subsidiary BTR-Dunlop

This dramatic call, which runs contrary to the Anti-Apartheid Movement's policy demanding the disinvestment by UK pension funds from all SA-linked companies, came on the occasion of BTR's AGM

It was made by Numsa members Bongani Mkhungu and Duminase Mbanjwa, who were in London to try and solve the long-running labour dispute at BTR-Dunlop's Sarmcol plant at Mpophomeni, near Howick in Natal. In May 1985, just under 1 000 workers were dismissed at the plant following differences with the union

Numsa says management refused to recognise the union. BTR says the sackings followed coercive strike action and intimidation. The battle for reinstatement of the workers is still going on in the courts

The two Numsa officials, along with a support committee composed of sympathetic British unions and protest shareholders, said they had attempted to raise the issue at the AGM but had been given the brush-off by chairman Sir Owen Green. They further alleged that Green had

ROBERT GENTLE

broken the spirit, if not the letter, of the UK Companies Act by evading most questions on SA. He had also allegedly bussed in non-voting "heavies" to occupy the front rows and keep the protesters at bay

A BTR spokesman dismissed the latter claim as "utterly contemptuous"

One observer said it was clear BTR had not wanted a re-run of the previous day's chaos at the Shell AGM, where anti-apartheid protesters noisily interrupted the proceedings, shouting down shareholders

The BTR spokesman said there had been some disturbance. He added Green had reaffirmed his company's commitment to maintaining its presence in SA, where it holds a 53% stake in BTR-Dunlop

The Numsa officials said they would not stop fighting to have the sacked workers reinstated, in spite of the decision by certain UK pension funds to consider selling their BTR shares to show disapproval

The two Numsa officials said they did not see any contradiction between their calls for UK shareholders to stick with BTR and the wider argument for disinvestment from SA. They said disinvestment should be "targeted" and "selective" and not used as a blunt instrument

Strike by Mobil workers would be 'undesirable'

ALAN FINE

ANY industrial action by the Chemical Workers' Industrial Union (CWIU) against Mobil would be unfair, unnecessary and detrimental to their good relationship, Mobil industrial relations manager Jaques Franken said at the weekend.

He was responding to the CWIU's decision to conduct strike ballots on Mobil's failure to negotiate the terms of its disinvestment from SA.

Franken said action would be undesirable because the union had taken the matter to the Industrial Court, employees had been given assurances on employment conditions, and the operations of the company could be severely affected, as could employees themselves.

Mobil last week issued a special memo to staff to reassure them, "with the full knowledge and support of (the purchasers) Gencor", that their conditions of employment would remain unaltered.

The memo said all existing staff benefits would remain in force.

It also assured employees that they would continue to be employed by the same company, and that the change of ultimate shareholders from Mobil Oil Corporation to Gencor would not interfere with the employer/employee relationship.

MANDY JEAN WOODS reports that Mobil Corporation in the US has declined to discuss the offer by a syndicate of black and Indian businessmen in Durban to buy Mobil SA.

Mobil relations director Barry Hurt said yesterday Mobil in the US had told Mobil SA that syndicate spokesman Mangalpersaid Hariram had made contact on behalf of his clients.

The corporation had responded by saying "one of our affiliated corporations and Gencor have reached an agreement. Thus it would not be appropriate for any Mobil company to enter into discussions with Hariram or anyone else".

Call for West German system for workers

B10 Aug 15 1967
A WEST German-style system of worker participation in the management of business enterprises in a future SA has been called for by Cosatu's Amalgamated Clothing and Textile Workers' Union (Actwusa)

The latest Actwusa Worker News said the proposals formed part of a resolution which was passed at a recent union congress to encourage debate on a "worker charter"

The resolution said while the Freedom Charter was an historic document raising many fundamental issues, it was "no substitute for clearly spelt out protections of minimum worker rights which ought to be included in any genu-

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ALAN FINE

inely democratic constitution for SA"
It said worker participation in the management of enterprises should be set out in law. It proposed that in publicly owned enterprises at least half the management board should be elected by the workforce

It was less specific regarding numbers in the case of private firms, but said delegates elected by workers should sit on management boards and be entitled to attend all management meetings where decisions affecting workers were made

Another point regarded as an important facet of a worker charter was that all social welfare funds, such as those for unemployment insurance and workmen's compensation, should be controlled by the trade union movement

Also, no laws governing conditions of work should be made without prior negotiation with the union movement

The proposals encompassed the right to strike, including strikers' right to protection from dismissal and to picket

They also covered matters such as freedom of association, recognition of majority unions in plants and protection from unfair dismissal

SA's most exploited workers seek protective legislation

Own Correspondent

DURBAN — A campaign for legislation to cover domestic workers, "the most oppressed and exploited of all workers", will kick off on June 1 when a delegation from the South African Domestic Workers' Union meets the acting Minister of Manpower to present wide-ranging demands

Ms Merciful Ngidi, chairperson of the 50 000-strong Cosatu affiliate, said "Sadwu feels very strongly that the reason domestic workers are working under such bad conditions is due to the fact that they are not covered by legislation". She said domestic workers in South Africa were among the most oppressed and exploited of all workers, earning about R80 in most areas

Ms Ngidi said conditions for domestic and farm workers had worsened since the first attempt in 1982 to get legislation "Rentals and bus fares have gone up, food prices are increasing daily, education fees as well as medical fees are remarkable, yet the wages of domestic workers still remain below the headline," she said

Sadwu will present the following demands to the acting Minister, Mr Eh Louw

- A minimum wage of R450 a month, an eight-hour day for five days and full meals for a full-time skilled worker and R350 a month for a full-time semi-skilled worker.
- A R175 wage for fortnightly-paid workers and R80 for weekly-paid workers

- Part-time workers to be paid R3,50 an hour
- The abolition of child labour
- Maternity leave eight weeks before giving birth and six weeks after giving birth, as well as time off to attend ante-natal clinics
- Paid leave of 21 days for every year of service

Protagonists under pressure

Blacks to back negotiations?

By Mike Siluma,
Labour Reporter

The black union movement is likely to support possible negotiations between the Government and representative black groups — negotiations which could result from international peace moves in southern Africa — while white workers can be expected to resist such talks.

This view was expressed by Professor Duncan Innes of the University of the Witwatersrand in a newly launched information service for business.

Named The Innes Labour Brief, it has been set up by him and industrial relations consultant Mr Stuart Pennington.

Professor Innes said a combination of forces within and outside South Africa was forcing the main protagonists in the South African political conflict to the negotiating table.

White unions were unlikely to

welcome a new policy direction leading to negotiations between the Government and black organisations like the ANC, he said. They were likely to resort to strikes and other actions to prevent such negotiations.

Professor Innes predicted that black worker groupings, such as the Congress of SA Trade Unions, the National Council of Trade Unions and the Inkatha-linked United Workers' Union of SA, would support genuine negotiations about the future of South Africa.

This support would, however, be subject to whether or not unions felt they and their political allies would get a fair deal in any negotiations.

The Innes Labour Brief authors will provide information on issues including political developments in the unions and union campaigns, union responses to government and employer initiatives, as well as in international developments.

Mobil workers stage protest

MORE than 200 workers selling its South African assets to Gencor for an estimated R500 million stoppage at about nine of Mobil's Transvaal depots yesterday, in protest against the multinational company's refusal to negotiate a disinvestment package with them. The announcement evoked anger among CWIU members, who had been demanding an agreement with the multinational to protect employees' interests in

The Chemical Workers' Industrial Union (CWIU), which represents workers, said in a statement that members were protesting against Mobil's failure to honour a commitment to negotiate the issue. The CWIU said yesterday "They (workers) are demanding that genuine negotiations on the CWIU proposals submitted as long as 1987 take place, and that agreement be reached

"Mobil recently announced that it was prior to the company's pull-out"

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Mobil workers strike ahead of ballot

MOBIL employees at nine Transvaal depots went on strike yesterday, pre-empting Chemical Workers Industrial Union (CWIU) plans for a nationwide strike ballot later this week.

The union said workers were protesting against Mobil's failure to honour its commitment to negotiate with them when disinvestment became an issue.

The 240 members were demanding that genuine negotiations on CWIU proposals submitted in 1987 take place, and that Mobil's final pullout be delayed until an agreement was reached.

The CWIU said workers believed Mobil had, in repeating assurances that it had no intention of disinvesting, "deliberately lied to them about its intentions".

ALAN FINE

Mobil industrial relations manager Jacques Franken confirmed there were sit-ins at a number of distribution depots. Contingency plans had been put into operation to minimise disruptions to supplies.

He said management had held talks with shop stewards yesterday and had repeated its willingness to discuss disinvestment issues with them.

Franken said Mobil had proposed a meeting for tomorrow to allow shop stewards from the different regions to attend.

He said he had always acted in good faith when giving the assurances of the company's intentions to remain in SA.

Dulla LIESBET TSOTHE

10/5/87
Mobil hearing postponed

JOHANNESBURG. — The urgent Industrial Court hearing in which the Chemical Workers' Industrial Union (CWIU) is asking the court to stop the sale of Mobil's South African assets was yesterday postponed to May 24.

A union spokesman said the case was postponed after Mobil lawyers undertook to secure the provision of full information to the union about the proposed pull-out.

The union has asked the court to restrain Mobil from going ahead with the sale until Mobil agrees to negotiate the union's preconditions for disinvestment.

A meeting between the union and Mobil ended unsuccessfully on Monday. — Sapa

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Star 17/5/89

Mobil strike spreads to Eastern Cape

By Mike Siluma
Labour Reporter

The disinvestment strike by members of the Chemical Workers Industrial Union (CWIU) at Mobil plants yesterday spread to the Eastern Cape as workers there joined a three-day stoppage by colleagues at depots in the Transvaal and the Free State

And as Natal workers held a strike ballot, the CWIU called for a meeting with representatives of Mobil Corporation in the United States.

CWIU said Mobil's local management undertook to convey this demand to the company's US headquarters.

Workers at nine Mobil distribution depots in the Transvaal struck on Monday in an attempt to persuade the company to negotiate its withdrawal from South Africa.

DISCUSS

A CWIU spokesman said before any meeting was held with local management, management would have to say whether it was willing to discuss the union's terms for disinvestment.

Mobil spokesman, Mr Jacques Franken, said the industrial action was unnecessary in the light of management's expressed willingness to talk.

The union said 350 workers were on strike in the Cape. About 500 would take part in Natal if the ballot result was positive.

Mr Franken said the industrial action had not had an effect on operations owing to contingency plans put into operation by management

● Annual wage talks between the National Union of Mineworkers and the Chamber of Mines, affecting about 500 000 black workers, will commence tomorrow.

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Wednesday.

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Slow progress at Seifsa pay talks

The fourth round of wage talks between metal industry unions and employers in the Steel and Engineering Industries Federation (Seifsa), were held yesterday with "very slow progress" being made.

The National Union of Metalworkers said after the talks that Seifsa had raised its offer to a minimum of R3.50 an hour for labourers and increases of 38c and 39c an hour for some categories of workers.

For artisans Seifsa offered a minimum of R8.24 an hour, plus an individual increase of 95c an hour.

Labour Reporter

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15th May will be
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LINTAS P.E. EPE

With love

Slow progress at Seifsa pay talks

The fourth round of wage talks between metal industry unions and employers in the Steel and Engineering Industries Federation (Seifsa), were held yesterday with "very slow progress" being made.

The National Union of Metalworkers said after the talks that Seifsa had raised its offer to a minimum of R3,50 an hour for labourers and increases of 38c and 39c an hour for some categories of workers.

For artisans Seifsa offered a minimum of R8,24 an hour, plus an individual increase of 95c an hour. —
Labour Reporter.

Police use batons to scatter strikers

By DICK USHER
Labour Reporter

POLICE used batons and dogs to disperse a gathering of strikers with placards outside the Renown plant in Maitland today.

The strike of fresh meat workers began today. Workers said they had to gather in the street when they found the factory gates locked when they arrived at work. Police arrived and gave them five minutes to disperse.

They said alternative space offered to them by management was not suitable.

A management representative negotiated an extension of the deadline to disperse to afford further time for discussions with the strikers.

A space normally used for parking was offered for their use during the strike but this was also rejected.

Police then acted to disperse them.

A spokesman for the Food and Allied Workers Union (Fawu) said Renown's actions were regarded as a lock-out which was in violation of their agreement which stipulated there would be no lock-outs during a legal strike.

WAGE DISPUTE

He said the strike was over a wage dispute.

Workers had demanded a R150 a week minimum wage against which Renown had offered R10 a week on the current minimum of R110 a week.

After a dispute was declared a conciliation board was appointed at which the company offer was increased to R126 a week but other conditions such as the implementation date were withdrawn.

The spokesman said that in a telex to Fawu today Renown had increased the offer to R128 a week.

Tonight



Mobil strike spreads

THE strike by Mobil employees at nine of the company's Transvaal depots has spread to all the depots in the Transvaal, as well as to Port Elizabeth and East London yesterday, the Chemical Workers Industrial Union announced.

In a Press statement the CWIU said that about 350 workers were involved in the "worker protest against Mobil's refusal to negotiate the CWIU's demand for fair disinvestment procedure."

The statement added that workers at the Natal refinery, who are presently on an overtime ban, took a strike ballot yesterday. Meetings held thus far

SAPA

have achieved nothing because of Mobil SA's insistence that they are not responsible for the actions of its parent company, the CWIU said.

The CWIU has now asked Mobil Corporation for a meeting in South Africa to negotiate the union's demands



Moses Mayekiso opens congress

Soweto 17/15/89
(140A)

FREED general secretary Gosforth in Germiston of the National Union of Metalworkers of South Africa, Mr Moses Mayekiso, received a standing ovation when he told workers that his acquittal was a "workers victory" because it was them that stood trial for waging the struggle against apartheid.

He was speaking at the opening of the second congress of Numsa at

Gosforth in Germiston last night. The 744 delegates noted that the case of the president of the South African Youth Congress, Mr Peter Mokaba, be considered by congress as he was guest speaker at the first Numsa congress in Nasrec in Johannesburg in 1987. Mr Mokaba is detained in Pietersburg under emergency regulations.



Delegates at an NUM congress

Mine bosses v. 500 000

By MIKE SILUMA,
Labour Reporter

South Africa's most watched labour negotiations begin today when the country's biggest trade union meets one of the largest employers of black labour, the Chamber of Mines, to negotiate wage increases for about 500 000 workers.

Because of the crucial rôle of gold in the country's economy, the outcome of the talks affect more than just the workers and the mining houses

Following its sixth biennial congress last month, the NUM pledged to seek wage increases in monetary, and not percentage, terms. It would demand a uniform minimum wage of R600/month for underground miners and R543 for their surface colleagues

Although the union declined to discuss percentages, some workers would, in terms of this policy, have their pay increased by up to 100 per cent

Speaking after the NUM congress, general-secretary, Mr Cyril Ramaphosa, said the demands were part of a programme to "drastically reduce" the pay gap between various categories of workers and to achieve a "living wage" in the industry by 1991

NUM is also expected to seek improvements in working conditions

This position is likely to be strenuously resisted by the Chamber, which has already argued that in real terms, the wages of semi-skilled and unskilled workers in the industry have risen astronomically over the past 15 years

According to the Chamber, any drastic increase in miners' wages would place in jeopardy

at least 15 marginal mines presently struggling to keep their heads above water because of the low gold price, the high cost of production (including labour) and low grade ore

In turn, this would imperil thousands of jobs in an industry where at least 17 000 jobs have been made redundant in the past 17 months

In the light of the above, it is possible that the Chamber will ask for separate talks to accommodate the marginal mines, while offering higher increases for non-marginal mines

Such a proposal would run counter to the union's stated aim of bringing the wages of members across the industry into line

Mr Ramaphosa has even suggested considering a system whereby profitable mines in a particular mining house would subsidise marginal mines in the same group

From the NUM point of view differentiated minimum rates in each category would have the effect of dividing membership, with the union accepting a higher increase for some workers and less for others

According to the union, membership affected by the talks is spread out as follows across the mining houses

- Anglo American (111 030)
- Gencor (48 110)
- Rand Mines (18 618)
- Gold Fields (24 676)
- Anglovaal (4 107)
- JCI (4 269)

Meanwhile, the chamber is still locked in separate pay negotiation with the mainly white Council of Mining Unions. A Chamber spokesman said a second conciliation board meeting between the two would be held on Monday

**'Very low' ^{ARCAS}
18/5/89
police profile
1400
in strike**

Labour Reporter

IT was reported in error in the City Late edition of The Argus yesterday that police with dogs and batons scattered strikers at the Renown factory in Maitland

This was corrected in the Final edition, which reported that there was no police action

Police spokesman Lieutenant Attie Laubscher said today "Police were present but kept a very low profile. There were no arrests and no action was taken"

CONTINUING

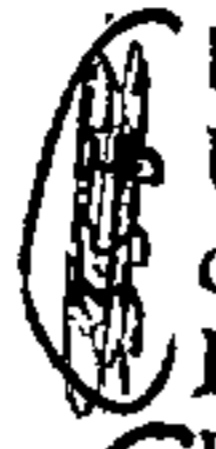
Mr Tjaart Minnaar, human resources manager of Renown, said the wage strike by Food and Allied Workers' Union members was continuing without incident.

He said 52 percent of the workforce had voted in favour of the strike

Fawu had demanded a 45 percent increase on the minimum wage and the company was offering increases ranging between 16 and 52 percent.

The parties had negotiated on wages and conditions for 15 weeks and had twice gone to mediation on outstanding issues

Wage talks deadlocked



(140A)

THE wage negotiations between the National Union of Metalworkers of SA and the Steel and Engineering Industries Federation of SA were postponed to May 30 after the two parties reached a deadlock this week.

Some from 18/5/89

Numsa said in a statement yesterday that although it made wide-ranging concessions during Tuesday's negotiations, it was extremely disappointed that the federation refused to meet its demands.

The union said it reduced its wage demands to 80 cents an hour or 23 percent, whichever is greater, while the employers made a final offer of 16,9 percent for labourers and 17 percent for artisans.

"We are extremely disappointed with their attitude. We were looking forward to an agreement, but the chance of this seems remote," the union said.

STRIKE BALLOT AT MOBIL

ABOUT 300 workers at Mobil Oil in Durban embarked on a strike ballot yesterday as the disinvestment strike by members of the Chemical

Workers Industrial Union spread to the Eastern Cape.

Eastern Cape workers on Tuesday joined a three-day strike by

workers at nine Mobil distribution depots in the Transvaal.

A spokesman for CWIU said yesterday that a strike ballot at Mobil in Durban was scheduled to start yesterday.

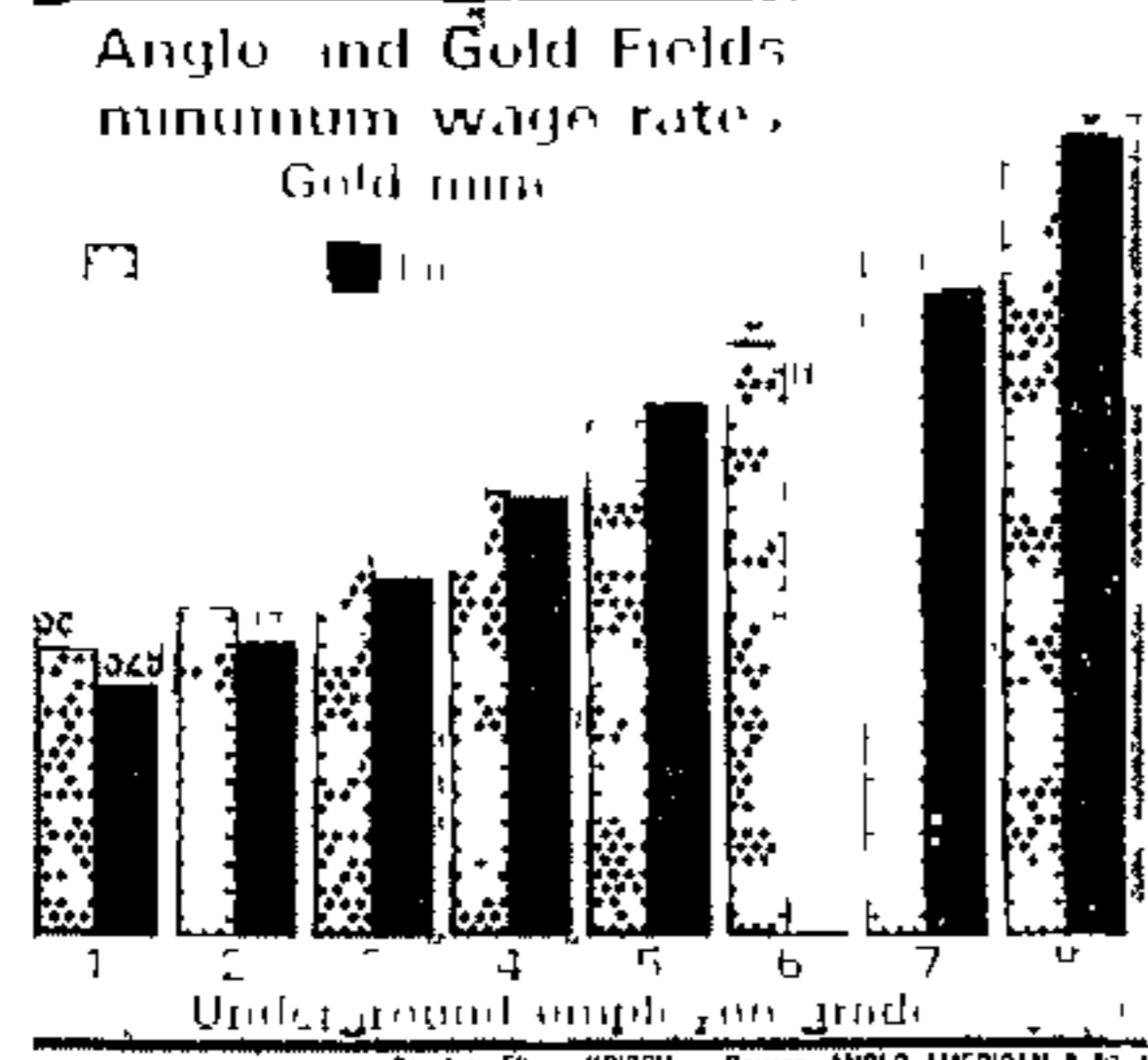
If positive, the ballot would mean that the 300 workers would join their 350 Mobil workers on strike in the Cape, Transvaal and Orange Free State.

Anglo black wages higher than GFSA

ANGLO American black wage levels are higher, and its attitudes to union organisation policies historically freer, than those at mines administered by GFSA, in which ConsGold holds a 38% interest

As part of its defence against the failed Minorco takeover bid, ConsGold criticised Anglo's black staffing policies and accused it of deriving profits from apartheid

Minimum wages in the lower job categories at Anglo mines are up to 20% higher



ALAN FINE

than the same grades at GFSA. At Anglo most black miners fall into these grades. Anglo confirmed wage statistics supplied by the NUM. GFSA was unable to do so, or to comment on other matters, by the time of going to press.

NUM national organiser Gwede Mantashe said yesterday union organising rights at Anglo mines had deteriorated markedly since the 1987 wage strike — a matter documented in the NUM's controversial report on repression released this year.

However, he said previous to that the union officials had enjoyed at most mining groups, apart from GFSA, open access rights for organising purposes. They were also entitled to operate union offices next to hostels.

The NUM claims a total 111 000 members at Anglo. Membership at GFSA had only recently begun to climb and had now reached 24 000, he said.

Both Mantashe and Anglo said Anglo's freer attitude to allowing organisers to enter hostels for organising purposes explained the NUM's vastly quicker progress at Anglo, although Mantashe repeated the

□ To Page 2

Higher wages (40A) *12/10/87* From Page 1

NUM had had difficulties since 1987

Neither would comment on whether progress had been made towards normalising the relationship in the past two months' "Code of Conduct" talks

Mantashe said GFSA, in contrast to such groups as Anglo and Gencor, allowed access by union organisers only once the union had achieved majority membership in bargaining units

Office accommodation was granted at

GFSA only temporarily and in special circumstances, for example earlier this year when due to an increase in subscriptions each member had to sign a new stop order form

He said a dispute had arisen in this period when NUM activists at West Driefontein had used the temporary office for organising purposes. Management had closed the office and threatened disciplinary action against offenders, he said

(140A)

Union rejects 'mean' offer

CHANCES of an agreement between employers and workers in the metal sector look "remote" according to the National Union of Metalworkers of South Africa (Numsa)

The union said progress at the fourth round of annual industrial council negotiations earlier this week was "very slow".

Employer body Seifsa offered a basic increase of 13 percent for all grades which Numsa rejected as being below the inflation rate and "mean in the extreme when profits are so spectacular"

Unions again clashed with Seifsa over its insistence that small companies be excluded from the main agreement.

140A

WORKERS' rights need to be guaranteed in a post-apartheid South Africa, says Actwusa regional secretary Ebrahim Patel.

And, as a first step in this direction, Actwusa at its annual congress last month adopted a resolution on a workers' charter.

The charter is intended to entrench workers' rights in a new constitution and to safeguard workers' minimum demands in a transitional economy, said Patel.

It stemmed from the widespread debate over a new constitutional dispensation which has been taking place since the release of the ANC's constitutional guidelines last year.

Cosatu's largest affiliate, the National Union of Mineworkers, adopted the ANC guidelines at its recent annual congress.

All employers are obliged to recognise a trade union chosen by the majority of workers in any establishment, and such recognition shall include the following:

- (a) no victimisation of workers on the grounds of union membership or participation in union activities
- (b) a requirement to bargain collectively, and in good faith
- (c) reasonable guaranteed paid time off for elected shop stewards to participate fully in all affairs of the trade union movement.
- (d) fully disclosure of all financial and other information about the enterprise to all to meet any demand made, or to be made, by workers.
- (e) other reasonable organisational facilities to trade unions, such as, unfettered rights of access, inspections of plants to ensure minimum regulations are complied with, unrestricted use of notice boards for union notices and the right to hold meetings at all establishments.

The Garment and Allied Workers' Union at its special congress last month decided to discuss both the constitutional guidelines and the Freedom Charter at all levels of the union.

Actwusa's workers' charter, while serving as the union's political policy, is intended as a starting-point for discussion in Cosatu.

Patel sees the formulation of worker demands as essential if workers are to participate in the constitutional debate.

The charter did not fundamentally clash with the Freedom Charter which Actwusa has not adopted, he said.

"While many see the Freedom Charter as the bottomline of demands, we believe it is necessary to go beyond this and spell out worker demands."

"It is important to remember this is not a blueprint for socialism but the minimum demands of workers in a state in transition."

"We would want these included in the constitution before workers give it their full support."

No blank cheque on worker rights



Ebrahim Patel

The Amalgamated Clothing and Textile Workers' Union (Actwusa) has voted for a workers' charter to safeguard the minimum demands of workers in a future South Africa. CHIARA CARTER asked Actwusa Western Cape regional secretary Ebrahim Patel why it was necessary for such a charter:

"One can't elect a government on a blank cheque."

"It is union practice to formulate workers' demands before entering negotiations and for workers to give their representatives a mandate to represent their interests."

"Similarly, we need to draw up our demands on a new constitution and give a future government mandates and ensure it is accountable to us."

All industrial disputes requiring adjudication shall be resolved through a jointly appointed arbitrator or a judge whose appointment has been jointly agreed between organised labour and employers.

The starting-point for the charter was the present struggles of workers, said Patel.

"For workers to participate meaningfully in the constitutional debate, it is necessary for their demands to be articulated from the concrete struggle in which they are engaged."

"Workers are fighting against the Labour Relations Amendment Act. The battle for the right to sympathy strikes, majority unions and the like should be reflected in the new constitution. In this way the struggle on the factory floor will shape the new South Africa."

"The Western nations are arguing strongly for a constitutional settlement to the conflict in South Africa. They are pushing for a settlement which would favour capital."

All workers are free to join the union of their choice.

"Just as employers are saying safeguard private property, workers are saying safeguard our rights."

According to Patel, the charter ensures workers' special rights in addition to the ones they share with the broader community.

"While the vote is a general right, the right to withdraw one's labour power is specific to workers," he explained.

"The right to strike is not a liberal

notion but rather a fundamental worker right which no government can legitimately deny."

"It is important to realise the charter does not contain the ultimate demands of workers but the minimum demands of workers in an economy in transition."

"The charter safeguards the rights which workers need as part of the intermediate step to fighting for socialism."

Implicit in this is the acceptance that the economy of the post-apartheid state will not be essentially socialist.

Worker participation in the management of establishments shall be set out in detail in law, with a separation of rights at public owned enterprises. In public owned enterprises, at least half of the management board shall be elected by workers. The articles of such enterprises shall commit themselves to promoting worker control of the enterprises, delegates elected by workers shall sit on management meetings where decisions are made which affect the workers. In both instances, the worker appointed delegates shall be subject to recall in terms of the constitution of the union concerned.

"Yes, it does assume that the prospect of socialism immediately following the demise of the apartheid state is not great."

"Realistically, we see a post-apartheid South Africa containing different economic groupings with conflicting interests."

The key question was how workers

could strengthen their class position in this transitional stage.

The charter envisages the economy of the post-apartheid state will be partly state controlled and partly private enterprise, and provide workers with greater powers in both.

All workers are guaranteed the right to peaceful picketing during any strike.

"Nationalisation in itself is not automatically in the interests of workers. Escom does not further the interests of the working class. For that we need worker control."

"The charter provides for 50 per cent worker control of management boards in state-run enterprise."

This was essentially different from the Employee Share Ownership schemes (Essops) presently introduced by business, in that Essops give workers a share of profits, whereas the charter makes provision for workers to share control.

As a first move towards worker management, Actwusa has funded a R3,5 million pilot co-operative scheme called Zenzelen.

While not providing for worker control of private enterprise, the charter allows workers access to all management decisions in private enterprises.

A worker representative will be present at all board meetings and will be able to report back to workers.

All workers have the right to strike in support of any demand which their union has declared official. In terms of the constitution of such union and no worker shall be dismissed as a result of such a strike.

strengthening their shopfloor capacity.

This, together with automatic access to premises, the right to strike and to picket, the right for unions to decide whether a strike is legal, union notice boards at all plants, reinstatement rights and the right to determine the living wage and working conditions, means the trade

union movement would be considerably strengthened.

Underlying the charter is the assumption that it is not enough for a government to say it is acting in the long-term interests of the working class. Workers' rights must be guaranteed even under a state of emergency.

"The lesson to be learnt from other countries where it has been assumed that governments have acted in the long-term interests of the working class is that this has not happened, and consequently these countries faced a crisis."

"Perestroika and glasnost are attempts to redress the historical mistakes and return to the early ideals of worker movements. This in a nutshell is worker control."

"The ideological hue of the new government is of little importance. One needs only look at Zimbabwe where 'scientific socialism' has not helped the trade union movement articulate the demands of workers."

"While the argument is that the needs and interests of workers are paramount, the state accommodates the interests of capital, not workers."

"A few months after independence, workers went on strike and were arrested. The government has impeded the Living Wage Campaign and prevented trade unions from articulating workers' needs."

"If a plan is in the class interest the government should be able to persuade workers."

No laws governing conditions of work (such as the Income Tax laws, Pensions Act, the Basic Conditions of Employment Act, Labour Relations Act, Machinery and Occupation Safety Act, Mines and Works Act, etc) shall be made by the state without prior negotiations with the trade union movement. In addition, workers shall be entitled through their trade unions, to negotiate with all employers nationally on the minimum demands of organised workers. In the course of such negotiations, all the rights set out in this Charter, in particular, the right to strike, shall apply.

"We would prefer to guarantee workers' rights rather than merely hope for the best."

While most of the charter deals with shopfloor rights, the last two clauses extend into the political arena.

The right to use political funds and media to promote any working-class programme means there will be a clear worker position on political issues, while the last clause makes the government financially accountable to workers since it gives them the right to veto taxation if there is dissatisfaction over the allocation of funds.

The right to a national strike is another powerful weapon the charter gives workers.

Patel said the union had not yet had time to develop ideas around more broad political issues relating to the working class, and the charter, like Numsa's Workers' Programme, should be seen as a starting-point and not a final product.

Another assumption underlying the charter is that while it relates almost exclusively to trade union rights, it furthers the interests of the working class as a whole.

"While the trade union movement is not synonymous with the whole of the working class, I would argue that organised labour is its key constituent and therefore plays the leading role in articulating the class demands," said Patel.

Worker unity on Numsa agenda

From MONO BADELA
JOHANNESBURG.

— A wide range of issues will be discussed at the second national congress of the National Union of Metalworkers of South Africa (Numsa), being held at Gosforth Park, Germiston.

The four-day congress, which ends on Sunday, will focus largely on the union's political direction, the Living Wage campaign and collective bargaining within the context of the controversial Labour Relations Amendment Act.

The main speech is to be delivered by veteran trade unionist and African National Congress leader, Harry Gwala, who was released from Robben Island last year.

The chief of the International Metalworkers Federation, Herman Rabhan, will be one of the guest speakers

Attacks

The theme of the congress is "Forward to Working-Class Democracy, Unite, Mobilise for Socialism"

Numsa general secretary Moses Mayekiso, elected while in detention in 1987, said the congress came at a time when workers were faced with severe attacks,

repression and exploitation from bosses and the government

The political policy of Numsa will be formulated at the congress, where delegates will discuss issues such as the "process of political settlement"

Also on the agenda will be issues such as political prisoners and detainees, violence, working-class unity, the rebuilding of democratic structures,

collective bargaining, sanctions and disinvestment, deregulation and privatisation, and small businesses.

The congress will formulate resolutions which will be sent to the biannual national congress of the Congress of South African Trade Unions (Cosatu). The resolutions will also be sent to the International Metalworkers Federation later this year

About 750 Numsa delegates and 300 observers, including overseas representatives, are expected to attend the congress.

Among the organisations to send representatives are the British Trade Union Council, the Swedish Metalworkers Union, IG Metal from West Germany, Cosatu, the Norwegian Metal Workers Union and the National Council of Trade Unions

Court issues 'directive' against Mobil strikers

(1409) (43) ALAN FINE (15) (16)

THE Industrial Court yesterday issued a "directive" against the Chemical Industrial Workers' Union (CWIU) to end the strike by union members at 15 Mobil depots.

Court vice-president Pierre Roux directed if the strike did not cease within 24 hours, the court would hear argument tomorrow on why urgent interim relief should not be granted to Mobil.

A union spokesman said it was unprecedented for the court to issue a directive in such circumstances. 610am 18/1/89

The CWIU has said about 350 workers were on strike against Mobil's failure to negotiate the terms of its disinvestment.

A Mobil spokesman said the company urged employees to co-operate. He put the number of workers involved at 240.

Wage talks

THE National Union of Mine Workers and the Chamber of Mines began wage negotiations involving about 500 000 workers yesterday.

*140A
save
1951*

At its sixth congress at Nasrec last month, the union pledged to seek wage increases in monetary and not percentage terms.

Mining talks

'constructive'

Star 19/5/67
By Mike Siluma, Labour Reporter

The first round of annual wage negotiations between the National Union of Mineworkers (NUM) and the Chamber of Mines was held in Johannesburg yesterday, with the union demanding monthly minimum increases of R543 and R600 for surface and underground miners respectively.

A chamber spokesman described the talks as "constructive" but would not elaborate.

The parties are to meet again next Thursday.

This year the NUM's demands are tabled in cash terms because, according to the union, members had difficulty understanding increases in percentage terms.

Other NUM demands are that:

- June 16 and March 21 be recognised as paid holidays.
- All workers be entitled to 60 days' holiday leave, 52 days paid.
- Underground workers be given at least 90 days annual leave on full pay.
- Improvements be made to workers' holiday leave allowances and contracts of employment.
- Hours of work be set at 80 hours a fortnight

Although the union negotiates for its claimed 210 000 membership on chamber mines, the results of negotiations are usually made applicable to all black miners.

140A 19/5/89

dent fund benefits This meets the union's demand that workers who resign or are retrenched can withdraw their contributions in a lump sum A restructuring of the industry's sick pay fund has also been agreed to in principle

Van der Heever says Seifsa has also offered to increase afternoon shift allowances from the current 6% to 7,5% on basic wages and evening shift allowances from 12% to 15%.

Smith says the decision — indicated by local branches — is to reach settlement But he says it came with a proviso "We will not be in a position to make major compromises" He says the union's major thrust — to get Seifsa to counter unemployment through job creation — means an end to temporary work and sub-contracting, restricting overtime, negotiating closures and relocation of plants to homelands Where retrenchments are unavoidable, Numsa wants them to be negotiated, especially severance pay

The talks took place in an atmosphere of some uncertainty because of the Department of Manpower's refusal to gazette some clauses in last year's final agreement The clauses found objectionable by the department were the swapping of protest holidays for official days (such as June 16 for Founders Day) and the agreed-upon arbitration procedure in cases of alleged racial discrimination Numsa claims the objection is in reality inspired by government's insistence that centralised wage bargaining is contrary to deregulation

To underline this, Numsa points to the comment made by the Director General of Manpower, Joel Fourie, at the opening of the negotiations. Fourie said a deregulated bargaining system would provide employers with more "flexibility"

METAL INDUSTRY

Gains all round

This week's metal industry wage talks seemed set to end in deadlock which, in a sense, would be good news for employer association Seifsa In addition, the unions, particularly the Cosatu-affiliated National Union of Metal Workers of SA (Numsa), which represents most workers in the sector, are showing little enthusiasm for strike action — again welcome news for employers

But the unions are not losers, either There has been a palpable swing away from confrontation over wages to negotiating new agreements in the areas of pension funds, job creation and job security And this represents a long-term defensive strategy, destined to be resolved by paperwork and to lead to better deals for union members

Numsa's demand of 44,8% (compared to Seifsa's offer of 11,3% on average) was expected to be moderated at this week's talks The union's national organiser, Alistair Smith, told the *FM* Numsa was likely to lower its demand "depending on Seifsa's movement on the issues of the funds and jobs"

Seifsa communications head Hendrik van der Heever welcomed Smith's comments — "considering that Numsa has so far been inflexible on its minimum wage demand of R5 an hour" (an increase of 65% for labourers) Van der Heever says Seifsa has already made two offers The federation also agreed in principle to Numsa's demand for the existing pension fund to be converted to a flexible benefit fund, which would entitle workers to choose between pension or provi-

It's strike talk time again

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THE NEXT few weeks will tell whether SA is to face a major strike this year.

The metal industry wage talks reached a critical stage this week, the NUM and the Chamber of Mines yesterday began their own annual tussle for supremacy and, despite some minor delays, Cosatu, Nactu and a dozen independents are expected to kick off their 1989 Labour Relations Act (LRA) campaign soon.

Thanks mostly to the unpredictable negotiating tactics of Numsa — the most likely source of a metal strike threat — the gap between the union and Seifsa proposals narrowed remarkably on Tuesday.

Numsa is now demanding a R3,82 an hour minimum and Seifsa offering R3,50 — a 26,5% vs 15,9% increase — with the percentage gap closing to four percentage points in the artisan grade.

The problem is that, while Seifsa insisted its offer was final, Numsa said that, with most company profit increases spectacular at 30% to

100% and directors' fees and management salary increases mostly above 25%, the union would not accept increases just on or below the inflation rate.

By the sound of it, Seifsa's earlier agreement in principle to change the pension fund to a "flexible benefit" fund — a significant concession — was insufficient to make the current wage offer acceptable. These negotiations evidently have a long way to go.

THERE are two ways of looking at the NUM's wage proposals.

On one hand they can be viewed with outrage. In gold mining they represent increases of close to 100% on Chamber minimum rates in the lower categories. They represent not much less

than this on the actual minimum rates paid by those mining groups with the lowest wage structures.

On the other hand, they can be viewed as nothing out of the ordinary. For the mining houses whose wage rates in the unskilled job categories are relatively high, the NUM demands range from 37% to 61% — not at all out of line with the opening demands of the last few years.

As was argued in this column three weeks ago, the crucial issue will be how the problem of marginal vs wealthy mines is approached.

NACTU, Cosatu and the independents are still finalising details and strategies related to their

planned talks with Saccola on the LRA.

Whether these talks lead to a historic nationwide union/employer agreement, or end in something approaching a national strike, is only partly in the hands of the parties to the deliberations.

Union proposals on existing legislation are likely to address, mostly, the same issues that were discussed last year until the bringing into force of the amendments to the LRA caused a breakdown.

These included aspects of the unfair labour practice definition, particularly those relating to the right to strike and dismissal, time limits for resolving disputes, and the now notorious section 79(2), which requires unions to disprove responsibility for unlawful actions by members.

On at least some of these matters there appears a strong chance of agreement. Far more difficult to resolve will be the demands for the inclusion of agricultural, domestic and public sector employees under the ambit of the Act.

REVIEW

1458
19-25/5/89

Over 5 000 on strike as wave of militancy sweeps SA

By MUSA ZONDI
and EDDIE KOCH

MORE than 5 000 workers were involved in work stoppages and strikes this week, as a spate of militancy surged through factories across the country.

The strike wave coincided with the start of a new round of wage talks in the mining industry, and there were indications this week that negotiations in the metal industry — which last year led to a strike by 70 000 workers — are heading for deadlock.

Major strikes in progress this week included

- A legal stoppage by 1 500 members of the South African Chemical Workers Union (Sacwu) at seven Plascon plants around the country. The union is demanding a wage hike of R300 a month across the board.

On May 11 workers at Plascon's Tarranova plant in Alberton were locked out after staging a sit-in on company premises.

- A strike by about 1 200 members of the National Union of Farmworkers (NUF) at the Zebediela Citrus Estates in the Northern Transvaal.

- A stoppage by more than 500 members of the Food and Allied Workers Union (Fawu) at South African Breweries.

- A strike by more than 1 000 workers at the Mondi paper mill in Durban, which began last week.

- Three strike actions by National Union of Metalworkers of South Africa (Numsa) members.

About 300 workers have been on strike at Thorn Lighting near Johannesburg for three weeks.

About 500 workers at Genrec on the East Rand have staged a series of stoppages.

At Cinqplast in Denver, about 50 workers are on strike.

Union sources also say tension is mounting at the Standard Telephone Cables (STC) plant near Boksburg, which was hit by a strike by 1 000 workers last week.

- A lawful strike by about 600 workers at 80 branches of the Edworks shoe chain, which went into its fourth week this week.

Ccawusa is involved in a series of wage disputes with other leading chain stores.

- A stoppage by Chemical Workers' Industrial Union members at 15 Mobil petrol depots in the Transvaal and Eastern Cape this week over the company's plans to disinvest without consulting workers. Another 400 workers at the Mobil refinery in Durban are poised to join the action.

- A lawful strike by some 700 members of the National Union of Mineworkers (NUM) at Rustenburg Platinum Refineries Workers, who have been locked in a wage dispute with management for nearly three months, yesterday agreed in talks with management to resume work next Monday.

The 200 000-strong NUM began annual wage talks with the Chamber of Mines yesterday.

Annual wage talks in the metal industry appear to be heading for deadlock. On Tuesday Numsa reduced its wage demands to a minimum increase of 26,5 percent, while employers made a final offer of 15,9 percent.

Mobil strike: 400 more may join

ABOUT 400 workers at 15 Mobil depots in the Transvaal and Eastern Cape stopped work this week in protest against the multinational's decision to disinvest from South Africa without negotiating with their union.

Mobil acknowledged the strike had caused some of its stations to run out of petrol on Wednesday, but said it was confident the situation would return to normal.

Chemical Workers' Industrial Union (CWIU) general secretary Rod Crompton said the union was yesterday counting a ballot at the Mobil Refinery in Durban, where another 400 workers could join the strike before the end of the week.

The Durban workers are currently refusing to work overtime in protest against the company's reluctance to negotiate the terms of its sell-out to Gencor.

Meanwhile an industrial court hearing in Cape Town on Wednesday urged the strikers to return to work. Court president Pierre Roux said that if the strike did not end within 24 hours, he would allow the company to file an application in court today for the strike to be declared unlawful.

Roux also directed the workers to "refrain from interfering unfairly with the company's normal business activities".

Crompton said the CWIU had not been able to send its legal team to the court hearing, as it had not been informed that proceedings would take place. "We will contest Mobil's application if it takes place on Friday."

However, the union was planning to send a team to conduct negotiations with Mobil in Johannesburg, and it was possible that the outcome of the talks would make the court application unnecessary, he added.

W. Hall
19-2-7789



with Minorco's strategic objectives.
The same argument applies to

the injunction which caused
Minorco's bid for ConsGold to lapse
● See Page 6

Mobil, union plan to meet

REPRESENTATIVES of Mobil Oil SA and the Chemical Workers' Industrial Union (CWIU) have scheduled a meeting for today to discuss union demands and concerns related to the sale of the company to Gencor.

Strikes at 16 Mobil depots continued yesterday and a CWIU spokesman said their course, and possible action by Durban refinery employees, would be determined by the outcome of the meeting today.

The union plans to oppose an application for an interim interdict by Mo-

bil, if it goes ahead, which is set down for hearing in the Industrial Court later today. 61061915787

A CWIU spokesman said the meeting became possible after discussions with management revealed it was possible there were areas where progress could be made.

A Mobil spokesman confirmed the planned meeting. He said 99% of delivery backlogs caused by the strike had been remedied.

140A

ALAN FINE

67

High drama as Mobil ponders

146A
146B

CPUSA
21/5/89

By **CONNIE MOLUSI**

THE Chemical Workers' Industrial Union strike at Transvaal, Eastern Cape and Free State Mobil depots has left many filling stations dry throughout the country

However, in dramatic last-minute developments, the union decided to suspend the nationwide strike after Mobil made certain commitments and gave some information to the union.

This week 97 percent of workers at the Durban refin-

ery voted in favour of the strike.

The strike is suspended until midnight on Wednesday, with the undertaking that Mobil South Africa will canvass urgently with Mobil Corporation in the United States to meet the union's demands.

The union is protesting against Mobil's refusal to negotiate a fair disinvestment procedure and the fact that the company has withheld information on its pull-out plans despite various inquiries from the union.

The union said Mobil lied when it rebuffed previous attempts to negotiate a disinvestment procedure - by insisting that the company had no plans to pull out.

The union is demanding a year's notice of Mobil's withdrawal and employee benefits

The union says the belief that disinvestment hurts black workers most is a self-fulfilling prophecy because of the way in which deals have been structured.

Local management can look forward to debt-free shares and profitable companies at bargain prices.

However, workers experience a refusal to recognise the union, a change for the worse in working conditions and no job security.

The union has discounted the view that its opposition to the Mobil withdrawal contravenes the disinvestment policies of Cosatu.

"Our campaign is aimed at exposing manocuvrings of multinationals to maintain a foothold in SA."

Bus union pay talks in dispute

By CONNIE MOLUSI

■ A JOINT negotiating committee of the Transport and Allied Workers Union and the Transport and General Workers Union have declared a dispute at Highveld Buses

■ Trador Cash and Carry and the Commercial and Catering Workers Union of South Africa have reached a wage agreement.

■ DOGS were set on 1 200 members of the National Union of Farmworkers on a 16-day strike at the Zebediela Citrus Estates

■ 1 500 members of the South African Chemical Workers Union are on a legal strike at seven Plascon plants across the country.

■ A work stoppage by 500 members of the Food and Allied Workers Union at the South African Breweries' Alrode plant continued this week.

Political comment and newshills by K Sibisa. Headlines and sub-editing by C Fram, of 204 Hoff Street F st, Johannesburg

Handwritten notes:
1/15/79
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Mobil, union still talking

ALAN FINE (1408) (150)

MOBIL and Chemical Workers' Industrial Union (CWIU) representatives were last night still locked in negotiations aimed at ending their disinvestment dispute. *5/24/75*

A source said Mobil's latest offer stood at a once-off "compensation" payout of R1 340 for each employee. The union was pressing for an improvement on that offer.

Sapa reports CWIU official Pat Horn said the union had agreed to extend the suspension of strike action for another week and postpone its Industrial Court application for the deal to be halted.

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Union suspends Mobil strike

Sowetan
22/5/89

SOWETAN Reporter

THE Chemical Workers' Industrial Union has suspended a week-long strike by members at 16 Mobil installations in the Transvaal and the Cape after an out-of-court agreement with management.

The strike was meant to induce Mobil to negotiate with the union workers' pre-conditions for disinvestment, following the American oil company's decision to sell off its southern African assets.

A CWTU statement said out-of-court discussions on Friday between the union and management — just before Mobil's industrial court application to halt the strike was heard — had led to the suspension of the strike until midnight on Wednesday.

The suspension of the strike followed "significant progress" made in talks between the parties on Friday morning. In that meeting some of the information sought by

the union had been provided by management, although the agreement of sale had been withheld.

"Mobil has agreed that the suspension of strike action in the Transvaal and Eastern Cape will not preclude the union recommencing strike action," said the union, adding that without such an undertaking, resumption of the strike "would have been illegal under

apartheid law."

In terms of the agreement, Mobil also undertook to "urgently canvass" its parent company on the union's demand for a meeting with the company's New York head office, and the union's claim for compensation, the CWIU said.

Local management is to report back to the union this evening after a meeting in London, scheduled for last weekend.

Sowetan 22/5/89

Union men get reprieve

SOWETAN Reporter

TWO trade unionists on death row have been granted a reprieve by President Botha.

National Union of Mineworkers members, Tyelovuyo Mgedezi had his death sentence commuted to 20-years imprisonment and Commercial Catering and Allied Union of South Africa member, Mazazile William Mntombela's sentence was commuted to 25-years imprisonment.

The two men's reprieve was confirmed by a spokesman for the Department of Justice.

Meanwhile Lawyers for Human Rights said in a statement issued in Pretoria seven condemned prisoners received notices of their execution scheduled for next week.

Three of them, Oupa Josias Mbonane, Sibusiso Senele Mosuku and Anto Koen, are due to be hanged on May 24.

Mbonane and Mosuku were convicted and sentenced for the necklace murder of a Soshanguve policeman in February 1986.

The national director of Lawyers for Human Rights, Mr Brian Currin, said initial investigations indicated that the two men had exhausted all their legal remedies but their attorneys were reviewing their case.

Anton Koen was convicted and sentenced in June 1988 for murder on an elderly Port Elizabeth woman.

"He too has exhausted all his remedies and it

would appear that execution is inevitable." Mr Currin said.

Four other men, Simon Mbatha, Abraham Mngomezulu, Patrick Mosomi and James Henry Cohen, are scheduled to be executed on May 25.

Cohen was sentenced to death on charges of murder and robbery in September 1988.

"Although he was granted leave to appeal, he refuses legal representation and has expressed the wish to be executed," Mr Currin said.

Mayekiso optimistic at second national congress

'GIANT LEAP' FOR NUMSA

Sowetan 22/5/89 1407

By ISMAIL LAGARDIEN

THE National Union of Metalworkers of South Africa yesterday wrapped up their second national congress keeping intact the values of worker power



Daniel Dube was elected as president of Numsa at the union's second national congress which ended yesterday

In what the union's general secretary Mr Moses Mayekiso called "a giant leap for worker control delegates from 744 regions tabled regulations with officials abstaining from all deliberations

"This is a significant success that not a single official participated in the debates," Mayekiso said

"We have always believed that workers must make their own resolutions without interference from officials," he said

Crisis

The congress made a clear statement on the need to strengthen the organisation and unity of the working class. Speakers emphasised the need to resist a concerted attack by the State and capitalism on the trade union movement

The present political and economic crises was analysed in the resolutions and was touched by all the speakers. Of this debate, Mayekiso said "Numsa has committed itself to the unifying of the working class in its struggle for a socialist South Africa" Addressing questions from journalists, Mayekiso said there is no East Bloc

• To Page 2

Sowetan 22/5/89

Numsa

• From page 1

or other role model for socialism

Numsa was however committed to the Freedom Charter, not as an absolute, but as a starting point "towards maximum democracy," he said

A brief overview of resolutions passed were presented at the end of the four day congress as

- Introductions to Congress Resolutions — an analysis of the present situation was adopted as an introduction to all resolutions,
- Mr Harry Gwala was honoured as the Honorary President of Numsa,
- Numsa newspaper — the congress resolved to start a union newspaper,
- The process of political settlement — the congress indicated its strong opposition to any negotiations with the Nationalist Government before basic conditions of political freedom are established,
- Violence — Numsa resolved to take a number of actions in regard to violence of vigilantes and violence during strikes,
- Working class unity — the congress agreed that there should be a timetable to strengthen co-operation with Nactu and other independent unions. To continue towards one trade union one federation,

of flavour be smooth

- Political policy — the resolution deals with the need to rebuild community structures and to rebuild the mass democratic movement's strength in a more centralised form than the present,
- LRAA ' A range of actions against the Labour Relations Amendment Act were agreed to.
- Other resolutions have been referred to a special extended meeting of the central committee which will meet in June
- Elections for office bearers were held with the following persons voted into office
- President Daniel Dube (a shop steward at SKF in Uitenhage)
- First vice-president, Maxwell Xulu (a shop steward at Smiths Industries in Pinetown),
- Second vice-president, Percy Thomas (a shop steward at Market Cars, Cape Town),
- Mayekiso (a full-time official).

Strydom hopes for clemency

Sowetan 22/5/89

SMILING killer Barend Hendrik Strydom continues the fight for his life in the Pretoria Supreme Court today

him clemency. On November 8 last year Strydom (23) of Pretoria West drove to Wheeler's Farm a

and AWB member drove to a farm in Heidelberg where he prayed and meditated for three days, he claimed

Foskor review application upheld

BID 22/5/89

Industrial Court ruling overturned

140A

2028

THE establishment of a Labour Appeal Court under the Labour Relations Amendment Act did not necessarily preclude the Supreme Court's right to review Industrial Court judgments.

That was the finding of a Pretoria Supreme Court judge, who overturned a Pretoria Industrial Court (IC) unfair labour practice ruling against Foskor Ltd on Friday.

The new Labour Appeal Court delivered its first judgment on May 16, overriding an unfair labour practice finding against Ergo, handed down in November 1988 by the IC in a case brought by the NUM.

Mr Justice Eloff upheld Foskor's application for review with costs.

The NUM, which represented 30 dismissed workers from Foskor's Phalaborwa plant in the northern Transvaal, submitted that the Supreme Court did not have the jurisdiction to review the IC's decision.

This right, it contended, was invest-

ADELE BALETA

ed exclusively in the Labour Appeal Court (LAC).

The NUM submitted that with the establishment of the LAC, the Supreme Court's jurisdiction to review IC proceedings had been ousted by necessary implication.

Communication

The 30 NUM members were dismissed in October last year for alleged breach of their service contracts with Foskor by refusing to take part in Foskor's "internal communication forum".

The forum was established to act as a channel of communication between management and workers.

The workers were fired after they failed to take part in electing employee representatives to the forum.

On January 20 1989, the Pretoria IC ruled that the company had acted unfairly, and ordered Foskor to reinstate the workers on terms and conditions no less favourable than before their dismissal.

1 Day 24 5/89

Strike against Mobil suspended

THE Chemical Workers Industrial Union (CWIU) had suspended its strike action against Mobil's sale to Gencor until midnight on Wednesday following certain guarantees by Mobil, the union said at the weekend.

It said significant progress had been achieved in the course of negotiations with Mobil at a meeting held in Johannesburg on Friday.

"Guarantees given by Mobil have resulted in the union agreeing to suspend the strike until Wednesday, May 24. Mobil has also agreed that the suspension of strike action in the Transvaal and eastern Cape will not preclude the union recommencing strike action."

Mobil (SA) had also undertaken to canvass urgently with Mobil Corporation the

SIPHO NGCOBO
and ALAN FINE

union's demand for a meeting with Mobil Corporation (US) and the claim for compensation.

Mobil SA is to report back to the union this evening after the weekend's meeting in London between Mobil SA's legal team, Mobil SA's CEO Bob Angel and Mobil Corporation (US) representatives.

A Mobil spokesman said the meeting had been extremely positive.

The CWIU said: "Union members have agreed to suspend strike action in expectation that Mobil will deliver."

This agreement was reached in talks pre-empting an Industrial Court hearing on Friday in which Mobil was to apply for an interdict against the strike.

tt said he could ca, reports Reuter.

CWIU suspends Mobil strike after agreement

By Mike Siluma, Labour Reporter

The Chemical Workers' Industrial Union (CWIU) has suspended a week-long strike by members at 16 Mobil installations in the Transvaal and the Cape after an out-of-court agreement with management.

The strike was meant to induce Mobil to negotiate with the union workers' pre-conditions for disinvestment, following the American oil company's decision to sell off its southern African assets.

A CWIU statement said out-of-court discussions on Friday between the union and management — just before Mobil's Industrial Court application to halt the strike was heard — had led to the suspension of the strike until midnight on Wednesday.

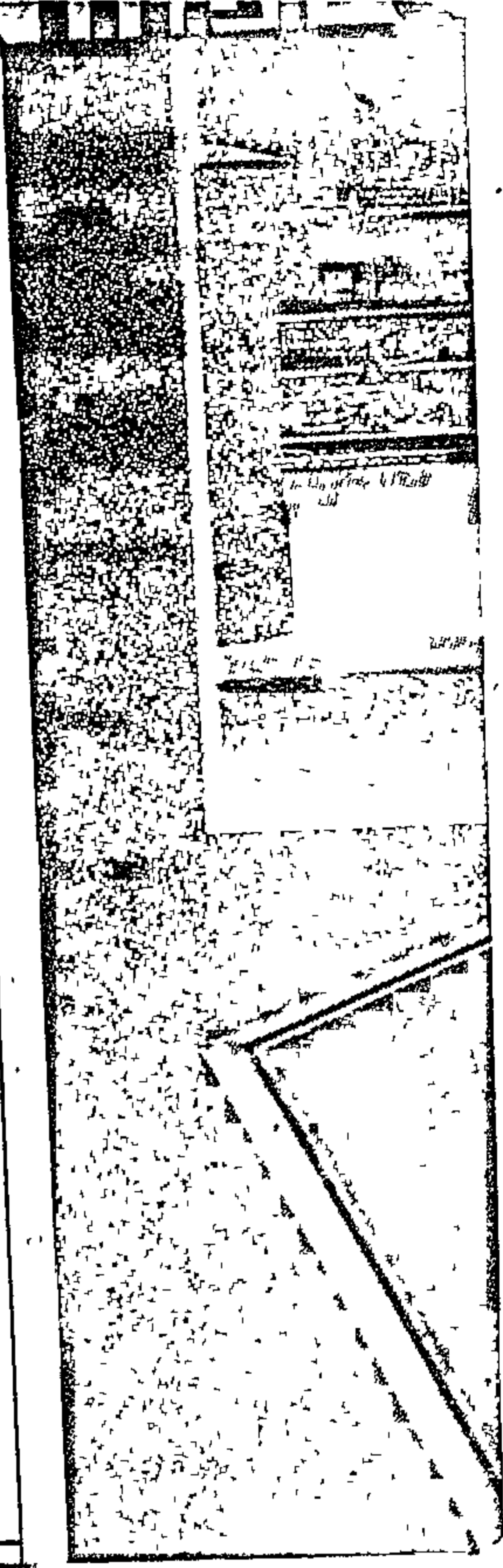
'SIGNIFICANT PROGRESS'

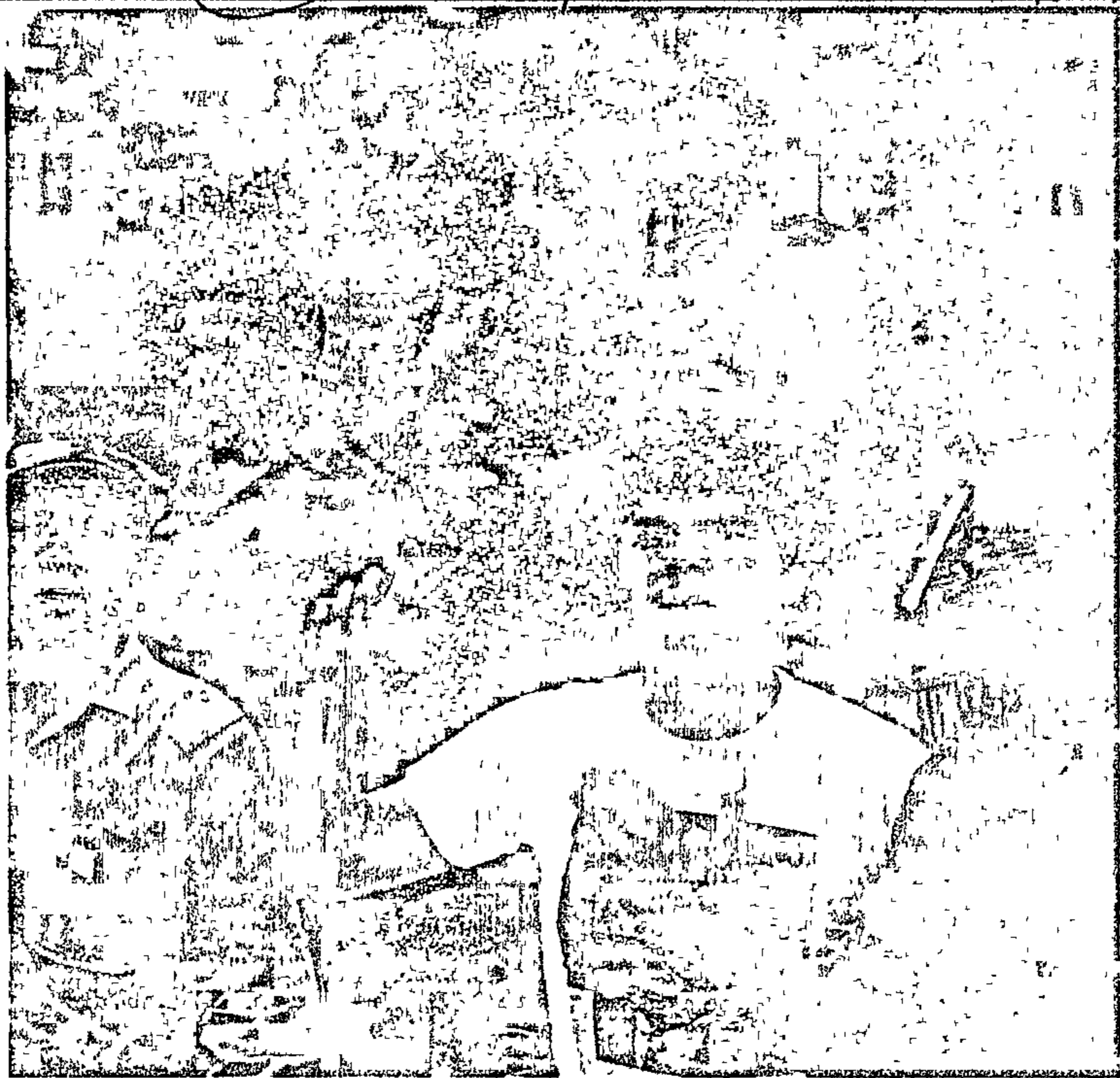
The suspension of the strike followed "significant progress" made in talks between the parties on Friday morning. In that meeting some of the information sought by the union had been provided by management.

"Mobil has agreed that the suspension of strike action in the Transvaal and Eastern Cape will not preclude the union recommencing strike action," said the union, adding that without such an undertaking, resumption of the strike "would have been illegal under apartheid law".

In terms of the agreement, Mobil also undertook to "urgently canvass" its parent company over the union's demand for a meeting with the company's New York head office, and the union's claim for compensation, the CWIU said.

Local management is to report back to the union this evening after a meeting in London.





Some among the more than 700 delegates to the National Union of Metalworkers congress held in Germiston at the weekend. ● Picture by Herbert Mabuza.

Numsa wants SADF and police confined

By Mike Siluma,
Labour Reporter

South Africa's second biggest industrial union, the National Union of Metalworkers (Numsa), has called for the creation of "basic political conditions", including the confinement of the army and the police to barracks, before genuine negotiations between the Government and anti-apartheid forces can take place.

The call was among resolutions taken by 735 delegates to the 180 000-strong union's second

biennial congress, held in Germiston at the weekend.

Re-elected general secretary Mr Moses Mayekiso told reporters after the congress that delegates had "indicated strong opposition to any negotiations with the Nationalist regime before basic conditions of political freedom are established".

These conditions were

- The unbanning of political organisations
- The release of detainees and political prisoners, and the return of those in exile

- The confinement of the South African Defence Force and the police to barracks

- The lifting of the state of emergency and the suspension of all security legislation

Other officials re-elected are Mr Daniel Dube (president) and Mr Percy Thomas (second vice-president). Mr Maxwell Xulu becomes first vice-president and former Robben Island political prisoner and ANC leader, Mr Harry Gwala, honorary president.

Sliding gold, wage calls killing marginals

300 000 jobs on line at 18 mines

140A (circled) ~~SP~~ (circled) Star 22/5/89

Staff Reporters

The threat of unemployment looms over 300 000 workers on 18 gold mines as the sliding gold price begins to knock out our marginal mines.

This figure represents 60 percent of gold miners employed in the country and 40 percent of the total mine labour force

The two mines at immediate risk are Rand Mines' Durban Roodepoort Deep (DRD) and East Rand Proprietary Mine (ERPM), two of SA's oldest mines, which together provide 20 000 jobs

The Government expects today to receive an expert report on possible assistance to save ERPM and DRD

The Deputy Minister of Finance, Dr Org Marais, said today the expert group had worked all weekend to complete the report

The fate of the country's 18 marginal mines was highlighted last week when the gold price fell to its lowest level in nearly three years

-In Hong Kong today bullion opened at \$364 Last year's average price for gold was just over \$430 If the slump continues, the country could not only see the closure of numerous marginal mines, but also a loss in foreign exchange earnings to the tune of over \$1 billion (about R2,7 billion), which could force another round of austerity measures

Durban Deep and ERPM called for assistance last week, as Rand Mines suspended their listings on the Johannesburg and the London stock exchanges If this assistance is not forthcoming, the mines will close

Local economy

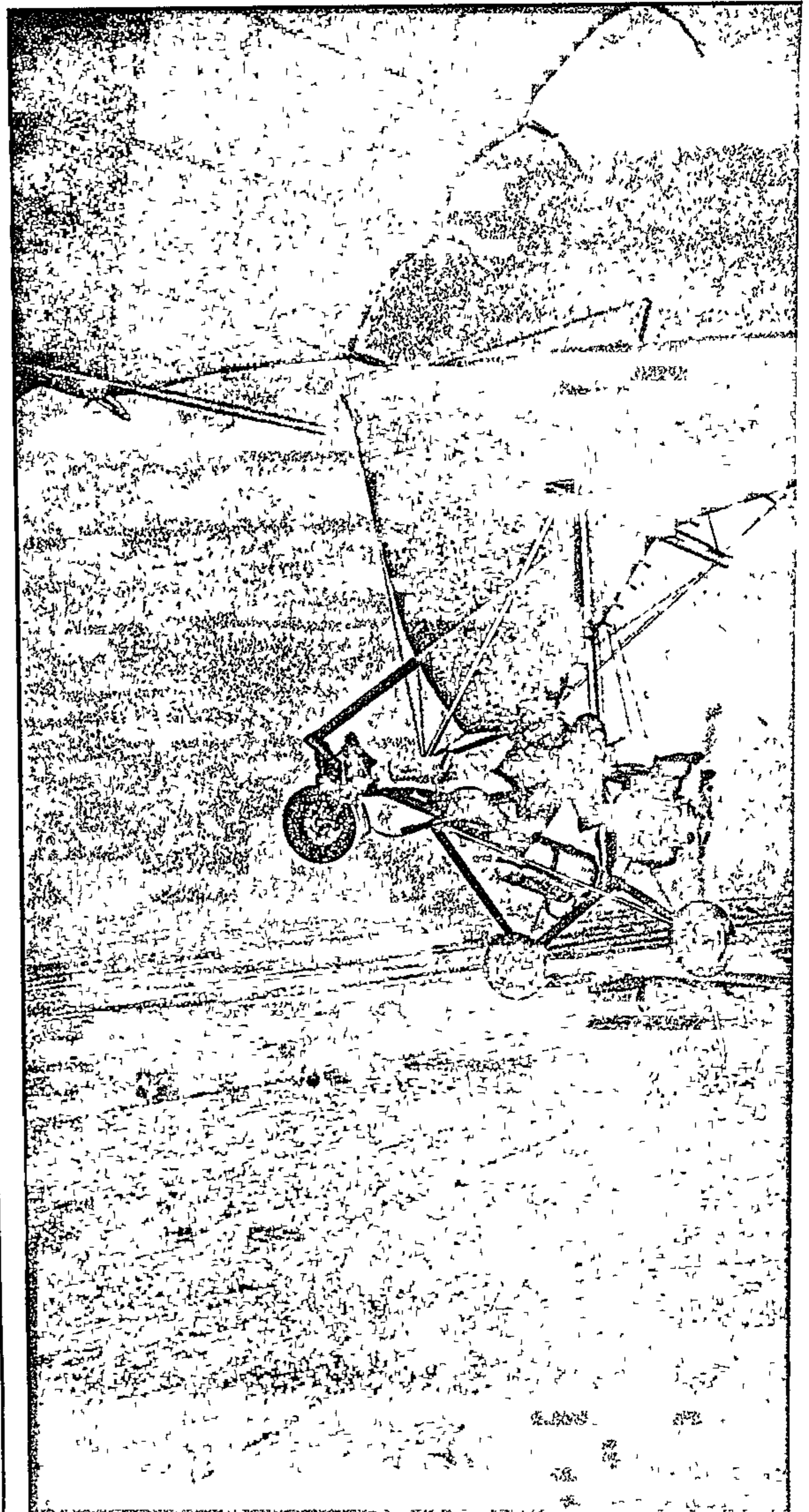
The mines have been hard hit by the drop in the gold price and by a strong rise in working costs, caused partly by inflation and partly by more difficult mining conditions as both mines grow older and have to go deeper

The two mines spend about R50 million every month, much of which goes to sustaining the economy of their local areas

The higher working costs of the mines are also likely to lead to increased confrontation between the mining houses and the powerful National Union of Mineworkers (NUM), which last month pushed for a doubling of the minimum wage in some job categories on the mines

NUM press officer Mr Jerry Majatradi said Rand Mines had not directly informed workers of the situation He said management's decision would be challenged at both mines

Mr Majatradi acknowledged that the mines had been established since 1894, and had probably reached their last days, but said management should transfer its interests to other industries within SA and secure jobs there



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Mr Majatradi acknowledged that the mines had been established since 1894, and had probably reached their last days, but said management should transfer its interests to other industries within SA and secure jobs there

He said the NUM was opposed to retrenchment in principle, but said Rand Mines' aggressive approach to retrenchment at its mines over the past few years had eroded some of the union's power to oppose it.

"Since 1986, ERPM, a major employer in the Boksburg area, cut its labour force from 18 000 to 11 000 Figures from Durban Deep, near Roodepoort, show they have reduced their labour force by 25 percent since 1987 "

'Starvation wages'

Mr Majatradi said that given workers were earning a minimum wage of R260 a month, it was unlikely that a doubling of their wages to R540 would cripple the industry.

"The announcement by the Chamber of Mines of the possible closure of the 18 mines is obviously an attempt on their part to pressure workers to accept starvation wages in the face of annual wage negotiations "

But Chamber of Mines general manager Mr Johann Liebenberg said that, if granted, the NUM's recent wage demand for a 118 percent increase in wages would mean that 75 percent of mines operating in the industry would be wiped out

He said drastic steps would have to be taken to decrease the working costs of mines, many of which were now costing far more than the value of their ore

Dr Marais disclosed that he would be investigating the position of all marginal mines He had asked the Chamber of Mines to prepare a report on their long and short-term prospects

The solution for the ERPM and Durban Deep crisis would have to take into consideration the position of all marginal mines

"We can't help them in such a way that we give all to them and leave nothing for others "

Police disperse strikers

POLICE yesterday dispersed a demonstration outside the Johannesburg headquarters of Mobil, a spokesman from the Chemical Workers Industrial Union said.

He said the demonstration was to "protest Mobil's refusal to negotiate a fair disinvestment procedure with the union."

Police liaison officer, Lieutenant-Colonel F Malherbe, said there was "no disruption from the police side."

He said police on the scene had asked for reinforcements — by the time the reinforcements arrived, the demonstration had already left the scene on their own.



Mr Jackie Masuku, Miss Ellen Ngcobo, Mr Wesley Maluleke, Mrs Vicky Majozi and Mrs Poppy Gezani who started a hunger strike today.

6 Ccawusa workers go on hunger strike

Rowetan 23/5/89

140A

SIX Ccawusa workers have embarked on a hunger strike to highlight "starvation" wages which are allegedly paid by Edworks

This is in addition to a legal strike that has lasted 36 days. About 800 workers at 80 Edworks stores are on strike for better wages.

Workers' demands include an across-the-board increase of R125 a month backdated to July 1, 1988. The company is offering R105 from July 1989.

The agreement is to cover workers in Bophuthatswana. Management says this would

By NTHABI MOREOSELE

jeopardise trading rights and antagonise the homeland government.

A statement issued by the Edworks support committee, says "The hunger strike will initially involve three Edworks workers, a union official and a support committee member. The strike will be indefinite and more workers are expected to participate."

A spokesman for Edworks, Mr Deon van Wyk, said the company would issue a Press statement later.

140A

Police disperse Mobil HQ demo

copy link 23/5/89

JOHANNESBURG. — Police yesterday dispersed a demonstration outside the headquarters here of Mobil, a spokesman from the Chemical Workers' Industrial Union said.

He said the demonstration was to "protest Mobil's refusal to negotiate a fair disinvestment procedure with the union".

Police liaison officer Lieutenant-Colonel F Malherbe said there was "no disruption from the police side".

He said police on the scene had asked for reinforcements — by the time the reinforcements arrived, the demonstrators had already left the scene on their own accord.

Union workers from factories across the Witwatersrand displayed placards with the slogans "Down with Corporate Camouflage", "Disinvest on our terms" and others.

The spokesman for the union said that about 20 minutes after the start of the demonstrations, police arrived and "without warning used dogs to disperse the workers".

"Police then followed the dispersing protesters and chased them up the streets," he said.

"The union condemns in the strongest terms this totally unnecessary police action against the peaceful voicing of protest." — Sapa

Divorce papers led to couple's fatal shooting

DURBAN. — Divorce papers, which should have been cancelled, but were instead served on Mr Ben Delpont on Saturday, apparently led to the tragedy in which he and his wife died early on Sunday, sources said.

The bodies of Mr Delpont, 41, who had been the caretaker at the Merryvale Training Centre in Mangold Park, and his wife, Mrs Marieta Delpont, 37, were found in a bedroom of their home in Audrey Street shortly after midnight.

Both had died of gunshot wounds. A pistol was found nearby.

The couple's 16-year-old daughter, Marlie, had allegedly narrowly escaped death when she broke free from her father's hold after a heated argument following the death of Mrs Delpont.

She fled from the house and ran for help to a neighbouring house.

Wage hunger strike:
man taken to hospital

5/10/81 24/5/81
SIPHO NGCOBE 1407

ONE of the six Ccawusa members who are on hunger strike in protest against "starvation wages" paid by the Edworks Group collapsed yesterday, the third day of the hunger strike, and was taken to hospital for treatment, Ccawusa announced yesterday.

According to Ccawusa, Wesley Maluleke, 26, of the group's Pietersburg branch, collapsed at the union's offices in Johannesburg at about 2pm yesterday and was taken to Hillbrow Hospital where he was given a glucose solution.

Ccawusa immediately issued a statement, saying the Edworks Group was to blame for Maluleke's deteriorating state of health and warned that the company would be held responsible if any harm was caused to the hunger strikers.

Meanwhile, Edworks Group MD Stewart Dodo has said allegations by Ccawusa that its employees in Newcastle, Cape Town and the PWV area were being paid minimum salaries of R190, R340 and R415 a month were without foundation.

In response, Ccawusa said it had workers' pay slips as evidence.

Union's case against Mobil sale continues

By Mike Siluma,
Labour Reporter

The disinvestment court case in which the Chemical Workers' Industrial Union (CWIU) is seeking to halt the sale of Mobil assets in South Africa resumes in Pretoria today.

The CWIU wants the Industrial Court to restrain Mobil from pulling out until it has agreed to negotiate on the union's members' preconditions for disinvestment.

CWIU general secretary Mr Rod Crompton said the company had asked for a meeting to present new proposals to the union. The parties would probably meet today.

Mr Crompton said a strike at Mobil plants, suspended on Friday last week, would be resumed if the union could not reach a satisfactory solution with Mobil.

● Six Commercial, Catering and Allied Workers' Union members enter the third day of a hunger strike today, following a wage dispute with Edworks management.

The six were evicted from an Edworks store in Johannesburg on Monday, but are continuing the strike at union offices, according to Ccawusa.

Municipal police in wage dispute

ABOUT 400 Dobsonville municipal policemen yesterday embarked on a brief work stoppage in protest against the local council's failure to increase their salaries

The policemen called off the stoppage after the municipality promised to raise their pay by 15 percent next Tuesday, a spokesman for the council employees said.

Both the town clerk, Mr Alec Conn, and mayor Mr Steve Nkatlo were not available for comment yesterday.

• Six members of the Commercial Catering and Allied Workers' Union of South Africa (Ccawusa) continued with their fast yesterday, in protest against Edworks management's refusal to accede to their wage demands.

The six, one a Ccawusa official and five Edworks employees, have embarked on a hunger strike to highlight "starvation" wages allegedly paid by the retail company.

Edworks management yesterday refuted allegations that they were paying "starvation" wages, saying their minimum wage offer represented a 25 percent increase

"The company believes the strikers have been misled into believing that their strike is lawful, despite the Supreme Court order to the contrary," Edworks management said

The company obtained a Supreme Court order on Monday, restraining the six hunger strikers from staging a sit-in outside an Edworks outlet in Johannesburg

Mobil strike suspended for yet another 24 hours

140A (10) 240
1315 25 757 87

THE resumption of the strike at Mobil by members of the Chemical Workers' Industrial Union (CWIU) was suspended yesterday for another 24 hours after "a hard but reasonably fruitful day of negotiations"

ALAN FINE

A week-long strike at 16 distribution depots, with Durban refinery workers threatening to join in, was initially suspended on Friday until midnight last night by a mutually agreed Industrial Court order

Mobil and CWIU representatives said the talks, over matters related to the US-based parent company's disinvestment exercise, could continue into the early hours of this morning

The main point at issue at the meeting in Pretoria was the amount, and distribution, of compensation payments to be made by the departing company to employees Mobil earlier countered the CWIU demands of one month's pay a year of service with an offer of two weeks pay for each employee

The CWIU's urgent Industrial Court application for the sale of Mobil SA to Gencor to be halted pending the completion of negotiations was adjourned until today. Papers filed before the court relating to the agreement of sale show that, although Gencor is entitled to use the name Mobil for the next five years, the purchaser will not pay any royalties to the Mobil Corporation

The union rejected the offer but then, according to a Mobil spokesman, both sides revised their positions. Neither Mobil nor the CWIU were willing to divulge their latest proposals

They also show there is no provision for the transfer of new technology from the Mobil Corporation to Gencor from the time the sale goes through, scheduled for July 1

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Star 25/5/89
WOP

Ccawusa, Trador reach agreement

The Commercial, Catering and Allied Workers' Union (Ccawusa) had reached a wage and working conditions agreement with the Trador group, guaranteeing individual increases of R150/month for more than 1500 workers, a union spokesman said.

HOLIDAY

The agreement included the recognition of March 21 (Sharpeville Day) as a paid holiday and that the company would no longer employ casual workers.

No workers would be required to work overtime.

Negotiations on a provident fund, parenting rights and a housing scheme are to take place over the next 12 months.

day May 25 1989

Edworks strikers

vow not to eat

By Mike Siluma, Labour Reporter

Six members of the Commercial, Catering and Allied Workers' Union (Ccawusa), on strike over wages since Monday, have vowed not to eat until Edworks management "changes its attitude".

At a press conference at the union's offices yesterday, Ccawusa official and one of the hunger strikers, Mr Jackie Masuku, said management had withdrawn wage offers it made during previous talks.

Mr Masuku said the union was demanding individual increases of R125 a month and that the wage agreement reached be extended to Edworks stores in Bophuthatswana. He added that the lowest-paid Edworks employee in Johannesburg earned R415 a month, while his counterparts in Cape Town and Newcastle were paid R340 and R190 respectively.

Edworks' managing director, Mr Stewart Dodo, rejected the figures given by the union, saying employees in the areas mentioned earned more.

He said the company had withdrawn its offer to the union because the union had failed to arrive at a pre-arranged meeting. "The company does not believe the resolution of the wage dispute can be effectively undertaken through the medium of the press, and therefore has no further comment to make at this stage," said Mr Dodo, maintaining that only 200 workers were on strike.



Speakers at the Numsa congress emphasised the importance of strengthening the organisation and unity of the working class

Numsa congress urged to discuss proposals

From MONO BADELA

GERMISTON. — Veteran trade unionist and ANC leader, Harry Gwala, was elected honorary life president of the National Union of Metalworkers of South Africa (Numsa) at the union's biennial national congress held here

The decision was "a symbol of the continuity of the workers' struggle in South Africa", said Numsa general secretary Moses Mayekiso at the close of the four-day congress

Daniel Dube was re-elected as president of Numsa, with Maxwell Xulu elected first vice-president, Percy Thomas second vice-president and Mayekiso re-elected unopposed as general secretary

The congress made a clear statement on the need to strengthen the organisation and unity of the working class

Speakers at the congress emphasised the need to "resist a concerted attack by the state and capital" on the trade union movement

Cosatu assistant general secretary Sidney Mafumadi urged more than 700 delegates to discuss and debate the ANC's constitutional proposals

He said all structures of the mass democratic movement were being urged to discuss the proposals "as part of the struggle to end political and economic oppression"

Mafumadi also urged the labour movement to support the Namibian people and their unions, and called for the formation of Namibian Solidarity committees throughout the country

The congress also committed the union to action against the Labour Relations Amendment Act through maximum co-operation with the Congress of South African Trade Unions (Cosatu), the National Council of Trade Unions (Nactu) and other independent trade unions

The congress affirmed Numsa's opposition to any form of negotiation with the government if a process of political settlement before basic conditions of political freedom are established

The congress also resolved to take whatever steps possible to end the "reign of violence" against the working class and progressive organisations

The use of police by management to deal with strikes was described by delegates as "management violence"

140A
25-31/5/77



LABOUR

AA66W 25/5/89

14011

Strike deal offer from national textile union

By DICK USHER, Labour Reporter

THE major union in the textile industry will exempt employers who meet its demands about the Labour Relations Amendment Act from a possible national strike

Mr John Copelyn, general secretary of the 74 000-member Amalgamated Clothing and Textile Workers' Union (Actwusa) gave this undertaking at a briefing of textile employers in Cape Town yesterday

The briefing was one of a series planned by Actwusa, an affiliate of the Congress of South African Trade Unions (Cosatu), to inform employers about the union's basic demands around the Act and the reasons for them

Mr Copelyn said Actwusa had taken this almost unprecedented step in the hope that af-

ter negotiation employers could reach "substantive compliance" with the union demands

He said acceptable agreements covering about 19 000 Actwusa members had already been reached

The union demands that employers

- Guarantee fair disciplinary procedures for all workers,
- Give minimum protections against arbitrary retrenchment,
- Negotiate minimum dispute procedures which would include arbitration for disputes of right and protection against selective dismissal of strikers,
- Renounce the right under the Labour Relations Amendment Act to sue unions for damages resulting from industrial action,
- Negotiate all changes in collective conditions of employment with the majority union,
- Undertake, when operating

in homelands, not to use relevant legislation to refuse recognition to a majority union, and

● Support union efforts to extend union rights and facilities to workers presently excluded

Mr Copelyn said the union movement's objections to the changes to labour law contained in the Amendment Act were that, based primarily on employer opinion, they rolled back gains made by workers in the past 10 years

SUE UNIONS

They made it possible to sue unions for financial losses resulting from industrial action, allowed employers to retrench at will, excluded from fair and agreed disciplinary procedures employees with less than six months' service, set up a long series of required procedures for legal strikes, and created legal procedures which, if applied fully, negated any possibility of swift dispute resolution

He said these were sticks with which to beat the union movement and encouraged irresponsible actions rather than promoting responsibility

RESPONSIBILITY

"We have a joint responsibility to promote negotiation as an approach to solving problems," said Mr Copelyn

Meanwhile, employer bodies and employers in other industries will be served with similar demands by Cosatu affiliates, some National Council of Trade Union affiliates and some independent unions later this month for negotiation

If negotiations deadlock strike ballots are likely during July

The results and employer responses will go to a Cosatu national congress in July

This will be followed by another worker's summit which will assess the ballots and coordinate strategy for a national strike around the beginning of September

OK WAGE TALKS TODAY

A CONCILIATION board hearing to resolve the dispute between the Commercial Catering and Allied Workers' Union of South Africa and OK Bazaars starts today.

The dispute revolves around OK manage-

By LEN MASEKO

ment's offer of R85 a month, which has been rejected by the union in favour of an across-the-board hike of R160 a month.

The union has proposed that management raise the current minimum pay of R500 to R660 a month for Ccawusa members who have worked for the

retail chain for more than 12 months.

Ccawusa is also demanding recognition of May 1 as a paid holiday and a guaranteed annual bonus.

Meanwhile Ccawusa has declared a dispute with Checkers over wage increases.

The dispute between Ccawusa and the company revolves around the union's

demand for an across-the-board hike of R202 a month

A Ccawusa spokesman said Checkers management had started with a low offer of R45 a month

Other Ccawusa demands include recognition of May 1 as a paid holiday; 13th cheque, an extra week's annual leave; a R700 minimum wage and a staff discount of 15 percent

Pick 'n Pay has reached a wage settlement with Ccawusa for an across-the-board rise of R146.87 a month, raising the current minimum paid by the supermarket group to R750. The two parties, in addition, have agreed on improved bonus and superannuation benefits.

BLACK trade union thinking on political policies and strategies has come a long way since unions were simply divided into "workerists" and "populists".

The former were perceived as interested in achieving only better wages and working conditions. The latter, in contrast, were throwing themselves wholeheartedly in the township struggles which had begun in Soweto in 1976.

Today there is not a single, credible, mainly black union which chooses to distance itself from the political arena. Rather, the debate hinges on the nature of that political role.

The traditional view has been that unions should be just another, if important, component of the "mass democratic movement" (MDM) — the effective successor of the Congress movement which devised the Freedom Charter in the Fifties.

Adherents of this view do not want the Freedom Charter tampered with. They want to keep on their side the professionals, small black businessmen and white liberals whom they fear may be alienated by too much talk of socialism.

The leading supporter of this argument within Cosatu — the largest trade union federation — is the National Union of Mineworkers (NUM).

Growing in strength is the counter argument that unions should maintain a relative independence from existing political organisations, allowing their policies to reflect narrower "working class", pro-socialist interests.

Proponents believe that having to compromise with the other elements of a broad anti-apartheid alliance weakens the move towards a socialist society.

They have doubts that the Freedom Charter adequately states socialist policies and would like it augmented by a "Worker Charter", setting out specific worker rights. Adherents of this view include two other Cosatu affiliates — the National Union of Metalworkers (Numsa) and the Amalgamated

'Worker Charter' debate divides SA's black unions

ALAN FINE

Clothing and Textile Workers' Union (Actwusa)

Actwusa began building the basis of a "Worker Charter" at its last congress. It adopted a resolution detailing its views on, among other things, the right to strike and industrial democracy — a West German-type system of employee representation on corporate boards.

A Cosatu union's attitude to the drafting of a "Worker Charter" has become a critical symbolic indication of where it stands in this debate. The symbolic significance lies in the fact that the adoption of a "Worker Charter" is an explicit assertion that the Freedom Charter — the basic policy document of an anti-apartheid future ANC government — is an inadequate, if historically important, statement of workers' rights and interests.

The content of the debate may, at times, appear arcane to outsiders. But its implications and outcome are as important as any other part of the political debate in SA.

Last weekend's congress of another Cosatu affiliate — Numsa — placed the union firmly in the "Worker Charter" camp and part of the growing group of Cosatu affiliates determined to stamp its perspective and leadership on the "line" pronounced by adherents of the Congress tradition.

Supporters of this view are prepared to contemplate an alliance with other groups, but only if and when their approach is allowed to dominate.

The contrasting, traditional, view was provided at the congress by two guest speakers — Cosatu assistant general secretary Sidney Mafumadi and ANC veteran Harry Gwala.

Gwala spoke out against the concept of a Worker Charter. Those who found the Freedom Charter inadequate, he said, were taking a "myopic" approach.

In spite of this urging, Numsa went ahead and resolved that there was a need to develop a "working class political programme".

But unions like Numsa, while they desire a strong element of political independence to determine their own path, cannot — even if they wanted to — dispense with the MDM. Their goal is to adapt MDM strategies to meet their own interests. The symbols of the Congress tradition exert much weight among the rank-and-file, as reflected by the songs and chants heard at Numsa's and other union congresses, and recognition of this is granted. Thus the Freedom Charter, adopted

at Numsa's first congress two years ago as a statement of minimum demands, maintains that status, and Gwala was this year elected honorary life president.

The opening address by Numsa president Daniel Dube, a shop steward at SKF in Uitenhage, was as significant for what it did not say as for what it did.

He carefully avoided narrowing the parameters of political debate by eliminating from his speech the sloganising which is a normal feature of such speeches. His calls for organisational loyalty went only as far as Cosatu and Numsa itself.

Also, while stressing the need to eliminate the fragmentation existing between Cosatu and Nactu and their respective affiliates, Dube urged delegates to be patient so as to avoid imposing prematurely an artificial unity which would only create a divided single organisation.

Numsa general secretary Moses Mayekiso placed a commitment to socialism on the agenda and — in an implicit critique of MDM policy favouring a broad anti-apartheid front — warned that any alliance would have to be led and directed by the "working class". Mafumadi, on the other hand, used his speech to invoke the names of the banned and restricted UDF, ANC and SACP. And, in obvious response

to the views expressed by Mayekiso, he asserted that "the unity of all progressive sections of our society is an indispensable condition for victory".

Whether the less radical sections of the anti-apartheid alliance would not be frightened off by mention of the SACP is an unanswered question. Dennis MacShane, guest speaker from the International Metalworkers' Federation, put his own ear in by warning against the "vanguardism" of political parties which superceded labour movement priorities. He argued that it was crucial for the labour movement to maintain its independence from the State.

He cited worker struggles in Poland as a heroic example of this — a view which does not sit easily with those who see the Polish union Solidarity as little more than a CIA plot designed to destabilise the Polish government.

What Numsa means when it talks of socialism remains uncertain but also crucial if it and its union allies are going to have a say in the nature of a post-apartheid South African economy.

If the views of speakers at the opening session are anything to go by, the options range from northern European social democracy to pre-perestroika Eastern bloc systems.

How these issues were reflected in debates from the floor are difficult to ascertain, as Numsa — in line with the rest of the black labour movement — maintains the unusual approach of excluding the media from all except the opening speeches at their congresses.

One foreign guest expressed puzzlement at this approach, international norms dictate that union conferences are open affairs.

In SA, this open tradition died with the otherwise timely demise of the Trade Union Council of SA. The only possible explanation for this need for secrecy — that South African unions are forced to operate under repressive conditions — evaporates if one accepts that our security agencies are surely not so ineffectual as to be unable to employ agents or gadgets to gather the texts of union congress debates.

NUM sticks to its minimum wage demand

By Mike Siluma,
Labour Reporter

The second round of the 1989 v ge talks between the National Union of Mineworkers (NUM) and the Chamber of Mines was held yesterday, with the union sticking to its demand of a national monthly minimum wage of R543 for surface workers and R600 for underground workers.

Although the union negotiates specifically for its 210 000 members on Chamber-affiliated mines, minima negotiated with the union are usually made applicable to all black miners, numbering about 500 000.

NUM spokesman Mr Jerry Majatladi said the union wanted workers doing the same job in each category to be paid the same. At the moment the various mining houses paid different wages for each grade.

The union's motivation for the wage demand was that black mineworkers' wages were "at the bottom of the wage ladder in SA".

"Compared to other industries, wages paid for grade 1 are far below. For example, at Toyota the minimum wage is

R1 008/month, at Pick 'n Pay R750, in the steel and engineering sector R685 and at Eskom R654. While the average wage for grade 1 in manufacturing is R625, the minimum rates for blacks in the mining industry are as low as R385 and R278/month," said Mr Majatladi.

The NUM wanted the mining industry to "move from the bottom of the wage ladder to the middle", as a first step towards a "living wage" in the industry. The union's demands for 1989 were in line with current minimum rates paid in other industries.

Chamber spokesman, Mr Peter Bunkell, described yesterday's talks as "constructive", but declined to comment further. The parties would meet again in the next week or two, he said. The Chamber has offered an 11 percent rise.

● More than 10 000 mineworkers in the Witbank area this week held daily demonstrations demanding that the Chamber make its offer in cash, and not percentage terms, according to the union.



Building alliances ... Numsa members dance a toyi-toyi at the union's national congress in Gemiston at the weekend

Picture: CEDRIC NUNN, Afrapix

Numsa's socialist menu

By EDDIE KOCH

SOCIALISM and the need to build an anti-government front under disciplined and centralised leadership were key themes at the annual congress of the National Union of Metalworkers (Numsa) last weekend.

"The congress dealt with the need to rebuild community structures and to rebuild the mass democratic movement's strength in a more centralised form than exists at present," said a press statement. "The resolutions also stress the need to build working class alliances rather than loose alliances with other classes."

The political direction adopted by Numsa — among the most powerful unions in South Africa — is bound to shape debates within anti-apartheid circles about how best to revitalise extra-parliamentary opposition in the country.

Recently, the most popular strategy among affiliates of the United Democratic Front and many unions belonging to the Congress of South African Trade Unions has been to build a broad alliance of groups opposed to apartheid.

This kind of approach was displayed in the planning of the Anti-Apartheid Conference which, before it was banned in September last year, had been devised as a forum to rally workers, students, sportsmen, enlightened businessmen, dissident "homeland" leaders and clerics behind a fairly loosely arranged anti-

government coalition.

The strategy of the 180 000-strong metalworkers' union, however, places a stronger emphasis on the need for working class organisations to lead the resistance to apartheid and to avoid relations with groups that might dilute the organisation's socialist principles.

"Numsa has committed itself to work toward the unifying of the working class in its struggle for a socialist South Africa," said the press release. "The congress very definitely stated its view that capitalism cannot offer solutions to the working class. For this reason the working class must take a decisive lead in the libera-

tion struggle."

Although the metalworkers have pledged themselves to a socialist programme, delegates to the congress stressed their support for the Freedom Charter as a minimum set of demands. Numsa also elected Harry Gwala, ANC stalwart and member of the SA Communist Party, as its honorary president.

Gwala, who was sentenced to life imprisonment under the Terrorism Act in 1977, was released from prison earlier this year for health reasons. Moses Mayekiso, recently acquitted on charges of treason and sedition, was re-elected general secretary, Daniel Dube was re-elected president, Maxwell Xulu was voted back in as first vice-president, and Percy Thomson as confirmed as the union's second vice-president.

Workers on hunger strike over 'starvation wage'?

Weekly Mail

supporters sue minister

By THAMI MKHWANAZI

EIGHT people arrested after last year's picket in Pretoria against the suspension of the *Weekly Mail* have sued the minister of law and order for damages totalling R96 000.

The eight each claimed damages of R12 000 for alleged unlawful arrest and detention under Emergency Regulations. Summons were issued in the Pretoria Supreme Court last month.

They were held for four days at the Pretoria Central and Sunnyside police stations.

After their release on warnings on November 8, the eight appeared four times in the Pretoria Magistrate's Court but were not charged.

During their last appearance on February 17, the magistrate ordered the prosecution to lay charges within three weeks. He also set the trial date for June 1 and June 2.

The state failed to comply with the order, and instead filed charges of attending an illegal gathering six weeks after their last appearance.

The claimants are: Libby Lloyd, Association of Democratic Journalists national co-ordinator, Black Sash member Kerry Harris, Cornelia Scholtz, Helena Saayman and Manette Carstens, members of the Students for a Democratic Society at Pretoria University.

The others are Laura Best, and high school and technician students Patrick Malewa and Zac Ramishedi.

The picket was part of protests in South Africa and abroad over the four-week suspension of the *Weekly Mail*.



Powerless. Framed in the window of a police van, these black people wait patiently outside the Pretoria Supreme Court to see if justice will be done in the trial of mass murderer Barrend Strydom.

Picture STEVE HILTON-BARBER, Ampex

THE union offices in downtown Johannesburg — where a hunger strike by shopworkers demanding a "living wage" has entered its fifth day — were last night replete with images of labour solidarity.

A vagrant, wrapped in white plastic bags to keep out the winter chill, sleeps on the pavement outside the grimy building. Upstairs on the second floor, five workers and a union official sit on blankets scattered around the cement floor.

Jacky Masuku, organiser for the Commercial Catering and Allied Workers Union (Ccawusa), invites the pauper up to share a blanket, a glass of sugar water and a place to sleep beneath a banner that proclaims "Socialism Now".

Some 800 workers at more than 80 stores belonging to the Edworks shoe-chain have been on a legal strike for more than three weeks to back demands for a wage hike of R125 a month across-the-board. The company is prepared to grant an increase of R105 a month.

On Monday night, after obtaining an order from the supreme court, the company evicted Masuku and five workers staging a sleep-in protest at a store in Johannesburg. They then decided on the fast to highlight the workers' demands — the first time that organised labour has used the hunger strike as a collective bargaining tactic in South Africa.

"We will stay here until we die or receive a living wage from Edworks," says 54-year-old Vicky Majozi. "I've worked for the company for 25 years. I worked in the manager's home as a domestic worker. I even drove his mother-in-law around in her private chauffeur. But he refuses to pay me more than R415 a month."

Ccawusa says pickets mounted outside most stores have won extensive support from consumers and the three-week strike has closed at least seven stores around the country.

The workers resolve to fast indefinitely may well be rhetorical, designed to apply pressure on the company where industrial action has failed. But all six hunger strikers insist they are deadly serious about their protest.

"The hunger strike is a last resort on our part to get management to negotiate in good faith," Masuku told a press conference in Johannesburg. "Management refuses to budge and the courts are useless. We will not eat until the company gives in to our demands."

Apart from the wage demands, these include calls for a 13th cheque at the end of the year and recognition of the union at stores in Bophuthatswana. Masuku says Edworks has refused to recognise Ccawusa there because South African unions are barred from operating in the "homeland".

Edworks MD Stewart Dodo rejected union allegations that workers in some parts of the country were receiving wages as low as R190 a month.

"The company refuses any allegation in respect of starvation wages and wishes to place on record that R520 per month (the minimum wage) offered by the company represents a 25 percent increase," said Dodo.

The dispute is over wage talks for 1988 and any increase agreed to will be backdated from July 1. Further increases will be offered when negotiations for 1989 take place.

"We believe that wage disputes of this nature should be resolved through the collective bargaining machinery."

140A

Workers on hunger strike over 'starvation wage'

Weekly Mail supporters sue minister

By THAMI MKHWANAZI

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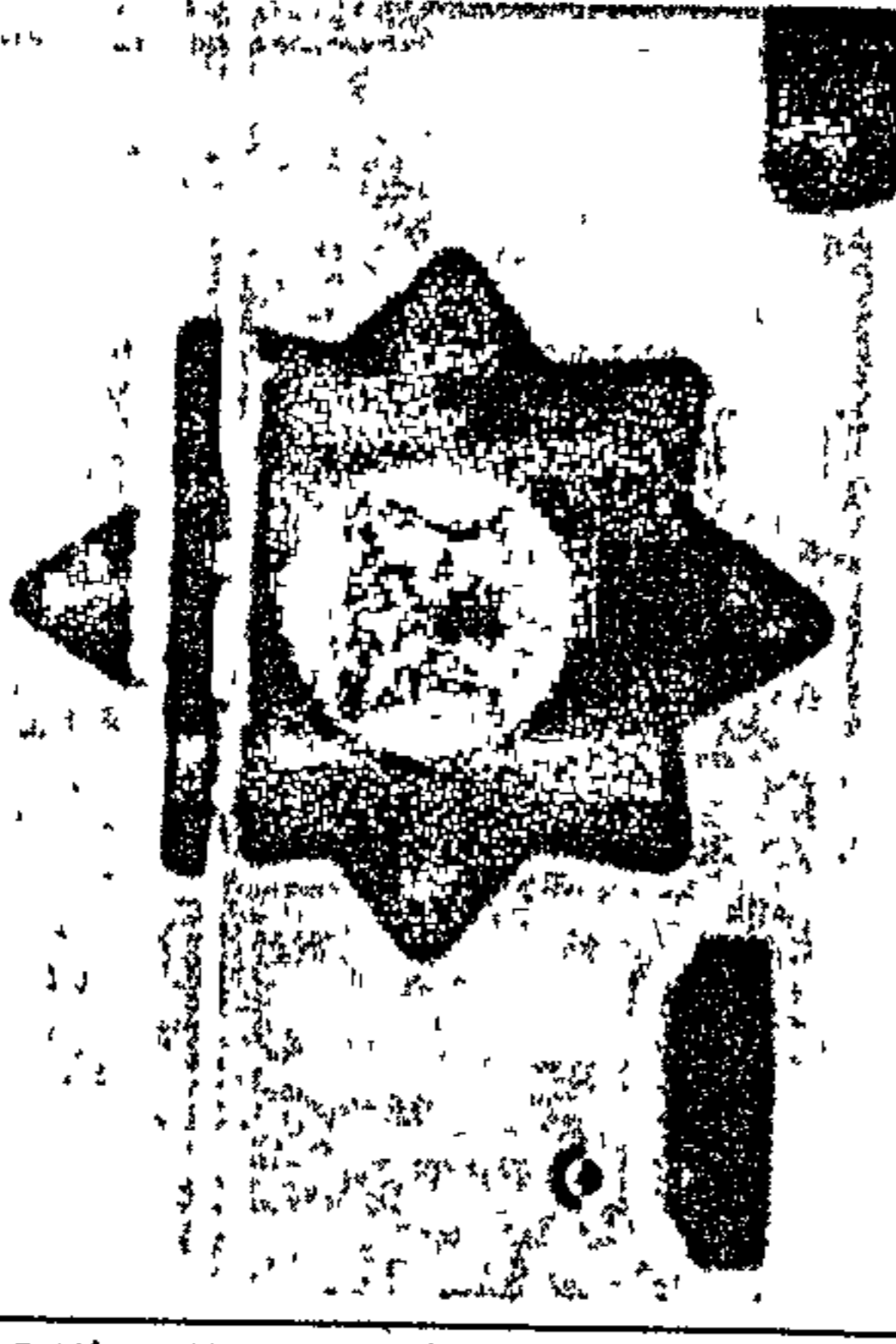
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Cawusa says its pickets mounted outside most stores have won extensive support from consumers and the three-week strike has closed at least

Six workers say they will fast until they die for R20 — the difference between the company's offer and the union's demand. By EDDIE KOCH

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Cosatu makes urgent peace call to Inkatha

By CARMEL RICKARD,

Durban

A WEEK of stalemate over Natal peace talks has been punctuated by two significant developments: an attack on the home of a leading member of the Congress of South African Trade Unions and a supreme court order barring police from harassing or threatening the people of Mpopomeni, a township outside Howick.

Despite a last minute effort by Cosatu and affiliates of the United Democratic Front, talks scheduled for last Saturday were aborted, Inkatha leader Mangosuthu Buthelezi, remaining adamant that any first meeting must take place in Ulundi, not in a neutral venue as Cosatu and the UDF prefer.

Buthelezi said this week he had been inundated with offers to provide a neutral venue for talks, but he had turned them all down.

Buthelezi appealed to everyone "not directly involved" to "back off" and leave Cosatu, the UDF and Inkatha to sort out how to get together. He apparently remains optimistic about the prospects for talks.

Cosatu believes the attack on the family of Jabu Ndlovu, a key union and community leader in Imbali, this week could provoke a crisis.

On Sunday night her home was attacked and burnt to the ground. As people tried to flee they were gunned down. Her husband, unionist Jabulani Ndlovu, was killed, so was a daughter. A second daughter and a nephew were badly burnt. Ndlovu herself is in a critical condition.

Following the attack, Cosatu lawyers are investigating allegations concerning the involvement of certain individuals, including one who featured in a Cosatu dossier on police complicity in Imbali violence.

Cosatu warned that this and other attacks could escalate the violence in Pietermaritzburg "into a vicious circle of retaliation" and added, "Cosatu affiliates in Natal have made it clear that things have now gone too far and that if steps are not taken urgently they are prepared to take action."

An official statement urged "all influential organisations to use their good offices to ensure that meaningful steps are taken to end the violence in Natal" and said it was more urgent than ever for an independent commission of inquiry to be set up to investigate the violence in Natal.

Cosatu referred to the other development of the week — the confirmation by the supreme court of an order against the South African Police preventing them from harassing or threatening the people of Mpopomeni.

A number of members of the community had brought the action, claiming "a virtual reign of terror" by police. They also claimed police helped vigilantes from neighbouring areas when they attacked the community.

Police consented to the order and agreed to pay the costs of the application, but without admitting liability.

UDF
11/4/83
Whale

Police clash with 200 city strikers

Staff Reporter

POLICE yesterday baton-charged about 200 striking workers outside a Maitland meat factory, arresting a man and injuring about 20 others, a Food and Allied Workers Union (FAWU) spokesman said yesterday.

Police spokesman Colonel Steve van Rooyen last night said that workers armed with sticks or knobkerries resisted, hitting and "slightly injuring" four policemen in the fracas.

Workers, gathered outside the locked factory gate, ignored a five-minute warning to disperse, telling the police they worked at the factory. They demanded to be let in, FAWU spokesman Mr George Xashimba said.

Trying to avoid the baton charge, some workers stumbled, suffering grazes and bruises when trampled by fleeing colleagues, while others were beaten by the pursuing policemen.

Twenty injured workers were treated in hospital afterwards, a spokesman for the Congress of South African Trade Unions (Cosatu) said.

A 60-year-old man was arrested and will appear today in the Cape Town Magistrate's Court on charges of assault and attending an illegal gathering, an attorney confirmed last night.

Criticising the police action, FAWU and Cosatu said "The strike is fast becoming a political issue, with the intransigence of the Renown management and the intervention of the police. This confrontation could have been avoided had the Renown management not locked striking workers out."

Disputing the claim that workers were locked out, Renown spokesman Mr Tjaart Minnaar earlier this week said workers were barred from the premises for "health reasons".

"Regretting" the incident, Mr Minnaar said police had taken action "without the company's knowledge".

"The company had negotiated at length with both the police and the union to try and ensure that no such incident would take place," he added.

Saying police had acted in terms of the Internal Security Act, Colonel Van Rooyen said "Police would not have intervened unless called on to do so."

Call Tuzi's
26/5/89
140A

Edworks strike to continue

CCAUSA has pledged to continue its strike action against Edworks and the hunger strike of five Edworks workers and a union official after management withdrew all offers made during negotiations with the union since they began in August last year

At a Press conference yesterday, union official and hunger-striker Mr Jackie Masuku said management's decision, which was communicated to the union on Tuesday night, "makes us resolve to continue"

He said management had withdrawn all offers because of the failure of workers to return to work on Tuesday after an ultimatum by management

Masuku said management should not only reinstate offers, but also agree to "withdraw threats to workers who were striking peacefully"

He said the Edworks strike was one of the most peaceful strikes in the country — with no violence and no detentions

The strike action had affected 800 workers in 80 Transvaal stores. Seven Edworks stores, which include Pick 'n Pair and Coco, had closed down, Masuku said

The issues of the strike involved a demand by the union of a R125 across-the-board increase backdated to July 1, 1988. Edworks management offered R105 to be backdated to July 1, 1988.

The minimum wage for workers in the Johannesburg area was R450, management's increase would raise it to R520

Killer's appeal dismissed

BLOEMFONTEIN — The Appeal Court here has dismissed the appeal of Nicolaas Booyen — no address given — against the death sentence he received for the murder of Mr Vincent Africa at Steenberg, Cape, on September 6, 1986.

Mobil strike suspended

JOHANNESBURG — A strike by the Chemical Workers' Industrial Union has been suspended for a week after offers from Mobil.

Reports by Staff Reporter, Own Correspondent, Sapa Reuter AP and UPI

cont. from 26/8/89

see 1400

901-7415
27/5/89
1408

Bail for striking meat worker

A MAN who was arrested when police dispersed about 200 striking meat workers this week has been released on R50 bail after a brief appearance in the Cape Town Magistrate's Court

No charges were put to Mr William Ngxowa, 60, yesterday and he was warned to appear in court on June 12, an attorney yesterday said

A worker injured during the police baton charge on Thursday was yesterday still in hospital, a Food and Allied Workers Union (Fawu) spokesman said

By late yesterday no further incidents had been reported

Company human resources manager Mr Tjaart Theron yesterday confirmed that "constructive" talks had been held



Members of the Chemical Workers' Industrial Union (CWIU) demonstrating in front of Mobil's Johannesburg city offices.

Mobil workers clash with police at demo

ABOUT 40 Chemical Workers' Industrial Union (CWIU) shop stewards clashed with police yesterday during a half-hour placard demonstration outside Mobil's Johannesburg city offices

The singing and chanting demonstrators, employees of a range of chemical sector multinational companies, were demanding that Mobil negotiate the terms of its disinvestment from SA with the union

Police used a dog to try to disperse the gathering after about 20 minutes

After talks between police and a Mobil management representative, demonstrators moved from the pavement and to the forecourt of the Plein Sreet building

An SAP spokesman said an official account of the incident would probably be included in today's unrest report

Meanwhile Gencor energy division executive director Bernard Smith said yesterday he did not envisage any rationalisation programmes once ownership of Mobil Southern Africa passed

ALAN FINE

into its hands on July 1

"With our involvement in projects like Moss gas we will be creating jobs rather than destroying them, and Mobil employees will enjoy the advantages of Gencor's expansion

"Any contraction of Mobil operations is most, most unlikely," he said

Feedback

Smith said he would not get involved in the CWIU/Mobil dispute at this stage, but was prepared to give this assurance on employees' job security and repeat that Gencor intended maintaining the *status quo* regarding other conditions of employment

A CWIU spokesman said the union was expecting, possibly last night, feedback from a London meeting between representatives of Mobil SA and its parent company, at which union proposals were to be discussed

HEADLINES

a mining town as its livelihood threatens to collapse

By CHARIS PERKINS and MANDLA TYALA

BOKSBURG, the CP town which took a defiant backward step last year and declared itself "whites only", could become a ghost town. East Rand Proprietary Mines — the town's biggest source of income — is in danger of closing because of the plummeting gold price. This means 11 000 mineworkers could lose their jobs.

It could also mean that many town businesses and industries, already crippled by a consumer boycott, could collapse.

This week, the Government rejected a request by ERPM and Durban Roodepoort Deep mine for financial assistance to prevent their closure.

Rand Mines, owners of ERPM and DRD, had said earlier they could not keep the mines going without Government support.

A Rand Mines' spokesman said yesterday the Department of Finance was not in favour of Government support for just the two mines. It was studying the situation at all the marginal mines.

He said "But the situation at ERPM and DRD is too urgent. We can't wait for a commission. We are assessing the position and talks are still taking place. It is too early to say the door is closed."

The Cosatu-affiliated National Union of Mineworkers, which represents nearly 20 000 members at the two mines, said it would press for redeployment of workers at related industries in the Rand Mines group.

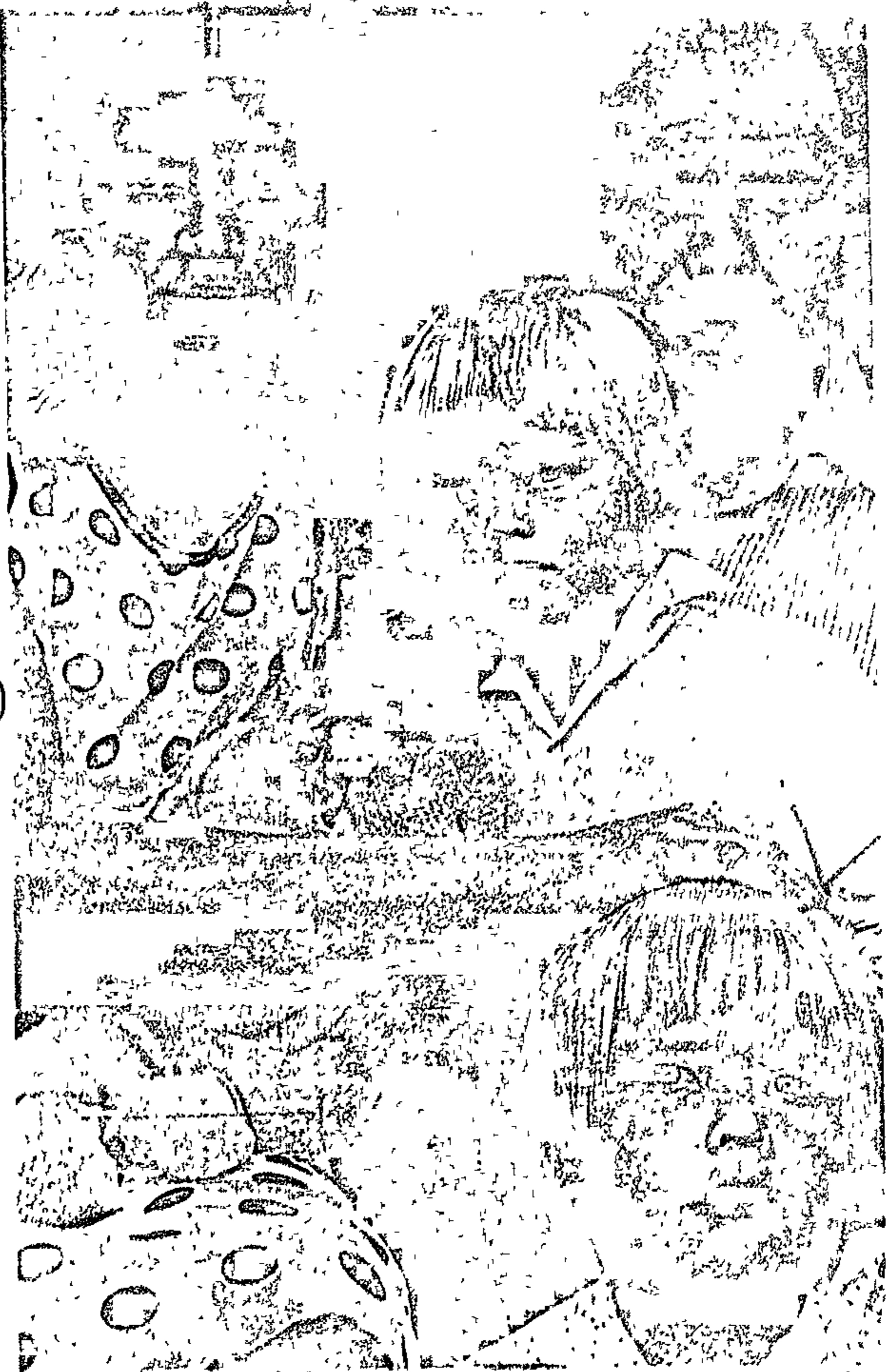
Crisis

The NUM said its members were even prepared to work reduced hours — up to five hours a day — if that helped to keep the mines open. As a last resort, it would negotiate decent retrenchment packages.

It blamed the Government for "short-sighted policies which do not inspire confidence" and said mine management should have foreseen the crisis.

This week, locals spoke of how the white mining community's hopes and dreams were turning to ashes as it faced a future fraught with uncertainty and upheaval.

Mr Otto Horvath, 53, a winding engine driver, said "We have little hope. Mining



UNCERTAIN FUTURE ... Andre Olivier with his wife Emma and children Gert, 5, Rene, 3, and one-month-old Renthla. Picture: MARGOT WILLIAMS

is my life and I am frightened at what is to become of us."

His words sum up the community's mood.

Housewife Jeanie Pieterse, 34, whose husband Piet has worked for ERPM for 10 years, said "We need to know where we stand — because, I tell you, the uncertainty is unbearable."

"It attacks our husbands most. They work hard and have given the mines everything they've got. But now they have no control over their future and they're cracking up."

"Piet is a miner. He has no other qualifications. Here we have everything we need. We stay in a company house for

R10 rent a month, including lights and water, and we get wonderful company benefits."

"Out there we have nothing."

Mrs Nella de Beer, 27, said her biggest worry was that her two school-going children, Hendrik, 11, and Bart, 9, would not be able to complete the school year. "Actually, I don't know what we will do if ERPM closes down. We have five children to feed," she said.

Mr Andre Olivier, a CP supporter and a miner for six years, is hanging on at ERPM to see what happens. But he said the uncertainty was killing and he was scared he would not get another job.

Mr Andre Swart used to operate the mine's lifts but resigned a month ago to look for another job.

His father — who worked for ERPM for 15 years — was transferred to Thabazimbi in the north-eastern Transvaal. "My mother cried when she had to leave."

"I have seen a lot of women crying recently."

Mobil faces a huge bill

5 Times 28/1/87

1409

By Robyn Chalmers

MOBIL is making concessions, which could cost it hundreds of thousands of rands to the Chemical Workers Industrial Union.

The CWIU has demanded that Mobil agree to its proposals on disinvesting companies or face a resumption of strikes were suspended for the second time on Friday.

On May 15, 240 employees at nine Mobil installations in the Transvaal stopped work. By May 17, the strike had spread to 16 installations and involved between 800 and 1 500 workers.

Workers are protesting against Mobil's failure to negotiate with them when disinvestment became an issue. They demand that negotiations on the CWIU proposals

on disinvestment submitted in 1987 take place and that agreement be reached before Mobil quits.

The proposals include a demand that Mobil make adequate provision for workers in the form of severance pay, social security, pension-provident and trust funds.

In addition the social wealth embodied in the SA company — assets or proceeds of sale — must remain the property of the people as plant, profits or a fund.

The strike was suspended last Friday after negotiations. Mobil gave numerous guarantees at a meeting which the union described as positive.

Mobil also agreed to talk to

● To Page 2

● From Page 1

Mobil

1409

Mobil Corporation in America about setting up a meeting with representatives of the US multinational This was one of the CWIU requests when workers first went on strike

Talks with the union are continuing Items on the agenda to be settled are the question of severance pay, a trust fund for the workers and outstanding information on the agreement of sale between Mobil and Gencor

CWIU spokeswoman Pat Horn says "Mobil will have to settle outstanding requirements over the course of next week, otherwise the union will have to resort to strike action"

Mobil employs about 2 800 workers in SA

Mobil could well give in to the union's demands because the concessions it has made indicate that it is desperately trying to avoid a bitter dispute on the eve of its departure

The multinational has always stressed that it would

not sell out in SA In its most recent report, chairman Georges Racine said Mobil was committed to maintaining its operations here

"Walking away from SA and its problems may make some people feel good But we cannot accept that we should walk away from an active role that promotes change — and thereby surrender to those who are trying to hold back the process of change and those who are trying to push us into a future of violence and disorder

"Mobil will not disinvest from SA, because it is obvious that this will not benefit SA, any of its peoples, Mobil's employees or its shareholders

"We know that the freedoms that Mobil has created within its own organisation after 87 years in this country are an effective reply to the indefensible ideologies that exist within SA at large — and to those who would have us leave"



ALAN FINE

Gencor not planning closures

GENCOR had tried to structure its gold mines to weather a low gold price scenario, and there were no plans to shut down any of its marginal mines, senior consulting engineer Kobus Olivier said at the weekend.

A number of Gencor-administered mines, including West Rand Cons, Stilfontein, Bracken and Marievale fall into the "marginal" category.

"Our policy is to try to run our mines profitably. When necessary, we scale down operations," said Olivier. Gencor has laid off nearly 10 000 miners since

the beginning of 1988.

He believed Gencor had been succeeding in its efforts to maintain its mines' profitability. But, he added "We are watching the situation, particularly the gold price. We don't expect to be able to rely on the exchange rate or government assistance."

The NUM declined to comment on the situation facing ERPM and Durban Roodepoort Deep until it had received communication from management.

Last week a NUM spokesman said

the union saw no point in subsidising mines which had reached the end of their natural lives.

However, they expected management to anticipate such eventualities well in advance, and to ensure that employees of mines forced to close down could be relocated to other mines.

Council of Mining Unions spokesmen were unavailable for comment. However, director Ben Nicholson said last week mines which could no longer operate profitably should be mothballed.

Wage talks over strike

CAC Times 30/5/87
1408
Staff Reporter

OFFICIALS of the Food and Allied Workers Union (FAWU) yesterday held wage talks with management at Renown Fresh Meat, in Maitland, where about 180 workers embarked on a strike on May 17.

A wage dispute involving 250 workers at the African Products plants in Bellville and Meyerton is set for mediation later this week, a FAWU spokesman added.

FAWU members at Jungle Oats and Renown Food Products, both in Maitland, yesterday staged sympathy stoppages, the spokesman said.

14011 (15/5/89)
CALL-714P 30/5/89

Textile workers strike into 12th day

Staff Reporter

A LEGAL strike involving more than 1 000 workers at the Worcester-based Hextex textile mill yesterday entered its 12th day, an Amalgamated Clothing and Textile Workers' Union of SA (Actwusa) spokesman said yesterday.

Workers are demanding a 50c weekly bonus for each year of service to be implemented after the first year of employment, said Actwusa regional secretary Mr Ibrahim Patel.

The company, a Barlow Rand sub-

siary, was offering a 25c weekly bonus to be implemented after four years' service, he added.

He said workers only qualified for a lump sum weekly bonus after 20 years' service.

Workers met daily on the factory premises to conduct "cultural and educational" programmes and the company had allowed picketing.

Hextex general manager Mr R D Clapperton could not be reached for comment.

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Staff Reporter 30/5/89
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Hextex general manager Mr R D Clapperton could not be reached for comment.

3 000 on strike at Everite

Sowetan 30/5/07

MOA

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BETWEEN 2200 and 3000 members of the Construction and Allied Workers' Union yesterday went on strike at Everite plants in the Transvaal, the Cape and Natal in support of a wage demand.

A Cawu spokesman said 3000 workers are on strike after 98 percent voted for industrial action in support of a R1,03 an hour across-the-board increase. The strike decision followed the "exhaustion of all negotiation procedures, including a conciliation board."

Support

The spokesman, said other unions affiliated to the Congress of SA Trade Unions, as well as community organisations had pledged support for the strikers.

SOWETAN
Reporter

According to an Everite spokesman, 2200 workers were on strike at plants in Brackenfell, Durban, Kliprivier and Port Elizabeth.

Compatible

The company believed its final offer to be fair and "entirely compatible with the average wage increase of 17 percent awarded by the manufacturing sector".

• The Edworks group is to ask the Supreme Court today to enforce an earlier ruling which rendered a strike by hundreds of employees illegal, according to a Commercial, Catering and Allied Workers' Union spokesman.

Everite employees go on strike

By Mike Siluma,
Labour Reporter

Between 2 200 and 3 000 members of the Construction and Allied Workers' Union (Cawu) yesterday went on strike at Everite plants in the Transvaal, the Cape and Natal.

A Cawu spokesman said 3 000 workers struck after 98 percent voted for industrial action in support of a R1,03 an hour across-the-board increase. The strike decision followed the "exhaustion of all negotiation procedures, including a conciliation board".

The spokesman said other unions affiliated to the Congress of SA Trade Unions, as well as community organisations, had pledged support for the strikers.

According to an Everite spokesman, 2 200 workers were on strike at plants in Brackenfell, Durban, Kliprivier and Port Elizabeth.

He said management had unilaterally effected its final wage offer of between 50c and 75c an hour, the new minimum rate being R3,35 an hour.

The company believed its final offer to be fair and "compatible with the average wage increase of 17 percent awarded by the manufacturing sector".

● The Edworks group is to ask the Supreme Court today to enforce an earlier ruling which rendered a strike by hundreds of employees illegal, according to a Commercial, Catering and Allied Workers' Union spokesman.

He said the hunger strike by six union members in support of a wage claim against the company was continuing.

Kreef: Man in court

A BELLVILLE man, Mr Johan Fourie, 32, appeared in Cape Town Magistrate's Court yesterday in connection with allegedly illegally receiving 230 crayfish and possessing 212 undersized crayfish tails. The hearing was adjourned to June 15.

Ccawusa wins Pep talks

JOHANNESBURG.— After four months of negotiations with Pep Stores Ltd, Ccawusa has won an across-the-board increase of R133,50 a month for its members at Pep, Ackermans and associated warehouses, branch secretary of Ccawusa Mr K M Thibedi said yesterday.