

INDUSTRIAL RELATIONS - COSATU

1989 - JUNE - JULY

13,5% hike for mineworkers

(WON) ALAN FINE

THE Chamber of Mines and the Council of Mining Unions (CMU), which represents 27 000 mostly white skilled miners and artisans, reached agreement on Tuesday on a 13,5% increase for all employees represented by the CMU, a chamber spokesman said.

However, ERPM and Durban Roodepoort Deep, the two loss-making mines facing possible closure if government relief is not granted, were excluded from the agreement and will be subject to separate negotiations.

Other marginal mines which gave lower increases than the more profitable mines in 1987 had agreed to "come into line" with the terms of the 1989 agreement. *6/10/11/16/17*

The 1989 CMU settlement is higher than the 12% agreed on in 1988. Settlements between the chamber and the mainly black National Union of Mineworkers (NUM) have, on a percentage basis, traditionally been above the CMU level. The employer offer to the NUM stands at 11%, while the union demands from 37% to 100%.

Actwusa in bid to bypass Act

COSATU's 70 000-strong Amalgamated Clothing and Textile Workers' Union of SA (Actwusa) has launched a major initiative to renegotiate its recognition agreements to bypass the Labour Relations Act (LRA)

And the National Union of Metalworkers of SA (Numsa) has embarked on a similar process in the tyre and rubber industrial council

These moves come as Cosatu, Nactu and a group of independent unions finalise their strategies for a national campaign against the Act

Actwusa Natal regional secretary John Eagles said on Tuesday the union

6/Dec/11/6/87
(140A) ALAN FINE

had briefed employers in the four major regions - Johannesburg, Durban, the eastern and western Cape - on the union's attitude to the Act

This is to be followed soon by letters of demand to each employer with which the union deals, proposing amendments to their recognition agreements

He said this strategy was based on scepticism that talks between the union federations and Saccola would be resolved satisfactorily. Actwusa proposals would include the right to strike without fear of dismissal

Union-employer wage gap narrows

140A

THE divide between employer and union wage proposals narrowed significantly at the fifth round of metal industry wage negotiations in Germiston on Tuesday, a Seifsa spokesman said yesterday.

ALAN FINE

The spokesman said Numsa reduced its wage demand to 20% across-the-board. Numsa's previous proposal ranged up to 26,5%. The demand of the Nactu parties to the council was reduced to 46% from 65,5%.

And, in response to a request from the National Union of Metalworkers of SA (Numsa), Seifsa has undertaken to make representations to Inkatha, Cosatu and the state in an attempt to bring an end to the Natal violence.

The Confederation of Metal and Building Unions made no further concessions.

3/Day 1/6/89 140A

Edworks strike finally ends

SIPHO NGCOBO

THE six-week "starvation wage" Edworks strike — which had resulted in the closure of at least seven of the company's stores and caused a nine-day hunger-strike protest by some workers — had ended, Edworks Group MD Stewart Dodo said yesterday.

He said the strike ended on Tuesday after an agreement between the company and the Commercial Catering and Allied Workers Union (Ccaawusa).

The union had accepted the company's initial offer of a minimum monthly rate of R520 and R105 and an across-the-board increase back-dated to July 1 last year.

The union had been pressing for R125 across-the-board salary hikes, accusing the Edworks Group of paying minimum "starvation wages" of as little as R190 a month in areas such as New Castle, R320 in Pietersburg and R415 in Johannesburg.

Dodo said: "The company and the union have reached an agreement at which the union agreed to withdraw its appeal against the Supreme Court decision that the strike, started by its members on April 17, was unlawful."

The company wanted to place on record that it believed the strike was most damaging to those who participated.

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Gawu to campaign for shop stewards

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THE Garment and Allied Workers' Union (Gawu) is to strengthen shop steward committees in all factories as part of a campaign against victimisation of shop stewards

The move is in response to what a Gawu spokesperson described as "a serious problem with victimisation at several Cape Town factories"

"Management is moving systematically in certain areas to try to punish actions which are part of shop stewards' duties," he said

More than 500 people attended a meeting in Elsies River last month to protest the dismissal of a shop steward from Shareen Knitwear.

The case is due to be heard by the industrial council this month.

Gawu is holding a series of meetings with all shop stewards to set up shop steward committees in every factory. This would prevent shop stewards from being isolated by management.

Gawu will also be campaigning for shopsteward rights at plant level

Cape Clothing Manufacturers' Association secretary Mr CE McCarthy said the association was "mystified" by the campaign

"Any allegations of a systematic anti-shop steward campaign by employers were absolute nonsense," he said.



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Edworks settlement

South 1-7/6/89.
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Ccawusa agreed to withdraw its appeal against the Supreme Court decision that the strike by Edworks employees which began in mid April was unlawful.

Talks to continue

THE final details of an agreement between Mobil SA and the Chemical Workers Industrial Union over the terms of Mobil's impending disinvestment are still being discussed between the two parties.

A CWIU spokesperson said "substantial progress" had been made in talks so far.

Matters still outstanding include the full disclosure of details surrounding the sale to Gencor and the establishment of a R4 million trust fund.

Mobil has agreed on service pay and given an undertaking there will be no retrenchments for a year after the Gencor takeover.

CWIU members last month suspended a strike pending the outcome of discussions with Mobil.

Sadwu snubbed

THE Minister of Manpower has refused to meet with a delegation from the South African Domestic Workers' Union (Sadwu) over the extension of labour legislation to cover domestic workers and farmworkers.

Sadwu has collected thousands of signatures for a petition demanding domestic workers be covered by the Labour Relations Act.

On Thursday, the petitions will be presented to regional offices of the Department of Manpower by Sadwu representatives.

Workers return

ABOUT 1 000 workers at Mondri's Merebank mill in Natal returned to work this week pending further negotiations between the Paper, Print Wood and Allied Workers' Union and management over the implementation of a wage increase.

The workers had been on strike for a week — NEW

Labour

15/11/89

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After 33 years, strikes have changed at Hex Tex

140P

1-7/6/89

Smith

SPIRITS are continuing to run high among strikers at the Hex Tex factory in Worcester as the strike, one of the most significant ever in the Boland, entered its third week

A shopsteward said the more than 900 strikers, members of the Amalgamated Clothing and Textile Workers' Union of South Africa (Actwusa), were determined to continue the struggle

"We are still united and will not give up our battle," she said

The workers are demanding an annual service bonus of 50 cents a week from the first year of service.

Regional secretary Ebrahim Patel said no meetings between the union and management had taken place since the strike began

Patel said workers received a note saying the company was prepared to pay a bonus from the first year of service but was still holding out for 25 cents

The strike is the first to take place at the factory, one of two major employers in Worcester, since 1956.

Chrissie Ross is one of several strikers who was working at the factory in 1956

"Then we earned one pound 76 a week. After the strike we got an extra two shillings a week," she said

"But there is no comparison between that strike and now. Then we had to sit outside while the union leaders discussed agreements with the bosses

"Now in Actwusa we have worker control

"We as workers say what should happen. We have set up committees to run our strike programme and to discuss tactics "

Ross, like most of the other workers, earns R107 a week

"After all these years of service I deserve a bonus. We want to have that 50 cents!" she said

Workers said they were encouraged by the support they were receiving from the community in Worcester

Several organisations have given money and food to the strikers

A solidarity church service was held on Tuesday night

On Saturday there will be a big walk from the factory to the AME church hall where workers will stage a play they have been practising during the strike

Industrial unrest sweeps W Cape

A WAVE of industrial unrest has hit the Western Cape with more than 2 000 workers on strike at several factories

In the most recent strike action, hundreds of militant strikers did the toyi-

toyi through the gates of the Everite factory at Brackenfell after about 700 workers downed tools on Monday morning over a national wage dispute

The workers, members of the Construction and Allied Workers' Union (Cawu), have rejected management's offer of 50c an hour and are holding out for R1,03. The current minimum wage is R2,85.

The workers are also demanding a 40-hour working week and that the productivity target of 90 per cent be lowered to 65 per cent

A Cawu spokesperson said 3 500 workers were on strike at the Fibre and Cement division of Everite Limited in Port Elizabeth, Durban, Khiprivier and Brackenfell. Everite has put the figure at 2 200

The Everite branch in East London was shut down this week after Cawu lost a last-minute application for an interdict to prevent closure. Everite public relations spokesperson Brian Gibson said the strike was "unfortunate", but the company respected the right of employees to "withdraw their labour".

RIOTING MAKES A GOOMIE BRACKENFELL

Strikes FROM PAGE 1

"However, we remain firm in our conviction that our final offer is fair. Our average wage of R4,30 an hour is good by building industry standards," he said

The Cawu spokesperson said Everite had put up posters advertising for temporary workers and about 100 "scabs" had been bussed in to the Brackenfell factory.

About 900 members of the Amalgamated Clothing and Textile Workers' Union of South Africa have been on strike at the Hex Tex factory for over a fortnight, following a dispute over service bonuses.

And in Cape Town, about 200 workers are continuing with a three week old strike at African

TO PAGE TWO

Products in Bellville

At Renown Fresh Meats in Maitland where a confrontation with police last week resulted in 20 workers being injured and one arrested, settlement has been reached

The bitter two week strike by about 200 members of the Food and Allied Workers' Union at Renown Fresh Meats in Maitland ended on Tuesday night.

Workers accepted management's offer of an R18 increase in the minimum weekly wage of R110 backdated to the beginning of March in return for another increase being implemented in October

A spokesperson for the Chemical Workers' Industrial Union confirmed that workers at Shell subsidiary Petrocol this week voted in favour of a strike.

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Metal industry unions reduce wage demands

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Staff Reporter

Employers and trade unions in the metal industry narrowed their differences in the fifth round of wage negotiations held this week, the Steel and Engineering Industries Federation of South Africa (Seifsa) said in a statement

According to Seifsa, negotiation parties agreed to meet again on June 13, giving employers time to reconsider their final offer in the light of concessions made by the unions.

On May 16 employers presented their final offers on increases — 15,9 percent for labourers and 13 percent for artisans

The National Union of Metalworkers of South Africa reduced its demand to a 20 percent across the board increase for all wage categories while the Engineering and Allied Workers' Union and the Electrical and Allied Workers Trade Union of South Africa (Eawtu) reduced their demands to 65,5 percent for labourers and 46 percent for artisans

The Confederation of Metal and Building Unions' demands of 16,9 percent for labourers and 17 percent for artisans remained unchanged

Red Cross strike: officials due to arrive in SA today

Staff Reporter

A six-man delegation of the International Red Cross was due to arrive in South Africa today for a four-day visit to look at problems in the local branch.

Their visit comes after recent developments within the Southern Transvaal region of the Red Cross, which resulted in the dismissal of Mr Bongani Khumalo, assistant regional director. The dismissal has resulted in 37 workers in the region going out on strike for more than four weeks.

The workers' demands include the unconditional re-instatement of Khumalo, recognition of their union, the National Education, Health and Allied Workers' Union,

the reimbursement of 80 percent of their salaries deducted while on strike and an assurance that no workers would be victimised when they returned to work.

A source in the Henri Dunant Coalition (HDC) — a union of volunteers, members and employees of the SARCH — said that while in the country, the delegation from United Kingdom, West Germany, Sweden and Sierra Leone would acquaint itself with questions related to the mandate of the International Red Cross and the adherence by the national society of the ideals of that movement.

The source said the delegation would meet the leadership of the SARC at national level and in the southern Transvaal.

Edworks in agreement

5 Apr 16/89
The Commercial, Catering and Allied Workers' Union of South Africa (Ccawusa) and Edworks Ltd announced that they have reached an agreement over court action and salary increases.

The union has agreed to withdraw its appeal against a Supreme Court decision that a strike, commenced on April 17, was unlawful. It has accepted Edworks' offer of a minimum rate of R520 from July 1 1988.

(140A) ~~(140A)~~

A challenge to join up unions

By MOKGADI PELA

WHEN the 110 member-strong Metal and Electrical Workers Union of South Africa was launched in Johannesburg at the weekend, labour expert Mandla Seleane cut through the euphoria and challenged the new union

He urged to bridge the gap between itself and the National Union of Metalworkers of SA

Seleane, who was guest speaker at Mewusa's launch congress at Nasrec, said Mewusa and Numsa should be true to the slogan "one union, one industry" which both unions are vociferous about

Seleane said the two unions must recognise each other's right to exist. But they must also search for ways of bringing Nactu and Cosatu together

Practical

"Events like the Workers Summit show that unity is possible in spite of our differences. It is through practical involvement with one another that the mistrust any of us has will disappear

An interview with leaders of Numsa and Mewusa on the question of unity gave a ray of hope that the country may soon have one metal union for black workers

Numsa secretary general, Moses Mayekiso, said "We in Numsa are committed to the



concept of one metal union and one industry in South Africa. We are further committed to having one federation, one country.

Fight

"We encourage Numsa and Mewusa to come together in the fight against the capitalist and exploitative system under which we live"

His union, Mayekiso said "is ever open to discuss with Mewusa to further our commitment to the principle of one industry, one union. We are sure that Cosatu feels the same way too

"We don't foresee problems in bringing Mewusa and Numsa together as both are members of the International Metalworkers Federation, (South African Co-ordinating Committee)," Mayekiso added

He said his union wished Mewusa a prosperous future. Mewusa assistant secretary general, Zithulele Cindi had this to say about his union "Our position has

Three figures in the debate



MANDLA SELEANE

always been to work towards maximum unity of workers and this is evidenced by the coming into being of Mewusa

Cindi however, said unity starts at a certain point. It is a process that involves interaction and exchange of ideas

Engaged

He said he was optimistic that Numsa and Mewusa could come together because both unions have presented joint approaches to management on wage negotiations

Both unions have been engaged at shop stewards level, the latest being two weeks ago. He said the basis for unity exists between Numsa and Mewusa

"As far as bringing Nactu and Cosatu



ZITHULELE CINDI

together Cindi said they saw themselves as catalysts in that direction

He was quick to caution that people must not forget that they come from different traditions and backgrounds. Because of that they needed to engage in confidence building exercises. He cited joint campaigns against the Labour Relations Amendment Act as examples

Strength

Should Numsa and Mewusa come together and implement the slogan one industry, one union, the move will herald a new era for the metal industry. The numerical strength of the two unions cannot be undermined. Numsa has



MOSES MAYEKISO

80 000 paid-up members while Mewusa has 69 000 paid-up members

Numsa's signed-up membership stands at 130 000 while Mewusa's stands at 110 000

With talk of deregulation in the metal industry one can say we are in store for heightened conflict between unions and management

Deregulation means that about 8 000 small businesses will not be covered by "the main agreement". Unions are opposed to this position

But the metal unions have expressed pleasure over management's flexibility by converting pension funds into provident funds

Task

Cindi said since the launching congress of Mewusa at the weekend they have been inundated with applications and appeals from workers to join the new union

Mewusa still has a big task in convincing other Nactu affiliates who have not yet joined to do so. The Steel Engineering Allied Workers Union comes to mind. The unions said it was not part of the weekend merger. In his opening address Nactu president, James Mndaweni answered a crucial question as to what would happen to other unions in the metal industry and are affiliated to Nactu but were not part of the merger. He said their workers indicated their willingness to join at a later stage. He said Mewusa saying "it is the first union to bring the federation of one union, one industry into fruition"

Red Cross 6 flies in to see problems

A SIX-MAN delegation of the International Red Cross is to arrive in South Africa today for a four-day visit to look at problems in the local movement.

Their visit comes in the wake of recent developments within the Southern Transvaal region of the Red Cross which resulted in the dismissal of Mr Bongani Khumalo, assistant regional director.

As a result of the dismissal 37 workers of the region have been on a strike for more than four weeks

The workers' demands include The unconditional reinstatement of Khumalo, recognition of their union, the National Education, Health and Allied Workers' Union (Nehawu), the reimbursement of 80 percent of their salaries deducted while on strike and an assurance that no worker would be victimised when they return to work.

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The source said the delegation will meet with the leadership of the SARG at national level and in the Southern Transvaal region

Cosatu plans peace protest as violence in Natal rises

By CARMEL RICKARD,
Durban

WITH the death of leading Pietermaritzburg unionist Jabu Ndlovu yesterday, the crisis in Natal's townships has taken a serious turn for the worse and widespread protest in the city is expected next week.

Officials of the Congress of South African Trade Unions yesterday said that in the face of continuing attacks on their members, and the inability of the police, the army and the courts to halt the killings or provide protection to township residents, members of the Pietermaritzburg community would observe June 5 to 7 as a period of "peaceful protest action".

During the attack on Ndlovu's home 10 days ago, her husband and child were killed. She died of her injuries yesterday morning.

Ndlovu was a key figure in the National Union of Metalworkers of South Africa and a prominent campaigner for an end to the violence.

The funeral of her husband and child did not go ahead last weekend because of anonymous threats to the Impendle chief in whose area the ceremony would have taken place. Instead it took place in Mountain Rise during the week.

Announcing Ndlovu's death yesterday, Cosatu criticised the minister of law and order for not taking steps against those believed to be responsible, while "(obscuring) the unacceptable conduct of his police force and 'warlords' by making false allegations against Cosatu and the UDF".

Cosatu described the situation as "intolerable" and said the continued killings and the alleged misconduct of the police in handling the violence had "finally frustrated the people of

Pietermaritzburg to the extent that they believe some effective protest has to be made to bring home to everyone that violence must stop".

The planned action will be aimed at protesting against the killing of Ndlovu and others. It is also intended to back a call for alleged police misconduct to stop and for an independent commission of enquiry into the role of the police in the city.

Protesters are also calling for "warlords" to be jailed, the right to bury the dead without fear of restrictions and the lifting of restrictions on ex-detainees to ensure their safety.

Cosatu has advised their counterparts in Britain, many of whom know Ndlovu, of the planned protest, and has asked them to take action in support of local peace calls.

Cosatu said they had once more contacted Inkatha President Mangosuthu Buthelezi appealing that he agree to join in renewed negotiations for a peace conference and an effective peace process.

Previous attempts at organising peace talks were wrecked after Buthelezi insisted they had to take place in his headquarters in Ulundi while Cosatu and the UDF said it should be at a neutral venue.

"The constituencies of Cosatu/UDF and Inkatha have to be drawn into this process and that is why a neutral venue is needed," union officials added.

Unrest monitoring groups have detected a rise in the violence in the weeks since the talks were called off

Embassy protesters in court

TWO Pretoria activists who took refuge in the British embassy earlier this year to protest against restrictions imposed on them under the Emergency have been charged with contravening their restriction orders

Congress of South African Trade Unions' Northern Transvaal secretary Donsie Khumalo was charged with 129 contraventions of the regulations in the Pretoria Regional Court this week. The maximum penalty for a contravention is 10 years' imprisonment or a R20 000 fine.

The other activist, who was charged separately in the same court, is Construction and Allied Workers' Union administrator Grace Dube.

Khumalo and Dube were among six people who took refuge in the British Embassy earlier this year to protest against restriction orders served on them after their release from detention. At the time, they said they intended to defy the restrictions.

The magistrate, WAJ van Zyl, yesterday turned down Khumalo's bail application.

Captain Hendrick Britz of the Northern Transvaal security police, testified that Khumalo was restricted to his Mamelodi home between 6am

and 6pm and had to report at the local police station twice a day

Since his involvement in the embassy protest on March 29, Khumalo had failed to report to the police, Britz said, and on several occasions when police went to his house and workplace, he was not available

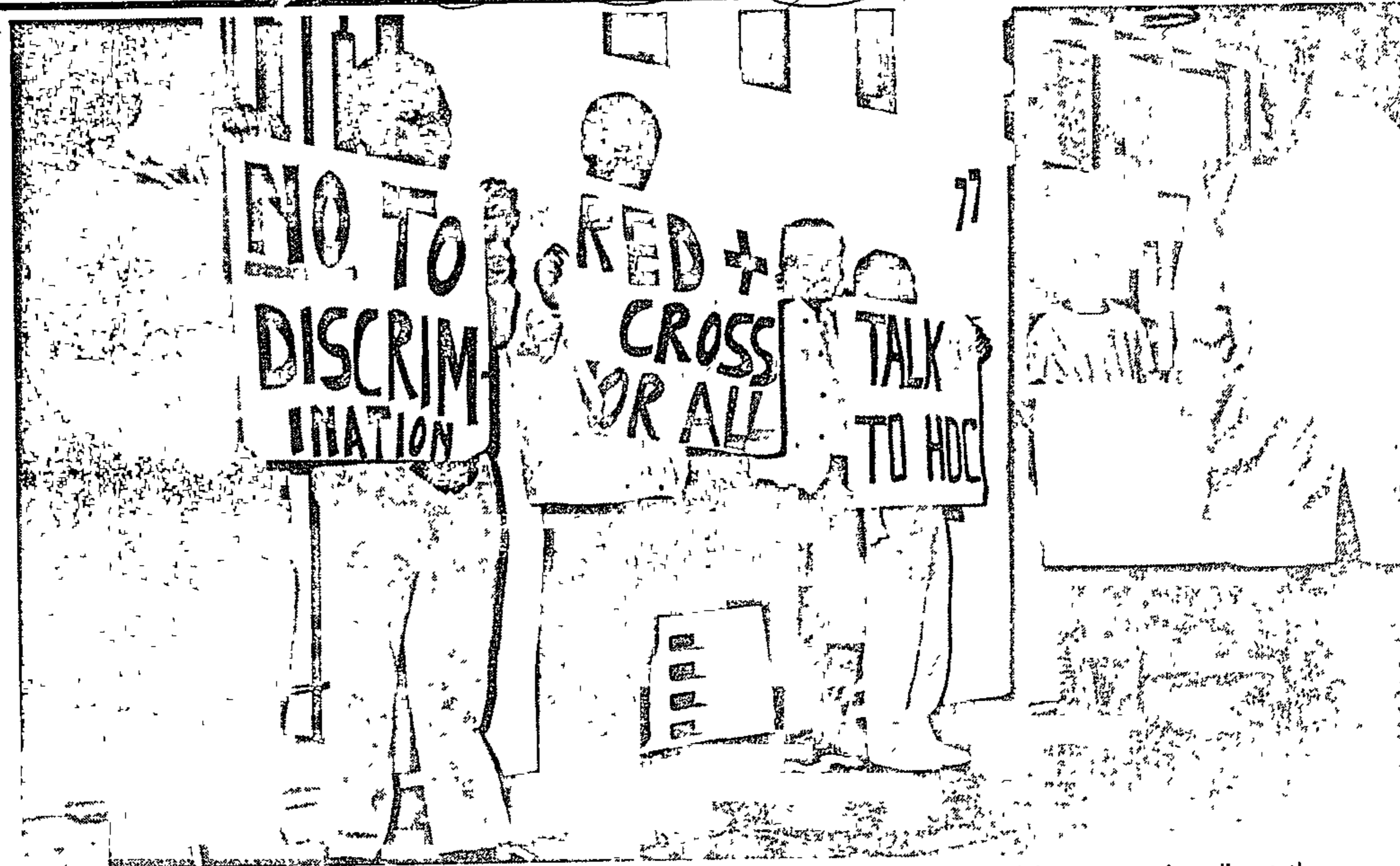
Britz told the court that the Khumalo had a passport and many contacts outside the country. "If he is granted bail, he could leave the country with or without a passport and could also go to one of the embassies to seek political asylum, in which case the South African government and those embassies could be embarrassed"

The case was postponed to August 30 for hearing, while the case against Dube was postponed until today

Meanwhile five restricted Soweto Students' Congress activists, Paul Themba Chauke, Norman Raboshoge, Solomon Dolamo, Blessing Ndlovu and Norman Makaboke, and another activist, Joel Letlape, were detained this week in a pre-dawn raid, and are currently being held under the emergency regulations, according to their lawyers

By VUSI GUNENE

2-8/89



Red Cross workers, who have been on strike for four weeks, welcome the international delegation and spell out their grievances during a picket outside Red Cross House in Johannesburg last night. Picture by Ken Oosterbroek

International Red Cross delegation arrives in SA for talks

By Sue Valentine

The five-member delegation of the International Red Cross and Red Crescent landed in Johannesburg yesterday — and within hours met representatives of the Southern Transvaal Regional Council of the South African Red Cross (SARC)

The leader of the visiting delegation, Mr Tom Buruku, who is head of the Africa department of the League of Red Cross and Red Crescent Societies, said they would also be talking to staff in the region and organisation volunteers

This, he said, included members of the Henri Dunant Coalition (HDC), which is led by Mr

Bongani Khumalo, who was fired from his position as assistant regional director in the Southern Transvaal last ago

"We have not come here to solve problems. They will be solved by people in the SARC. This is a fact-finding mission. We've come to express our concern and anxiety at what has been happening," said Mr Buruku

He added that the delegation had not been invited to South Africa by any particular group within the SARC

"When a member of the family of the Red Cross has problems, we are in constant touch"

Mr Buruku said the group had

not come to discuss the expulsion of the SARC from the international movement, adding that it was premature to ask such questions

Other members of the delegation, which is likely to remain in South Africa until Sunday, are Mr Thomas Klemp of the West Germany Red Cross, Mr David Wyatt of the British Red Cross, Mr Govan Buckstrand of the Swedish Red Cross, and Mr Michel Martin of the International Community of the Red Cross

A delegate from Sierra Leone, who was due to join the delegation, did not arrive

Meanwhile, 37 workers at Red Cross House in Johannesburg

who have been on strike for four weeks demanding the reinstatement of Mr Khumalo and recognition of their union — the National Education, Health and Allied Workers Union (Nehawu) — said they were distressed at the use of what appeared to be scab labour

A member of the HDC who picketed Red Cross House during the talks last night, said employees of Supervision Services had been seen cleaning the building on Tuesday. A new typist had also been working at the desk of one of the strikers

"It remains to be seen if these measures are temporary or permanent," he said

Capl 71475 2/6/89 (140A)

Natal trade unionist dies after arson attack

JOHANNESBURG — Mrs Jabu Ndlovu, a senior shop steward of the National Union of Metalworkers of South Africa, died yesterday from burn injuries received during an arson attack on her home in the Maritzburg area on May 21

Mrs Ndlovu's husband and daughter died while another daughter, aged 13, and a 20-year-old nephew received serious burn wounds when the house was burnt to the ground

Cosatu said the deaths represented "a further tragic and forceful statement on the need to end the killings in Natal"

About 1 300 people have been killed in fighting between Inkatha and Cosatu and United Democratic Front supporters in the Maritzburg area alone — Sapa

Labour giants send demands

THE country's two biggest labour federations yesterday submitted letters to major employer associations and government departments demanding the scrapping of controversial clauses in the Labour Relations Act

The Congress of South African Trade Unions (Cosatu) and National Council of Trade Unions

By LEN MASEKO

(Nactu), said in a joint statement that they would declare a dispute with these parties "if there is no indication of progress towards meeting these demands" by June 30

The federations, which represent more than 1.5 million workers country

wide, said the letters were aimed at securing "the democratic rights of workers which are violated by the LRA"

A "letter of demand" was also submitted to the South African Consultative Committee on Labour Affairs (Saccola)

"We expect negotiations to take place with employers at a national

level in a joint national forum of trade unions and employer associations," the two said

Cosatu and Nactu demand — among other things — the right to strike and to engage in sympathy strikes, the right to picket and that the provisions of the labour legislation be

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Giant demands

From page 1

extended to domestic workers and employees in the public and farming sectors

The federations have called on the churches and the community to support the campaign against the legislation. The two are to hold a second workers' summit on August 5 and 6, to discuss further action against the law.

The first workers' summit, involving the two federations and several independent unions, was held in March this year.

Meanwhile the South African Domestic Workers' Union yesterday reiterated its demand that domestic workers be included in the provisions of the labour legislation.

Cosatu man held for defying clamp

AN OFFICIAL of the Congress of South African Trade Unions was arrested yesterday morning for allegedly breaking his restriction orders.

By LEN MASEKO

Mr Donsie Khumalo, Cosatu's Northern Transvaal regional secretary, appeared in court yesterday and was remanded in custody until August 30, according to Cosatu. The Cosatu official was one of the hunger strikers who escaped from detention and sought refuge in the British Embassy in Pretoria about two months ago. He was immediately slapped with restriction orders,

which confined him to his Pretoria home at certain times. Cosatu's general secretary, Mr Jay Naidoo, condemned Khumalo's arrest, saying "many people are asking whether restricted people can afford to obey their restrictions". He said most of the restricted people feared for their lives and that many had lost their jobs as a result of the restriction orders.

EDWOOD RIKS STRIKE ENDS

EDWORKS and the Commercial Catering and Allied Workers' Union of South Africa have reached agreement, ending a seven-week-old strike by the company's employees.

Edworks' managing director, Mr Stewart Dodo, said the union had accepted the company's offer of a minimum rate of R520 a month and a R105 across-the-board increase.

Cawusa official Mr Jackie Masuku said the strike revolved around economic issues as well as "matters of principle".

BY LEN
MASEKO

Industrial action Both parties had also agreed that the controversial labour legislation would not be invoked when determining workers' conduct during the strike.

Action

These matters included the extension of the wage agreement to the company's employees in Bophutswana, proposed disciplinary action against strikers, picket protests during the strike and the controversial Labour Relations Amendment Act.

He said the two parties had also agreed to appoint an arbitrator who would determine whether the strikers had intimidated customers and staff during the

complete success of the strike was the question of community support," Mr Masuku said

Damaging

Mr Dodo said the strike was "most damaging to those who participated". Cawusa has called off a hunger strike by some of its members Mr Masuku and five Edworks employees embarked on the strike a fortnight ago, to highlight the dispute between the company and Cawusa



Edworks employees celebrate the settlement of their dispute with a march through Johannesburg streets yesterday. Pic PAUL TSHABALALA

Shop steward charged with intimidation

A SHOP steward of the Hotel Liquor and Catering Union near Pilgrim's Rest in the Eastern Transvaal was arrested at the Blypoort

He is Mr Nelson Mashile, Nactu's regional organiser in Tzaneen, Mr Moss Mahasha, said Mashile, who is the chairman of the shop

Help us find top seller

SOWETAN is looking for the Top Street Seller — and we need your help in finding the best street seller of our newspaper.

All you have to do is answer a few easy questions and tell us why you think your street seller is the best of

all Sowetan's street sellers.

The first prize for the top street seller — and the reader who nominates the top street seller is R1 000 each. Entry forms in Sowetan every Friday.

SOWETAN 'TOP STREET SELLER' COMPETITION

We want you to choose the "Top Street Seller". In this easy competition, all you have to do is answer easy questions and write a sentence on why you think your street seller should be voted "Top Seller"

PRIZES ARE AS FOLLOWS:

Final pay offer made

SEIFSA made its final offer of 15.9% for labourers and 13% for artisans to trade unions in the metal industry this week. *Times 4/6/89*

Seifsa reports that the bargaining showed steady progress and the divide between the offer and some of the unions' demands narrowed.

The National Union of Metalworkers (Numsa) has reduced its demand to 20% across the board for all wage categories. Three other unions are asking for 65.5% for labourers and 46% for artisans. *(NUMA) (65)*

The parties will meet again on June 13.

140A

Wage, food strike ends after month of picketing

By CONNIE MOLUSI

THE MONTH-LONG Edworks wage dispute – involving a hunger strike to support demands for a living wage by the Commercial, Catering and Allied Workers' Union (Ccaawusa) – ended this week

Edworks' managing director Stewart Dodo said the union had accepted the company's minimum offer of R520 a month and an R105 across-the-board increase

Initially the strike took the form of pickets but, when these were not persuasive enough, five workers and one union official started a hunger strike

It was the first time that such a collective bargaining strategy had been used by a union in a dispute.

The strike was characterised by pickets outside Edworks stores, resulting in the closure of seven shops

The union pointed out that the strike was peaceful but that strikers had been subjected to rightwing intimidation – including actions by managerial staff members at Edworks

A spokesman for the union, Jackie Masuku, said the strike revolved around economic issues as well as "matters of principle".

He said the strikers had remained disciplined despite provocative action by Edworks, which issued cameras to staff members to photograph picketing workers

"The strike has been extremely peaceful. The company has not suffered any damage to property, yet it threatens pending disciplinary action against workers

"This implies a threat to the rights and freedom of workers – such as the right to picket – which the company sought to prohibit by resorting to court action," Masuku said

The hunger strike was symbolic on the part of the union and was aimed at getting public attention

The union said the tactic had been adopted because of the long lists of workers which the company intended to dismiss. This called for increased pressure on the company, a representative said

An independent arbitrator has been appointed to investigate whether workers intimidated customers or staff during the picketing

The company has also agreed to extend the negotiated wage to workers in Bophuthatswana – a landmark victory for workers in an area where union rights have so far been denied

Dodo said the company welcomed the settlement as the basis for a return to normal. However, the strike had been most damaging to those who participated, he added

Hundreds facing ^{ARGUS} resignation ^{5/6/89} deadline

By DICK USHER
Labour Reporter ¹⁴⁰¹

HUNDREDS of provincial employees face a deadline today — they have been asked to resign to allow their re-employment by recently created black local authorities

The South African Municipal Workers Union (Samwu) has accused the Cape Provincial Administration (CPA) of "high-handed baasskap" action in "demanding" the resignations without consultation

A Samwu spokesman said today at least 1 000 workers involved were refusing to sign their resignations

He said they feared that by resigning they would lose benefits such as pensions and medical aid.

A Samwu statement said the CPA had refused to meet the union to discuss the status of each worker, job security, wages, conditions of service and related matters

POSSIBLE CRISIS

The statement said appeals for a meeting were attempts to avert a possible services crisis in black townships

Many of the workers had previously been employed by the Cape Town City Council and had been transferred to the Bantu Affairs Department, later the Bantu Affairs Administration Board, and then to the CPA

Although they had been transferred without consultation, this was the first time they had been asked to resign to formalise a change of employer.

CPA officials in the community services division connected with the moves were at a meeting

The Samwu spokesman said he understood the meeting was about the position of the workers

"We are waiting to hear the outcome before we decide on further steps," he said.

Samancor (14019)

workers get R10-m bonus

Finance Staff (223)

6/6
Samancor's 10 000 employees are receiving a bonus of over R10 million in the wake of expected good results for the financial year to end-June, it was reported today

No employee will receive less than R1 000

However, the bonus scheme, details of which will not be released, is expected to run foul with unions, who could see it as an infringement on wage negotiations

The two unions concerned, NUM and Numsa, have not yet commented on the payout, which was announced to employees yesterday

Samancor is in line for good results, judging from the interim figures for the second half of 1988m, which showed profits up 20 percent up on the previous interim period

Freegold sets priorities for capital projects

Star 6/16/87

140A

The control of both operating costs and capital expenditure, whilst receiving management's day-to-day attention, is a cause for considerable concern, says Freegold chairman Peter Gush in his annual review.

Turning to exploration, he said that as a result of continually escalating costs and the likelihood of a static or lower rand gold price prevailing for the coming year, it had become necessary to "prioritise" capital in order that those revenue-generating projects nearing completion were given first call upon available funds.

It would not be possible therefore to continue with less important projects and for the time being these would be discontinued.

All projects currently on stand-by, however, had been left in such a way that work could recommence as soon as an improvement in the gold price took place, he said.

Referring to the deferred exploitation of the

farms Jonkersrust and Du Preez Lager, Mr Gush said it was important that the government realised the necessity to relax the provisions of "ring fencing" to enhance the viability of some new mining projects.

REALISM

Following the 1987 miners strike, a new realism was evident during the 1988 wage negotiations

In contrast to its approach to the 1987 wage negotiations, the National Union of Mineworkers had accepted a wage increase of between 13 percent and 16,5 percent "without recourse to any of the dispute-settling machinery provided for in legislation," Mr Gush said.

Commenting on the removal of the "scheduled person" definition from the statute book, he pointed out that management was still dissatisfied with the number of provisions within the Mines and Works Act that could be used to impede the advancement of black employees.— Sapa.

CPA denies forcing workers to quit

By DICK USHER
Labour Reporter

AP645
7/6/89

THE Cape Provincial Administration has denied union claims that provincial workers faced a deadline to resign to effect their employment by local authorities.

The administration was reacting to claims by the South African Municipal Workers' Union (Samwu) that it had demanded resignations by June 5 without consulting the workers, and had refused to meet the union.

Mr J J Vermaak, executive director, general provincial services, said the employees were transferred to the CPA when the Western Cape Development Board was abolished in 1986, but continued to perform services for the black town committees.

CONSULTED

When fully autonomous black councils were elected and took over the functions performed by the boards they were entitled to employ their own personnel, but the CPA consequently negotiated with

the new councils to offer employment to those concerned

"They were consulted throughout these negotiations and all their expectations could be realised, except for a few technical aspects being addressed at present," said Mr Vermaak.

"The councils will be making offers of employment to all qualifying employees, which will allow the transfer to the councils of all pension, medical aid and other benefits "They will therefore not be disadvantaged."

"ON RECORD"

Mr Vermaak said the acceptance of an offer of employment would mean they would need to leave the provincial administration. But none had been given a deadline or asked to resign from the CPA.

He said the administration could not, in terms of the Public Service Act, recognise unions such as Samwu, but had at no time refused to discuss the matter with representatives of the workers. It had on record acknowledgement from Samwu for what it had been doing

trial continues today.

Anti-violence work stoppage starts quietly

CAT Tmp 7/6/89

140A
B28

DURBAN. — Union-backed calls for a mass work stoppage to protest against black-on-black violence in Natal have received a lukewarm response, independent monitors said yesterday.

They said the three-day stoppage in Maritzburg, supported by the Congress of South African Trade Unions, had a patchy start on Monday and tailed off on its second day.

A survey of local firms yesterday showed about 27% of industrial workers and 17% of commercial employees observed the stoppage.

The call for the protest was made shortly after Mrs Jabu Ndiovu, a key figure in the National Union of Metalworkers of South Africa, died in hospital last Thursday. Her home had been attacked about 10 days before her death.

Shop stewards were "incensed" at the continuing violence and members of the community felt that pressure had to be brought to bear on business to do something to end the violence. — Sapa-Reuter

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US moves to ban

140A

8-14/6/89.

Unions square up on Labour Act

EMPLOYERS are facing a formidable programme of joint action against the Labour Relations Amendment Act by South Africa's two largest trade union federations and several independent unions

The Congress of South African Trade Unions (Cosatu), the National Council of Trade Unions (Nactu) and the independent unions, have joined hands to square up to employers and the government almost a year to the day after almost 2-million workers took part in the biggest and most expensive stayaway in South Africa's history to protest the draft version of the LRAA

The unions want employers to negotiate with them in a joint national forum of trade unions and employer associations

Last week they submitted letters to all the major employer associations and government departments demanding that controversial clauses of the LRAA be scrapped, workers' rights be entrenched and labour legislation be extended to cover domestic workers and farmworkers

Should there be no indication of progress towards meeting these demands by the end of the month, the unions have said they will consider themselves in dispute with the main employer bodies in the country

A joint statement issued by Cosatu

general secretary Jay Naidoo and Nactu general secretary Piroshaw Camay said the letters were aimed at "securing the democratic rights of workers"

"Failing changes in the Act, we are saying that all employers must bind themselves to recognise the fundamental rights of workers, regardless of the provisions of the Act"

The demands tabled stem from the workers' summit in February this year

They include majority union recognition, acknowledgement that workers have the right to strike and picket, and agreement to negotiate re-trenchments

... wage parity

Numsa ⁽¹⁴⁰⁷⁾ holds out

8-14/6/89
South

THE National Union of Metalworkers of South Africa (Numsa) has strongly rejected the latest wage offer by motor industry employers

The decision by the joint shopstewards council last weekend follows the third round of annual wage negotiations with the SA Motor Industry Employers' Association and the SA Vehicle Body and Repairers Association in the industrial council

The negotiations affect more than 150 000 workers, ranging from pump attendants to workshop assistants

Numsa is demanding a minimum rate of pay of R4,50 an hour

Rates currently start from R1,24 an hour

Employers have offered to increase the minimum rate by 12,5 percent but want certain categories of workers excluded and pump attendants to get only a 5 percent increase

Negotiations are continuing

12/06/89

Health relief

Gawu plans unique centre

1100X ~~1100X~~ ~~1100X~~ South 8-14/6/89

By CHIARA CARTER

AS garment workers gear up this month for the industry's annual Living Wage campaign, a unique plan for a Workers' Health Centre has been submitted to employers

Gawu has already submitted proposals to employers for changes in the sick fund and maternity benefits as part of its

annual negotiations.

Included in the proposals drawn up by a sub-committee is the plan for a Workers' Health Centre (WHC), which would be formed in four stages over a period of five years

As a starting-point, the committee recommended that existing health services be extended to the dependents of sick fund contributors

The scheme provides for

a mobile doctor to operate from consulting rooms in residential areas. The doctor's services would later be supplemented by a mobile clinic operating from a kombi

This will be followed by opening workers' health centres in several residential areas

In addition to the services of a doctor and nurse, the scheme makes provision for specialist services at several centres

The committee has also recommended that the existing sick leave be scrapped in favour of the provisions of the Basic Employment Act.

This would mean workers could take a maximum of 30 days paid sick leave over a period of 36 months

Gawu has also asked for a maternity leave payment of 25 percent of wages for a period of six months

There is also a proposal for a national sick leave fund

The union will be trying to get May 1, June 16 and March 21 as paid holidays.

The Living Wage campaign is a prelude to annual wage negotiations between the 112 000 strong Garment and Allied Workers' Union (Gawu) and clothing employers' associations

Negotiations in the Western Cape are due to begin at the end of next month

Gawu kicks off its campaign this month with discussions around the programme of action in all locals and factories

This will be followed by a rally at the Goodwood showgrounds next month at which the proposals coming out of national wage seminars will be submitted to workers for a mandate

Iks on transfer

A Samwu spokesperson said "high-handed baaskap action" would plunge township municipal services into a crisis similar to that experienced in Soweto last year

He said the union assumed the ultimatum had been suspended pending the meeting with the CPA on June 21

Samwu wants the CPA and Ikapa to negotiate workers' status, job security, wages, conditions of service and other related matters

The union is not recognised by the CPA

Union talks critical

WAGE negotiations between the National Union of Metalworkers and motor industry employers, affecting about 150 000 workers, have reached a critical stage, the union said

Numsa spokesman Mr Les Kettleidas said employer bodies involved in the talks are the SA Motor Industry Employers' Association and the SA Vehicle Body and Repairers' Association

He said the union was demanding a minimum rate of R4,50 an hour for

workers at filling stations, vehicle repair workshops and component manufacturing and engineering establishments

After two rounds of talks, employers were offering a 12,5 percent

increase on existing rates. This excluded certain categories of workers, including clerical employees, shop assistants and sales people

The parties meet again on June 9 in Johannesburg

FM (140A) 9/6/89

MOTOR INDUSTRY

Union strikes hard bargain

The motor industry is under pressure from trade union officials to agree to industry-wide bargaining on conditions and wages

Companies, which have negotiated separately in the past, are uncertain how to respond. Some have expressed outright opposition to the move, while others are willing to discuss it with unions

The centralised bargaining system is the idea of the Cosatu-affiliated National Union of Metalworkers (Numsa), which represents most of the motor industry's 20 000 black workers, out of a total workforce of 37 000

Companies currently negotiate individual plant agreements with workers — with the exception of Volkswagen, Delta and Samcor's Port Elizabeth engine plant, which negotiate through the Eastern Cape industrial council.

Numsa's Les Kettleidas says there's a need for industry-wide acceptance of certain basic conditions. He agrees some issues can be settled at plant level, but says there must be national agreement on conditions of employment and minimum wage rates

Initial approaches on the issue have taken place between Numsa and the Automobile Manufacturers Employers' Organisation (Ameo), representing employers. However, companies are undecided how to proceed. Some want Ameo to continue negotiating on their behalf, while others prefer to talk direct to Numsa themselves. Still others don't even want to discuss the issue

"There seem to be two basic views," says an industry source. "One is that if you sit down with the union to discuss the proposals, you are already in a de facto negotiating position. Alternatively, it is argued that we must be seen to be reasonable and so must sit down on an exploratory basis."

Ameo members won't give details of discussions with Numsa, because they say the matter is so sensitive at the moment. Ameo chairman Theo van den Bergh, who is Toyota's group director of personnel and industrial relations, confirms merely that Numsa has asked for centralised negotiations

Worrying the industry, however, is the fact that time is running out. Numsa's current agreements with employers expire at the end of this month and the union wants the new round of bargaining to be centralised

Some industry officials accuse the union of giving

them too little time to consider the issue. They say Numsa put its proposals to them for the first time only a few weeks ago. They say it is impossible to set up the structures and procedures required in so little time. Kettleidas, although Numsa itself first mooted the idea as a medium-term target, insists there has been sufficient time to discuss it

Initial industry opposition to the idea of centralised bargaining is based on two main points that it will be inflationary and cumbersome.

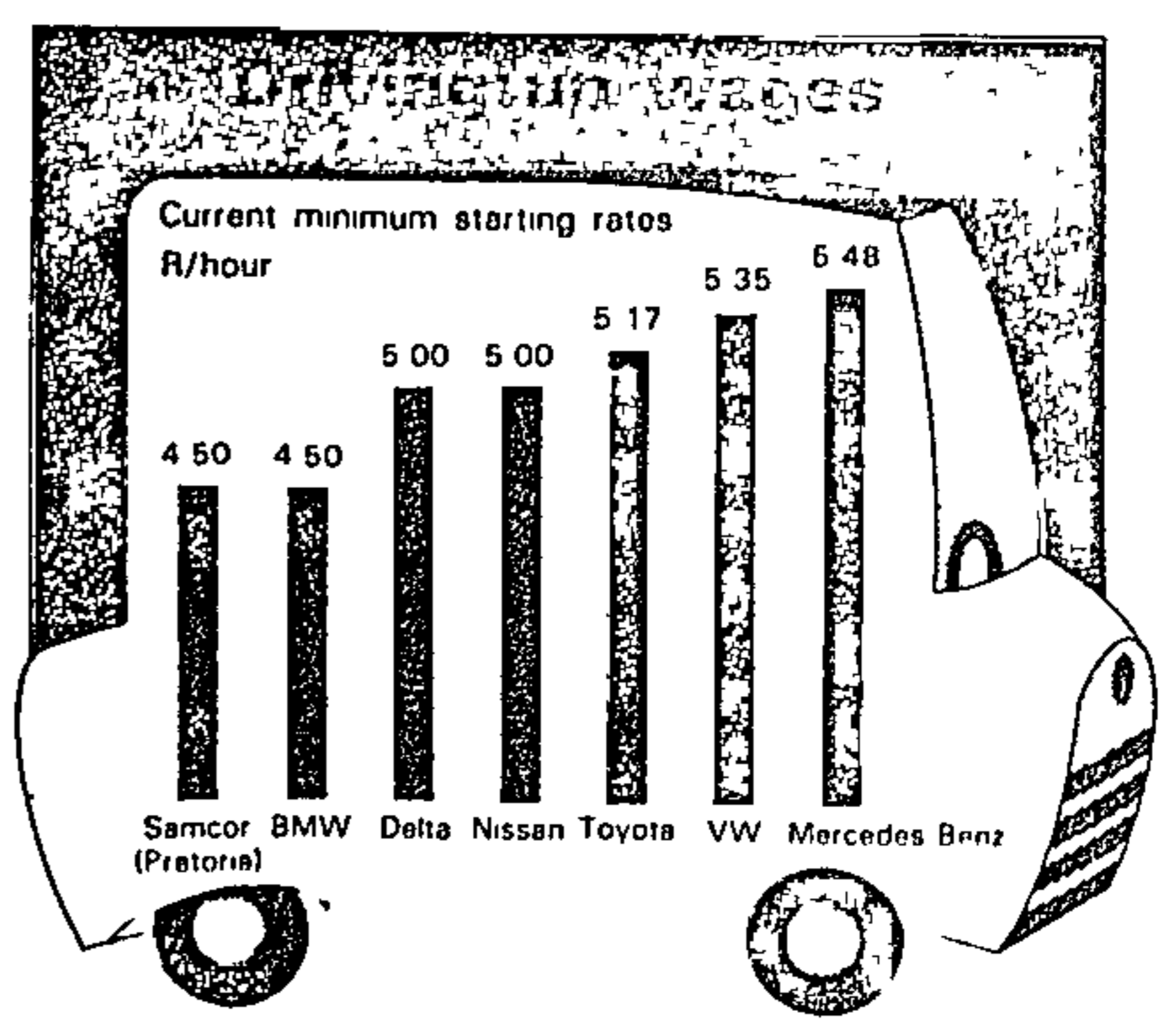
There are already considerable differences in wage rates offered by individual companies (see graph). Basic starting rates range from R4,50/hour-R5,48/hour, with similar differences at other grades

Industry officials fear that, in a centralised situation, Numsa will use current highest industry rates as a starting point for new minimums. In fact, the union has already told Ameo it wants a minimum starting rate of R6,58 from July. "We can't afford that sort of increase," says an industry official

Companies also complain the new system would introduce two-tier negotiations. Once it had negotiated industry-wide minimum rates and conditions of employment, there would be nothing to stop Numsa going to individual plants and negotiating improvements

"Most companies want to bargain at plant level because they are then in better control of their own destiny," says an industry source. "They don't want to become involved in the centralised issue. For instance, a dispute at Mercedes-Benz could lead to an industry-wide strike. The current situation defuses conflict at industry level and moves it to plant level."

Industry officials say Numsa has chosen this year to press for industry-wide demands because of last year's improvement in companies' profits, estimated at up to R500m. However, they point out that such profits must be offset against huge losses of previous years and that the industry is being



forced to invest heavily to meet the requirements of the new local content programme

"The impression is that the industry had a good year last year and is ripe for plucking. In fact, the industry did make a lot of money. But it now has to spend a lot on other things. We're not as cash-flush as we're made out to be," says a director of a major manufacturer. He adds that motor industry workers already enjoy among the best wages and conditions of employment in SA manufacturing

Numsa's national shop stewards council is due to meet in Johannesburg on Friday to discuss the industry's initial response to its proposals. By then, there may be a little more consensus among employers than there appears to be at present. Ultimately, there seems to be growing acceptance of the fact that Numsa will probably have its way — eventually

"Some companies may stay out initially, but others will agree to centralised bargaining," says an industry official. "My guess is that we will probably end up with a two-tier system of bargaining."



Kettleidas

MEDICAL AID

Doctoring the bill.

Failure by medical aid societies and doctors to agree on payments is threatening to delay reform of the Medical Schemes Act

At present, doctors who charge the Representative Association of Medical Schemes (Rams) tariff of R17,50 enjoy guaranteed payment direct from the patient's medical scheme

Rams and the Medical Association of SA (Masa) agreed in principle at the end of last

Envoy told: act on Emergency

(UOA) wmail 9-14/6/89.
MEMBERS of the South African Chemical Workers Union were plagued by incidents of violence last week, including one where a white worker allegedly pointed a firearm at factory workers and threatened to "blow their heads off".

Three other union members were shot in separate incidents

A white worker at Beecham Pharmaceuticals in Wynberg allegedly pointed a firearm at Sacwu members and threatened to shoot them, said the union's general secretary, Humphrey Ndaba.

The incident took place last week after an inquiry had been held into allegations that a non-union member had been intimidated by a Sacwu shop steward. The company refused to take disciplinary action against the man and workers downed tools in protest. On Tuesday this week they went back to work after the company apologised, Ndaba said.

Dr GL Faber, chief executive of Beecham, said he had no knowledge of the incident and no complaint from the union had been received.

The other three incidents involved striking workers from Plascon plants on the East Rand.

On Sunday union member Themba

Kubheka was seriously injured after being shot by people who had been travelling in the same taxi as him.

The shooting was preceded by attacks on two union members last Wednesday. Joseph Kubheka and Lucas Maseko were asleep late last Wednesday night when shots were fired into their Katlehong homes.

Terranova general manager G Stead denied union claims there had been threats of dismissal against strikers. He said strikers might have been responsible for a series of petrol bomb attacks on the homes of non-strikers.

● A Sacwu member in Sasolburg, Zebulon Rantoe, received an out-of-court settlement of R6 000 for assaults he incurred while in detention two years ago.

140A
9-14/6/89. Wmali

Court interdict as Ccawusa strife erupts into brawl

By EDDIE KOCH

SIMMERING tension within the Commercial Catering and Allied Workers' Union (Ccawusa) erupted into violence last weekend.

The Hotel and Restaurant Workers' Union (Harwu) yesterday announced it was applying for an urgent interdict to restrain members of the so-called "Kganare wing" from assaulting its members.

Harwu's decision to seek court protection was sparked by an assault on its secretary, Edwin Masia, allegedly by members of the Kganare branch of Ccawusa outside a Johannesburg hotel on the night of May 27.

General secretary Pappi Kganare denied Harwu's claim that the assault was a result of ideological conflict in the union. Masia and a Ccawusa organiser had been involved in a drunken brawl over a woman, he said.

Over the past two years, Ccawusa has split into three groupings, the so-called Kganare wing, the Mtwu wing and Harwu. The Kganare wing and Harwu, which had merged in 1987, split earlier this year after a series of organisational disputes.

Harwu says the assault took place against a background of tension between it and Kganare's wing of Ccawusa. Early this year Harwu decided to operate independently of Ccawusa until the split between Mtwu and Kganare had been resolved.

Late last month, says Harwu, eight of its officials and shop stewards were threatened with knives and other weapons when they went to the offices of Kganare's Ccawusa in Johannesburg to recover funds and equipment they claim belonged to the hotel union.

Harwu has laid charges of assault against two officials of Kganare's branch of Ccawusa and plans to file an application for an urgent interdict to protect its members from further violence in the supreme court today.

"In the past, we have had experience of death threats made at that local (of Ccawusa). These death threats have disrupted general meetings called to discuss the problems in the union, and disrupted wage negotiations, setting worker against worker," says Harwu in its papers.

Kganare said Harwu had provoked the incident at the Ccawusa offices by arriving on the premises at a time when they knew hotel workers who had defected from Harwu would be holding a general meeting. He added the hotel union has no proof that Ccawusa was in possession of Harwu property and funds.

"We warned them that they would be provocative. But our organisers intervened to calm things down and no-one was injured in the incident," said Kganare.

Threat to 'blow workers' heads off'

A CONGRESS of South African Trade Unions' delegation yesterday delivered a letter of protest to the British government at its embassy in Pretoria over the State of Emergency and restriction of activists

In the letter, the delegation — representing Cosatu's Northern Transvaal region — accused the British government of "loudly talking about the resolution of the South African problems" but of not having the "interest of the oppressed masses of South Africa at heart".

It highlighted the plight of Cosatu's Northern Transvaal regional secretary, Donsie Khumalo, who was charged last week in a Pretoria court with contravening his restriction order. He was refused bail and is due to reappear in court on August 30.

Grace Dube, an official of Cosatu's Construction and Allied Workers' Union, and SA Youth Congress executive member Ignatius Jacobs have been charged with the same offence.

Early this year, Khumalo, Dube, Jacobs and three other restricted people sought refuge in the British embassy in Pretoria to highlight the issue of restrictions. 9-14/6/89.

Drawing attention to the charges against Khumalo, Dube and Jacobs, the letter of protest said "Many activists who were released and restricted in sequel to the hunger strike have been redetained, or otherwise live under a cloud of insecurity and uncertainty with death a constant companion

"We strongly believe that anybody

who is having the interest of the oppressed masses of South Africa at heart should address himself or herself to the question of an end to the State of Emergency, the unbanning of banned organisations and individuals, the unconditional release of Donsie Khumalo, Grace Dube, Ignatius Jacobs and all other political prisoners and detainees"

The letter further challenged the British government to put pressure on its South African counterpart to lift the emergency

"Your government is in a position to pressurise the racist Pretoria regime to address the South African problems We challenge your government to do so or stand condemned as an accomplice to crimes against humanity"

140A 389
Amuel
9/6/89

Union strikes hard bargain

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Companies, which have negotiated separately in the past, are uncertain how to respond. Some have expressed outright opposition to the move, while others are willing to discuss it with unions.

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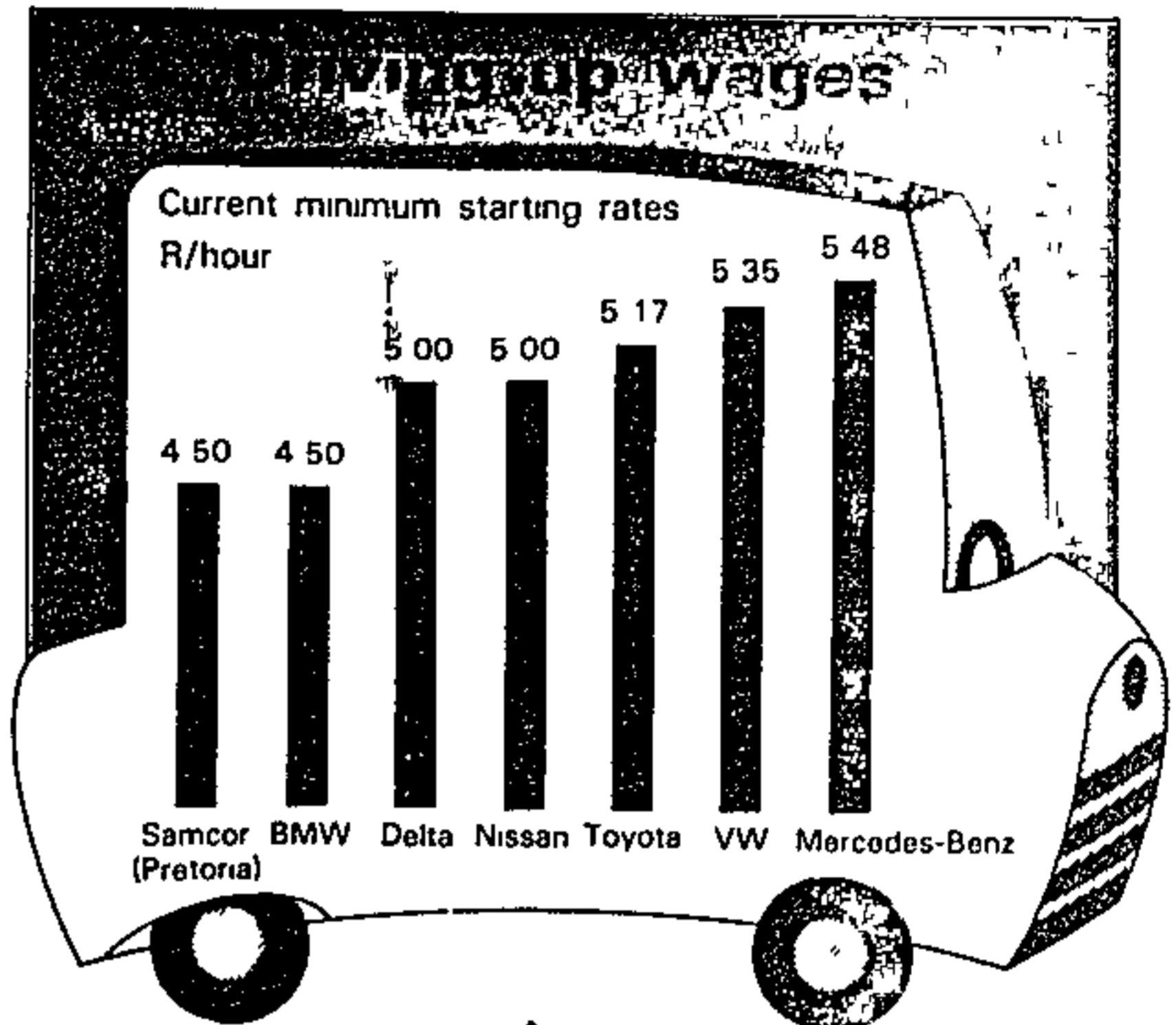
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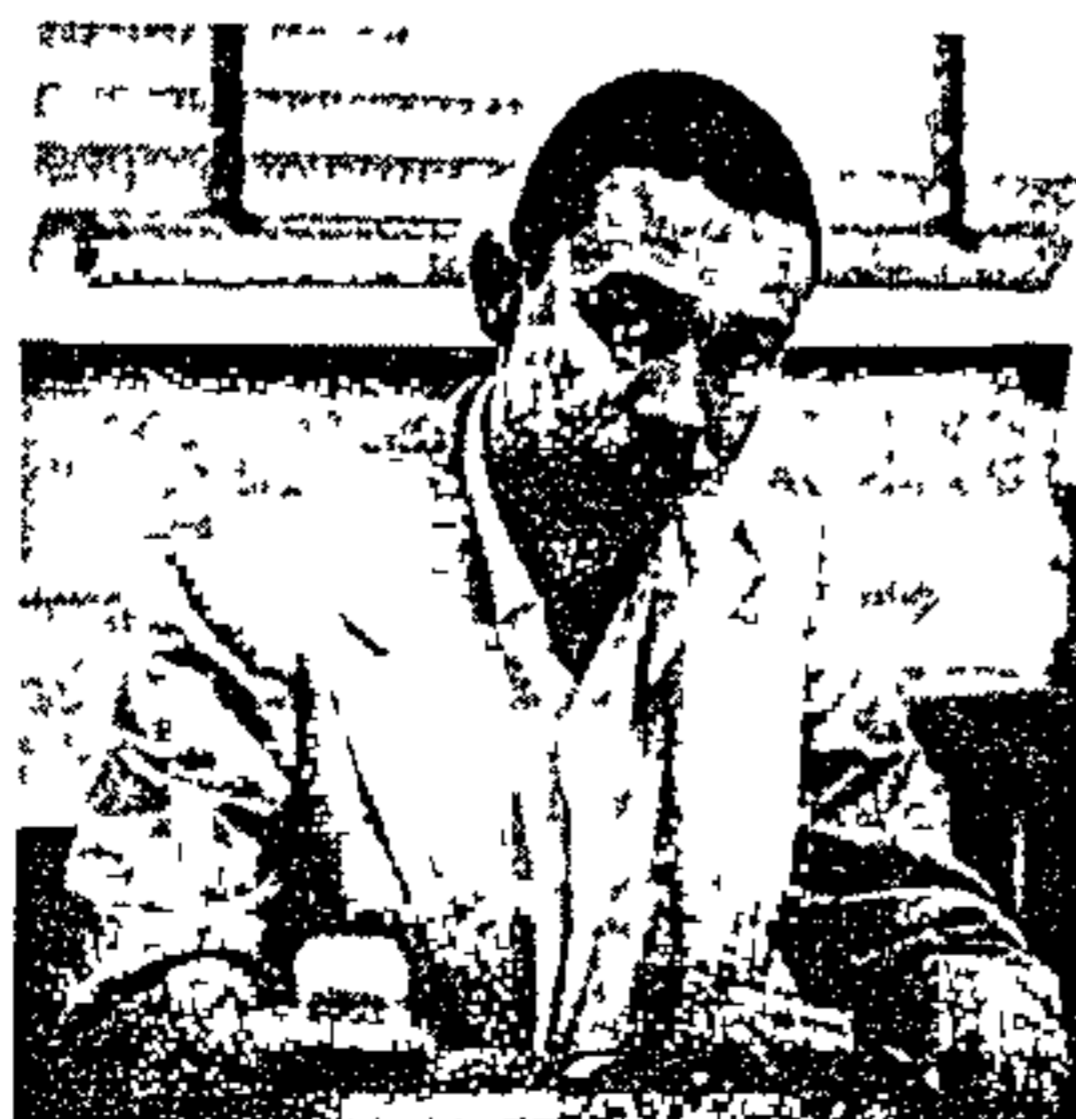


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Amuel
9/6/89

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Cosatu sends letter to British Govt

Southern 1/6/84

1409
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A DELEGATION of Cosatu's Northern Transvaal branch has delivered an open letter to the British Government following the detention of its regional secretary, Mr Donsie Khumalo and the reimposition of the state of emergency

The six-member delegation handed the letter, addressed to the British Government, to an embassy official who only identified himself as

Mr Curtley, "a member of the foreign office"

"Your Government is in a position to pressurise the racist Pretoria regime to address the South African problems

"We challenge your Government to do so or stand condemned as an accomplice to crimes against humanity," the letter said

After Curtley would not allow the delegation to enter the embassy grounds in Arcadia, the

First Secretary, Mr Allan Lewis, invited one member of the delegation to officially hand the letter over and to receive a receipt which was requested by Cosatu

The delegation, however, declined the invitation and waited for 40 minutes outside the embassy gates

Following Khumalo's detention and hunger strike earlier this year, he was again arrested on June 1.

Workers at Stellenbosch University join Durr protest

Own Correspondent

CAPE TOWN — About 1 000 Stellenbosch University workers are on strike in protest against the expulsion of Nusas president Miss Leslee Durr and the suspension of the Black Students of Stellenbosch (BSOS) and Nusas. They are demanding the right to peaceful protest on the campus.

About 500 workers, all members of the Transport and General Workers' Union, from all departments, gathered at the student cafeteria in the Langenhoven Student Centre at 8 am yesterday. Other workers are "taking action by sitting at their work places and refusing to work".

REJECTED

Trouble started on Wednesday when a worker at the men's residence, Dagbreek, was suspended without a hearing. Grievances about victimisation, working hours and inadequate pay were also expressed.

Stellenbosch University's Student Representative Council has rejected a motion calling for the lifting of the ban on Nusas and BSOS, and for the reinstatement of Miss Durr.

Wednesday's motion, which also expressed "discontent with the university administration", was proposed by Mr Mark Behr.

He said. "The principles of freedom of speech and peaceful protest are recognised by Nusas as fundamental human rights. The University Council ban has gone against the Nusas constitution, under which Nusas registered as a campus organisation.

"Miss Durr had no mandate from Nusas to represent it at the disciplinary meeting. She was there in her personal capacity and it is unfair that she has been penalised."

SRC secretary Mr Tjaart van der Walt said Miss Durr's expulsion was fair because, as leader of Nusas, she had to accept responsibility for the actions of the organisation.

Mr Rudolf Vorster, chairman of the head student committee, said Miss Durr's expulsion was unfair. He would support a motion to investigate the incident.

Tygerberg campus SRC member, Mr Dame Folscher, refused to be associated with the nature of the protest.

SRC president Mr Pierre van der Spuy said the protests should be seen in the context of recent events on campus. He said he would support the motion if the university council brought in an arbitrator before June 10.

The vote was five in favour of Mr Behr's motion and seven against, with three abstentions.

3 who sought UK refuge re-detained

By Norman Chandler,
Pretoria Bureau

A Cosatu delegation yesterday handed a petition to the British Government over the re-detention of three office-bearers who were among four detainees who sought asylum in the British Embassy earlier this year.

The petition follows the detention last week of Mr Donsie Khumalo, northern Transvaal regional secretary of Cosatu, Ms Grace Dube and Mr Ignatius Jacobs, who were re-arrested on various charges, including having contravened restriction orders issued in terms of the emergency.

Yesterday, the delegation was refused admittance to the grounds of the British Embassy in Pretoria because, said the First Secretary, "under the circumstances it would be a bit difficult to have all six (of your delegation) in the embassy".

He said that one member of the delegation would be welcome and offered to arrange an appointment at which the issue could be discussed.

The petition said that Cosatu noted "with disgust" the attitude of the British government to the South African situation and challenged Britain to pressurise the South African Government.

Strike at Cera Oil continues

5/29/61 89
Labour Reporter (140A)

A strike by 130 members of the Chemical Workers' Industrial Union (CWIU) at Cera Oil in Benoni entered its third day yesterday, with workers demanding the company agree to industry-wide bargaining.

The union said the parties were also in dispute over wages and working conditions, as well as the company's refusal to participate in the chemical industry's provident fund, set up by the union.

Cera Oil managing director Mr Kevin Chomse confirmed the strike. He said CWIU had rejected the company's final offer of a R125-a-month pay increase.

5/ev 9/6/89

Pressure grows to urge US firms to leave SA

The withdrawal of Mobil and Goodyear, which were among the biggest American companies remaining in South Africa, is not likely to deter trade unions which see economic pressure as necessary to end apartheid, writes **Labour Reporter MIKE SILUMA**. Rather, unions can be expected to explore ways of making the campaign more effective.

The decision by American tyre manufacturer Goodyear to withdraw from South Africa is likely to increase pressure on major black unions which support disinvestment to give direction to the practical implementation of the policy.

Goodyear's decision, involving the sale of the multinational's South African assets to Anglovaal subsidiary Consol, comes just weeks after another major American company, Mobil, announced it was leaving.

Indications are that more American companies are likely to leave. According to the director of the American Chamber of Commerce, Mr Adrian Botha, 196 US companies have left South Africa since 1983, with 130 remaining.

Besides Mobil and Goodyear, which respectively employed 2 700 and 2 400 people, the list of American companies which have disinvested includes General Motors, IBM, Ford and Kodak.

Said Mr Botha "In rands and cents, it has become too expensive to do business in South Africa — if you take into account the high level of South Africa corporate tax, the high surcharge on imports, the Regional Services Council levy, double taxation (in South Africa and the US) and the social responsibility programmes"

Negotiations

He said it would be naive not to expect more US companies to return home.

Mobil is at present locked in negotiations with the Chemical Workers' Industrial Union (CWIU) on aspects of the company's pullout.

The CWIU, with other Congress of South Africa Trade Unions (Cosatu) affiliates, supports disinvestment and sanctions as an important component of the anti-apartheid campaign.

But since 1987, when the number of disinvesting companies peaked, Cosatu and the CWIU have demanded that disinvesting companies do so on terms laid down by their employees.

A major criticism of the way the sanctions and disinvestment drive was carried out was that "the organised working class in South Africa" did not have any control over it.

Flowing from this, the CWIU — the union with the largest membership in the employ of multinationals — drew up demands for a "fair disinvestment procedure" to be followed by companies leaving South Africa.

Among these were that departing companies give a year's notice and full information, including details of the sale of assets and resultant proceeds, to allow for "bona fide" negotiations.

Guarantees

Also, workers should receive a month's pay for each year of service, with loans to workers being written off. The departing company should also make a lump-sum payment to a pension or provident fund for each worker until retirement age.

In case of "partial disinvestment", such as the Mobil and Goodyear sell-out, the new owner would have to guarantee the continuation of existing conditions of employment, including the maintenance of a provident fund, staffing levels and recognition of the CWIU.

Despite these guidelines, virtually all disinvesting companies have done so unilaterally, with the unions only learning about the decision after the fact.

This, however, is unlikely to lead to a withdrawal of black union support for economic pressure to end apartheid.

Internal political conditions, such as the state of emergency restrictions on Cosatu and the denial of political rights to blacks, militate against a change in union policy on sanctions and disinvestment.

Rather, it can be expected that debate within the unions on how to make the policy work will intensify.

NUM wage rise rejected as talks stall

By Sue Valentine

Wage negotiations between the National Union of Mineworkers (NUM) and the Chamber of Mines have been adjourned until next week after the Chamber's rejection of NUM wage proposals

NUM press officer Mr Gerry Majatladi said the NUM was demanding a minimum wage of R543 a month for surface workers on gold and coal mines and R600 for underground workers

He said in yesterday's talks the Chamber had refused to negotiate a national minimum wage or commit itself to moving towards one

The Chamber had also insisted on negotiating wage increases in terms of percentages and not in rands and cents as demanded by the union

The Chamber is offering an 11 percent increase in wages

This, said Mr Majatladi, would not come anywhere close to meeting the minimum wage demanded. At present surface workers on gold mines earn R278 per month and underground workers R346

He added there were six separate wage scales on gold mines and five different ones on coal mines, while for white mine-workers there was a single scale

The NUM had decided these distinctions perpetuated inequalities.

The Chamber of Mines position would be discussed by NUM members, said Mr Majatladi, in a follow-up meeting with the Chamber is due on Wednesday afternoon

Miners launch new union

Sowetan 9/6/84

1404
SA
1984

By LEN MASEKO

A GROUP of former members of the National Union of Mineworkers have launched a new union that will recruit its members from the mining industry

The union is to be called the Mine Workers' Union of Southern Africa (Mwusa), and its founders aim to recruit more than 50 000 members within the next six months

Mwusa's acting general secretary, Mr Ishmael Ramonvatsi, said the union was formed by "disgruntled" Num members who felt the Cosatu-affiliate had all but forgotten about thousands of mine-workers dismissed during the 1987 wage strike

He said some of the dismissed mineworkers were deported to places such as Lesotho after the strike "Most of those workers are still battling to return to South Africa to look for jobs, but they are not being allowed back to the country because the Government seems to have blacklisted them," he said

The immediate task facing the union was to negotiate with mine companies to reinstate the dismissed workers, Mr Ramonvatsi said The union would focus on about 9 000 mineworkers thought to have lost their jobs in the aftermath of the industrial action



Acting general secretary Ishmael Ramonvatsi.

The union aims — among other things — to

- To recruit and unite into "a single labour union" all workers employed in the mining industry in the country,
- To negotiate for better wages, health and safety, and terms of conditions of employment through collective bargaining and other lawful means, and
- To establish contact with other unions for example, "the unpoliticised" trade unions in the country and abroad

Mr Ramonvatsi said "We will not be supporting any political party or ideology in the country"

Of the relationship between the Num and Mwusa he said "We will seek a close working relationship or co-operation with other mine unions including the Num"

140P

Workers join protest Over expulsion, bans

By MARIUS BOSCH

UNIVERSITY of Stellenbosch workers joined students yesterday in their protest against the expulsion of a student leader and the suspension of two organisations

Workers also sang and danced in the Students' Centre after students had tried to coerce a cook to return to work during a work stoppage

Workers from all departments of the university were on a day-long work stoppage to protest against the expulsion of Nusas leader Ms Leslee Durr and the banning of Nusas and BSOS, the Black Students' Organisation, on the campus

Matie students have held several demonstrations calling for the reinstatement of Ms Durr

Yesterday two students — one identified as Mr. Pine Marais, the vice-primarius of the Simonsberg men's residence — tried to coerce a cook who worked at the residence to return to work

Workers gathered around them and started chanting and singing while Mr Marais talked to the cook

Shortly afterwards some of the about 500 workers — all members of the Transport and General Workers' Union — started singing and dancing on the tables

One worker, who refused to be named, said the decision to stop work yesterday had been taken at an emergency meeting on Wednesday night. One of the issues they were protesting against was the 1985 ruling by the

university's rector, Professor Mike de Vries, to ban protest marches on the campus

A shop steward said what happened to Ms Durr could also happen to any of the workers

"We are worried about what could happen in possible future pay negotiations," he said

The workers had some grievances about working conditions as well, he added

The rector's personal assistant, Mr Douglas Davis, said the administration did not know whether the protest was inspired by work grievances or a political motive

"We deduced that it was not inspired by the union, but was held in support of Ms Durr," said Mr Davis "I think it's a question of taking a day off for these people"

Students in some of the residences did not have breakfast yesterday because of the stoppage, he said

Students helped prepare lunch yesterday and in most of the residences students were roped in to dish up and wash dirty dishes

"We coped beautifully," said Mrs Penny van Houten, a kitchen supervisor in a women's residence

Reporters and photographers who attempted to photograph some of the students dishing up lunch at the Simonsberg residence were physically removed by the same student, Mr Marais, who had attempted to get a cook back to work

Mr Marais did not give an explanation for his behaviour



WORKERS' PROTEST . . . Some of the Stellenbosch University workers who joined the protest in the Students' Centre on the campus yesterday. Picture MARIUS BOSCH

Matie students 'unruffled'

Staff Reporter TRADITIONALLY "apathetic" Matie students appear to be unruffled by the controversy generated by recent events on campus

Some students were of the opinion that the majority of "moderate" students cared but would not take part in protests

"Many who are keeping quiet want open residences, but they do not want to take part in pro-

tests and marches," said political science student Riaan Smit, 20. He said most students did not want to associate themselves with what they saw as "radicals"

Another student, Derek Mocke, 21, said nothing would be achieved through the protests

"Mike (De Vries) won't capitulate," he said

Referring to the workers in the Students' Centre he said he did not know against "what apartheid" they were demonstrating

Another student thought the "whole thing was unnecessary"

"Students should rather be studying than become involved in this political nonsense," she said

MANPOWER MIRROR BY ROBYN CHALMERS



Bosses and Num dig in

5/11/89 11/6/89

THE Chamber of Mines has been lucky regarding wage negotiations because of news coverage highlighting the plight of struggling gold mines.

Headlines such as '300 000 jobs on the line at 18 mines' and 'Gold price crisis threatens mines' are unlikely to please the case of the National Union of Mineworkers (NUM).

The sustained low price of gold has given the chamber ammunition in negotiations which are notoriously tough and require all the resources of two of South Africa's most hardened and experienced negotiators — the chamber's Johan Liebenberg and Num's Cyril Ramaphosa.

The advertisement says "Last year alone the gold mines made a total profit of R7-billion. The cost of the Num's wage demand for 1989 is only R1.3-billion.

Our wage demand is for a national minimum wage of R600 per month for underground workers. For surface workers we want a minimum of R513 per month.

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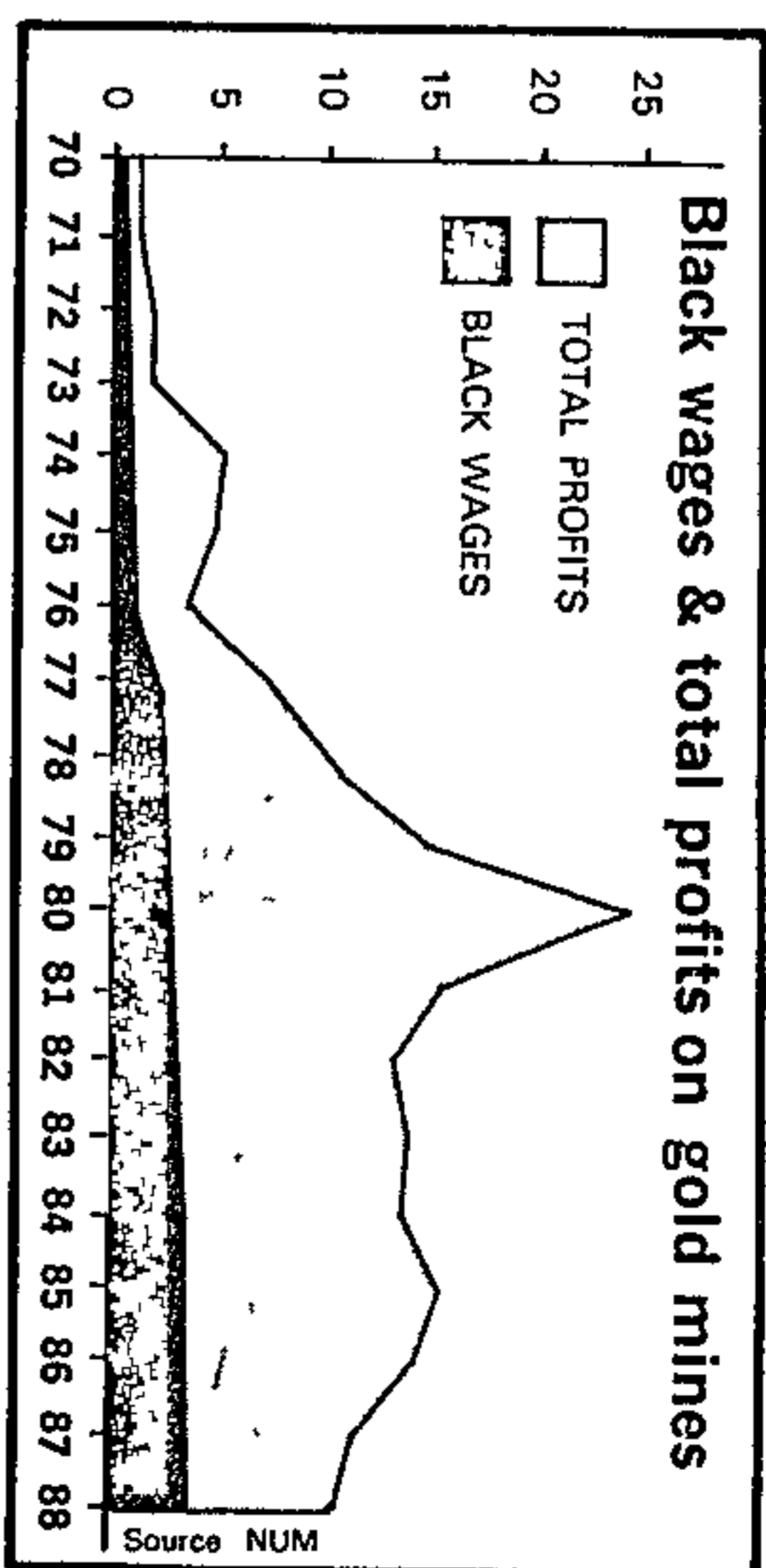
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ed living level for a family of five is R647,11 a month. If one takes this figure as the average living wage, then 86% of all black mineworkers earn less.

The chamber's minimum wages range from R278 for underground gold workers to R306 for surface gold miners and R260 and R278 for surface and underground coal miners.

The chamber's award of a 13.5% pay increase to the Council of Mining Unions last week is an indication of what it is willing to offer to Num.

For many years Num has been awarded higher percentage increases than CMU which received a lift of 12% last year. Num got 13% to 16.5% and the final agreement this year could be about that figure.

The negotiations are likely to be lengthy and difficult, possibly even going to dispute as happened in 1988. Num insists on wage increases in monetary, not percentage terms.

Why Num is doing this is puzzling. Mr. Ramaphosa says members are poorly educated and do not understand percentages. But Num has an extremely bright economist working for it who could easily explain the facts and figures.

On the one hand, SA has 18 marginal gold mines, employing 300 000 workers a shaky gold price and accelerating working costs.

On the other workers have to contend with rocketing inflation.

The negotiations are likely to prove as interesting and important as ever — the Num is armed with a strong mandate given at this year's annual congress, and the chamber will be watching its profits which are slowly being eroded.

Source: NUM

Labour renews protest

S/Times 11/6/87

LAST year's three-day stayaway in June has left an indelible impression on employers, apart from costing the economy an estimated R500-million

The protest was launched against the Labour Relations Amendment Act (LRAA) and caused much resentment among employers who were unhappy at having to bear the brunt of industrial action

Now employers are faced with

another dilemma - a national dispute Cosatu, Nactu and several independent unions have sent a letter to the SA Co-ordinating Committee on Labour Affairs (Saccola) reasserting their opposition to the LRAA and a demand for the establishment of the "democratic rights of all South African workers irrespective of race, sex, or marital status"

It said "If within 30 days you refuse to meet and make positive progress towards meeting these demands then we will be compelled to consider ourselves in a

national dispute with yourselves"

The demands include

- The right of all workers to form and belong to unions of their choice
- All employees excluded from the LRAA, including farmworkers, domestic, forestry and public-sector workers, must be covered by the law
- The scrapping of all sections of labour legislation that undermine the right to job security A democratic trade union movement free

of racism and minority union rights must be established

- The entrenchment of the right to strike and to engage in sympathy strikes, the right to picket, no dismissal without fair and valid reasons and without following a fair procedure Employers must be bound to recognise and bargain with majority unions
- Retrenchment should be negotiated with representative unions No employer should use the legislation of any homeland to refuse recognition of a union which has majority representation

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Sowetan 13/6/89

New union not a threat - NUM

By LEN MASEKO

THE National Union of Mineworkers has distanced itself from the new mining union formed by its former members

The Num said in a statement that founders of the union, Mineworkers' Union of Southern Africa (Mwusa), were "dissidents" known for "the divisive role they played while members of the union" in the Free State.

"On occasion dissidents — dismissed union organisers or members — have attempted to set up rival groups. They will never pose any threat to the National Union of Mineworkers," the Num said

Protect

The Num — supporting Cosatu's resolution of "one national-union-in-one-each-sector-of-industry" — was the only organisation which "can truly protect workers' rights," the union said

Mwusa was launched by a group of former Num members in Welkom a fortnight ago, and its founders aim to recruit more than 50 000 members within the next six months

Mwusa officials said the union was formed by "disgruntled" Num members who felt the Cosatu-affiliate had all but forgotten about thousands of mineworkers dismissed during the 1987 wage strike.

Interests

The Num said other groups could only serve the interests of individuals, bosses and the Government.

Mwusa's interim executive members are Mr S N Motseki (president), Mr T V Mokhothu (vice-president), Mr Ishmael Ramonyatsi (general secretary) and Mr Chain Malefane (national treasurer)

Protest at death of shop-steward

(140A) By Mike Siluma,
Labour Reporter

About 5 000 members of the National Union of Metal-Workers (Numsa) held prayer services yesterday at several Vaal Triangle firms in protest at the recent killing of a Numsa shop-steward.

A union spokesman said workers had also held lunch-time demonstrations and asked management to help end the fighting in the Natal townships, which has claimed nearly 2 000 lives.

Numsa shop steward Mrs Jabu Ndlovu, her husband and her daughter were killed in an attack on their home at Imbali, Maritzburg.

Other demands by workers included an independent inquiry into the role of the police in the conflict, the arrest of "warlords", and the right to hold funerals without restrictions.

● Numsa also said yesterday it had been threatened with the controversial "damages clause" of the new Labour Relations Act by an East Rand company, Alfred Teves Technologies.

The clause makes it possible for employers to sue unions for damages arising from industrial action.

Cosatu urges regions to be vigilant

Stey
14/6/89

140A



By Jo-Anne Collinge

The national office of the Congress of South African Trade Unions has warned all its regions and affiliates to "be vigilant and take necessary security precautions"

The warning follows a spate of physical attacks on Cosatu workers by unknown persons and a series of official actions against the organisation and some of its affiliates in recent weeks.

In a statement released yesterday, Cosatu said that, at the time of writing, "the regional offices of Cosatu in the eastern Cape were being turned inside out by the security police" and that the

administrator for the region, Ms Immalde Bailey, was being held by police

Asked to comment on the raid, the Police Division of Public Relations in Pretoria responded "We consider the visiting of premises to be a routine police duty."

Cosatu said that yesterday's search of the offices was the latest in a number of State actions Others included

- The detentions of the vice-chairman and secretary of the Cosatu local committee in Queens-town.

- Four other raids on eastern Cape offices of Cosatu in the past month.

Stu 14/6/89

Chemical ^{140A} union to fight group areas ~~SP~~

By Mike Siluma,
Labour Reporter ~~SP~~

The Chemical Workers' Industrial Union (CWIU) is to launch a campaign to oppose the Group Areas Act and to intensify labour's battle against the Labour Relations Amendment Act.

These are some of the resolutions taken by the union at its national congress held at the weekend in Johannesburg.

A CWIU statement said the Labour Act had been identified as "the spearhead of the major attack on unions by capital and the state".

Congress "reaffirmed the urgent need to unify organised workers and to step up efforts to establish one union in the chemical industry and one national federation".

According to the statement, workers were "gravely concerned about not only the housing crisis, but the use made by employers and the state of the housing issue as a political tool to debilitate the struggle".

Delegates also called on union structures to "debate the issue of a negotiated (political) settlement as a matter of urgency", and to give support to Goodyear and Mobil workers in their struggle for a "fair disinvestment procedure".

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SKY
14/6/87

140A

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Star 14/6/87

(140A)

Mine wage talks resume tomorrow

By Mike Siluma,
Labour Reporter

Wage negotiations between the National Union of Mineworkers and the Chamber of Mines will resume tomorrow with only a slim chance of a settlement being reached before the traditional implementation date of July 1

Although the NUM negotiates for its 210 000 members on Chamber mines, an agreement with employers would affect up to 500 000 black employees on Chamber-affiliated mines

The union has, for the first time, demanded the establishment of a minimum rate for the industry. In terms of the NUM's claim, the lowest-paid surface worker on gold and coal mines would be paid R543 a month and his underground counterpart R600

NUM spokesman Mr Jerry Majatladi said that despite two previous meetings between the parties, actual negotiations on the wage claim had yet to begin

The NUM, which has tabled pay demands in monetary not percentage terms, has rejected the Chamber offer of individual 11 percent increases. The Chamber has rejected NUM's minimum wage demand

Mr Majatladi said percentage increases would perpetuate and increase differences in pay for workers doing the same job at different mines. He said workers also experienced difficulty understanding increases in percentage terms

"The decision to demand a national minimum rate was taken by our national congress as part of our wage policy. Procedurally, the decision can only be changed by a special congress, not the negotiators," he added

Other demands include

- Recognising June 16 and March 21 as paid holidays
- Giving workers 60 days' holiday leave, 52 paid
- 90 days annual leave on full pay for underground workers
- Improved holiday—leave allowances and employment contracts
- Hours of work be set at 80 hours a fortnight

Chamber of Mines spokesmen were unavailable for comment at the time of going to press

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Sowetan 14/6/87

Numsa targets Barlow Rand

By LEN
MASEKO

THE National Union of Metalworkers of South Africa has targeted Barlow Rand subsidiaries for a series of lunch-hour demonstrations following their apparent refusal to negotiate a central bargaining system with it.

The union has given Barlow managements until June 22 to accede to its demands. The dispute essentially revolves around four major Barlow companies. Metal Box, Barlow Manufacturing, GEC and Reunart.

Barlow, in response to the demand, has apparently insisted that Numsa negotiate separate agreements with individual subsidiaries within the group, according to the union.

Barlow spokesman, Mr Hilgard Bell, said he was not aware of Numsa's demands. He referred the *Sowetan* to the individual Barlow companies.

Metal Box and Barlow Manufacturing spokesmen were not available for comment yesterday.

The row between Numsa and Barlow is to come under the spotlight at a national shop stewards' meeting on June

New labour act under spotlight

C 176 Times 14/6/67

Staff Reporter

THE first joint discussion on country-wide trade union demands on the controversial Labour Relations Amendment Act takes place this week when the SA Employers' Consultative Committee on Labour Affairs (Saccola) meets in Johannesburg.

Saccola secretary Mrs Frieda Dowie said the meeting on Friday would be the first by the employers' body since the Congress of South African Trade Unions (Cosatu) and the National Council of Trade Unions (Nactu) submitted their demands in a letter on June 1.

The letter to Saccola was compiled in the wake of the March workers' summit, where 700 delegates from Cosatu, Nactu and several independent unions resolved to draft an alternative Labour Relations Act to be submitted to employers.

Expecting a joint response from Saccola, the union federations threatened to declare a national dispute with the committee unless it made "positive progress" to meeting their demands in 30 days.



150 000 stranded by strike

140A
Sowetan 14/1/89
PUTCO's Durban North operations ground to a halt as about 900 workers, including 550 bus drivers withdrew their labour yesterday demanding the dismissal of a white employee who allegedly assaulted his black colleague

The strike by members of the Transport and General Workers' Union affected the whole company in Natal, including engineering, administration and operations department, said Putco's operations executive, Mr Ashley Milanese.

The action stranded more than 150 000 passengers travelling from north of Durban.

A TGWU shop steward said that the workers were demanding the dismissal of the white employee.



W mail
15-22/6/89

A STRIKE ballot among at least 8 000 workers at more than 100 branches of the OK Bazaars could herald the start of industrial action similar to the marathon OK strike in 1987 — the longest in the retail trade.

Wage negotiations between the Commercial Catering and Allied Workers Union (Ccawusa) and the OK Bazaars management, which began at the beginning of March, deadlocked last Friday with Ccawusa demanding an increase of R135 across-the-board. The company's final offer was R100.

In a letter to the union, OK personnel director Keith Hartshorne said the company would not increase its offer despite the proposed ballot.

The minimum wage at the OK is R500 a month for workers with more than 12 months' service. At the end of March 1989 the OK's profits were R24,9-million, according to the company's industrial relations consultant, Gavin Brown. This marks a R3,4-million increase from last year. He

Strike marathon looms as 8 000 OK workers ballot

said the union's demand would cost the company R25,2-million.

A union representative said the present minimums were hundreds of rands below most living level estimates. He added that for the 1988 financial year the turnover at the OK increased by 21 percent to R3 121-million, profit before tax increased 40 percent to R38-million while retailed profit increased to a staggering R218,7-million. Directors earned more than R10 000 a month each.

In 1987 11 000 Ccawusa members from 137 OK outlets went on a 10-

week strike — at that stage the largest ever outside of the mining industry and the longest in the retail trade.

Meanwhile, significant gains were made by unions during negotiations in the metal industry on Tuesday, when the employers' federation improved its offers on wages and employment conditions.

This was the sixth session of annual negotiations between the National Union of Metal workers of South Africa (Numsa), three National Council of Trade Unions (Nactu) affiliates and unions of the Confederation of

Metal and Building Unions (CMBU) and the Steel and Engineering Industries Federation of South Africa (Seifsa), the employer body.

Seifsa increased its offer on minimum wages to R3,56 an hour with a minimum across-the-board increase of 54 cents an hour. The employer federation also complied with union demands for an adequate notice period for retrenchments and consultation on factory closures.

Severance pay and retrenchment procedures — as well as the conditions of employment of temporary labour — will be discussed in separate negotiations.

The offer for Workers' Day (instead of May Day) and June 16 to be paid holidays is seen as a major breakthrough by Numsa. However, in a press release, Numsa said Seifsa had refused to abandon the six months probation period for new employees agreeing only to reduce it to three months.

Cosatu slates attacks on MDM

THE Congress of South African Trade Unions this week hit out at the reimposition of the state of emergency and what it termed "consistent attacks" on the mass democratic movement, including the federation and its affiliates.

Cosatu general secretary Jay Naidoo condemned the restrictions placed on Cosatu, the United Democratic Front and 31 other organisations

He said the restrictions placed on more than 500 individuals were "turning our communities into huge prisons".

"The government is digging deeper into the trenches of emergency rule in a futile bid to reverse the march of history," he said.

Cosatu has compiled a list of attacks on the federation in the past fortnight. These include:

- The detention of the Eastern Cape regional administrator, Immalde Bailey, last week

- The detention of the Cosatu

vice-chairperson and local secretary in Queenstown.

- The arrest of the three detainees who occupied the British embassy earlier this year to protest their restrictions, on a charge of breaking their restriction orders

- An attack by unknown people on the house of the Northern Natal regional secretary, Siphon Cele.

- The petrol bombing of two union organisers' houses in the Northern Cape.

- Repeated raids on the Eastern Cape Cosatu offices.

- Burglaries at five Cosatu offices.

A building housing the Johannesburg offices of the National Council of Trade Unions and several organisations affiliated to the Azanian Peoples' Organisation was raided by security police last week.

A Media Workers' Association of South Africa organiser was arrested on a charge of possession of banned literature during the raid.

1401A
15-2/16/89
Smith

Unionists live in fear after deaths, attacks

TRADE union offices and officials around the country have been subjected to a spate of police raids and right-wing attacks in the past fortnight.

The Congress of South African Trade Unions (Cosatu) reports that an organiser for its domestic workers' union, MP Khoza, was fatally stabbed in the head by a municipal supervisor in Vryheid, Natal.

The supervisor has not been suspended even though he has been charged for the killing, says Cosatu

information officer Neil Coleman. On the morning of June 6 the home of Cosatu's secretary for northern Natal, Siphon Cele, was shot at by unknown gunmen.

"The windows of his house were shattered but he, his wife and baby daughter escaped injury," says Coleman.

The attacks follow the death two weeks ago of National Union of Met-

alworkers shop steward Jabu Ndlovu after her house near Pietermaritzburg was torched by right-wing assassins and her husband and 13-year-old daughter shot dead.

"Cosatu offices in the Eastern Cape have been repeatedly raided and are constantly under surveillance," added Coleman. "These offices have been raided by the security police four times in the last two weeks."

A representative for police headquarters in Pretoria declined to comment on the alleged raids. "We consider the visiting of places to be routine police duty and we do not comment on such duties," said a liaison officer.

Lawyers have managed to put a halt to repeated raids on the labour federation's Northern Cape branch, says Cosatu.

"But since then there have been burglaries in five different union offices. Money, T-shirts and documents have been taken."

More than 70 Cosatu members are being held under Emergency regulations, including people who had been detained, released and redetained. "Restrictees live in fear for their lives as they are attacked and harassed," he says.

By EDDIE KOCH-

Gwala sjambokked, say lawyers

By CARMEL RICKARD

VETERAN African National Congress politician Harry Gwala is to sue the police following claims that he was sjambokked while leaving a funeral this week.

Gwala, 70, who cannot move his arms as he suffers from motor neuron disease, is restricted and may not be quoted on the incident.

However, his version, communicated through his lawyer and family representatives, is that he was attending the heavily restricted funeral of prominent Natal trade unionist Jabu Ndlovu on Monday.

As the crowd left the cemetery, some of the mourners were singing and police used sjamboks to disperse them.

Gwala's representatives said he did not flee with the other mourners, as he felt he had done nothing wrong.

He was allegedly hit by police on the back, shoulders and leg.

Lawyers said doctors had examined Gwala's body and found swellings on his back and legs for which medication was prescribed.

Police have strenuously denied Gwala's allegations and have issued a detailed rebuttal.

Pietermaritzburg police public relations officer, Major Piet Kitching, said the police had a video tape of the funeral and that the video showed Gwala was walking far behind the group when they were dispersed.

He said it also showed that an officer walking behind Gwala had no sjambok. "There is no evidence on the video of any assault on Gwala," Kitching said.

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Wmail 15-22/6/89.

Many firms will close: police ready

Star 15/6/89

140A

Soweto Day to be marked nationwide

By Stan Hlophe

Tens of thousands of workers on the Reef and elsewhere in South Africa will commemorate the 13th anniversary of the June 16 Soweto uprising tomorrow. Demonstrations have been arranged overseas to mark the anniversary, known to many as Soweto Day.

Political bodies, trade unions and youth organisations have called for it to be observed with dignity, restraint and respect, and prayer services are planned nationwide.

Many employers with a union presence among black staff have agreed to recognise tomorrow as a paid holiday. A number of businesses, especially those catering for black customers, have announced they will close.

Spokesmen for organised commerce and industry could not be reached for comment but employers without agreements with employees are expected to adopt a "no-work, no-pay" attitude as they have done in the past.

Putco confirmed it would be its policy tomorrow. Spokesman Mr. Robin Duff said Putco hoped to render a reasonable service depending on the demand for buses.

A spokesman for the South African Transport Services said tram services would run normally and Miss Terry Mphahlele, for the South African Black Taxi Association, said its offices would be closed. However, it was at the discretion of individual taxi drivers and owners whether to operate.

The Soweto Divisional Commissioner, Brigadier J J Viktor, said "We don't plan anything. The other side does it. My men will go on with their normal crime prevention operations. However, if people break the law we will act."

White House march

Sapa reports that police said they would mount a huge security operation in the strife-torn Natal townships.

Natal has been torn by unremitting fighting between supporters of the United Democratic Front (UDF) and Inkatha. The violence has claimed over 1 000 lives in the last three years.

From Washington, David Braun reports that children are to lead a march on the White House on Saturday as thousands of members of United States churches gather to protest against apartheid.

The names of youths killed or detained by the South African Government will be read by marchers carrying placards commemorating the victims, according to the organisers of the "From Pentecost to Soweto Campaign".

The march will start with a rally on the Mall in the centre of Washington, which will be addressed by Dr Allan Boesak, World Alliance of Reformed Churches president and UDF patron.

Dr Boesak has been touring US cities in recent weeks to get support for the rally. He told a media conference in Washington he hoped 100 000 demonstrators would take part.

Saturday's activities are to be preceded by a "Sanctions Lobby Day" tomorrow in which scores of US anti-apartheid activists plan to descend on the US Senate to push legislators to support a comprehensive sanctions package against South Africa.

This will be followed by an evening worship service and an all-night candlelight vigil in front of the White House, intended to show the Bush administration "a thousand points of light" opposed to current US policy on South Africa.

Star 15/6/89

OK workers to ^{140A} hold strike ballot

By Mike Siluma, Labour Reporter

The Commercial, Catering and Allied Workers' Union (Ccawusa) is to hold strike ballots for members at OK Bazaars outlets countrywide, following the failure of 3½ months of wage negotiations between the union and management, the union said yesterday.

Ccawusa says:

A Ccawusa spokesman said the decision to hold strike ballots was taken after deadlock was reached in conciliation board talks on Friday. Mediation had failed to resolve the dispute.

He said the union was demanding

- A R135/month across-the-board increase, effective for 12 months from April 7

- A monthly minimum wage of R635 for workers who have completed three months service

- A guaranteed annual bonus of 10 percent, multiplied by number of years worked

- That May Day (May 1) be a paid holiday. In return, members would work on the Government-declared Workers' Day

According to the spokesman, management was offering individual increases of R100/month, also effective for a year from April 7, a minimum rate of R525/month for all workers with more than a year's service, that the year-end bonus be granted at the discretion of the board of directors. Management

had rejected the demand for a paid May Day holiday.

"The present minimums (at OK) are hundreds of rands below most living level estimates. These wages are resulting in a struggle for survival for OK workers and their families," said the Ccawusa spokesman. "The union's demands are extremely modest".

The OK says:

OK's personnel director, Mr K B Hartshorne, said the company could not adopt a wage policy with only the interests of Ccawusa members in mind, "but also has to consider the long-term interests of the majority of OK employees who are not members of Ccawusa and the wider constituency of shareholders, customers and suppliers, to which (OK) is accountable".

He said OK Bazaars was a listed company whose financial reports were public documents, which were freely available.

"Ccawusa's analysis of this information can most kindly be described as innovative, he said

Metal industry wage talks 'look good'

15/6/89 By Mike Siluma
Labour Reporter

Prospects for a wage settlement in the metal industry within the next few weeks rose yesterday when employer and trade union spokesmen reported significant progress in their 1989 talks

Steel and Engineering Industries Federation (Seifsa) director, Mr Brian Angus, said employers made further amendments to their final pay offer and conceded on "non-wage" issues when the parties met for the sixth time on Tuesday

The offer amounted to wage increases ranging from 14 percent for artisans to 18 percent for labourers. New hourly minimum rates would be R3,56 for labourers and R8,31 for artisans.

Mr Angus said unions in the Confederation of Metal and Building Unions had indicated a preparedness to recommend acceptance of the offer by members. The National Union of Metalworkers (Numsa) and three unions affiliated to the National Council of Trade Unions had responded "favourably" to the offer, but still had to refer the proposal to members.

AGREED

Numsa described Seifsa's offer as "a major improvement", but expressed dissatisfaction with parts of it.

According to Numsa, Seifsa agreed to most of the union's demands on job security, the recognition of June 16 as a holiday and the exchange of the Government-declared Workers' Day for May 1.

Seifsa had already made concessions to union demands on maternity leave, sick leave, the conversion of the industry's pension fund and shift allowance.

The parties meet again on June 28.

● Meanwhile, negotiations are continuing between the National Union of Metalworkers and Goodyear over the sale of the company to Consol, a company spokesman said. He said the Uitenhage plant was hit by a stoppage last week, after the announcement of the sale.

Seifsa wage settlement in the offing

BY LEN MASEKO

The two deals are scheduled to ~~end~~ for white worker has offered to recommend to another round of talks on June 27, three days before the expiry of the 1988/89 agreement.

14014

THE Steel and Engineering Industries Federation of South Africa this week offered improved increases during negotiations with trade unions, paving the way for an early wage settlement in the metal industry.

Seifsa has offered rises of 14 percent for artisans and 18 percent for labourers, compared to its previous offer of increases ranging from 13 to 15,9 percent.

A Seifsa spokesman said the Cosatu-affiliated National Union of Metalworkers of South Africa (Numsa) and three affiliates of the National Council of Trade Unions (Nactu) had responded "favourably" to the employer body's offer.

These unions had indicated that they would refer the offer to their members for approval. The three Nactu unions — two of whom

have since merged — are Engineering and Allied Workers' Union, Steel Engineering and Allied Workers' Union of SA and Electrical and Allied Workers' Trade Union of SA.

Increases

The across-the-board wage increases of 54 cents an hour for labourers and R1,11 an hour for artisans raised the minimum wage rates in the industry to R3,56 an hour (labourers) and R8,31 an hour (artisans).

The Confederation of Metal and Building Unions, which represents their members to accept the offer.

140A

OK Bazaars workers are gearing up for industrial action, the Commercial, Catering and Allied Workers Union announced yesterday.

Strike ballots are about to be held in OK outlets throughout the country, and a meeting between management and the union to discuss conduct during industrial action is to be held after balloting has been completed

Wage negotiations between management and Cawusa broke down after a final conciliation board meeting on June 9 ended in deadlock

The union claims the present minimum wage rates are hundreds of rands below most living level estimates

"These wages, still being paid in 1989 under the prevailing economic

OK workers in move

to take industrial action

circumstances, are resulting in a struggle for survival and grinding poverty for the majority of OK workers and their families."

Cawusa is demanding R135 a month across-the-board increase, while the company is offering R100.

"For the 1988 financial year OK Bazaars turnover increased by 21 percent to R3 121 million

profit increased to a staggering R 218,7 million," the union claimed

OK management said yesterday the union was displaying a recalcitrance

which flew in the face of the economic realities facing the company

"In the light of the present wages paid by OK and its relatively healthy financial position, the union demands are extremely modest and are well within the economic reach of the company," the union said.

"The issue is not affordability but the willingness to channel more of the available cash into the welfare of OK workers and their families."

Wage negotiations have lasted for three-and-a-half months and included two days of mediation and a three-day conciliation board hearing. Sapa.

300 strike at Reckitt factory



Labour Reporter

About 300 members of the Chemical Workers' Industrial Union (CWIU) are on strike at Reckitt and Colman's plant in Isando, Kempton Park, over the claimed unfair dismissal of eight colleagues

A CWIU statement said the eight were dismissed without a hearing for singing and blowing hooters in the factory. It accused the company of "grossly violating all accepted practices relating to discipline, as well as violating the recognition agreement"

"No doubt Reckitt and Colman intends to take advantage of the dismissal provisions in the hated new Labour Relations Act

"Once more a multinational company reveals its true colours and openly supports the South African Government in its union-bashing campaign," said the CWIU

Attempts to get company comment were unsuccessful

● The strike by 120 CWIU members at Cera Oil, a Shell subsidiary in Boksburg, entered its 10th day yesterday. The workers and management are in dispute over wages, the company's alleged refusal to participate in a provident fund scheme for workers, and disinvestment

1409

16/6/87

5 stars

Post Office probe into sending of 'fake telex'

Stew 16/6/87
140A
The Congress of South African Trade Unions (Cosatu) has called on the Minister of Home Affairs and Communication, Mr Stoffel Botha, to explain alleged Post Office involvement in a "fake telex" sent to all Cosatu regions yesterday

Cosatu claimed the telex message contained the call-back code of the union's teletex machine. A call-back code gives the origin of a telex.

"It is not possible to introduce a fake call-back code on a teletex message unless this is done at the exchange," Cosatu said yesterday.

"There must therefore have been involvement of people in the Post Office," the organisation alleged.

"This is clear proof that the Post Office is involved in the dirty tricks of the security police."

The acting senior general manager of engineering and telecommunications operations, Mr Dawie Malan, said in Pretoria that the Post Office was investigating the method of transmission of the alleged fake telex.

"This can be done, among other things, by studying the call-record journal in the exchange."

"The Post Office has also requested Cosatu to fax an original copy of the received telex in question."

"The Post Office will make the result of the investigation available when it is completed," Mr Malan said — Sapa

Mines, Union in pay dispute

Spel 16/10/81

Labour Reporter

Crucial pay talks between the Chamber of Mines and black miners have run into dispute with employers and unionists at loggerheads over demands for a national minimum wage for the industry's 500 000 black miners.

The Chamber of Mines announced last night that it had declared a dispute with the National Union of Mineworkers (NUM) when the NUM "rejected out of hand" a revised offer put to it in rands and not percentage terms. The Chamber would now apply for a conciliation board hearing.

Gold rises as dollar falls

Finance Staff

The gold price rose by \$5 in Hong Kong today, as the US dollar fell back dramatically on international currency markets despite the announcement of a substantial outback in the April US trade deficit.

Gold opened at \$367.15 in Hong Kong this morning after the metal had firmed by two percent to a close of \$367 in New York yesterday.

Ahead of the release of the trade statistics, the dollar had rallied to a 30 months high against the yen and the D-mark, and hit a record high against the rand, but the currency plunged in later trading on intervention by the US Federal Reserve.

The rand should further benefit today from the lower dollar, after the US currency plunged some six yen and five pfennigs in New York.

See Page 14

Right-wing row

Afrikaner Weerstandsbeweging leader Mr Eugene TerreBlanche and the Conservative Party have fallen out and a right-wing struggle is possible in the Rustenburg constituency.

CP leader Dr Andries Treurnicht confirmed that his party would not stand aside for Mr TerreBlanche and rejected the AWB leaders' call for an elec-

NUM said the annual wage negotiations had entered the fourth round without the Chamber showing any attempt to meet NUM demands.

Although NUM negotiates for its 210 000 members on Chamber mines, an agreement with employers would affect up to 500 000 black employees on Chamber-affiliated mines.

The NUM has, for the first time demanded the establishment of a minimum rate for the industry.

In terms of the NUM's claim, the lowest-paid surface worker on gold and coal mines would be paid R543 a month and his underground counterpart would receive R600.

The traditional July 1 implementation date for increases is now unlikely to be met.

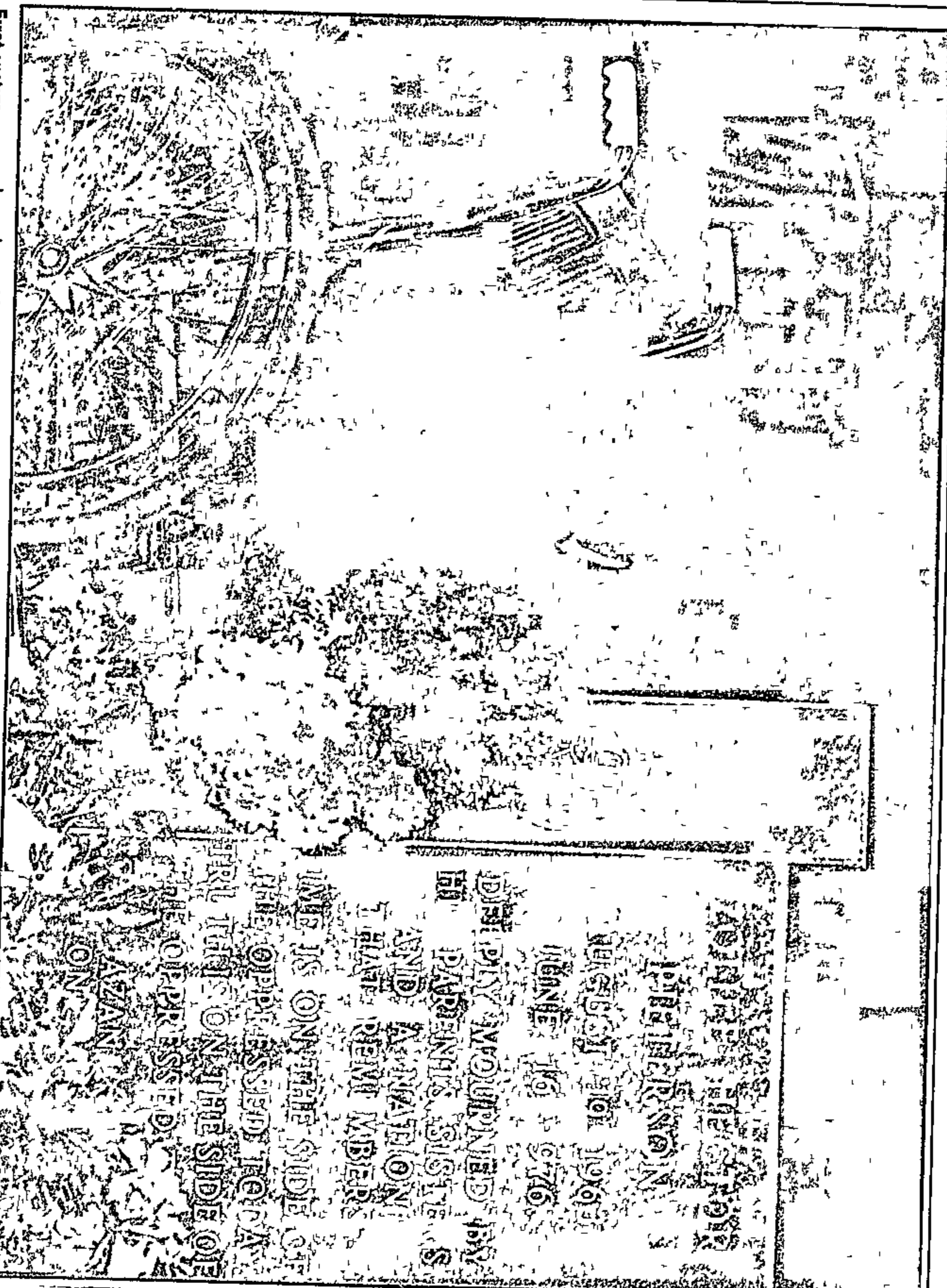
Announcing the declaration of a dispute, the Chamber of Mines senior general manager and chief negotiator, Mr Johann Liebenberg, said the deadlock arose when the NUM rejected out of hand a revised offer.

He said the offer ranged from R33 per month for employees in the lower job categories to R117 per month for the higher.

NUM said the key demands it put forward — a national uniform minimum wages for workers — and that wage terms be made in cash terms rather than in percentages had not been conceded by the Chamber over the past week.

Revised

The Chamber



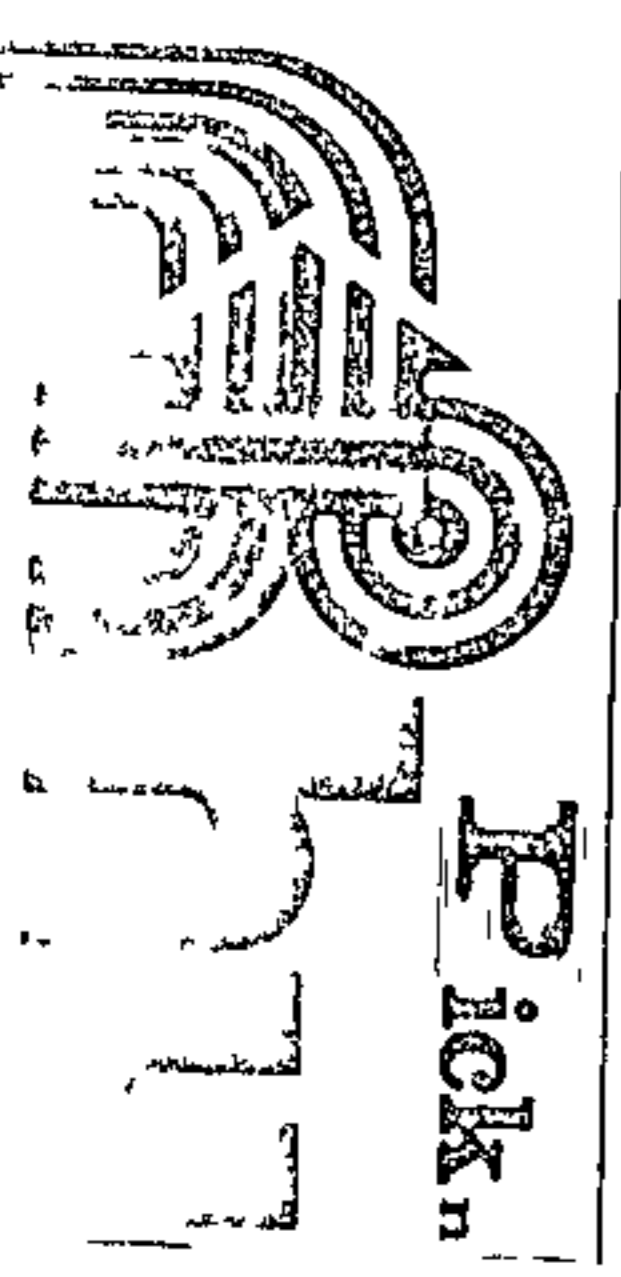
First victim remembered Miss Popi Buthelezi at the grave of Zolile Hector Peterson in the Avalon Cemetery in Soweto. Schoolboy Peterson was the first fatality in the June 1976 Soweto shootings. Miss Buthelezi was herself a casualty. Picture by Alf Kumalo

Workers stay at home to observe Soweto Day

Spel 16/10/81

Staff Reporters

Tens of thousands of workers stayed at home today to observe Soweto Day.



national board hearing

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Revised

"The Chamber finally conceded to the second demand, but refused to implement a minimum uniform wage," said a union statement

"The Chamber revised its initial wage offer of 11 percent increase across the board and came with a lower cash average of R38 per month increase"

The union said the offer did not advance wages "to what we consider a living wage"

Mr Liebenberg said it was pointed out to the NUM that the offers were by no means final

The Chamber offer was negotiable and it had been hoped the union would be prepared to move from its original demand that amounted to wage increases and other improvements totalling 118 percent

According to NUM's statement, the Chamber has also not addressed other demands put forward by the union

These included

- June 16 and March 21 be recognised as paid holidays
- All workers be entitled to 60 days' holiday, 52 days paid
- Underground workers be given at least 90 days annual leave on full pay
- Improvements be made to workers' leave allowances and contracts of employment
- Hours of work be set at 80 a fortnight

Saccola to meet unions for talks on labour Act

(140A) ALAN FINE

The SA Consultative Committee on Labour Affairs (Saccola) decided on Friday to contact Cosatu and Nactu to arrange a meeting soon with the unions on their proposals regarding the Labour Relations Act, Saccola secretary Frieda Dowie said *13/04/1961*

The two federations, with several independent unions, have demanded negotiations over the inclusion of hitherto excluded employees under the ambit of the Act, changes to aspects of the unfair labour practice definition and other clauses

They have also invited certain government departments to take part in the talks

The unions have threatened to declare a national dispute with employers on July 1 unless satisfactory progress has been made by then

Dowie declined to give any further detail on the employer position

Red Cross issues an ultimatum

Sowetan 19/6/89

140A

By LEN MASEKO

THE South African Red Cross Society has issued an ultimatum to striking employees to return to work today — or face disciplinary action.

The ultimatum follows a six-week work stoppage by 37 employees of the society's Southern Transvaal branch

Mr Danie Jacobs, acting regional director of the branch, said in a statement that the "illegal strike" was no longer acceptable and warned that further steps "must now be taken"

Crisis

He said no disciplinary action would be taken against those employees who heeded the ultimatum.

The 37 workers downed tools last month, demanding the unconditional reinstatement of Mr Bongani Khumalo, assistant regional

director of the Red Cross' Southern Transvaal branch

They also demanded, among other things, an end to discrimination in the organisation and recognition of their union, the National Education, Health and Allied Workers' Union

Meanwhile, the 37 workers, meeting in Soweto yesterday, said they noted with concern "an apparent leadership crisis" within the organisation following the strike action.

They said Mr Nigel Carmen, chairman of the branch, had resigned unexpectedly and that Mr Neil Ross, regional director of the branch, was no longer manning his post.

The striking employees resolved to meet at the Johannesburg offices of the Red Cross today where they hope to hear the outcome of representations made to management.

COMM

Mobil dispute may go to US

South African 19/6/84

140A

THE Chemical Workers' Industrial Union will take up dispute with Mobil corporation's New York headquarters unless issues concerning the oil company's withdrawal from South Africa are resolved before the scheduled June 30 date of withdrawal

At a national general meeting in Durban over the weekend, CWIU discussed strategies to take the dispute further with Mobil in the United States and the buyers of Mobil South Africa, the Gencor mining house, unless its demands were met

A CWIU spokesman said it was further resolved that a strike ballot "should immediately be taken" in the event of the conciliation board, called for by the union to deal with the issues in dispute with Mobil, deadlocking.

Conciliation board

The issues presented for conciliation board attention include CWIU's demand of a copy of the Mobil/Gencor contract of sale, the compensation to be paid to workers as a result of the corporation's

withdrawal, and the establishment of a trust fund "funded from the money Mobil corporation intends withdrawing from South Africa".

The spokesman said solidarity messages, from the Brussels-based International Chemical Energy and General Workers' Federation and from support groups and unions who staged a demonstration outside Mobil headquarters in New York on June 16, were read at the weekend's meeting

CWIU negotiators are scheduled to meet Mobil management on June 22 for further talks — Sapa

**Union threatens
to strike again**

copy - 196/89

JOHANNESBURG

The Chemical Workers Industrial Union yesterday threatened further strike action against Mobil if the disinvestment dispute is not settled soon. The union also said it would take up dispute with the company's headquarters unless issues concerning the withdrawal from South Africa are resolved before the scheduled June 30 date of withdrawal. —

Sapa

Survey on unions released

By Mike Siluma, Labour Reporter

Although average wage increases won by trade unions from March to May this year remained moderate at 16,7 percent, compared with the 1988 average of 17,9 percent, high inflation levels could force a rise in settlement levels for the rest of 1989

These are the findings of a survey by industrial relations consultants Andrew Levy, Johan Piron and Associates (Alpa), which has just been released

According to the survey, unions attaining the highest increases between March and May were the Commercial, Catering and Allied Workers' Union (19,7 percent), the SA Chemical Workers' Union (18,9 percent) and the Paper, Printing, Wood and Allied Workers' Union (17,6 percent)

The survey also found that 67 per-

cent of negotiations surveyed were plagued by some form of industrial action

"Unions appear to have totally rejected the official CPI inflation rate and have opted for a figure closer to 25 percent in their motivation for wage increases," said ALPA

● Meanwhile, a Conciliation Board (CB) meeting to resolve the wage dispute between the Chamber of Mines and the National Union of Mine-workers (NUM) is expected to take place today or tomorrow

The Chamber applied for a CB after declaring a dispute with the NUM on Thursday

The NUM is demanding a monthly national minimum rate of R543 for surface workers and R600 for underground workers

Strike goes on claim ~~150~~

South African 20/1/87
STRIKING South African Red Cross Society workers will not return to work today, the man over whom workers went on strike six weeks ago, said yesterday (140A)
Bongani Khumalo, a sacked Sarc's assistant regional director, said a statement earlier yesterday by the acting director of the Southern Transvaal region of the Red Cross, Danie Jacobs, asserting that workers would return tomorrow was "an attempt at misinformation".

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Cawu wage strike continues ^(140A)

The wage strike by about 3 000 members of the Construction and Allied Workers' Union (Cawu) at Everite plants in the Transvaal, Natal and the Cape continues, following the failure of the parties to reach agreement, the union said yesterday.

A Cawu statement said the deadlock remained despite the union's reduction of its demand for individual increases of R1,03/hour to 85c. Management had stuck to its final offer of increases of between 50c and 70c/hour. *S row 2116189*

The Swiss multinational was presently using "scab" labour, said the union.

140A

Star 21/6/89

Labour Act due to be discussed

The Congress of South African Trade Unions and the National Council of Trade Unions are set to meet South Africa's major employer body, the South African Employers' Consultative Committee on Labour Affairs, next Tuesday to discuss the Labour Relations Amendment Act.

The unions have, however, objected to meeting at the Anglo American offices as proposed by Saccola.

The general-secretary of Nactu, Mr Phiroshaw Camay, said Nactu, Cosatu and about 13 independent unions were this week organising mass rallies, to be held around the country on July 1, to report back on talks with Saccola.

Conciliation Board hears mine dispute

Star 2-16-15
(1409) (215)
Labour Reporter

A Conciliation Board hearing to resolve the wage dispute between the National Union of Mineworkers (Num) and the Chamber of Mines, potentially affecting at least 500 000 black mineworkers on Chamber mines, was held in Johannesburg yesterday.

Spokesmen for the Chamber and Num declined to comment. The board meets again tomorrow.

The Chamber applied for a hearing after declaring a dispute with Num on Thursday.

At the time, Num, representing about 210 000 members on Chamber mines, was demanding a monthly national minimum rate of R543 for surface workers and R600 for underground workers.

It had rejected a Chamber offer of increases of between R33 and R117/month.

The Chamber's opening offer was an across-the-board increase of 11 percent.

● The Chamber has already reached agreement with four unions representing mainly white workers in the semi-skilled and skilled categories.

Labour talks

A MAJOR South African employers' body, SACCOLA, will resume talks with the Congress of South African Trade Unions, the National Council of Trade Unions and smaller, independent unions on the Labour Relations Amendment Act.

Sowetan 21/6/89
Saccola, the employers' body, has suggested four dates next week for talks but the unions are still to respond to the offer. — Sapa.

Provident funds for mineworkers

Sawetam

140A

21/6/89

HORIZON Construction
FOR
2 ROOMS AND GARAGE
PAVING
RE-ROOFING AND LEAKS
CONTACT HENDRIK AT 982-1715 TODAY!
S 832

THE National Union of Mineworkers and the Chamber of Mines have agreed to the establishment of a provident fund for eligible mineworkers with effect from July 1, a statement from the Chamber of Mines said

The fund will apply to employees in job categories 1 to 8 staff and non-staff graded A or B lower who are members of the National Union of Mineworkers in recognised bargaining units or in the case of non-unionised employees, where the employer has elected to participate in the fund according to the statement

The main object of the fund will be to provide a lump-sum retirement benefit to each employee or to his dependants in the event of his death

Benefits

Full benefits will also accrue to employees in the cast of retrenchment or permanent disablement

The member's normal monthly contributions will be matched by the employer (3 percent of basic wages for the first year)

Members will have the opportunity of making additional voluntary



Cyril Ramaphosa

savings contributions to the fund

In the event of a member's resignation or discharge his full contributions plus interest will be paid to him as well as all or part of the employer's past contributions depending on that employee's length of service

Members will be able to draw on part of the available accumulated contributions in the form of loans for the purchase and improvement of homes and land as and when the fund can afford to make these loans — Sapa

Wage dispute

THE Chamber of Mines and the National Union of Mineworkers met with a conciliation board yesterday in an attempt to iron out the wage dispute declared by the chamber last week.

A chamber spokesman refused to comment on the proceedings but said another meeting would be held on Thursday. —

Sapa. Sunday 21/1/64

Sowetan 21/6/89

Unions meet over Act

THE Congress of South African Trade Unions and the National Council of Trade Unions are set to meet South Africa's major employer body, Saccola, next Tuesday to discuss the Labour Relations Amendment Act.

The date was initially suggested by Saccola, the South African Employers' Consultative Committee on Labour Affairs

The unions proposed the resumption of talks after discussions broke down last year

The unions have, however, objected to meeting at the Anglo American offices as proposed by Saccola

A Saccola spokesman said it did not object to a change in venue as it was "virtually prepared to meet anywhere"

The spokesman said this was because "we believe it is important to continue discussions"

The general secretary of Nactu, Mr Phiroshaw Camay, said Nactu, Cosatu and about 13 independent unions were this week organising mass rallies, to be held around the country on July 1, to report back on talks with Saccola — Sapa

Furniture workers on strike

By ALI MPHAKI

OVER 2000 workers in more than a hundred Joshua Doore stores countrywide downed tools yesterday in protest against management's decision to retrench 500 workers.

The workers are employed in stores which make up the Joshua Doore group Russels, Price and Pride, Score, Bradlows and Joshua Doore

A spokesman for the Commercial Catering and Allied Workers Union (Ccawusa), whose members form the bulk of workers on strike, said there was no justification of the retrenchments as the company is making an average R400 million profit annually

1409 Streets

He said Ccawusa strongly condemns the retrenchment of these workers, most of whom are breadwinners who are now being thrown into the streets.

"Besides causing untold misery for the 500 workers, what Joshua Doore is doing is an insult to the black community which constitutes the major market for furniture sold at its stores," the spokesman said. He urged the community to support the retrenched workers.

Attempts to obtain comment from Mr David Sussman, managing director of Joshua Doore drew a blank as he was in a meeting. A spokesman for the company said other than that there was a meeting he has no further comment

'Prosperity depends on Government'

By Mike Siluma,
Labour Reporter

The actions of a National Party government re-elected after the September elections would determine South Africa's prosperity and the continued use of sanctions to fight apartheid, the outgoing president of the Chamber of Mines, Mr Colin Fenton, said in Johannesburg yesterday

He told the chamber's annual meeting that many of the economic ills holding back South Africa's emergence as a first world nation stemmed from universal rejection of internal government policies.

"The best efforts of commerce and industry can constitute little more than a holding operation until an acceptable political dispensation is achieved," Mr Fenton said.

OPPORTUNITY

"At this stage there seems little doubt that Mr (F W) de Klerk and his party will be returned to power. How they use the opportunity presented is likely to determine our prosperity and the future of sanctions as an anti-apartheid strategy"

Mr Fenton said it was incongruous that unions such as the National Union of Mineworkers should support sanctions. "Yet the leadership of the NUM goes further (NUM) wage increase demands, from an industry it tries openly to cripple by sanctions, at a time when the profits of marginal mines are already squeezed by the depressed gold price, are pitched at some 118 percent"

Referring to the declining gold price, he said about half of the chamber's 33 gold mines could be threatened unless the price improved or other factors came into play

Mr Fenton said all sectors of the mining industry showed a fall in fatality and injury rates last year

Wage demands fair, say NUM

From MONO BADELA

JOHANNESBURG. — The National Union of Mineworkers (NUM), currently involved in a dispute with mine bosses over demands for a national minimum wage, believes its members' wage demands are reasonable.

"We are being fair and taking into account the current state of the economy which has corroded workers' wages," said a Num spokesperson.

The crucial pay talks between the Chamber of Mines and the union broke down last week after Num turned down "out of hand" the Chamber's third revised offer despite it being formulated in rands and not percentages, one of Num's earlier demands

Ballot

The two parties met on Tuesday in a conciliation board hearing after the chamber, in a novel move, declared a dispute with the union and applied to the Minister of Manpower for the constitution of the board

However, NUM's general secretary Cyril Ramaphosa warned that if no progress was made at the hearing, the union would have to hold a ballot to test members' views about the Chamber's offer

He said mine workers since the inception of the industry had been among the



Cyril Ramaphosa

lowest paid workers in the country

"The chamber still offers its workers R306 per month for those working underground and R279 per month for those operating on the surface

Num's wage demands were not even that of a living wage, he said

"We are merely demanding that the mining industry take the first step towards a living wage

"Our demands are simply aimed at correcting the injustice of black miners being paid less than workers employed in the manufacturing sector"

Num's demands are a R543 minimum monthly salary for surface workers and R600 for their underground counterparts

The Chamber's offer is an increase of R33 a month for the lower job categories to R117 for the higher

Although NUM negotiates for 210 000 members on Chamber mines, an agreement with employers would affect up to 500 000 black employees on Chamber-affiliated mines

Axed officials form own union

PORT ELIZABETH. — Two former office bearers of the Food and Allied Workers Union in the Eastern Cape have formed their own union after being dismissed by the Fawu national executive council.

Former regional secretary, Elliot Nduzulwana,

and former regional chairperson, SThembele Kaha, announced the formation of the new union last week

The two were dismissed after they propagated a boycott of the workers' summit held in Johannesburg in February this year

Fawu's NEC had decided to support the summit but Nduzulwana and Kaha said

the Eastern Cape region of Fawu did not want to attend

Fawu has also suspended some shopstewards in factories where Nduzulwana is influential. The factories are Dioluxe, Cadburys and Harvestine

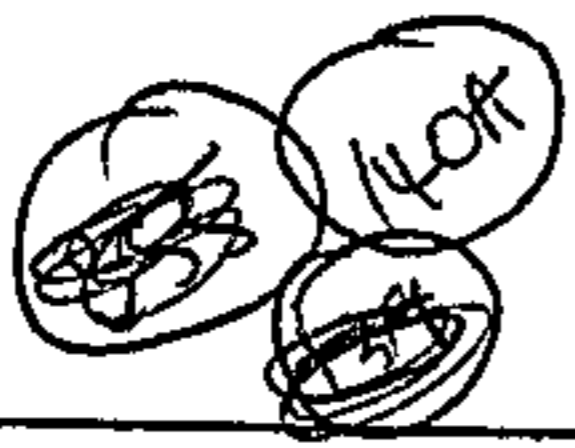
The Fawu regional vice-chairperson, M Dvala, said it was important for officials and shop stewards

to build and not destroy worker unity

Fawu is holding a mass rally in Port Elizabeth this Saturday

"The rally will give workers the opportunity to decide for themselves what is really happening within Fawu," said Fawu regional treasurer H Mlunquza — PEN

~~14014~~
South
22-29/6/89



22-29/6/89.

South LABOUR

Locked out after stayaway

MORE than 100 workers at Speciality Sea Foods in Hout Bay were locked out when they arrived for work on Monday morning after having taken off June 16

The workers said they had informed management that they would not be at work but management had

refused to pay their wages on Thursday.

They were allowed back onto the factory premises after negotiations between management and the Food and Allied Workers' Union

Negotiations are still continuing over 120 workers dismissed from

Premier Wire in Epping after a June 16 row.

The workers downed tools last Tuesday after management refused their request that June 16 be swapped for October 10, said a spokesperson for the Metal and Electrical Workers' Union of South Africa (Mewusa)

A Premier Wire spokesperson confirmed that management had repeatedly refused the request.

He said that management had met with worker representatives but discussion broke down because the workers refused to resume work.

A Mewusa spokesperson said the union was negotiating with the company for the workers' reinstatement. Workers had rejected a management offer of "conditional re-employment" she said

Most employers adopted a "no work, no pay" approach to June 16 as thousands of workers stayed at home

Among these were 56 000 members of the Garment and Allied Workers' Union, who enjoyed June 16 as a paid holiday for the first time

Oil workers plan strike ballot

OIL GIANT Mobil SA could again face a national strike if a dispute over the terms of the multinational's impending disinvestment is not resolved

Members of the Chemical Workers' Industrial Union (CWIU) have decided to go for an immediate strike ballot if agreement is not reached at a conciliation board hearing later this month.

Mobil workers from throughout the country met last weekend to discuss the dispute.

The CWIU declared a dispute with Mobil earlier this month after talks broke down over the company's refusal to provide the union with a copy of the agreement of sale and to form a trust fund for workers to be administered by the union

There was also disagreement over compensation to

be paid to workers.

The CWIU last month suspended strike action at several Mobil plants throughout the country pending the outcome of the talks

Mobil in turn dropped its application for a court interdict to prevent the strike action

The union plans to meet Mobil representatives later this week

Meanwhile Caltex Oil SA has issued a flat denial to rumours that it is considering a purchase offer by a Durban based syndicate of black South African business men who tried to oubid Gencor for Mobil SA

"We are not for sale Caltex and its shareholders, Texeco and Chevron, are determined to remain in South Africa," Caltex managing director Jock Mackenzie said

Smith 22-28/6/89

WOP

Police will probe fake Cosatu telex

The Commissioner of Police, General Hennie de Witt, has ordered a full-scale investigation "at the highest possible level" into allegations by Cosatu that the Post Office was involved in the transmission of fake teletex messages to its regional offices.

The Postmaster-General, Mr. Johan de Villiers, said yesterday he had discussed the matter with General de Witt.

This follows a call by Cosatu on the Minister of Posts and Telecommunications to explain alleged Post Office involvement in a fake telex message sent on June 15 to all Cosatu regions.

The telex allegedly used the call back code of Cosatu's teletex machine.

Cosatu further alleged "It is not possible to introduce a fake call-back code on a teletex message unless this is done at the exchange. There must therefore have been involvement of persons in the Post Office" — Sapa.

SA Breweries
STW 22/6/87
denies lock-out
at Rosslyn plant

140A By Mike Siluma
Labour Reporter

About 900 members of the Food and Allied Workers' Union (Fawu) have been locked out of SA Breweries' Rosslyn plant after stopping work in support of a demand for the suspension of a colleague who allegedly made false allegations against union members, a Fawu spokesman said yesterday

The spokesman said the worker in question, Mr James Masing, claimed to have been threatened by union members with violence. This resulted in the suspension of a union member, Mr James Mokgatha, who was subsequently reinstated.

Strikers were now demanding the suspension of Mr Masing and the institution of an independent inquiry into the matter.

However, a SAB spokesman denied that the Fawu members, who were engaged in "an illegal and unprocedural strike", were locked out.

Strike hits SAB plant

140A

Sowetan 22/6/87



ABOUT 900 workers have downed tools at South African Breweries Rosslyn plant, a SAB spokesman said yesterday.

The SAB employees, all members of the Food and Allied Workers' Union (Fawu), demand the dismissal of a fellow worker, according to the company.

The company's spokesman said. "Management, acting within the terms of agreement, has asked the workers to refrain from illegal work stoppages and to follow mutually agreed procedures

"Workers need to retract their demands and make use of the legal and procedural channels Management is adamant that proper industrial relations principles

By LEN
MASEKO

should be used to resolve the issue," he said.

Fawu spokesmen could not be reached for comment last night. The SAB spokesman said management had been informed that further strike action would be taken unless management acceded to workers' demands

He said the stoppage had not affected beer deliveries.

SAB's national negotiating team is apparently scheduled to meet Fawu representatives in Port Elizabeth today (Thursday), to discuss — among other issues — "the ongoing series of wildcat strike action at SAB"

Sowetan 22/6/89

140A

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Doore MD slams union

THE managing director of the Joshua Doore group, Mr David Sussman, has lashed out at the Commercial Catering and Allied Workers' Union of South Africa and denied about 2000 workers have been on strike since Tuesday.

Sussman also claimed some of the strikers were intimidating workers at other stores into downing tools. This had been reported to him by workers from many branches, he added.

Furthermore, the strike was not a legal one as claimed by the union but "strictly illegal", Sussman said. A valid strike ballot had not been conducted and the matter had not reached a conciliation board level.

Sussman said about 300 workers were on strike yesterday "and Tuesday there were even less". Approximately 30 stores were affected by the worker action, he said.

"A lot of people have been allowed to believe the strike is legal. Unfortunately, they will not be paid. They are going to have to pay the price."

He said all workers had been informed the strike was illegal.

Commenting on the retrenchment of 500 workers following the

company's closure of 10 stores, Sussman said the company did not need to negotiate with anyone about the matter — it was only necessary to consult and advise.

The stores had been closed because of "geographical duplication".

Sussman warned the company would take disciplinary action if

strikers tried to stop people from entering the stores and for intimidation of workers who were not on strike.

The company showed a R41 million profit before tax, Sussman said, and did not have an operating profit of R400 million or an overall profit of close on R50 million as alleged by the union.

Sowetan 22/6/89



SUPPORT
WORKERS
STRUGGLE

JOSHUA DOORE

CCAWUSA members picket Score Furnishers in Johannes-
burg. Yesterday's picket was in solidarity with 500
workers retrenched by management. A meeting between
the union and management of the Joshua Doore group is
scheduled for Friday. Over 2500 workers in over 100
Joshua Doore stores countrywide are on strike as a result
of the retrenchments. See page 14. 140A

OK Bazaars and union deadlocked over wages

Star 23/6/89
140A

By Mike Siluma,
Labour Reporter

The results of a strike ballot among nearly 9 000 members of the Commercial, Catering and Allied Workers' Union (Ccawusa) at OK Bazaars outlets may be known today

A union spokesman said yesterday that OK management had "engaged in an intense campaign of intimidation of workers in an attempt to persuade them to accept, as individuals, the company's offer of a R100 increase..

"Under the circumstances, Ccawusa does not accept the va-

lidity of any management claim that any of our members has accepted their offer

"Our demand, if accepted by OK, will only raise wages up to a minimum of R635, already far less than the R750 achieved with Pick 'n Pay. . . The current economic situation affects all retailers. We see no justification for OK Bazaars paying a lower increase than its competitors," said the spokesman

An OK spokesman said the union had been asked to provide management with specific instances of intimidation, but had failed to do so. Management was unable to comment on the allegations in the absence of further information

"About 2 300 workers have accepted (OK's offer) and acceptances are still coming in. It indicates that there is a substantial number of members who want to accept," he said.

The union had been given details of OK's financial position. Any comparison with Pick 'n Pay showed that Ccawusa did not seem to want to accept the realities of OK's financial situation.

Speak
Out!

ON
SATURDAY



Mrs Elize Botha, wife of the retiring State President, was recently given a tea-party which has caused widespread controversy. The Air Force has admitted spending R100 000 on transporting guests, a submarine was used to salute her and Simonstown naval base was used as a venue for the farewell. Mrs Botha has long been a patron of the Defence Force Ladies' Association. What does the ordinary member of the public — the taxpayer — feel about this? Is it a scandal or a well-deserved tribute? Give your views to *Speak Out!* (011 834-7747) between 5 30 and 7 pm this evening. Your opinions will appear in tomorrow's Saturday Star.

Split offer made in mine wage talks

1140A

Labour Reporter

8/23/61
Wage negotiations between the National Union of Mineworkers and the Chamber of Mines took a new turn yesterday when chamber-affiliated mines made split offers to the union.

Speaking after nearly seven hours of talks with the chamber, NUM spokesman Mr Jerry Majatladi said Gold Fields, Lonrho and Rand Mines' gold division had broken away from a previous agreement by the chamber to negotiate increases in rand, and not percentage terms, as demanded by the NUM.

The three mining houses had thus excluded themselves from the negotiations, he said.

Mr Majatladi described the developments as "quite disturbing" adding NUM had "no option but to go back to its members without making any recommendations on the offers".

The union regarded itself to be in dispute with Lonrho, Gold Fields and Rand Mines' gold division.

The chamber's spokesman, Mr Peter Bunkell, confirmed that the chamber had tabled its final offer. "The union has undertaken to let us know next Wednesday whether its members accept the offer," said Mr Bunkell.

Potentially 500 000 black miners on chamber mines are affected by the negotiations.

Bid to resolve Ccawusa strike

By Mike Siluma, Labour Reporter (140A)

Representatives of Joshua Doore and the Commercial, Catering and Allied Workers' Union (Ccawusa) meet today in a bid to resolve a retrenchment dispute which sparked a four-day strike at the furniture group's stores

Management and Ccawusa spokesmen confirmed yesterday that the meeting would look into a company offer to re-employ some of the several hundred workers retrenched in April. Meanwhile, Ccawusa accused

management of intimidating strikers and calling police to arrest picketing workers in an effort to break the strike. Twenty-three workers were arrested in Randfontein and Springs

Ccawusa insisted the pickets were peaceful and the strike legal

Joshua Doore's deputy managing director, Mr Ray Schur, said management had called police "at one or two stores" where strikers prevented clients from entering stores. He rejected as "absolute nonsense" the claims of intimidation

23/6/87



Talks will test business on Labour Act

By EDDIE KOCH

A TOP-LEVEL summit between South Africa's major trade unions and senior businessmen is planned for early next week to deal with organised labour's objections to the Labour Relations Amendment Act

An alliance of unions, representing up to two million black workers, has asked that government representatives attend the labour convention — opening the way for the first-ever forum for collective bargaining between labour, big business and the government.

The South African Consultative Committee on Labour Affairs (Saccola), which represents most employer organisations, has agreed to meet representatives from the country's two major labour federations, the Congress of South African Trade Unions (Cosatu) and the National Council of Trade Unions (Nactu). At least a dozen independent unions will be represented

Nactu's general secretary, Piroshaw Camay, told the *Weekly Mail* that a letter had been sent to Saccola demanding that other major employer groups and Department of Manpower officials attend next week's meeting

Saccola representative Freda Dowie said her organisation had not yet sent invitations to any other parties

If government officials are not present at Tuesday's summit, it is understood that the union delegation will press for them to be present at future gatherings. Last year the former manpower minister, Piet du Plessis, said his de-

partment was open to discussions about possible changes to the law

The summit comes at a time when evidence is mounting that government and anti-apartheid circles are preparing for possible negotiations later in the year to devise alternatives to apartheid rule

The outcome of talks over the controversial labour law is seen as a crucial test of whether negotiated solutions can be found

Organised labour, which believes the Act was designed to hamstring the burgeoning strength of South Africa's unions, has warned that unless satisfactory progress is made in the talks they will begin balloting members for a national strike on July 1

Plans to hold mass rallies in the first week of July where unions can report back on progress in the talks — as well as mobilise support for possible national industrial action should the negotiations fail — have been made by the union alliance

The unions have demanded that all contentious clauses in the new law be suspended and that a revised Act be extended to include domestic workers, public sector workers and farm workers

Cosatu has a paid-up membership of 800 000, Nactu has an official membership of more than 150 000 and the independent unions represent up to 250 000 workers

1408
www.ail
23-27/6/89

Wave of strikes hits retailers

Weekly Mail Reporter

FURNITURE store chain Joshua Doore became the latest retailer to be hit by strike action this week when more than 2 000 employees downed tools. The workers are members of the Commercial Catering and Allied Workers' Union of South Africa (Ccawusa).

The strike follows the retrenchment of 500 workers at Score and World Furnishers on the Witwatersrand at the end of last year. After about six months of negotiation and a conciliation board stalemate, Ccawusa members opted to strike.

Despite the splits which have bedevilled the union, Ccawusa achieved high wage increases, averaging 19,7 percent, between March and May this year, according to a survey conducted by Andrew Levy, Johan Piron and Associates.

In recent months, its members have been involved in a spate of strikes and disputes.

At the beginning of June the union won recognition at Edworks' stores in Bophuthatswana following a six-week strike over wages.

About 1 000 union members at 65 Beares Furniture stores in the Transvaal are currently on strike over how

negotiations with the union should be conducted on behalf of subsidiary companies.

A strike ballot involving 1 000 workers at three branches of Air Chefs RFA is imminent following a wage dispute.

Ccawusa is balloting 9 000 workers at over 100 OK branches nationally about whether or not to strike over wages.

In addition, a mediator is seeking to resolve a dispute between Ccawusa and Checkers over a number of issues, including a demand for an across-the-board increase of R160. Management's current offer is R95.

Salim Vally, Ccawusa's education officer, said there was a high level of consciousness among workers in the retail trade.

He said many shop stewards had been involved in the Soweto 1976 uprising, and that this had probably contributed to their awareness.

The union had taken a conscious decision not to be intimidated by the Labour Relations Amendment Act, which aimed to curb worker militancy, Vally added.



140A

wmail 23-29/6/89.

2500 workers still on strike

By ALI MPHAKI

THE strike by over 2500 workers at Everite plants countrywide over wages entered its fourth week on Wednesday.

The Construction and Allied Workers Union is demanding R1.03 an hour for its members while the company offered 50c and 70 cents an hour on a graded basis.

Last week Cawu revised its demand to 85 cents an hour but management refused to budge. The workers then decided to continue with the strike.

A Cawu spokesman said it was against this background that the workers and the union have resolved to continue with the strike.

1208
The spokesman said "the union and its members have noted an influx of scabs in all the plants, and see it as another attempt by management to pay low wages."

1208
"Management is also sowing disunity among the people as the scabs are doing jobs which belong to the striking workers," the spokesman said.

1208
The personnel manager of Everite, Mr E. Klaasen, said what his company had offered was reasonable. He said they were not using scabs to try and sow disunity but to keep essential operations going.

Strike indaba

Sowetan 23/6/81

REPRESENTATIVES of Joshua Doore and the Commercial, Catering and Allied Workers Union are to meet today in a bid to resolve a retrenchment dispute which has sparked a four-day strike at the furniture group's stores.

Management and Ccawusa spokesmen confirmed yesterday that the meeting would look into a company offer to re-employ some of the several hundred workers retrenched in April.

140A

Ccawusa pay war hots up

Sowetan 23/6/57

14019

THE Commercial Catering and Allied Workers' Union of South Africa yesterday accused OK Bazaars' management of coercing employees to accept its disputed wage offer.

The charge comes in the wake of ballots presently being conducted by Ccawusa to determine whether its members were in favour of strike action to force management to accede to their wage demands

By LEN MASEKO

A Ccawusa spokesman said management was persuading Ccawusa members, privately, to accept their offer of R100 across-the-board increase. As a result, he said, few employees had accepted the offer.

OK spokesman Mr Gavin Brown was not available for comment yesterday. He was said to be in a meeting

Ccawusa, which represents about 9000 OK, employers, has rejected management's offer in favour of its demand of a R135 across-the-board rise

Ccawusa's wage demand, if granted, will raise minimum pay at OK to R635 a month

Wage negotiations between the two parties broke down after a final conciliation board meeting on June 9 ended in deadlock

POST 74

140A

Cops probe Cosatu cla

THE Commissioner of the South African Police, General Henne de Witt, has ordered a full-scale investigation "at the highest possible level" into allegations by Cosatu that the Post Office was involved in the transmission of fake teletex messages to its regional offices.

The Postmaster-General, Mr Johan de Villiers, said in a statement he had discussed the matter with De Witt "in view of the seriousness of the allegation"

This follows a statement by Cosatu on June 15 in which it called on the Minister of Posts and Telecommunications to explain alleged post

office involvement in a fake telex message sent on that day to all Cosatu regions. The telex allegedly used the call-back code of Cosatu's teletex machine.

Cosatu further alleged "It is not possible to introduce a fake call-back code on a teletex message unless this is done at the exchange. There must therefore have been involvement of persons in the Post Office."

"This is clear proof that the Post Office is involved in the dirty tricks of the Security Police. The Post Office has certainly been involved in tapping phones, faxes and telexes before, but we now have proof" — Sapa



Cosatu's Jay Naldoo

64 WORKERS SACKED 140A

SIXTY-FOUR members of the Commercial Catering and Allied Workers Union of SA employed at Northern

in Potgietersrus have been dismissed from work following a work stoppage, the union said in a statement yesterday.

Trasnvaal co-operation
Sowetom 23/6/84



Mill strike to be mediated

CAP- Times 24/6/89 Staff Reporter 140A

A LEGAL strike by more than 1 000 workers at the Worcester-based Hextex textile mill has been referred to mediation in a bid to resolve the 37-day deadlock over service bonuses

Confirming this, Amalgamated Clothing and Textile Workers Union, regional secretary Mr Ibrahim Patel yesterday said the company had employed about 100 casual labourers "in an attempt to undermine the strikers' morale"

Hextex personnel manager Mr J M Marx last night declined to comment and referred inquiries to the company general manager, Mr R D Clapperton, who could not be reached

16014
~~16014~~
~~16014~~
~~16014~~

By DAN DHLAMINI

Inspectors bullied me - accused

A POTCHEFSTROOM businessman appeared in court this week charged with under-paying his employees

Edwards Hardware Store director J van der Merwe pleaded not guilty of failing to pay his work-

ers minimum wages
A Department of Manpower inspectors told the court of a case where a general assistant, was paid R30 a week instead of a minimum of R42

Van der Merwe told the court he had been bullied by Department of Manpower inspectors who seemed to have a personal grudge against him

The case was adjourned until August 21 for further evidence

Strike ballot follows pay talks

CCAVUSA workers at OK Bazars are being balloted over strike action after a Conciliation Board meeting failed to break the deadlock in the annual wage talks

The union has accused the company of "intimidating workers in an attempt to persuade them to accept the company's offer individually"

Cawusa is demanding a R135 across-the-board increase and a R635 minimum wage for all workers who have completed three months' service

ILDA



By DAN DHLAMINI

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Ccawusa is demanding a R135 across-the-board increase and a R635 minimum wage for all workers who have completed three months' service

25/6/89.
Camer

140A

NUM, chamber meet over miners' wages

By **CONNIE MOLUSI**

MINERS' demands for a living wage led to a conciliation board hearing this week after the Chamber of Mines declared a dispute

The National Union of Mineworkers is demanding a national minimum wage of R600 a month for underground workers and R543 for surface workers

"We want workers to get the same wage for doing the same work in every category, irrespective of the mining house they are working for. At the moment different mining houses are paying different wages," the NUM said this week

The union claims black miners' wages are at the bottom of the wage ladder and wages paid to grade 1 miners are far below the wages paid in industry

For instance, the Steel and Engineering Industrial Federation of SA offered a minimum R685 a month in 1989 and Escom's minimum wage is R645 a month. The average wage for grade 1 workers in the manufacturing industry is R625

In mining, minimum wages are as low as R385 and R278 a month for hard and dangerous work

In this context, the NUM views its wage demands as reasonable and the first step towards a living wage in the mining industry

However, the Chamber of Mines' general manager for external affairs, Johan Liebenberg, has discounted the NUM's

claim

"The average wage in the gold mining industry is R620 a month at the moment. Added to this, R210 is paid in kind," he said

Payment in kind represents money for food, accommodation, medical treatment, transport and sporting facilities. The NUM argues that a work-

er cannot share this payment with members of his family.

Liebenberg said the South African mining industry was facing the problem of rapidly increasing operating costs

Although increases since 1983 had not been as steep as before, they had been substantial, he

said

The NUM contends that black miners' wages are not only low but are also based on a racist structure as white miners are earning more than their counterparts in the manufacturing sector

Despite the deadlock the establishment of a provident fund as of July 1 has been agreed upon

Checkers reaches wage agreement with Ccawusa

By Mike Siluma, Labour Reporter (140A)

Checkers and the Commercial, Catering and Allied Workers' Union (Ccawusa) have reached a wage settlement guaranteeing a new monthly minimum rate of R630 and individual increases of R120 a month for 15 000 of the retail chain's employees

A weekend statement by Checkers said the agreement would be effective from July 1 1989 to June 30 next year. Star 26/6/89

The agreement also stipulated:

- The recognition of May Day on May 1 as a public holiday.
- Workers are entitled to take off March 21 (Sharpeville Day) on a no-work, no-pay and no-penalty basis.
- Four weeks' annual leave for all staff with at least seven years' service by July 1 1990.
- Substantial improvements to the company's long service award scheme.

Strike over sackings at Boksburg factory for hooting called off

Labour Reporter (140A)

About 300 members of the Chemical Workers' Industrial Union (CWIU) have ended a four-day stoppage at Reckitt and Colman's Boksburg plant, the union said

The workers were protesting against the unfair dismissal of eight colleagues for blowing hooters and singing on company premises, said the union

Although the eight were not reinstated, strikers resumed duties after the company "threatened to interdict the workers" The union would continue to pressure the company to reinstate those dismissed

At Cera Oil, a Shell subsidiary on the East Rand, a strike by about 120 CWIU members is due to enter its third week this week The Cera dispute relates to wages, the company's alleged refusal to negotiate at industry level and to participate in the chemical industry's national provident fund

● Members of the Federated Mining Union (FMU) employed by Samancor's Mooiwool Chrome Mine are to receive a 16 percent increase as from next month under a wage agreement between the union and the mine, the FMU said

Where the 16 percent increase failed to raise workers' pay to the new minimum rates, workers would get a further raise to make up for the shortfall In terms of the agreement, the monthly minimum rate for surface workers would range between R370 and R1 092, while the underground rates would be set between R416 and R1 247

In addition to the recognition of June 16 as a holiday in exchange for January 1, improvements will be made to working conditions and job security

Accord on pay

Southon 26/6/89
1407
THE Commercial Catering and Allied Workers' Union of SA signed a wage agreement with Checkers on Friday.

Some of the provisions included in the wage agreement included

- An across the board increase of R120 a month from July 1, 1989 and lasting for 12 months.
- A minimum salary of R630 a month.
- May 1 to be a paid public holiday.
- Union members will receive a 12 percent discount on purchases at Checkers

Mines change course

24/6/77
(14019)

WAGE talks between the National Union of Mineworkers and the Chamber of Mines took a dramatic turn when chamber - affiliated mines made different offers to the union

Num's spokesman Mr Jerry Majatjane said Gold Fields, Lonrho and Rand Mines had broken away from the previous agreement by the chamber to negotiate increases in rand, and not percentage terms, as demanded by the union.

The three mining houses had excluded themselves from the negotiations, he said

"The union was left with no option but to go back to its members because of the disturbing developments in the negotiations," he said

The union regarded itself to be in dispute with the mining houses

The chamber spokesman, Mr Peter Bunkell, confirmed that the chamber had tabled its final offer. He said the union had undertaken to inform the chamber by Wednesday whether its members have accepted the offer

Star 27/6/87

Trade unions gaining clout

140A

By Jabulani Sikhakhane

Membership of registered trade unions has risen sharply since 1980 from an approximate 810 000 to just under 2,1 million in 1988, representing an average annual growth rate of almost 12,6 percent

According to the Sanlam Economic Survey union membership in 1988 increased by 205 000 or 10,9 percent and the number of trade union members expressed as a total percentage of the economically active population increased to 19,5 percent last year from 13,5 percent in 1985

The bargaining power of the unions has also been strengthened by the merger of smaller unions into bigger industry-based unions following the Congress of South African Trade Union (Cosatu) policy of one union per industry. This policy, however, resulted in a net increase of only 4 unions in 1988

The average size of

trade unions increased from a mere 4 300 members in 1980 to 10 000 in 1988, the report adds

The number of workers involved in strikes decreased from 591 400 in 1987 to 161 700 in 1988 and the number of man days lost amounted to 5,8 million in 1987 (due to extensive strikes in the mining industry) and only 914 000 in 1988

TOUGH BARGAINING

Wage negotiations this year could be tough. Trade unions have intimated that they will be demanding sizeable increases

Employers, on the other hand, are unlikely to readily bow to these demands owing to the deceleration in the economy

Quoting National Manpower Commission figures the report says salaries and wages rose by an average of 19 percent in 1988 whilst the inflation rate was 12,9 percent

NUM to decide on ^{140A}
Star 27/10/89
wage offer tomorrow

By Mike Siluma,
Labour Reporter

The National Union of Mineworkers (NUM) will say tomorrow whether it accepts the Chamber of Mines' final wage offer

Conciliation Board deliberations between the NUM and the Chamber were adjourned on Thursday when the union decided to put the Chamber's offer to members for a decision

At the time, Chamber-affiliated mining houses

had made a split offer, with Gold Fields, Lonrho and Rand Mines' gold division rejecting the union's demand to negotiate wage increases in cash, rather than percentage, terms.

According to the NUM, Gold Fields offered individual increases of 14 percent for underground and surface miners, while Rand Mines' gold division proposed a 13,5 percent raise for staff only.

By Mike Siluma, (140) Labour Reporter

The results of a ballot among Commercial, Catering and Allied Workers' Union members at OK Bazaars have sparked a row between the union and management over whether workers want a strike or not

Announcing the results yesterday, a Cawusa spokesman said "the majority of Cawusa members voted for industrial action in spite of a propaganda campaign by OK management"

Union, OK management in row over strike ballot

"The majority 'yes' vote is unprecedented considering just two years ago OK workers embarked on the longest strike in retail history. This is clearly due to unenlightened attitudes held by management and management's insensitivity towards the economic plight of OK workers," said the spokesman

In a statement, OK said the results "show the union has failed to secure a majority in favour of strike action" OK will meet the union this week to discuss the ballot results and the union's revised offer.

Star 27/6/89
"The company urges the union to heed the wishes of the

majority of its own members to bring the current wage dispute to a speedy and peaceful conclusion," said the statement

Neither side would give figures of the ballot results

Cawusa is demanding individual increases of R135 a month, with a minimum wage of R635 for all workers with more than three months' service. OK has offered an across-the-board increase of R100, plus a minimum rate of R525 for workers with more than a year's service

... was murdered
in a trench near Church
Street West, a few days
after he and his cousin,

yesterday said they were
following certain leads in
the murder and attempt-
ed murder cases

African group *Sowetan 27/5/89* accepts Nactu and Cosatu

THE National Council
of Trade Unions and the
Congress of South
African Trade Unions
have been accepted into
the Organisation of
African Trade Union
Unity

In a communique
received by Nactu
yesterday, Oatuu, the
labour wing of the
OAU, said "In con-
sideration of the
application for affiliation
to Oatuu submitted by
Nactu, the secretariat of
the twelfth session of the
general council of Oatuu
held in Accra, Ghana in
April, accepted the
affiliation of Nactu "

"It was the decision of
the general council that
both Nactu and Cosatu
should be accepted into

the midst of the Oatuu
family owing to their
unique position and role
inside South Africa
Therefore the council
decided that both
organisations should
take up their rightful
places in the family of
African labour "

The move is consistent
with the Oatuu constitu-
tion "Therefore from
the date of that decision
you are expected to play
your role as a member-
affiliate of Oatuu," the
message concluded

Nactu was welcomed
into the fold and
congratulated by the
labour body

By ISMAIL
LAGARDIEN

140A

News in Brief

APR. TIMES 27/6/89
Industrial action vote *(140A)*

JOHANNESBURG. — The majority of members of the Catering and Allied Workers' Union of SA have voted in favour of industrial action against the OK Bazaars, a union spokesman claimed yesterday. But a statement from the OK Bazaars said the results of the strike ballot indicated the union had failed to secure a majority of its members in favour of strike action.

Unions bid to review new Labour Relations Act

Journalism 28/6/84

140A



EMPLOYERS and representatives of two labour federations yesterday agreed to seek a meeting with the National Manpower Commission to discuss — among other issues — the review of certain contentious clauses in the Labour Relations Amendment Act

The parties to yesterday's talks were the employer body, South African Consultative Committee on Labour Affairs (Saccola), Congress of SA Trade Unions (Cosatu) and National Council of Trade Unions (Nactu).

The two parties said they hoped to meet the NMC on July 7 and 8, as part of fresh attempts to address objections raised by Cosatu and Nactu.

They also agreed to invite to the talks the SA Agricultural Union (SAAU), SA Transport Services (Sats) and the Commission for Administration. The inclusion of the three organisations in the forthcoming negotiations emanated from the two federations'

By LEN MASEKO

demand that the provisions of the labour legislations should be extended to workers in the farms, railways and various public sectors

The two federations said in a statement "We wish to appeal to the three employer organisations and/or their representatives to attend the next meeting as we believe that their presence is indispensable to the resolution of the rights of workers in these sectors."

Conflict

The federations said the conflict between them and Saccola remained. The conflict centred on the unions' demands that employers disregard controversial clauses in the labour legislation as well as support efforts to have them scrapped.

Nactu and Cosatu are scheduled to meet community organisations in Johannesburg tomorrow, to discuss developments in the whole saga.

The unions are also preparing for the second round of the workers' summit scheduled to take place on August 5 and 6. The meeting will focus on future action in the event of the negotiations reaching a deadlock

The NMC, an 18 person advisory body to the Minister of Manpower, began its review of the labour law last month. It is expected to complete its work in two years' time

THE National Union of Mineworkers will decide today whether it accepts the Chamber of Mines' final wage offer, union and chamber spokesman confirmed

NUM to decide on offer

Conciliation board talks between the NUM and the chamber were adjourned last Thursday

At the time, chamber-affiliated mining houses had made a split offer, with Gold Fields Lonrho and Rand Mines' gold division rejecting the union's demand to negotiate wage increases in cash, rather than percentage terms

According to the NUM, Gold Fields

offered individual increases of 14 percent for underground and surface miners, while Rand Mine's gold division proposed a 13.5 percent raise for staff only

Anglo American, Gencor and JCI offered basic rates of between R393 and 1090 for surface workers, against the NUM's R420 and R1165, respectively

(Handwritten initials)

(Handwritten initials)

only Sanlam 28/6/89

Mobil agrees to R6,5m payout for employees

Comp Times 28/4/89

(1401)

Own Correspondent

JOHANNESBURG. — Mobil and the Chemical Workers' Industrial Union (CWIU) yesterday ended their two-month-old disinvestment dispute with an agreement on a R6,5-million payout to employees.

But the National Union of Metalworkers of SA announced just hours later that it had reached deadlock in negotiations over similar matters with Goodyear, and planned to stage strike ballots around the country today.

Mobil and CWIU spokesmen yesterday said each of the company's 2 800 South African em-

ployees was to receive R2 000 or one month's salary, whichever was the greater.

The sales of Mobil SA to Gencor, and of Goodyear SA to Consol, are due to go through in June.

Local Mobil management has also undertaken to meet with a senior Mobil US executive to discuss the union's demands for a copy of the agreement of sale with Gencor and for the establishment of a trust fund to finance social projects.

When negotiations broke down in May, the company was offering a payout of about R1 340 an employee.

Mediation call made by NUM

1407
24/1/89
Labour Reporter

The National Union of Mineworkers (NUM) yesterday called for mediation to resolve its pay dispute with the Chamber of Mines after the union's members spurned the Chamber's final wage increase offer for 1989

A NUM spokesman said members had overwhelmingly turned down the offer, tabled during Conciliation Board negotiations last week

MANDATED

Members had mandated the union to seek "expedited mediation" to resolve the dispute in the light of the short time left before the traditional implementation date of July 1

In addition, the Chamber would be approached for an informal meeting to see if the dispute, affecting potentially 500 000 black mineworkers, could be resolved. The proposals had been forwarded to the Chamber

The NUM still regarded itself in dispute with Gold Fields, Lonrho and Rand Mines' gold division, all of which had refused to discuss the increases in money, not percentage, terms

The proposed mediation would affect only Anglo American, Gencor and JCI, which have agreed to the union's demand to negotiate increases in cash

140A

~~140B~~

Fawu urged to build its ranks

TRADE unions are an integral part of the Mass Democratic Movement, Mandla Sxanvana, general secretary of the Food and Allied Workers' Union (Fawu), said at the union's first mass rally in Port Elizabeth.

The weekend's rally was attended by more than 12 000 union members, but Sxanvana said more people should have attended.

"We have 79 000 members and they should all be here. Our structures have failed to mobilise people to attend.

"We must go back and build our organisation by engaging in campaigns, not involving ourselves in petty issues against comrades," he said.

Both Sxanvana and Chris Dlamini, who is vice-president of Cosatu and president of Fawu, spoke about the divisions which have recently emerged in Fawu in the Eastern Cape.

Officials from the union's Eastern Cape region who initiated a boycott of the workers' summit earlier this year, have now formed their own union after being axed from Fawu.

Splits from officials

Sxanvana said the splits came from officials and not from workers.

"Workers know their direction in the struggle and will not be divided by these elements," he said.

Dlamini warned that "the perpetrators of division are not restricted to the Eastern Cape but can be found throughout the country" and that the union faced a determined onslaught from the state and employers.

Food companies such as Premier had retrenched workers and companies who were suing the union for loss of production resulting from strike action could force the union to close its offices, warned Sxanvana.

Dlamini said that the union had also been severely hit by state repression with leaders restricted, forced into exile or detained.

He called on the union to build the consciousness of its members and to fight for community issues such as housing and education, as well as for the living wage campaign and the withdrawal of the LRAA.

Workers, bosses unite against LRAA

11/01/89
29/6-5/7/89
with



Cosatu's Jay Naidoo

EMPLOYERS this week agreed to work with South Africa's two largest trade union federations to change the Labour Relations Amendment Act (LRAA)

Employer body, the South African Consultative Committee on Labour Affairs (Saccola), met with representatives of the Congress of South African Trade Unions (Cosatu), the National Council of Trade Unions (Nactu) and independent unions on Tuesday

Saccola acknowledged that the act had done "incalculable harm to industrial relations" and agreed to engage in "an intensive process to amend the act", said a joint statement released by Nactu and Cosatu

The meeting followed a letter outlining the unions' demands about the LRAA which was sent to Saccola at the beginning of this month

The letter requested a meeting with all employers over the LRAA which the unions have said "threatens the basic rights of workers".

Should agreement not be reached with employers, unions have said they will consider themselves in dispute with employers and national strike action might follow.

At the meeting Saccola said it did not want to hold discussions under threat of action by the unions

The unions responded by pointing out that they were operating under threat of the act and that there existed an "intolerable situation for the free and democratic operation of union administration and structures", said the statement

Saccola undertook to ask the SA Agricultural Union, the Commission for Administration, the SA Transport Services and the National Manpower Commission to attend the next meeting, which is scheduled to take place on July 7 and 8

Their presence is essential if the demand listed by the Workers' Summit in February — that farm workers, domestic workers and workers employed in the public sector be included in the provisions of labour legislation — is to be met

Saccola met with the federations last

year before the act was passed but co-operation between the two sides subsequently broke down

Cosatu and Nactu warned that the meeting with Saccola did not mean an end to conflict with employers

The unions will brief community organisations later this week on plans for further action. The unions are also proceeding with a referendum on the LRAA

A second workers' summit due to take place in early August will assess progress and plan further action

PO strike called off

with

A STRIKE by more than 100 Pretoria Post Office workers has ended

A spokesperson for the Post and Telecommunications Workers' Association (Potwa) said the strike ended last week because of a "technical problem"

The workers downed tools to protest the transfer of a Potwa official to another post office

29/6-5/7/89

No change in strikes

with

TWO marathon strikes involving more than 3 000 workers are continuing

A national strike by more than 2 000 workers at Everite Cement Division has entered its sixth week

The strikers, who include about 700 workers at the company's factory in Brackenfell, have established support committees which include representatives from community organisations

The Hex Tex strike in Worcester involving about 1 000 members of the Amalgamated Clothing and Textile Workers' Union of South Africa began almost two months ago

The workers are striking over a service bonus dispute

Union representatives met with management this week but no settlement was reached

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The Principal, PO Box 46



South LABOUR



(140A)

29/6-5/7/89

Workers in 'guerilla strike'

ABOUT 400 workers downed tools at a Bellville glass factory this week in protest of "unfair labour practices"

A senior shopsteward at Consol Glass described the 24-hour stoppage as a "guerilla strike".

He said it was the result of "unbearable frustrations" among workers

The workers' chief grievances are over company hiring policies

The shopsteward claimed Consol followed a "coloured labour preference policy" About 60 percent of the work force is "coloured"

Workers were also angry that four whites who were employed earlier this year as operators had been promoted to supervisors above black workers who were long-time employees of the company, he said

The workers also allege that the factory's labour relations officer accepts bribes from job applicants

The factory manager, Mr Jan Singleton, said that all the workers' allegations were being investigated internally and that he could not comment further

He said the company would be meeting

with the Chemical Workers Industrial Union (CWIU) later this week

CWIU is in dispute with Consol nationally over several issues, including wages and conditions of employment

In terms of the Labour Relations Amendment Act, it is illegal for workers to strike more than once over the same issue within a year

Workers at Consol Glass plants at Clayville, Pretoria and Wadeville also went on strike at the same time as the Bellville workers



Sowetan 29/6/89



140A

Mines' bosses wage offer is turned down

THE National Union of Mineworkers yesterday rejected split wage offers made by the Chamber of Mines and its affiliates.

Num's press officer Mr Jerry Majatladi said Num members had "overwhelmingly" rejected mine employers' final wage offer. The union, he said, had decided to refer the wage dispute to mediators.

"Mineworkers mandated the negotiating team to seek mediation or an informal meeting with the Chamber in an attempt to resolve the impasse," the Num official said.

Num demands a minimum pay of R420 a month for surface employees and R480 for underground mineworkers in the gold mining sector.

Conciliation board talks between Num and the Chamber were adjourned last Thursday, with Chamber-affiliated mines making split offers. Gold Fields, Lonrho and Rand Mines gold divisions rejected the union's demand to negotiate wage increases in cash rather than percentage terms.

Gold Fields offered individual increases of 14 percent for underground and surface miners, while Rand Mine's

By LEN MASEKO

gold division proposed a 13,5 percent hike

Other mine employers, Anglo American and Gencor, offered basic rates of between R393 and R1 090 for surface workers, against the Num's R420 and R1 165

Final offer

Meanwhile the Steel and Engineering Industries' Federation of South Africa (Seifsa) is to ratify its final offer — made to unions party to the metal industry's wage talks on Tuesday — with its members today

The unions are expected to inform the employer body on Monday whether they accept its final offer

A Seifsa spokesman said the unions asked the employers to make further adjustments on their wage offer at last Tuesday's meeting.

"However, in an attempt to finalise this year's negotiations before July 1, the employer representatives at the meeting undertook to recommend to Seifsa membership certain minor adjustments to the wage offer," he added

stolen yesterday morning from an office at the
ERPM Gold Mine, police said

Case 7.2.63 29/6/89 (140A) (22)
Interdict against strike

JOHANNESBURG. — The Rand Supreme Court has issued an interdict preventing the Commercial, Catering and Allied Workers' Union from calling a strike at OK Bazaars until it can prove that the decision to strike was reached by majority vote.

Banners, AKs brandished at VW demos

Own Correspondent

PORT ELIZABETH — Volkswagen workers displaying banners propagating the ANC, the SA Communist Party (SACP) and the National Union of Metalworkers of SA (Numsa) have staged lunchtime demonstrations at the Uitenhage factory at least 10 times in the past month.

During the demonstrations, many workers, all believed to be Numsa members, have wielded replica AK-47 rifles, rubber mallets, pieces of wood, pieces of iron, and posters — one showing the corpse of President P W Botha in a coffin.

A company memo expressed concern that these items were manufactured in the VW plant in company time and with company materials.

White workers at the plant contacted the police about the matter, Captain Bill Dennis, police liaison officer for the Eastern Cape, confirmed.

Volkswagen management feels it would be an over-reaction to call in the police and that this would only worsen the situation. No violence had occurred and none of the demonstrators had interfered with anyone else, a spokesman said.

Posters with the words "Viva ANC", "Viva SACP", "Viva Numsa", "Botha is a dog", "Searle and Rautenbach are dogs", "Boere se moere" and "Kill the capitalists" have been displayed by more than a thousand singing, dancing workers.

Mr Peter Searle is the company's managing director and Mr Johan Rautenbach its employee relations manager.

The Volkswagen spokesman said the Numsa members were demonstrating for wage increases and national bargaining power.

Meeting with union

Asked what the ANC and SACP banners had to do with wage demands, the spokesman said politics had unfortunately entered the matter and that the company had expressed its concern to Numsa.

"We met the union on Monday and informed them that we are unhappy with the situation."

"The union, in turn, said they were also concerned with the developments and undertook to discuss the issue with its members."

In a memo addressed to company shop stewards, among others, Volkswagen management said there were people with various political convictions working at the plant and requested that the unionists ensured that nothing took place during the marches that could provoke anyone.

Numsa representatives and senior shop stewards at the plant could not be contacted yesterday.

500 fired

THE Joshua Doore group retrenched 500 black employees but later created 200 new vacancies that were filled by whites, the Commercial Catering and Allied Workers' Union of South Africa has claimed.

But Joshua Doore, managing director, Mr David Sussman, yesterday described the claim as "absolute nonsense"

Addressing a Press conference in Johannesburg yesterday, Mr Mike Tsotetsi said it was strange that the company had indicated it needed to control its expenses "ruthlessly" but went on to create new job opportunities

140A

Some for 24/6/67

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W. M. M. C.
30/6 - 6/7/87

Mobil sell-out gets worker go-ahead

THE Chemical and Industrial Workers' Union (CWIU) has withdrawn its opposition to Mobil SA's plans to sell its local operations to Gencor and the disinvestment will now go ahead.

CWIU members agreed over the weekend to accept R2 000 or a month's salary, whichever is greatest, as compensation for the sell-out.

Mobil SA has also agreed to set up a meeting with management Mobil Corporation in the United States so that the union can raise its demand for a trust fund to be set up to finance community projects in South Africa.

The CWIU plans to pursue its demand that full details of the agreement of sale be provided to workers, a union representative said. The union's main purpose is to establish whether Mobil will continue to supply South Africa with crude oil.

Meanwhile workers at Goodyear were yesterday holding strike ballots to decide if they should take industrial action over the way the tyre manufacturer has planned to sell its local operations to Consol.

Talks between the National Union of Metalworkers (Numsa) and Goodyear, held under the auspices of the industrial council, deadlocked earlier this week. Union members want separation pay of R5 000 each, talks with Goodyear's international head office over the sale; the writing off of existing housing loans, and reinstatement of 17 colleagues who were dismissed last year.

Numsa officials were not available yesterday to comment on the outcome of the strike ballots.

Star 30/6/87

Mediation breaks down

Ccawusa, ^{140A} OK in a ^(scribble) deadlock

By Mike Siluma, Labour Reporter

Mediation proceedings to resolve the wage dispute between the Commercial, Catering and Allied Workers' Union (Ccawusa) and OK Bazaars have broken down after the company refused to improve its offer on individual increases, Ccawusa said yesterday.

A spokesman said Ccawusa had reduced its demand of an across-the-board R135 a month increase to R125. It had also scaled down its claim for a new monthly minimum rate from R635 to R625.

The company had upped its minimum wage offer from R525 to R550 a month for workers with more than a year's service.

According to the Ccawusa spokesman, OK's latest minimum rate offer would mean that the starting salary at OK would be R80 less than Checkers' and R205 lower than Pick 'n Pay's. OK comment was unavailable at the time of going to press.

The Ccawusa spokesman said workers in the Orange Free State and Vaal Triangle voted "overwhelmingly" for a strike on Wednesday.

URGENT APPLICATION

The union's figures showed that 55,97 percent of all members had voted in favour of a strike. Management's calculations showed 53,3 percent had voted

An urgent application launched by OK Bazaars against Ccawusa was yesterday postponed in the Rand Supreme Court until today.

When OK approached the court on Tuesday, they asked that Section 65 of the Industrial Relations Act be complied with before the union called a strike. The Act provides that a strike can only be called after a ballot results in more than 50 percent of the workers voting in favour of a strike.

Yesterday the court heard OK was seeking an order that the ballot be declared invalid.

The union agreed not to call a strike until 12 noon today. OK agreed not to distribute any propaganda regarding issues such as wage offers until 12 noon.

● Strike action at Joshua Doore stores, entered its 11th day yesterday, with Ccawusa alleging the arrest of strikers at the instigation of management. Management said police were called when strikers interfered with trading. Ccawusa members are on strike in support of a demand for the reinstatement of about 500 retrenched workers.

OK, union dispute unresolved

1409

THE urgent application launched by OK Bazaars against the Commercial Catering and Allied Workers' Union of South Africa was not resolved yesterday and was postponed until today after both sides gave undertakings

When OK approached the court on Tuesday, they asked that section 65 of the Industrial Relations Act be complied with before the union called a strike. The act provides that a strike can only be called after a ballot results in more than 50 percent of the workers voting in favour of a strike.

Yesterday the court

Sowetan

heard OK was seeking an order that the ballot be declared invalid.

Mr Denis Kuy, SC, who appears for Ccawusa, said the 95-page application was served

on 10 or 15 minutes notice on Tuesday. The parties agreed to postpone the application and a meeting was held on Wednesday. It did not resolve the disputes.

~~1409~~

1409

30/6/89

continued

'Disquiet among white workers'

Protest at giant plant

MILITANT protests in which workers carried ANC and South African Communist Party banners and brandished cut-outs of AK47 assault rifles has caused disquiet among white workers and management at the giant Volkswagen plant in Uitenhage.

Mr Ronnie Kruger, public affairs director for Volkswagen said the protests at lunch-times were part of nation-wide "living wage" negotiations

Kruger said some of the workers got carried

away and had thrown in some political statements. He said it was felt that these statements were best ignored and everything had settled down again

Agitated

White workers at the plant were agitated when workers displaying banners supporting the African National Congress, the South African Communist Party and the National Union of Metalworkers of South Africa

Some workers carried replica AK47 rifles, rubber mallets and pieces

of wood One poster showed Mr P W Botha in a coffin There were other posters bearing the words "Viva ANC", "Viva SACP", "Botha is a dog", and Searle and Rautenbach are dogs", referring to the company's managing director, Mr Peter Searle and employee relations manager, Mr Johan Rautenbach

The demonstrations took place during a two-week period when Numsa members were demonstrating for wage increases and national bargaining power —
Sowetan Correspondent

'Disquiet among white workers'

Protest at giant plant

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The demonstrations took place during a two-week period when Numsa members were demonstrating for wage increases and national bargaining power. — *Sowetan Correspondent*

14014 (100)

'Strikers locked in strongroom'

TWELVE striking workers at the Bradlows Store in Randfontein were locked in a strongroom for most of the day, a spokesman for the Commercial, Catering and Allied Workers Union claimed yesterday.

Mr Salim Vally, Ccawusa's educational official, said that when the union phoned the store manager about this, "he insisted he only takes instructions from the human relations manager at Joshua Doore head office." Yesterday, was the

Sapa
ninth day of the strike action at Joshua Doore group stores, which include Bradlows, Score and Price 'n Pride.

The managing director of the Joshua Doore group, Mr David Sussman, said the Bradlows store had said they didn't know anything about strikers at their store who were locked in a strongroom. "The police are manning the store and the police station commander at the Randfontein police station refused to talk to us," Vally claimed.

Shots

Another incident happened in Germiston at a Score store where a store manager allegedly intimidated 16 striking workers by shooting twice — one over their heads and the other into the roof, Mr Vally said. "This happened after a sort of an argument."

Mr Sussman said "It was not a store manager but a security guard at the shop who fired two shots at a person. Apparently he was attacked by somebody with a knife."

"We don't know if it was a striker with the knife," he added.

"In Klerksdorp at the Score store, the store manager and regional manager were seen pointing a firearm at nine strikers," Vally also claimed.

Pushed

Sussman said he could not say if this had happened or not, but "it is not policy for staff members to carry firearms around."

Vally also referred to Joshua Doore, Score and Price 'n Pride stores in Springs where the altogether 31 strikers were prevented from going into the store from 8am until 4pm yesterday.

Vosloorus to celebrate

TOMORROW is Vosloorus Day — when people of this fast-growing township will celebrate their achievement.

Mr O S Mdebele, chairman of the Vosloorus Day committee, told the *Sowetan*: "We intend to make it something like the Rand Easter Show

and have arranged for karate, gumboot dancing, body building and music.

Master of ceremonies for an occasion which will be held at the civic centre from 7pm, will be internationally famous actor Ken Gampu. Guest speaker will be Mr Justice Radebe, chairman of the local Chamber of Commerce.

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MADE TEST (Most courses)

SOWETAN 'TOP STREET SELLER' COMPETITION

We want you to choose the "Top Street Seller" In this easy competition, all you have to do is answer easy questions and write a sentence on why you think your street seller should be voted "Top Seller"

PRIZES ARE AS FOLLOWS:

For the first best entry	R1 000
For the second best entry	R 300
For the third best entry	R 200

AND

The "Top Seller" will receive	R1 000
Second seller will receive	R 300
Third seller will receive	R 200

Twenty lucky entrants and their street seller will win a Sowetan T-Shirt! Entry forms in Sowetan every Friday

ENTRY FORM

SOWETAN "TOP STREET SELLER" COMPETITION

Answer the following questions

- 1) What does the Sowetan poster say today?
- 2) Is your Sowetan seller on time every day?
- 3) Where does he sell Sowetan?
- 4) Is he always friendly?
- 5) Is his area tidy?
- 6) Does he always have enough Sowetan for his customers?
- 7) What is his name?

Complete the following sentence (not more than 20 words) I believe that my Sowetan Street Seller should be voted Top Street Seller because

RULES The editor's decision is final and no correspondence will be entered into. The use of facsimiles and other forms of copies will not be allowed. The winners will be notified by post. The winners will be photographed for publication in Sowetan. The closing date of the competition will be July 21 1989

Name
Address

Send your entries to

PO BOX 60141, LANGLAAGTE

CAPE TIMES 30/6/89 (12) (140A)

Strikers locked in safe, union claims

JOHANNESBURG. — Twelve striking workers at the Bradlows store in Randfontein were locked in a strongroom — a massive safe — for most of the day on Wednesday, a spokesman for the Commercial, Catering and Allied Workers Union said yesterday.

A union official, Mr Salim Vally, said the union had phoned the store's manager about the issue. He had said he only took "instructions from the human relations manager at Joshua Doore's head office".

Yesterday was the ninth day of the strike action at Joshua Doore group stores, which include Bradlows, Score and Price 'n' Pride.

The group's managing director, Mr David Sussman, said personnel at the Bradlows store had said they didn't know anything about strikers who were locked in a strong room.

In another incident, a manager at a Score store in Germiston allegedly fired two shots over the heads of 16 striking workers, Mr Vally said. — Sapa

11 th demonstration at VW

The Argus Bureau

APR 43 30/6/89

(140A)

PORT ELIZABETH. — There has been another lunchtime demonstration at the Volkswagen factory in Uitenhage — the 11th at the plant since May 26.

But this time the demonstration was peaceful and without wooden imitations of AK 47s, South African Communist Party or ANC banners which featured in earlier protests.

The demonstrations coincided with demands by the members of the National Union of Metalworkers for a "living wage".

Establishing a base of mutual trust

HISTORY, they say, has a habit of repeating itself

In the early 1980s, after Steve Woods had helped negotiate the first recognition agreement in the Western Cape with the General Workers' Union, he says that he found himself an object of some curiosity among industrialists

The curiosity, apparently, had something to do with the suspicion, if not fear, with which the union was regarded and he found himself dealing with questions such as "How can you possibly sign an agreement with those people? Don't you know you're letting the side down? What kind of insanity is this?"

That type of thing Adrian Graham, industrial relations manager for Pepsi-Cola Africa, said this week that he finds himself in a similar position

Last year the company signed with Food and Allied Workers' Union what was probably the first in-house agreement to stand beyond the Labour Relations Act, in which the parties agreed to conduct their industrial relations according to a set of rules they had written themselves

After this he, too, found himself regarded with a degree of curiosity. He has even been told that it wasn't legal

At the same time he's also found that the step has aroused interest and people in industrial relations have asked to see copies of the agreement for study and reflection

If it proves useful to those who have seen it, Mr Graham is happy

"It's an agreement that we worked out between us which we felt would best serve the interests of the company and its employees

Give away

"People ask how we could give our rights away like that, and I tell them we haven't given anything away

"We've established a base of mutual respect from which, with trust in each other, each retains rights and obligations underpinned by a mutually agreed set of rules and procedures," he said

"Trust is built on respect, respect is built on trust — you can't have one without the other

"At wage negotiations this year, for example, we made an offer we thought realistic and when challenged by the union offered them a financial audit

"But they accepted our bona fides without the audit, which we feel was an indication of trust in us"

Mr Graham said that without trust and respect no agreement could produce industrial peace

"And it's not that we don't have problems

Important thing

"But the important thing is to deal with problems as soon as they arise, and to deal with them in a way that doesn't undermine anyone's rights or dignity," he said

"Shop stewards are always included in the process and we take care to communicate with them all the time

"In the end, the proof is that it works

"Both of us have placed our trust in an ongoing relationship, rather than the letter of the law

"Obviously only the future will tell whether that trust was justified"

● Last week's column about the Public Servants' League referred to National Education, Health and Allied Workers' Union involvement at Groote Schuur. It should have referred to the Health Workers' Union, an unaffiliated union



ne is now totally dependent on a dialysis machine.

CAT 6 Times 17/89 (12) (1401)

Second OK strike ballot

JOHANNESBURG. — A second strike ballot is to be held among employees at OK Bazaar branches country-wide in terms of an agreement reached between management and the Commercial Catering and Allied Workers Union in the Rand Supreme Court on Friday.

Unionists plan a million protest

By Robyn Chalmers

MORE than a million trade unionists will hold rallies this month in connection with the Labour Relations Amendment Act (LRAA).

Trade unions talked to the SA Employers Consultative Committee on Labour Affairs (Saccola) this week in an attempt to reach agreement on a demand sent to employers on June 1.

The letter to Saccola was compiled in the wake of the March workers' summit where 700 delegates from the Congress of SA Trade Unions (Cosatu), the National Council of Trade Unions (Nactu) and independent unions decided to draft an alternative LRAA.

The letter reasserted the unions' opposition to the LRAA and demanded the establishment of the "democratic rights of all South African workers, irrespective of race, sex, or marital status".

At a meeting on Tuesday, Saccola acknowledged that in the past nine months the Act had harmed industrial relationships. It said it was willing to engage in action to amend the LRAA.

Saccola undertook to ask the SA Agricultural Union, the Commission for Administration as well as the SA Transport Services to attend the next meeting. Saccola also invited the National Manpower Commission to the meeting scheduled for July 7 and 8.

Cosatu said the conflict between Saccola and the union federations remained.

"The union federations will continue with the rallies planned for the beginning of July. A referendum of members on the LRAA is also envisaged for early July.

"The unions expect that a further workers' summit will be held on August 5 and 6 to consider progress and plan action."

Saccola chairman Bobby Godsell believes it is still possible for the parties to reach agreement, but the employer body will not hold discussions under threat of action or demands and ultimatums by the unions.

SI Times
21 7 89
1401

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MANPOWER
MIRROR by
ROBYN
CHALMERS

Unions wait for Seifsa's new pay offer

NEGOTIATIONS between trade unions in the metal industry and the Steel and Engineering Industries Federation of SA (Seifsa) are at a crucial point.

Seifsa held the last meeting of the current series with the trade unions this week. Trade unions made more concessions to their demands, but employer representatives told them they had no mandate to offer further wage increases.

Seifsa director Brian Angus says that in an attempt to complete negotiations the employer representatives undertook to recommend some minor adjustments to the offer.

The parties will meet again tomorrow to hear the union's response to this offer. At present Seifsa is offering pay increases of between 14% and 18%.



Brian Angus unlikely to call another strike

This means a 54-an hour across-the-board increase for labourers and R11 for artisans which brings the minimum to R3,56 and R9,31 respectively.

workers have been remarkably conciliatory this year. This is probably in reaction to the strike which cost the industry upwards of R50-million last August.

The agreement which ended the 1988 three-week strike was hailed as a landmark heralding new employment conditions in the industry. A five-year programme was agreed on to eliminate anomalies between different skills levels in the wage curve.

However, this agreement led to a split in the four International Metalworkers Federation (IMF) unions because the largest, the National Union of Metalworkers of SA (Numsa), alienated its three counterparts by reaching a separate deal with Seifsa.

At the beginning of this year's negotiations Mr Angus predicted that they could be longer and more complex be-

cause of animosity among IMF unions. But he doubted that another strike was likely.

This could well prove to be true because neither employers nor unions are likely to want to risk disruption on the workfront. The unions wish to avoid disillusioning their members.

Now that Numsa is nearing the end of negotiations with the metal industry attention will switch to motor manufacturers. Numsa has a membership of about 20 000 of the 37 000 workers in the motor industry.

Negotiations already under way indicate that Numsa is pushing hard for industry-wide bargaining on conditions and wages. At present several companies negotiate individual plant

agreements.

Volkswagen, Delta and Samcor deal with workers through the Eastern Cape industrial council.

Numsa argues that there are big differences in minimum wages offered by the manufacturers. At the bottom of the scale are Samcor and BMW, offering R4,50 an hour — Mercedes Benz starts at R5,48.

Companies on the other hand fear that centralised bargaining would leave them open to industry-wide strikes and that it could be both inflationary and unwieldy.

Time is, however, running out for them. Current agreements with Numsa expire at the end of this month and the union wants to begin with centralised bargaining at the next round of negotiations.

The recent announcement that

Goodyear will quit South Africa has brought another issue to the fore — possible retrenchment of workers in the hard hit area of Port Elizabeth which has long been the hub of the motor industry.

Ohio-based Goodyear Tire & Rubber has sold its Uitenhage subsidiary to mining house Anglovaal. Although Anglovaal has assured workers that no jobs will be lost, some are sceptical.

In 1985 Port Elizabeth lost 5 000 jobs when Ford merged with the car divi-

sion of Anglo American and moved to Pretoria. At the end of 1986 General Motors also left SA selling its Port Elizabeth unit to a consortium. The new company Delta Motor stayed in the area producing GM vehicles.

Port Elizabeth is believed to have one of the worst jobless rates in a country where unemployment is estimated at 38%. Unofficial unemployment estimates for Port Elizabeth and Uitenhage hover at about 50%, and some researchers put the figure as high as 67% among blacks.

Numsa supports disinvestment but is constantly faced with the dilemma of how to deal with resultant job losses. A Numsa spokesman fears that the departure of Goodyear will result in job cuts sooner or later in spite of Anglovaal's assurances.

Volkswagen, which is Eastern Cape's biggest private employer with 6 000 staff at its Uitenhage factory has pledged to stay in SA but has warned that future circumstances could force a withdrawal.

Divergent practices hit mine bargaining

ALAN FINE

Minimum monthly wage: Goldmines Underground :Category 1

AAC		Mining house		Rand		Gold fields	
455	455	420	420	357	357	357	357
70	18,2%	70	18,2%	70	20%	50	15,77%
385		385		360		307	

Proposed increase from 1/7/89
As at 30/6/89

Graphic: LEE EMERTON Source: NUM

FIVE years of industry-wide wage bargaining for SA's black miners could be in the balance because of divergent approaches of the different mining groups operating through the Chamber of Mines.

There is an increasing division between Anglo American, JCI and Gencor, who believe in a high minimum wage, and Gold Fields and Anglo Vaal who prefer a steeper wage curve.

Previous suggestions of a breakup when the chamber failed to reach consensus on wage offers came to nothing, but the talk resurfaced in earnest on Friday as the chamber and NUM reached a point very close to overall agreement.

Mining industry sources, both unionists and employers, are seriously questioning the future of industry-wide wage negotia-

tions conducted through the chamber. Anglo American, JCI and Gencor all agreed on Friday to meet the union's "bottom line" of an additional R6 across-the-board over the chamber's final offer made on Wednesday.

The three groups are now offering identical increases in monetary terms, and the percentage ranges from 13,5% in the higher job categories to 21,3% in the lower ones. However, it is understood the union is unhappy at the Gold Fields offer which, although improved, remains far below that of the other groups in the lower categories. The NUM is not recognised at Anglovaal.

□ To Page 2

Mining wages

and has only one small recognised bargaining unit in the Rand Mines gold division.

An NUM spokesman said the new offer would be conveyed to members for their verdict over the next few days. The union is to inform the chamber of its position by Tuesday.

Industry sources said the inability of the chamber to reach consensus on wage proposals to the NUM — which has been a feature of negotiations for the last four years — had become a cause of conflict.

Gold Fields' preferred steep wage curve — which means relatively lower rates in the lower job categories — is based on the

view that it increases miners' incentive to advance. Gencor took a similar view until about 1986, when it joined the Anglo/JCI camp which was endeavouring to raise minimum wages perceived as too low.

This trend was encouraged by the fact that NUM organisation at these three groups is far more substantial than at Gold Fields and at Anglovaal, which also maintains a steep wage curve.

An NUM source said the matter was also under discussion within the union. Its concern was that the presence of Gold Fields in the chamber negotiating team effected a downward pressure on offers made by the other groups.

140A

B10cm 3/7/89

B10cm 3/7/89 140A

□ From Page 1

Share scheme for Iscor employees

B/Dam 31/7/89

(140A)

EARLY feedback from employees on the Iscor employee share ownership programme (esop) indicated understanding, acceptance and some enthusiasm, Iscor spokesman Piet du Plessis said at the weekend

However Numsa, the largest union among Iscor's 58 000 employees, has expressed bitterness at not having been consulted beforehand

Employees and unions were briefed on Friday about the scheme, which has been in the pipeline for months as part of Iscor's privatisation programme

The 150m shares set aside for employees are expected to be worth R300m, assuming a R2 a share pre-listing price. This share bloc represents nearly 10% of Iscor's total equity

This compares to the 3,5% of equity ultimately to be offered to Anglo American group employees in terms of its esop launched 18 months ago. In the Anglo case, all shares are given free of charge to employees

Government has promised to privatise at least 51% of Iscor's equity in the first phase of the corporation's privatisation

However, it is understood the company is expecting outstanding results for the year to June 30, and this could increase the number of shares initially made available to the public

ALAN FINE

Numsa's Bobby Marie said he had expressed the union's extreme unhappiness at not having been consulted to Iscor MD Willem van Wyk at the briefing

"Iscor's take-it-or-leave-it attitude is unacceptable. We wanted the opportunity to talk. Instead the scheme has been presented as a *fait accompli*."

He said the union was examining the offer with a view to formulating an attitude to its detail

Du Plessis said Iscor's response to this criticism had been that privatisation was not a management matter, it was the decision of government, the major shareholder

A privatisation unit spokesman argued that any share offer was made unilaterally. It was up to the potential buyer, in this case each employee, to decide whether to accept it

The scheme was devised "as part of the state's drive to encourage wider share ownership among all South Africans", privatisation unit adviser Eugene van Rensburg, said in a statement. Participation would be entirely voluntary

The share offer will be extended to all full-time employees who are working for

□ To Page 2

Iscor

Iscor and its subsidiaries on August 31 and who are still in service when the offer opens, probably in early October

Each employee will be entitled to 100 free shares

Secondly, all employees will be offered shares at a 20% discount. An interest-free loan payable over three years will be available. The number of shares offered to each employee will depend on job grading, and is understood to range from 900 to several thousand

These two facets represent almost 5% of Iscor's total equity

Thirdly, the state is setting aside another 5% of issued shares for staff on a preferential basis, the numbers available to each employee similarly dependent on job grading

B/Dam 31/7/89

□ From Page 1

Du Plessis said Iscor was establishing share information offices at all its centres to assist the process of communicating the scheme to staff

The Iscor offer also differs from the Anglo one in that shares, other than those being paid off in terms of the loan arrangement — and which would be held in trust — would be immediately negotiable through the JSE

Employees who do not immediately take up their entitlement of discount shares will be able to do so in November 1990 or 1991

Those shares set aside on a preferential basis and which are not taken up will be added to the public offer

● Comment: Page 6

Order ends three-day court wrangle with Ccawusa

1401



Agreement over OK strike ballot

A SECOND strike ballot is to be held among employees at OK Bazaar branches countrywide in terms of an agreement reached between management and the Commercial Catering and Allied Workers' Union (Ccawusa) in the Rand Supreme Court on Friday.

The agreement, which was made an order of court by Mr Justice van Niekerk, ended a three-day court wrangle over the results of the strike ballot held during current wage negotiations between OK and Ccawusa

In terms of the agreement Ccawusa also undertook not to call a strike or take part in a strike by its members employed by OK

SUSAN RUSSELL

81 Dec 31 1981

during the next two weeks

Last week's court action concided with OK's winter sale which, according to submissions made before Mr Justice van Niekerk, represented about 12% of the company's annual turnover. After giving the union about 10 minutes notice on Tuesday, OK launched an urgent application against Ccawusa.

Disputed

OK initially asked the court for an order interdicting the union from holding a strike until it had complied with Section 65 of the Labour Relations Act. In terms of the Act a

union may only call a strike if it polls a majority "yes" vote amongst members

Ccawusa claimed last week that the strike ballot had gone in its favour. However OK disputed this and also alleged there had been irregularities in the way the ballot was conducted at some stores

After initially going to court seeking an order for an interdict prohibiting what would amount to an illegal strike, the matter was stood down until Thursday after the union undertook not to call a strike until 12 noon on that day.

When the matter resumed OK submitted a new notice of motion which went further by asking for an interim interdict pending an application for an order declaring the

first ballot invalid. The new ballot will be held in stores where OK alleged irregularities had taken place as well as those about which no allegations were made. OK's application was postponed sine die and the company was ordered to pay the legal costs incurred up until 1pm last Thursday. The balance of the costs was reserved

Print-out

OK also undertook to furnish Ccawusa with the names and numbers of members of good standing by July 5. The names and number of members will be determined from OK's computer print-out

Stw 3/7/89 (140A)

New ballot agreed in court on OK strike

By Cathy Stagg

A dispute between OK Bazaars and the Commercial Catering and Allied Workers Union of South Africa (CCAWUSA) was shelved when undertakings by both parties were made an order of court.

OK Bazaars will pay the legal costs from Tuesday last week, when the company launched an urgent application in the Rand Supreme Court, until Thursday lunch-time, when the issue changed from being blocking of an unlawful strike to contesting the validity of a strike ballot.

The union undertook not to call or take part in a strike by union members for two weeks — that is until July 14.

An entire ballot will be re-done — including voting at stores at which OK claims there was intimidation.

OK will supply the union with a computer printout showing members and their names by Wednesday.

The balance of the legal costs will be decided when the application is again before the court.

The order was granted on Friday by Mr Justice A M van Niekerk.

Unions' split on May Day holds up Seifsa wage talks

By Alan Fine

THE refusal of the mainly white Confederation of Metal and Building Unions (CMBU) to accept the institution of May 1 as a public holiday in exchange for Workers' Day appears to be the only significant stumbling block in the way of a metal industry wage settlement.

Seifsa director Brian Angus confirmed yesterday the CMBU had refused to accept the offer made in response to demands by the mainly black Numsa and Nactu metal sector unions.

~~SEIFSA~~ Holiday ~~140A~~

The CMBU has accepted Seifsa's 13% to 18.5% wage offer. There were strong indications yesterday that Numsa was about to do the same.

Numsa apparently wishes to broaden the terms of reference of an investigation into the use of temporary labour, but this is not expected to cause serious problems.

The CMBU position on Workers' Day is based on the argument that members hold no allegiance to May Day, but feel strongly they wish to spend public holidays — such as Workers' Day — with their families.

The employer view is that to allow employees to make individual choices about which day to take as leave would effectively mean the loss of two days' production.

310m 4/7/89
46-day strike ends
after agreement on
bonus for workers

~~LESLEY LAMBERT~~ (140A)

CAPE TOWN — Workers at the Worcester-based textile manufacturer Hextex returned to work yesterday after agreement that they would receive a service bonus in addition to an annual wage increase which is negotiated in May.

The strike, one of the longest in the Western Cape and Boland area, lasted 46 days.

It began on May 18 after Hextex, owned by Barlow Rand's textile subsidiary Romatex, and the Amalgamated Clothing and Textile Workers' Union of SA (Actwusa) reached agreement on the wage increase — but not on service bonuses.

Of the 1 060 weekly paid workers at the factory, 1 020 went on strike, bringing production to a virtual standstill. Management had to recruit casual workers to supplement the remaining weekly and monthly staff.

An Actwusa spokesman said in terms of yesterday's agreement Hextex workers would receive a service bonus of 50c a week for each year of service, in line with their demands. This is in addition to the R25 wage increase, which represents a 26% increase on the minimum wage.

Also, in terms of the early May agreement, the workers will be granted paid maternity leave, and May Day and June 16 as paid holidays.

Numsa sit-in at Goodyear

ALAN FINE 4/7/89

SEVERAL hundred Goodyear employees went on strike yesterday after a deadlock over Numsa's demands on the disinvestment of the company's US parent.

A Goodyear spokesman said 700 of Numsa's 1 000 members staged a peaceful sit-in Management met shop stewards and a union official, but the company was still awaiting official, written notification from the union on its position, he said.

Numsa has demanded a minimum R5 000 in "separation pay" for each employee, assurances on job security, maintenance of past levels of social responsibility expenditure, the liquidation of the existing pension fund and the payout of proceeds to workers, and the establishment of a provident fund.

"There will be no concessions to these demands," the spokesman said.

He said last week's settlement between Mobil and the Chemical Workers' Industrial Union, in terms of which employees would receive at least R2 000 each from the departing parent company, had raised Goodyear employees' expectations.

But, he added, Goodyear's view was that the sale of the local company to Consol involved merely a change in the ownership of equity. The employment relationship would not change, and there was no reason for employees to receive separation pay.

He said the company had been informed by Numsa that almost 100% of members had voted to strike in a ballot last week. "We have no reason to doubt this," he said.

Numsa spokesmen could not be reached for comment. (140A) (140A)

Star 4/7/89

Union (140A) accepts Seifsa wage offer

By Joe Openshaw

Agreement in the 1989 wage negotiations between the National Union of Metalworkers of SA (Numsa) and Seifsa Employers Federation was reached yesterday with the union accepting the minimum 56c hourly increase offered by employers

Numsa's demand was for a 60c-an-hour increase.

The talks, which began in March, were to set minimum wage rates and improved working conditions for the country's 361 000 metalworkers.

STEP FORWARD

The increase is 4 per cent above the current inflation rate and it has been generally accepted that this year's pay talks were conducted in a conciliatory spirit, with both Numsa and Seifsa making concessions to reach an amicable settlement.

"A major step forward was the granting of full pay for the first 10 days of sick leave. We set out this year to find significant progress with the employers," Numsa spokesman Mr Alastair Smith told The Star.

Seifsa has also effectively agreed to June 16 as a paid holiday. This should have ramifications in other industrial negotiations.

"We have responded to all of Seifsa's offers but one outstanding issue relates to June 16 as a paid holiday," said Mr Smith.

"In the next two years, June 16 falls over the weekend and we have asked Seifsa to consider that when this occurs our members have the option of a paid holiday in lieu of June 16, either on March 21 or May 1."



Some of the Duduza residents who marched to work yesterday in protest against bus fare hikes.

...the boy was since been

buried. Captain R A Crewe of the SAP public relations department in Pretoria denied police involvement in any assault on Simon.

Crewe confirmed that Simon was questioned (and not detained) on June 3, at the Klipriver police station in connection with a robbery case.

The police were investigating the circumstances surrounding Simon's death and a docket would be sent to the relevant judicial authority for a decision as soon as the investigation was completed, Crewe said.

Cafe

The robbed woman pointed out Simon to the police at a Klipriver cafe where he was playing machine games, said Dali.

He and four other boys were taken to the police station nearby.

Dali said Simon told them before he died that he was taken alone into a separate office and assaulted by two white police officers. He was later released when they realised that he had not been involved in the robbery, she said.

Dali said: "On

• To Page 2

Hundreds in bus boycott

Sowetan 4/7/89

140A

By PHANGISILE MTSALI

HUNDREDS of residents of Duduza on the East Rand marched to work yesterday to protest a 25 percent bus fare increase introduced by the Nigel Town Council.

The increase was announced last month and came into effect yesterday.

A spokesman for the Duduza Civic Association said the decision to boycott buses was taken at a residents' meeting convened by affiliates of the Congress of South African Trade Unions (Cosatu).

"We are also protesting against the slow progress of township development and against the detention of comrade Veli Mazibuko," the spokesman, who asked not to be named, said.

Residents would also embark on consumer

• To Page 2

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

action to show their dissatisfaction, the spokesman said. The manager of the Nigel Town Council transport department, Mr Eben de Bruyn, said the boycott could cost more than R200 000 a month if it continued. "We have not had a genuine increase for the past three and a half years and had to push up fares because of the rising cost in spares and general maintenance of the buses," he said.

Sowetan 4/7/89

BOYCOTT
From Page 1
140A

Numsa accepts wage increase

Sowetan 4/7/89

AGREEMENT in the 1989 wage negotiations between the National Union of Metalworkers and Seifsa employers' federation was reached yesterday with the union accepting the minimum 56c hourly increase offered by employers.

workers and began on March 20.

The increase is four percent above the current inflation rate and it has been generally accepted that this year's pay talks were conducted in a conciliatory spirit with both Numsa and Seifsa making concessions to reach an amicable settlement.

Numsa's demand was for a 60c an hour increase.

Another important concession was that Seifsa had effectively agreed to June 16 as a paid holiday. This should have ramifications in other industrial negotiations.

The talks were to set minimum wage rates and improved working conditions for the country's 361 000 metal



(140A)



Last-minute hitch overcome

Chamber and NUM reach wage accord

B1 Day 5/7/89

140A

THE Chamber of Mines and the NUM reached agreement yesterday on 1989 wage increases for union members on chamber-affiliated mines after a last-minute hitch had put the settlement in doubt.

The NUM notified the chamber of its acceptance of the 13,5% to 21,3% revised final offer made at talks last Friday.

But general secretary Cyril Ramaphosa later warned of future industrial action aimed at eliminating continuing wage differentials between mining groups

Yesterday's agreement provides for some differential increases according to mining house, job category and sector (gold or coal)

Withdrawn

Chamber senior GM, external affairs, Johann Liebenberg said the hitch was over the NUM's desire to link its support for extending certain exemptions from the Basic Conditions of Employment Act to further negotiations on employment contract issues

The NUM had eventually withdrawn the linkage, and the chamber had agreed to separate negotiations soon on these issues

Liebenberg said the negotiations had not been easy, but were notable for the fact that they had been conducted at the highest level of sophistication

"Both sides can be proud of what they have achieved," he said

Ramaphosa said the union's general satisfaction at the outcome was marred by the increased gap between the wages paid in the lower job categories by different mining groups

"These negotiations have highlighted

ALAN FINE

the need for a uniform wage structure in the industry, and we plan a multi-pronged strategy to bring this about," he said

"We will now concentrate our organisational efforts in those areas where we are weak. Once we achieve that, we will be ready to take action to bring the low-paying groups into line, and this will have to involve industrial action"

Ramaphosa said industrywide negotiations with the chamber were a farce in that the union was effectively negotiating separately with each mining house

He said the union was unhappy at being unable to negotiate equal wages and benefits for members doing the same work

The present system was also unsatisfactory because the chamber negotiated off the lowest common denominator, and this tended to drag its overall offer down, he said

Liebenberg responded that the system "amply demonstrates the flexibility of the chamber as an employer organisation capable of catering for the needs of its individual members"

He added that had the chamber been rigid it would have ceased to be the centralised bargaining system for the mining industry

Miners at Anglo American, JCI, Gencor and Rand Mines coal division are to receive identical increases in monetary terms. Because Gencor's base in the lower job categories is lower than that of the other three, it is to pay the highest percentage increases

The offer from Gold Fields, and from Rand Mines gold division — where NUM

□ To Page 2

Accord

B1 Day 5/7/89

140A

representation is minimal — is lower in both monetary and percentage terms

The minimum monthly wage at gold mines for surface and underground workers respectively at Anglo and JCI goes up this month to R420 and R480, at Gencor to R356 and R420 (although R3 lower on its marginals), and at Gold Fields to R323 and R357

The NUM's opening demand was for

minimums of R543 and R600

The negotiations on the contract of employment to be held soon will revolve around NUM demands that include a standard industrywide contract, the elimination of compulsory overtime work, restrictions on evictions from hostels, negotiations over retrenchments, two months' notice of termination of contact, and matters related to medical care

□ From Page 1

Printers declare dispute

By Helen Grange

The Paper, Printing, Wood and Allied Workers Union (Ppwawu) has declared a dispute with the South African Printing and Allied Employers' Federation over its proposal to withdraw from the Printing Industrial Council.

Ppwawu believes this will lead to the collapse of the Industrial Council. This would have serious implications for 45 000 workers in the industry.

Ppwawu represents about 10 000. A spokesman said: "These workers are largely unorganised, although they are forced through the closed shop to belong to the South African Typographical Union (Satu).

Mr Chris Sykes, executive director of the federation, said its decision to withdraw from the council was because of pressure by members.

**Row over
MP's ANC
statement**

MR Steyn Terreblanche, National Party MP for Heilbron, has said he would be willing to serve under an ANC president, if the lives of his children were endangered.

Mr Terreblanche was challenged on the issue at a Conservative Party meeting at the Villiers town hall last night. He had asked questions from the floor and was then himself questioned by Advocate Cehill Pienaar, CP candidate for Heilbron and party leader in the Free State.

He admitted he had told a house meeting he would serve under an ANC president if the lives of his children were in danger.

Mr Pienaar said it was shocking an NP MP should declare himself willing to serve under a black ANC president.

The admission had "torn the mask off the NP", he said.

Cosatu to draft Charter

Star 13/7/89

A WORKER Charter, based on the principles of the Freedom Charter, is to be drafted by the Congress of South African Trade Unions, the union group announced yesterday.

The largest union within the group, the National Union of Mineworkers, resolved at Cosatu's national congress in Johannesburg today to spearhead a Worker Charter campaign among the "oppressed and exploited".

A statement from Cosatu said its constitutional guidelines provided for the incorporation of a Workers Charter into the constitution of a "post-apartheid South Africa".

The charter would be an instrument of struggle against oppression and exploitation.

Cosatu would have to canvass the views and opinions of the masses on the concept of "A Constitution of a People's Government".

The congress said a special national congress, to be attended by Cosatu,

the National Council of Trade Unions, and formations of the "Mass democratic movement," would be called to draft the Workers Charter after working class demands had been discussed.

The NUM also resolved that discussions, in line with the ANC's constitutional guidelines, should be intensified with a view to shaping a constitutional model of a future democratic South Africa.

FIRM BASIS

The congress claimed the "panic-stricken white minority ruling clique" was presently experiencing the worst crisis since the National Party came into power in 1948.

The aim would be to achieve a non-racial society and provide a firm basis for national reconciliation and cooperation between the different communities.

The Transport and General Workers Union (TGWU) resolved to develop a clear understand-

ing of how the South African economy worked and decided to formulate a plan on how to restructure the economy to meet the needs of a non-racial country.

A resolution on the process of political settlement, proposed by the National Union of Metal Workers (Numsa), aimed to reject government's attempt to impose reformist solutions which, it said, did not address fundamental social and economic demands and needs in a non-racial unitary and democratic South Africa.

A negotiated settlement could have meaning only where there was free and open political association, assembly and debate in the true spirit of worker control and democracy.

Numsa said there could be no genuine negotiations unless a climate conducive to negotiations was unilaterally created by the South African Government through

● Unconditional unbanning

of all banned organisations

● Unconditional release of all detainees and political prisoners

● Unconditional return of all exiles

● Confinement of SAP/SADF to barracks.

● Lifting of the State of Emergency and the repeal of all security legislation

● The end of all political trials and executions

140A CLIMATE

It called on the Frontlines states, the Organisation of African Unity (OAU) and all international forums to increase pressure on the Government to meet these requirements so that a climate conducive to negotiation could prevail.

Numsa resolved that only a sovereign body mandated by the people and accountable to the people as a whole could have the authority to develop a new constitution and decide on the method of implementation — Sapa

Mineworkers' union agrees to pay offer

By Kaizer Nyatumba

140 A

The fragile wage agreement reached early yesterday by the Chamber of Mines and the National Union of Mineworkers (NUM), when the union accepted the chamber's final offer on wages but rejected a certain condition, had now been finalised, both parties said last night.

The Chamber said a "full and final agreement" had been reached in negotiations with the union on the 1989 review of wages and other conditions of employment for union members employed on the Chamber's mines. *Shw 5/7/89*

The union said it had accepted wage increases of between 13 percent and 21,5 percent for various categories of workers. It had initially demanded a minimum wage of R543 for surface workers and R600 for underground workers, but settled for R420 and R480 respectively.

Earlier yesterday, the union rejected a condition relating to the Basic Conditions of Employment Act. The Chamber, however, agreed to enter into separate negotiations on the issue.

Goodyear say no to 'disinvestment pay'

By Joe Openshaw

Several hundred Goodyear employees staged a peaceful sit-in strike on Monday after a deadlock over demands by the National Union of Metalworkers of South Africa (Numsa) for a minimum of R5 000 "separation pay" on the disinvestment of the company's U S parent

(140A)
A company spokesman said yesterday that management met union officials when 700 of the company's 1 000 employees staged the sit-in

The company opened its gates yesterday with a limited working schedule and a skeleton staff and by mid-morning 400 employees had arrived in dribs and drabs and continued their sit-in on the premises. Many union members did not come to work at all

"There will be no concessions because we consider

there has been no change in the position of employees as a result of disinvestment," the company spokesman said

He said last week's settlement with the Chemical Workers Industrial Union in which employees of Mobil would receive at least R2 000 from the departing parent company had raised Goodyear employees' expectations

"Goodyear's view is that the sale of the local company to Consol involves merely a change in ownership of equity. The employment relationship will not change and there is no reason for employees to receive separation pay," he said

● The National Union of Metalworkers of South Africa has accepted the offer of a minimum 56 cents per hour wage increase following negotiations between the union and Seifsa yesterday

3 000 striking Samcor workers end strike

~~15/8~~

By McKeed Kotlolo,
Pretoria Bureau

1408

About 3 000 striking workers at the Samcor plant near Pretoria returned to work yesterday

The strike over the workers' demand for the liquidation of the pension fund or its conversion to provident fund and pay increases, began on Monday

Sources at the motor corporation plant said the workers demanded an increase for all workers to R7 a hour. Most were earning between R4 and R5 an

hour

~~15/8~~ Star 5/7/89.
A spokesman for the National Union of Metalworkers of South Africa confirmed yesterday's walk-out at the giant motorcar plant near Mamelodi and described it as a "minor work stoppage"

The company's media officer, Mr Dirk de Vos, confirmed the stoppage and the return to work, although he would not say if staff had started working

He said management and workers had met, but no demand was put to the company

From ALAN FINE

Chamber, NUM reach settlement

CHC Times 5/7/89

1404

THE Chamber of Mines and the NUM yesterday reached agreement on 1989 wage increases for union members on mines affiliated to the chamber. After a last minute hitch put the settlement in doubt. The NUM notified the chamber of its acceptance of the 13.5% to 21.3% revised final offer made at talks last Friday, although general secretary Cyril Ramaphosa later warned of future industrial action to eliminate continuing wage differentials between mining groups.

The agreement provides for some differential increases according to mining house, job category and sector — gold or coal. The hitch related to the NUM's desire to link its support for the extension of certain exemptions from the Basic Conditions of Employment Act to further negotiations on issues related to the contract of employment, Chamber senior GM, external affairs, Johann Liebenberg said.

The NUM eventually withdrew the linkage, and the chamber agreed to separate negotiations soon on these issues. Liebenberg said the negotiations had not been easy, but were notable by the fact that they had been conducted at the highest level of sophistication. "Both sides can be proud at what they have achieved," he said.

Ramaphosa said the union's general satisfaction at the outcome was marred by the increased gap between the wages paid in the lower job categories by different mining groups. "These negotiations have highlighted the need for a uniform wage structure in the industry, and we plan a multipronged strategy to bring this about," he said. He said the union was unhappy at being unable to negotiate equal wages and benefits for members doing the same work. "The present system was also unsatisfactory because the chamber negotiated off the lowest common denominator, and this tended to drag its overall offer down, he said. Liebenberg responded that the system "amply demonstrates the flexibility of the chamber as an employer organisation capable of catering for the needs of its individual members."

The offer from Gold Fields, and from Rand Mines gold division — where NUM representation is minimal — is lower than that of the other group in both monetary and percentage terms. The minimum monthly wage for surface and underground gold miners respectively at Anglo and JCI goes up this month to R420 and R480, R356 and R420 at most Gencor mines although R3 lower on its marginals, and R323 and R357 at Gold Fields. The NUM's opening demand was for minima of R543 and R600.

Mineworkers' union agrees to pay offer

By Kaizer Nyatumba

The fragile wage agreement reached early yesterday by the Chamber of Mines and the National Union of Mineworkers (NUM), when the union accepted the chamber's final offer on wages but rejected a certain condition, had now been finalized, both parties said last night.

The Chamber said a "full and final agreement" had been reached in negotiations with the union on the 1989 review of wages and other conditions of employment for union members employed on the Chamber's mines. *Star 5/7/89*

The union said it had accepted wage increases of between 13 percent and 21.5 percent for various categories of workers. It had initially demanded a minimum wage of R543 for surface workers and R600 for underground workers, but settled for R420 and R480 respectively.

Earlier yesterday, the union rejected a condition relating to the Basic Conditions of Employment Act. The Chamber, however, agreed to enter into separate negotiations on the issue.

'Open' quiz now in post

By Joe Openshaw

Referendum questionnaires asking Johannesburg's voters to decide whether they want buses, swimming pools and recreation centres open to all races are in the post, but with a critical change in the original format.

The city's 280 000 voters are being asked to decide whether municipal facilities in their wards should be declared "open".

If the majority of voters in an individual ward want to do away with apartheid, facilities in that ward will be declared "open". The Star was told today

City council spokesman Mr Christo Bredenkamp said the management committee had decided against its original decision to regard a non-reply as a "yes" vote for desegregation.

Now a decision on whether or not to open each of the facilities in each ward will be taken according to a majority vote from the cards returned.

This has evoked strong criticism from Mr Paul Asherson, chief whip of the Democratic Party in the council. He said today this was "an absolute capitulation to narrow-mindedness, and a bowing to objections expressed by the Conservative Party".

Mr J P Theron, leader of the Conservative Party in the council, said the CP had urged the management committee to change its mind on its original "no reply is a yes vote" decision.

Voters must reply by July 31

Mr Bredenkamp said replies to the questions would be confidential, and a postage-free envelope for returning the questionnaire was included with the covering letter posted to voters.

Both Mr Theron and Mr Asherson were disappointed that only people on the voters' roll were being consulted. They wanted all people paying rates and water and lights accounts as property owners to be included.

Star 5/7/89

ALAN FINE

NUMSA yesterday called on JCI chairman Murray Hofmeyr to discipline management at its subsidiary, Lennings Mangane, for allowing and facilitating an interview by two security policemen with two shop stewards in the GM's office

Numsa said the shop stewards were warned by police that they could be detained under the emergency regulations for holding an open-air meeting on company premises, and discussing matters not authorised by the company

Metalworkers call for discipline at JCI

140A

⁵¹⁰⁴⁵⁷⁷⁰⁹
"Hofmeyr has appeared on many platforms calling for an end to the emergency," Numsa said "These calls are completely in contradiction to what appears to be the company's use of the security police"

⁽²⁰⁷⁾
A JCI spokesman said Numsa's allegations were "factually incorrect and misleading", but did not elaborate

Cosatu congress to focus ^{140A} on links with other sectors ^{8/26/78}

By Stan Hlophe

The Congress of South African Trade Unions (Cosatu) announced in Johannesburg yesterday that it would hold its third national congress from July 12 to 15 at the Nasrec centre, Crown Mines

General secretary Mr Jay Naidoo said matters to be discussed include

- Strengthening and building of grassroots structures in all sectors
- Building of structured links between the different sectors of the mass democratic movement

at local and regional level.

- Achieving democracy and socialism in South Africa
- Negotiations of the future and path to realisation
- Making it impossible for the apartheid regime to regain the political initiative.
- Building the broadest support of the people for the struggle against the Labour Relations Act
- Mobilising mass solidarity for Swapo and the Namibian people
- Building an anti-apartheid coalition.

Guest speakers are expected from the continent and abroad

Representatives from the Organisation of Trade Union Unity, Commonwealth Trade Union Congress, World Federation of Trade Unions, International Confederation of Free Trade Unions, United Nations, and International Labour Organisation will attend

The independent National Council of Trade Unions (Nactu), church bodies, sports, cultural and teacher bodies have also been invited

The theme of the Congress will be: "Educate, consolidate, and advance to victory"

11603 6/7/89

14011

More major employers enter labour law talks

Labour Reporter

FURTHER major employer organisations have agreed to take part in tomorrow's round of talks with trade unions about the Labour Relations Act.

According to Mr Bobby Godsell, chairman of the South African Consultative Committee on Labour Affairs (Saccola), the South African Agricultural Union and the National Manpower Commission will be represented at the talks with the Congress of South African Trade Unions (Cosatu), the National Council of Trade Unions (Nactu) and several independent unions.

The talks are a response to union demands about contentious aspects of the Labour Relations Amendment Act, promulgated in September last year.

They have threatened to declare a national dispute with employers over the issue if satisfactory progress towards resolving problems with labour legislation is not made.

A first round of discussions took place in Johannesburg last week

Mr Godsell would not comment further on the talks except that both sides were keen to make progress

But an employer source involved in the negotiations said they had been given added impetus by employers

"There are parts of the Act with which employers are now unhappy because they are not working out in practice and causing more conflict and we would like to see these changed," he said.

Other sources said it appeared as though the talks could lead to a two-tier arrangement with joint employer/union representations to government on issues such as cover for state employees and the agricultural sector under labour legislation, and unions taking up other issues with employer organisations at a second level.

The next round of talks is scheduled for July 7 and 8 in Johannesburg.

Break-up threat to printers' council

By DICK USHER
Labour Reporter

ASSESTS of R750-million of the National Industrial Council of the Printing and Newspaper Industry of South Africa are involved in the impending break-up of the council, according to a council spokesman

The dissolution of the council, the oldest in South Africa, means the entire centralised system of industry-wide bargaining over wages and working conditions for nearly 50 000 employees is at stake.

Notice of withdrawal given by the South African Printing and Allied Industries Federation, the largest employer body on the council, has triggered the possible dissolution. Its notice is effective from December 31.

Other council members are the Newspaper Press Union (NPU), the employer body in the newspaper sector, and the South African Typographical Union (Satu).

A second employee organisation, the Paper, Printing, Wood and Allied Workers' Union (Ppwawu), an affiliate of the Congress of South African Trade Unions, has declared a dispute with the federation over its withdrawal from the council.

Ppwawu, which claims about 10 000 members, of whom about 5 000 are employed in the printing and packaging sector, made an unsuccessful application for council membership earlier this year.

The federation has denied that its intention to withdraw from the Industrial Council is linked to Ppwawu's application.

The union disputes this and claims the printing federation is withdrawing as it wishes to become more profit-orientated and finds the council ineffective in resolving disputes.

The printing federation's withdrawal makes the demise of the council almost certain.

The registrar must cancel its registration if one or more parties withdraws — and the council must give reasons why it should not be dissolved.

Mr Jolyon Nuttall, president of the NPU, said newspaper employers did not intend to resign or withdraw from the council.

He said the NPU supported orderly labour relations in the industry.

"The impact of Ppwawu on the industry does not concern us unduly because employers in the English-language groups have been negotiating in a multi-union situation for some years," he said.

Miners accept revised pay offer

140A

From MONO BADELA

JOHANNESBURG. — The National Union of Mineworkers (NUM) this week accepted a revised wage offer by the Chamber of Mines, ending more than two months of intense negotiations.

The increases range between 13,5 percent and 21 percent and affect more than 500.000 black mineworkers.

The lowest wage paid to black miners — those employed at Gold Fields — will increase R44 a month for surface workers and R50 a month for underground workers.

Underground

Num had demanded a uniform national minimum wage of R543 for surface workers and R600 for underground workers.

While the chamber agreed to a Num demand that increases be given in cash and not percentage terms, the union failed to win its demand for a national minimum wage.

Num general secretary Cyril Ramaphosa warned of future industrial action aimed at eliminating continuing wage differentials in the industry.

"Although the ultimate offers settled for was less than our bottom line, we feel confident that within two years our demands will be realised," a Num spokesperson said.

Judge's order curbs strikers

DURBAN — An urgent application was brought by Everite against striking employees yesterday, asking they be prevented from threatening other workers and damaging company property. *SKW 6/7/54*

Mr Justice Howard heard the application against the Construction and Allied Workers' Union, 10 shop stewards and a number of employees.

The judge issued an interim order restraining the strikers from intimidating or assaulting employees or interfering with the working of the company.

The respondents were called on to show by August 22 why a final order should not be issued.
— Sapa.

6-12/7/89
Smith
NDA
[scribble]

German firm fires entire workforce

A GERMAN subsidiary company near East London has fired all its workers after a dispute over dismissals.

The dispute started last month when August Laepple (Pty) Ltd demoted a shopsteward.

Days later, two more shopstewards were suspended and the workers downed tools in response. The company then fired all 86 strikers.

August Laepple is a subsidiary of a West German company and makes parts for the motor industry.

It is one of several companies which signed an agreement drawn up by the German Metalworkers Union for South African subsidiaries last year.

The National Union of Metalworkers of South Africa (Numsa) has accused the company of breaking the agreement in their treatment of the strike.

Numsa claimed the shopstewards were victimised because they were members of the union. Numsa has also accused the company of refusing to negotiate over the dispute.

"What August Laepple has done is surprising, considering that it is a German company," said Numsa.

"It is clear that the company is committed to union bashing strategies and is not acting as a company from Germany.

"The German companies have signed the proposed 14 principles compiled by IG Metal for subsidiaries of the German companies on South Africa.

"Practices of this nature are in direct opposition to these principles." — *ELNEWS*

Pamphlet probed

THE security police are investigating whether a pamphlet, issued by the Commercial Catering and Allied Workers' Union of South Africa and widely distributed in Athlone last week, contravenes the emergency regulations.

Police last week informed the Congress of South African Trade Unions that they were investigating possible charges in connection with the pamphlet, a Cosatu spokesperson said.

The pamphlet calls on the community to support the struggle of 17 workers for reinstatement at an Athlone supermarket.

The workers were dismissed from Elite supermarket in Klipfontein Road after they did not come to work on December 16 last year.

140A

South 6-12/7/89

Cosatu defiant on eve of congress

140A

From MONO BADELA

JOHANNESBURG. — The Congress of South African Trade Unions (Cosatu) is displaying a new mood of confidence and defiance as it prepares for its third annual congress.

This confidence is reflected in the theme of the congress, which begins next Wednesday in Johannesburg

The theme is "Educate, Consolidate and Advance to Victory"

"We have moved from a period of resistance to one of defiance," said Cosatu deputy general secretary, Sydney Mafumadi.

"Delegates will examine the four years of Cosatu and chart our future — in one direction to power," Mafumadi said.

Major issues on the congress agenda include the Labour Relations Amendment Act, trade union unity, peace attempts in Natal and sanctions and disinvestment

Cosatu's political policy will also be spotlighted with discussions about the ANC's constitutional guidelines, a Workers' Charter, Namibia, the anti-apartheid coalition, and possible negotiations

Nearly 2 000 delegates representing almost one million paid up members will attend the congress

Affiliates of the National Council of Trade Unions (Nactu), independent unions, community organisations and overseas trade unions are expected to send representatives

FAWU TO FORGE AHEAD WITH NEW CAMPAIGNS (1989)

MEMBERS of the Food and Allied Workers' Union (Fawu) are presently examining ways to implement the union policies and campaigns decided upon at the union's mass rally in Port Elizabeth last week

At the rally, workers endorsed proposals for a plan of action in the union

These included challenging emergency regulations, intensifying the campaign for the release of all political prisoners, in-

cluding Fawu founder member Oscar Mpetha, and supporting Swapo

Speakers at the rally also emphasised the need to implement the Congress of South African Trade Unions' political policies, especially the cementing of alliances and working in community struggles

Workers agreed to rebuild organs of people's power in the townships including

street, zone and area committees South

The direction outlined at the rally was the culmination of intensive discussion within the union, said Fawu general secretary Mandla Gxanyana.

The union intended to continue in a tradition of mass action which was rooted in the Congress alliance. This was in line with the union's adoption of the Freedom Charter, said Gxanyana. 6-12/7/89.

Cosatu spotlight on controversial labour Act

THE union campaign against the Labour Relations Act (LRA) will be one of the main issues at Cosatu's four-day national congress beginning in Johannesburg on Wednesday, general secretary Jay Naidoo said yesterday.

The congress is to be attended by 1 875 delegates representing the 921 497 paid-up members of Cosatu's 16 affiliates.

Guests from foreign union organisations have been invited, as have representatives of Nactu, all independent unions, the mass democratic movement, and religious and teachers' organisations.

Naidoo said serious attention would also be given to the question of political negotiations.

ALAN FINE

Cosatu's basic position was that the democratic movement had never opposed meaningful negotiations, and it was up to government to create conditions for free political activity which would make them possible.

The congress would also discuss Cosatu's vision of the future. This would include debate on the ANC's constitutional guidelines, the "fraudulent" elections scheduled for September 6, and the NP's recently announced five-year plan.

The Natal peace initiative and calls for an independent commission of inquiry into the regional violence would be a further matter

addressed, Naidoo said.

The fourth major area of discussion was the broadening of an anti-apartheid coalition, he added.

Resolutions on sanctions and disinvestment, privatisation and deregulation, AIDS, union unity and unemployment are on the agenda.

Sats and the National Manpower Commission are to join employer federation Saccola and a union delegation representing Cosatu, Nactu and several independents at their next round of talks on the Labour Relations Act, Saccola secretary Frieda Dowie said yesterday.

The talks will be held tomorrow at a Johannesburg hotel.

8/Dec/87 6/7/87

(140A)

Gold Fields: the mining group that's different

ALAN FINE

IF CONTROL of Gold Fields changes after the Hanson takeover of ConsGold, the new owner will inherit a group with black labour policies substantially different to those of most other groups in the mining industry

While most other mining houses support a high minimum wage, Gold Fields applies a steep wage curve, with miners in the lowest categories paid less than on other mines and those in some higher categories paid more

This philosophy on black wages and unionism is in contrast to those of groups like Anglo American, JCI and Gencor, as the recently concluded industry wage talks have shown

The accompanying graph for underground gold miners shows how Gold Fields' minimum wage levels compare with those at other gold mining groups. Wage levels for surface and colliery employees reflect a similar pattern.

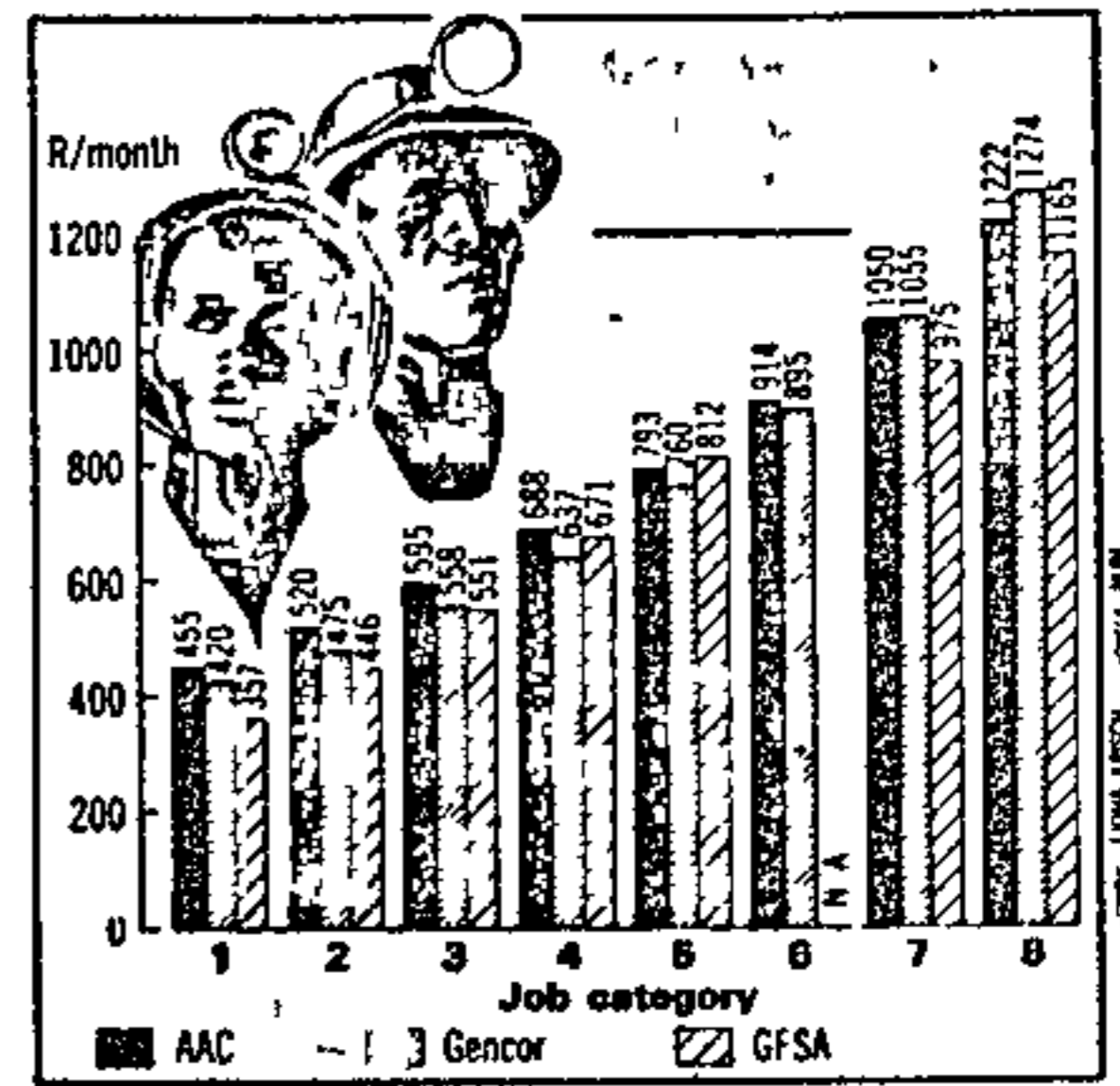
The philosophy behind a steep wage curve,

which means a greater differential between job categories, is that it represents a greater incentive for employees on the lower rungs to advance to higher-wage categories

Gold Fields has been able to continue this policy because of the minimal level of NUM representation on group mines. Those groups more highly unionised have come under intense pressure from the NUM over the last five years to increase wage levels substantially in the lower job categories.

Gold Fields, according to NUM spokesmen, has historically adopted a more restrictive approach to NUM organisational activities on its mines. As a result, Gold Fields has been almost immune to the labour disruptions suffered by other groups since the birth of the NUM.

● Comment. Page 6



Delta hesitates on national bargaining

^{B (Dum) 7/7/89}
A MEETING in Port Elizabeth comprising unions and all except one of SA's six automobile manufacturers yesterday resolved to establish a national negotiating committee for the sector, Numsa spokesman Gavin Hartford said.

The decision was the culmination of Numsa demands for such a structure, which the union plans to use to achieve uniform conditions of service among its 20 000 members in the industry.

However, said Hartford, Delta representatives left the meeting earlier after expressing opposition to the presence of non-Industrial Council members — the other companies — as observers in formal council session.

Delta is one of three companies —

140A ALAN FINE

also including Volkswagen and Samcor PE — which have bargained through the council for several years.

Hartford said two companies present, Toyota and Nissan, still had to formally confirm their participation.

Negotiations on a 1989 wage agreement are scheduled for July 19-21.

The union was unaware of Delta's motivation for leaving the meeting. Neither Delta nor employer organisation chairman Brian Smith could be reached for comment.

Hartford said Delta workers had yesterday staged demonstrations at the plant to protest the company's stance. A Delta shop steward said his committee would approach management today for discussions.

2/7/89. (circled)

paid coal miners, based on both surface and underground categories

NUM general secretary Cyril Ramaphosa says "The union is satisfied with this year's negotiations"

The chamber was unable to comment as the FM went to press — until, it said, it had formally received the union's acceptance.

Ramaphosa told the FM on Tuesday: "For the first time, the chamber was faced with strong arguments for an industry-wide minimum wage. Secondly, getting the chamber to negotiate on a cash basis and not on percentages is a clear victory. We also find satisfying the fact that the chamber moved from its final offer and added on R6"

At gold mines, lowest category workers, surface and underground rates respectively, will now receive: Anglo American — R399 (up 18,4%) and R455 (18,2%); Goldfields — R323 (15,7%) and R357 (16,2%); Gencor R356 (21,1%) and R420 (20%), Gencor

MINE WAGES (circled) (1404)

It's a deal

After six weeks of negotiation, the National Union of Mineworkers (NUM) this week accepted the Chamber of Mines' final wage offer. This (subject to confirmation) amounts to an average 18,8% rise for grade one gold miners and 16,9% for the lowest

marginal mines — R353 (21,3%) and R417 (20,2%)

NUM's opening demand for grade one workers was R543 and R600 respectively — or around 95%

At collieries, the new rates are Amcoal — R397 (17,5%) and R434 (17,3%), JCI — R375 (16,5%) and R408 (16,6%), Goldfields — R307 (15,8%) and R324 (16,1%), Gencor TNC — R333 (21,5%) and R361 (21,5%), Rand Mines (Douglas) — R466 (14,5%) and R501 (14,6%), Lonhro — R305 (16%) and R334 (16%)

A NUM spokesman says the union is also confident that the "first breaches" in the chamber's "racist" wage policy have been made and further developments are to follow. According to NUM, the disparity between white and black average annual pay is R32 546. This is based on a white average annual salary of R40 859 and a black average of R8 313 (which excludes payment in

kind)

The chamber no longer provides details of white wages and salaries, but NUM claims that 45 588 white employees (9% of the total work force) received an average increase of R405 (13%), compared to the average increase of R58 (18,1%) for the 449 338 black earners, who comprise just more than 90% of the work force

Star 7/7/87 (140A)

Offer rejected: OK workers to decide on strike action

Strike ballots are to be held among OK workers today after their union rejected a fresh wage offer from management

The Commercial, Catering and Allied Workers Union (Ccawusa) yesterday said management's offer, made on Monday, did not involve any change to the company's position on an across-the-board increase, May Day and a guaranteed bonus.

It only involved raising their minimum wage offer from R550 to R600 a month for members with six months' service. Ccawusa said this constituted no real improvement. The company's present across-the-board offer was R100.

PROPAGANDA

The offer was rejected after the union consulted with its members and decided to proceed with the strike ballots planned for today.

The union claimed that management had renewed their attempts to persuade Ccawusa members to accept their wage offer by supplying workers with a "fresh set of propaganda pamphlets and posters".

The union has issued a pamphlet which includes the following points:

- OK's claim that R100 across-the-board is as much as they can afford and is reasonable, is "pure nonsense". OK's main competitors, Checkers and Pick 'n Pay, both signed wage agreements with Ccawusa involving far higher increases (Checkers R120 and Pick 'n Pay R146,87).

- OK is the only large retailer that is refusing to agree on May 1 as a paid commemoration day for all members.

- OK's refusal to pay anything more than R100 has nothing to do with affordability. Last week OK spent thousands of rands in a court case trying to prevent the union from exercising its right to fight for decent wages. This money could have been better used on increases, the union said.

Management was not immediately available for comment — Sapa.

Ccawusa: It takes two wings to fly ^{140m}

By LEN MASEKO

Sowetan 7/7/87
THE feud between the two factions in the Commercial Catering and Allied Workers' Union of South Africa may soon be a thing of the past

This follows Ccawusa's announcement that it will be taking part in the forthcoming national conference of the Congress of South African Trade Unions (Cosatu) "as a fully fledged affiliate" Cosatu's third congress takes place next week

The two groups — one led by Mr Papi Kganare and the other by Mr Vivian Mtwá — appear to have finally made strides towards smoking the peace pipe They will be sending a joint delegation of 140 members to the federation's congress — for the first time since Cosatu denounced the Mtwá group about a year ago

Rethink

The Ccawusa dispute will also come under the focus at the Cosatu conference

The move, coming after last weekend's congress of Johannesburg branch of Ccawusa, marks a rethink within the factions

"Ccawusa is noting that the division is weakening workers in their struggle against poverty, but progress is now being made towards resolving the dispute," the Johannesburg branch said

The dispute between the two parties essentially revolved around the adoption of the Freedom Charter by the Kganare wing and this group's subsequent merger with the Hotel and Restaurant Workers' Union (Harwu) and Retail and Allied Workers' Union (Rawu) in June 1987

The merger was later nullified by an out-of-court settlement, which also restored the 1981 constitution This meant that any resolutions adopted by the union since November 1986, were null and void

Bickering

Both parties have confirmed that talks to end the two-year-old conflict are at an advanced stage

The new peace initiative, if successful, may spell an end to months of bickering which threatened to topple the biggest union in the retail industry

In the past two years, the split has caused confusion and uncertainty on the shopfloor with retail managements — faced with wage claims from both sections — finding it difficult to decide which group was legitimate

Now Ccawusa is faced with a major challenge How to remove the obstacles that have made unity between the two groups impossible and to rise above political differences

2 000 to attend 'significant' Cosatu talks

THE most significant political meeting in the country this year — that's the way the Congress of South African Trade Unions (Cosatu) has billed its annual congress next week. And the claim has some justification.

The congress in Johannesburg, expected to be attended by up to 2 000 delegates from around the country, will be one of the biggest anti-apartheid rallies to be staged under the four-year State of Emergency.

But the importance of the congress lies less in its size than in its timing and the serious issues that have been placed on its agenda.

High on the list will be discussion about what approaches the "mass democratic movement" should adopt to the question of a negotiated settlement to the South African conflict.

"As we are all aware the issue of negotiations have been placed on the agenda," said Cosatu general secretary Jay Naidoo at a press conference this week.

Last month a high-powered team from Cosatu and the restricted United Democratic Front (UDF) held a meeting with African National Congress delegates in Lusaka to discuss the possibility that Pretoria will submit to pressure from Western powers and launch a negotiating drive after the

A negotiated settlement in South Africa, the ANC's constitutional guidelines, the elections and the Labour Act are among the issues to be debated at Cosatu's crucial congress.
By EDDIE KOCH

elections in September.

Union officials have begun reporting to their members about their talks with the ANC. Sources in Cosatu say the congress will be the place where a comprehensive and more formal position on the issue will be adopted.

More than 1 800 delegates will attend from Cosatu's 16 affiliates while the National Council of Trade Unions (Nactu), independent unions, UDF affiliates, religious organisations, sports groups and teachers' associations will send a large team of delegates as observers.

Most anti-apartheid groups have been prevented by the State of Emergency from holding mass meetings, thus leaving the labour federation's congress as the most significant forum in which the MDM can canvass and debate the issues of the day.

Linked to this discussion will be debate on the ANC's constitutional



Cosatu's Jay Naidoo

guidelines for a post-apartheid South Africa as well as an examination of the "fraudulent" elections and the National Party's recently announced five-year plan "which we see as a recipe for disaster", said Naidoo.

Also top of the congress agenda, said Naidoo, is a "campaign to smash

the Labour Relations Amendment Act" Cosatu, Nactu and a number of independent unions will meet major employer groups and government officials at the end of this week for a top-level summit aimed at negotiating revisions to the Act.

If these talks fail the labour movement plans to mobilise for a national strike and will hold a workers' summit in August as a build-up to this possibility. Delegates from Nactu and the independent unions have been invited to the congress and will use the meeting as a forum to co-ordinate their plans to fight the labour law.

The UDF/Cosatu peace initiative in Natal will come under scrutiny at the congress.

"We will examine the role of the state in the violence and the need for an independent commission of enquiry into the police in Natal," said Naidoo.

Other crucial items will be the need to build unity between the country's main trade union groupings, the need for the creation of a broad anti-apartheid coalition, solidarity with Swapo and the National Union of Namibian Workers during the run-up to independence elections, and a review of the federation's stance on sanctions and disinvestment.

Mineworkers settle on wages as metal strike threat recedes

By EDDIE KOCH

INDUSTRIAL action in the mining sector has been averted as black miners ended their wage dispute this week, accepting employer offers of wage increases ranging from 13,4 percent to 21,5 percent.

A strike in the metal industry also seems unlikely as most unions have accepted an offer by the Steel and Engineering Industries Federation of South Africa (Seifsa) of increases of between 14 percent for labourers and 18 percent for artisans.

The increases for both sectors, which in the past have accounted for the biggest proportion of working hours lost during wage strikes, as well below the unions' initial demands but compare favourably with average increases won by organised workers in the first quarter of this year.

was based on different sets of increases at each of the major mining houses.

At Anglo American gold mines, wages will go up by between 18,4 percent for unskilled workers and 14,5 percent for skilled grades. The

corresponding figures for Gold Fields and Gencor respectively are 14,1 percent and 16,29 percent, and 13,9 percent and 21,1 percent. The National Union of Mineworkers (NUM) is not recognised at any JCI gold mines.

The increases raise minimum wages at Anglo mines to R399 for surface workers and R455 for underground workers. Minimum wages at Gold Fields and Gencor now stand at R323 (surface) and R357 (underground) and R356 (surface) and R420 (underground) respectively.

NUM's opening demand was for a minimum wage across the industry of R543 for surface workers and R600 for underground workers.

"Although the ultimate offers settled for were less than our bottom line we feel confident that within two years our demands will be realised," NUM said in a statement.

Figures compiled by the Institute for Industrial Relations indicate the average increase on minimum wages

won by unions in the first quarter of this year is 16,2 percent. Thus, although NUM's settlement represents a climbdown from its original demands, the organisation has managed to perform as well as most other unions — even though its bargaining power was seriously weakened by retrenchments and shaft closures at marginal mines.

Meanwhile the increase of 18 percent for labourers in the metal sector raises the industry's minimum wage to R3,56 an hour. The National Union of Metalworkers (Numsa), the biggest union in the metal sector, originally wanted increases ranging from 65 percent for labourers and 17 percent for artisans.

Although the final figures are also much lower than that called for, metalworkers will get a hike well above the mean minimum increases for industry as a whole in the first part of the year.

Final settlement in the metal sector has not, however, been achieved mainly because white workers belonging to unions affiliated to the Confederation of Mining and Building Unions are not prepared to accept an agreement that May Day be swapped for Workers' Day.

7-13/7/89.

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Toy-toy clamp angers Cosatu

ABOUT 200 commuters have been arrested for singing and dancing on the East Rand trains in the past four weeks, the Congress of South African Trade Unions said in a statement yesterday.

The police clampdown on toy-toy dancing on trains has angered Cosatu, which has called for an urgent meeting with the SA Transport Services to discuss the arrests. *Sowetan 7/7/87*.

Mr Ariel Mabalane, Cosatu's Wits region secretary, said some of the 200 commuters were released after paying spot-fines while others were told to appear in court on July 17 or August 3. *140A*

Disturbing peace

Most of the arrests occurred at Kempton Park, Kaalfontein, Germiston and President stations.

Mabalane said the federation has asked its lawyers to investigate the matter.

East Rand police spokesman could not confirm the arrests yesterday, but said the 200 commuters could have been arrested possibly for "disturbing the peace."

CAP 7/7/89 (140A)

Labour Relations Act high on Cosatu congress agenda

Own Correspondent

JOHANNESBURG. — The union campaign against the Labour Relations Act (LRA) will be one of the main issues for discussion at Cosatu's four-day third national congress beginning here on Wednesday, general secretary Mr Jay Naidoo said.

The congress is to be attended by 1 875 delegates representing the 921 497 paid-up members of Cosatu's 16 affiliates.

Mr Naidoo said serious attention would also be given to the question of political negotiations.

Cosatu's basic position was that the democratic movement had never opposed meaningful negotiations, and it was up to the government to create

conditions for free political activity which would make them possible.

The congress would also discuss Cosatu's vision of the future. This would include debate on the ANC's constitutional guidelines, the "fraudulent" September 6 elections, and the NP's recently announced five-year plan.

The Natal peace initiative, including the Cosatu and UDF talks with Inkatha, and calls for an independent commission of inquiry into the regional violence, would be a further matter addressed, Mr Naidoo said.

Broadening an anti-apartheid coalition, sanctions and disinvestment, privatisation and deregulation, Aids, union unity, and unemployment are also on the agenda.

Sowetan 2/7/89

Cosatu spotlight on sanctions, Natal violence at conference

By LEN MASEKO

SANCTIONS and the Maritzburg violence will come under the spotlight at the Congress of South African Trade Unions' third national conference next week.

The meeting takes place at Nasrec, Johannesburg, between July 12 and 15. More than 1 700 delegates, representing about one million union members, are expected to attend.

Addressing a Press conference yesterday, Cosatu official, Mr Jay Naidoo, said the congress would — among other things — assess the strength of the federation's campaigns.

Action

The federation, he said, would also focus on the ANC's constitutional guidelines; the living wage campaign; disinvestment and action against the controversial Labour Relations Amendment Act.

The conference was taking place against the backdrop of the fourth state of emergency in recent years, banning of community organisations and restrictions placed on the federation about a year ago.

Attacks

"Cosatu has survived countless attacks including bombings of our premises and seizure of our documents, detention of thousands of our members, the murder of many of our members and leaders and the mass dismissal of workers," Naidoo said.

Among organisations invited to attend the meeting are the National Council of Trade Unions, Organisation of Trade Union Unity, United Nations, International Labour Organisation and International Confederation of Free Trade Unions.

Quest for living wage goes on

Star 7/7/87
The establishment of a uniform national minimum rate for the nearly 500 000 black miners on mines affiliated to the Chamber of Mines emerged as one of the dominant issues in this year's wage talks between the chamber and the National Union of Mineworkers

At the conclusion of the talks this week, the chamber expressed satisfaction at the "high level of sophistication" with which both parties conducted the negotiations

For the NUM, the settlement represented the first step towards realising its aim of eliminating wage differences between workers doing the same job and of achieving a "living wage" in the industry by 1991

The settlement, effective from this month, means that the minimum rate for gold miners at Anglo American will range between R399 a month and R455 underground. Corresponding figures for Gencor are R356 and R420, for Gold Fields R323 and R357. The rates for Gencor's marginal mines — Grootvlei, Marievale and Stilfontein — are set at between R353 and R417

On the collieries, Anglo minimum rates accepted by the NUM for surface workers are R397 and R434 for underground workers. Respective JCI rates are from R357 to R480. The rates for Gold Fields are R307 and R324, for Gencor R333 and R361, while Rand Mines' coal division put forth new rates of R466 and R506

According to the NUM, miners at Lonrho collieries have accepted bottom rates of R305 and 334

An NUM spokesman said that although the chamber had not acceded to all the

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Despite having accepted the Chamber of Mines' split wage-offers this week, the National Union of Mineworkers remains committed to the establishment of a national minimum rate and the attainment of a "living wage" in the industry, writes Labour Reporter MIKE SILUMA.

union's demands, especially the "key demand" for a national minimum wage, the union was confident of realising its wage policy by 1991. The fact that some chamber affiliates agreed to negotiate in cash, and not percentage terms, was "a victory" for the union

Despite the settlement, the union still stood by its demand for a uniform minimum wage for all mineworkers

A major issue worrying the NUM was that different mining houses made disparate offers, despite the fact they came to the negotiation table as chamber affiliates.

Discriminatory practices

This frustrated the union's efforts to negotiate a national minimum rate, with mining houses with the strongest union presence making the highest offers, and put into question the effectiveness of the chamber as a forum through which the "anomalous situation of having seven wage curves" could be corrected.

The union realised that "as we are weak at mining houses such as Gold Fields, members at those mines will continue to receive lower wages".

Although the union was not opposed to workers being awarded increases on merit, it felt that workers in the lower-paying categories, where the bulk of the membership was concentrated, should get higher increases. These workers were in those categories "due to discriminatory practices in the industry"

The NUM had initially demanded a uniform minimum wage of R543 for surface workers and R600 for underground workers, later moderated to R420 and R480 respectively. NUM demands rejected by the chamber included the recognition of June 16 and March 21 as paid holidays

The chamber's chief negotiator, Mr Johann Liebenberg, said the chamber did not aim to establish a national minimum wage. Despite this, there were many other issues, such as the industry's provident fund, on which a uniform position had been reached between chamber members and on which agreement had been concluded with the NUM

Agreements reached with the NUM only had the force of common law. If settlement was reached through conciliation, it could be enforced in terms of the Labour Relations Act, he said

"What the union wants is difficult to establish. On the one hand they want the chamber to agree to a uniform rate and on the other they want the chamber to agree to equal increases in quantum," said Mr Liebenberg. He questioned whether it was necessary to have a uniform rate. He denied union claims that all white workers doing the same job were paid the same.

Advance for motor union

The groundwork for the first national wage negotiations in the motor industry was laid yesterday when the National Union of Metalworkers and employers agreed to establish a national negotiation committee, Numsa said

The talks were marred when representatives of the Delta Motor Corporation walked out in protest at the participation of employers from outside the Eastern Cape, according to union spokesman Mr Gavin Hartford.

At the same time, said Mr Hartford, Delta's Port Elizabeth plant was hit by demonstrations in support of demands that the company stay a party to the talks.

Yesterday, the union's demands included:

- A national minimum rate of R6,58 an hour rising to R10,14 and R13,14 for semi-skilled and skilled workers respectively.
- Individual increases of R2 an hour and a three-monthly "inflation adjustment" to workers' pay.
- A 40-hour working week and the recognition of March 21 as a paid holiday.
- The right to strike without fear of dismissal and improvements to maternity and paternity leave. —
Labour Reporter

Metalmen still in pay row

140A
STW 7171 87
The National Union of Metal Workers of South Africa (Numsa), which says it represents 213 000 people, is locked in wage disputes with some of the largest metal industries.

Numsa said yesterday that the companies with which disputes were declared had refused to reward workers despite high profits after record exports.

"Highveld Steel in particular recorded an increase of 114 percent in earnings per share in 1988, with a profit of R121 million, but has stuck slavishly to the wage increase offered by the Steel and Engineering Industries Federation (Seifsa) for the rest of the metal industry." — Sapa.

14 re-employed

140A
Fourteen members of the South African Chemical Workers Union (Sacwu) were re-instated by Rubber to Metal (Pty) Ltd. *SKW 21789*

The reinstatement is with effect from June 16.

According to a press statement released by Sacwu, this was done by order of an arbitrator.

The arbitrator reinstated the 14 workers on terms and conditions "no less favourable than those which prevailed prior to their dismissal".

The company was further ordered to compensate each of the 14 workers with one month's wages and this was to be paid in full within three months.

The statement said the 14 were staying in shacks and — because they were jobless for a long time — had gone to various homelands. — Sapa.

86 dismissed strikers accuse company of abusing code

(140A)
W. Wall
7-13/7/89

A WEST GERMAN subsidiary company near East London has fired all its workers after a brief dispute over dismissals and unionists have accused it of violating an agreement for companies operating in South Africa.

The dispute started last month when August Laepple (Pty) Ltd demoted a shop steward. Days later two more shop stewards were suspended and the workers downed tools in response. The company then fired all 86 strikers.

August Laepple is a subsidiary of a West German company and makes parts for the motor industry. Its German parent company agreed to a 14 point set of guidelines for companies operating in South Africa that was drawn up by the German metalwork-

By LOUISE FLANAGAN, 7-13/7/89
East London

ers union IG Metall last year. The document provides guidelines for in-plant agreements with unions in the subsidiaries.

Although the South African subsidiary has not yet signed the agreement, the National Union of Metalworkers of South Africa (Numsa) has accused them of violating the spirit of the agreement in the latest dismissals.

Numsa claimed that the shop stewards were victimised because they were members of the union. Numsa has also accused the company of refusing to negotiate over the dispute.

— Elnews

WITH ALL the heady talk of the "big" negotia-
 tion floating around, two more modest exam-
 ples have, or should have, surfaced in the past
 week

The "should have been" is the Iscor share
 offer to employees announced last Friday. The
 offer is superior in many respects to equivalent
 private sector schemes implemented in the past
 few years

With 10% of total equity set aside for employ-
 ees, it is larger than all except the Samcor deal,
 where an employee trust received 24% of that
 company's equity in the special circumstances
 of disinvestment

It is also comparable with the largest em-
 ployee share ownership programmes (esops)
 implemented in the UK's privatisation process
 Further, employees' shares will be immedi-
 ately negotiable upon the listing of Iscor

This approach recognises prospective share-
 owners as mature adults capable of making
 their own economic decisions. The more popu-
 lar private sector approach is to keep shares in
 trust, and the employees as captive share-own-

Iscor's lost opportunity

B. Dewey 777787

ers, for a few years while they "learn" the
 benefits of share ownership
 14 OR

THE Iscor esop, though, is more than a run-of-
 the-mill private sector scheme. It is a critical
 part of a new and controversial government
 policy — privatisation — with important polit-
 ical and economic implications

In this light, the official argument against
 prior consultation with representatives of the
 workforce — that no share offer involves nego-
 tiation — is both questionable in itself (what, for
 example, were Mobil and Gencor doing in the
 first few months of the year?) and irrelevant.

The creation of this scheme was an opportu-
 nity — now lost — to engage unions, who repre-
 sent well over 50% of Iscor's non-managerial
 staff, in debate over some of the major econom-
 ic questions of the day

Debate would have been difficult, particu-
 larly given that the major unions at Iscor —
 Cosatu's Numsa with nearly 10 000 members
 and the whites-only SA Iron and Steel Industries
 Union (more than 6 000) — come from opposite
 ends of the political spectrum

But it is quite possible that it would have
 thrown up some extremely creative ideas.
 Numsa is now devising a comprehensive
 response to the scheme, and the outcome of
 these deliberations may give an inkling of what
 opportunities were missed

If there is a less than positive response to the
 scheme — from employees or their organisa-
 tions — those in Iscor management, the privati-
 sation unit, or the Department of Administra-
 tion and Privatisation, who decided it was
 necessary to proceed unilaterally, will have to
 bear the blame.

THE second example is the mostly amicable
 settlement reached this week between the NUM
 and the Chamber of Mines, which holds out
 some important lessons on how the negotiation
 process works in South African industry

There was, back in April, a great deal of
 outrage expressed by the Chamber and many
 independent commentators at the NUM's open-
 ing demand, which was for increases of more
 than 100% in some respects

The Chamber, as a player, was entitled to
 express its views on what, at face value, ap-
 peared a wholly unreasonable demand. That,
 after all, is how the "game" is played

For outsiders, though, it should have been
 simply a reaffirmation of South African tradi-
 tions of collective bargaining

Opening demands invariably reflect what the
 union's constituency considers a fair or living
 wage. These demands are intended to make a
 serious point, and are generally not related to
 payability in the industry or company
 concerned

The real negotiations come later and, more
 often than not, are successfully concluded

REVIEW

5/Tues 9/7/89

Joshua deadlock

By Robyn Chalmers

and misconduct on the part of the strikers has led to police intervention. Ccawusa official Salim Vally says close to 40 workers have been arrested since the strike started, although most have been released.

THE strike by hundreds of employees at Joshua Doore enters its third week as the company's profitability dives.

The strike began on June 20 in protest against re-trenchments. A total of 469 employees were laid off in a rationalisation move.

Group managing director David Sussman says workers are striking about an issue on which the company has no room to manoeuvre.

"It is not possible for us to reinstate the 469 workers. We should initially have re-trenched about 750 workers, but we worked out that we could afford to carry about 300

"We cannot carry on indefinitely. We have employed about 100 part-time workers. We have to have a cut-off point, but we hope that workers will come back. We will gladly accept them."

Illegal

Mr Sussman claims the strike is illegal. Although the Commercial and Catering Allied Workers Union (Ccawusa) did hold a strike ballot, he says the union did not go through the procedures outlined by the Labour Relations Act.

He denies the union claim that more than 2 000 of the workforce of 4 200 are on strike, saying about 700 in 34 PWV stores have stopped work. The strike affects Bradlows, Score Furnishers, Price & Pride as well as Joshua Doore itself.

Reports of intimidation

PEOPLE AT THE TOP ARE ON THE MOVE — SEE PAGE 13

PAGES AND PAGES OF THE BEST JOBS IN SOUTH AFRICA

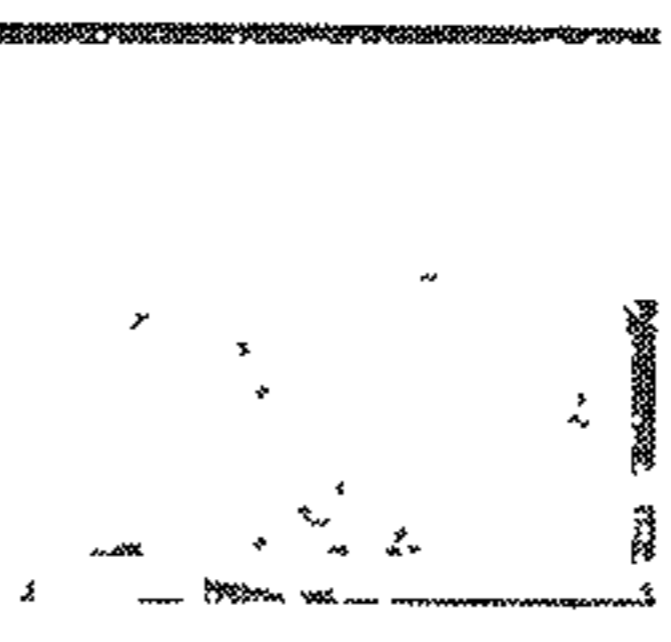
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CHALMERS

OK and union wary of another strike

COUNTRYWIDE strike action by 9 000 Commercial, Catering and Allied Workers Union (Ccawusa) members employed at OK Bazaars stores is likely this month

A Rand Supreme Court ruling last Friday set the scene for a possible repeat of the bloody 1986-1987 strike. But with the memory of this still fresh in their minds, both sides are treading warily.

The court confirmed an agreement between the two parties that Ccawusa would not initiate strike action before July 14, and that it would repeat the ballot, which was at the core of an urgent application brought by OK. OK launched the application against



Gordon Hood *hoping another strike will not hit OK Bazaars*

Ccawusa on June 27 to try to stop the union from organising a strike which would coincide with its winter sale. The application was initiated after a

dispute between the two parties about the results of a national strike ballot in terms of the Labour Relations Act, the union has to obtain a 50% yes vote from its members before it can go ahead with a legal strike. Ccawusa maintained that 55,97% of its members voted in favour of the strike, but OK insisted that the figure was below 50%.

The ballot was conducted after negotiations went to dispute in April. The parties deadlocked over OK's final wage offer of R100 across the board. Ccawusa national organiser Jeremy Daphne criticises OK for taking the matter to court. He says it was an attempt to thwart the union's right to strike. "OK's refusal to make an improved

offer on R100 is not based on economic considerations and is an example of its union-bashing approach. Ccawusa will not be deterred by OK. "A full-scale strike will depend on the response of members when the next ballot is completed by Friday."

OK personnel director Keith Hartshorne welcomes the fact that the court case resulted in the ballot being repeated. Managing director Gordon Hood hopes that wage negotiations will be resolved without the union's resorting to strike action. Many members will remember the previous strike and will think hard be-

fore casting their votes. The 10-week strike was at that stage the largest ever outside the mining industry and the longest ever in the retail trade. It involved between 7 000 and 10 000 union members (depending on whether you listen to OK or Ccawusa) at 137 OK shops.

The strike cost the company about 432 000 manhours in comparison to a total of 1,2-million for all of 1986. Sales plummeted in January 1987 and the settlement cost OK an additional R19-million in wages. Hundreds of the union's members were detained or arrested. It sent representatives to Europe to raise money for the thousands of people on strike over Christmas. The strikers lost an estimated R1 000

each in wages. Ccawusa gained R15 on the initial OK offer. R85 across the board and various other concessions including a minimum wage of R400 a month, improved maternity leave benefits and a rise in staff discounts from 10% to 12%.

The losses and the gains of strike action will have to be weighed by union members. The union and OK are much closer to an agreement than they were before the previous strike, and settlement may yet be reached before drastic action is taken. When Ccawusa members launched a mass stayaway in the last months of 1986, the union was demanding R160 a

month across the board against OK's offer of an R85 increase an individual. Mediation proceedings this year broke down when Ccawusa reduced its demand from R135 a month to R125, but OK did not raise its offer on individual increases.

It increased its minimum wage offer from R525 to R550 and the union reduced its demand from R635 to R625. Other areas of dispute include the union demand of a guaranteed annual bonus of 10%, multiplied by the number of years worked, and that May Day be a paid holiday. Management has rejected the May Day demand and contends that the year-end bonus be granted at the discretion of the board.

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SITING

Cosatu takes another look at sanctions

S/Times 9/7/89

THE Congress of South African Trade Unions (Cosatu) will review its stance on sanctions at its third national congress on Wednesday.

General secretary Jay Naidoo says Cosatu's continued support for sanctions will be carefully reconsidered.

"The Labour Relations Amendment Act (LRAA) will be the main issue, but we intend to look at disinvestment, the peace initiative in Natal, the anti-Aids campaign and sanctions."

Unskilled

Cosatu and its member unions have consistently called for foreign governments to apply sanctions against SA. The call has been a controversial issue, the Government and big business saying that sanctions hurt the unskilled worker.

Cosatu believes that sanctions remain the only way in which apartheid can be dismantled. But it tries to circumvent the harm they do to workers by saying sanctions should be used to foster black economic empowerment and not destroy the economy.

Mr Naidoo says a review of Cosatu's position on sanc-

By Robyn Chalmers

tions does not necessarily mean its stance will be radically changed.

"We will look at how effective this strategy has been in bringing about change, what the adverse effects have been and what the future holds for sanctions."

Survival

Cosatu membership stands at about 900 000, of whom 1 875 are expected to attend the conference.

Trade-union members from Asia, Europe, America and Australia have been invited. Other guests are expected from Cuba, Nicaragua, India, Ghana, Nigeria, Angola and Mozambique.

Mr Naidoo says one of the greatest achievements of democratic mass organisation has been its survival in spite of four years of emergency rule.

Other topics to be discussed include wage negotiations and Cosatu's vision of the future, achieving democracy and socialism in SA, making it impossible for apartheid proponents to regain the political initiative and building up the anti-apartheid coalition.

Union wrecks No 3 shoe firm

S/Times 9/17/89

140A

Business Times Reporter

EDWORKS, South Africa's third-largest shoe-maker, has gone into provisional liquidation — the first large company to be broken by a strike

Creditors said a strike lasting from April to late June was the last straw that broke the back of the heavily indebted 85-year-old company. The strike involved a claim which would have added about R20 a month to the pay packet of each worker.

Devastating

Members of the Commercial Catering and Allied Workers Union (Ccaawusa) demanded an increase of R125 a month, but Edworks would offer them no more than R105.

The strike involved 800 employees in 80 stores and was devastating for both parties.

Strikers staged a hunger strike in a shop in Eloff Street, Johannesburg. Nine strikers were protesting against "starvation wages" and one was taken to hospital. The company obtained a Rand Supreme Court order to evict strikers from its premises.

The strike was settled on the company's terms in June. Even though they were defeated, union members staged a march with banners down Eloff Street after the matter was resolved. Their action chased away millions of rands of business from the country-wide chain. Now, unless someone is

prepared to take over the company's factories and its 250 branches, staff may have to start looking for other jobs.

Squabbling among three brothers — Stuart, Neville and Ralph Dodo — who inherited the company from their father was reportedly another factor in the company's slow demise. Mr Stuart Dodo said he could not comment.

Edworks has underperformed its rivals for years. Papers before the Supreme Court in Grahamstown claimed Edworks owed R57-million — R26-million to banks and R31-million to trade creditors. Its assets are not known to creditors.

First National is the lead creditor with a claim of R12-million. Standard is owed R5-million, Trust Bank R6.2-million and French Bank, Corbank and UAL R1-million each.

Edworks has three factories in Port Elizabeth and three chains with 250 outlets.

Jaguar

First National Bank senior general manager Jimmy Mackenzie said his bank was trying to save the company. The bank would pay workers until Friday. The company's fate would be decided this week.

The banks said in their affidavit in Grahamstown they would consider providing finance to permit Edworks from being sold as a going concern.

There was also a prospect that Edworks could be saved by an offer of compromise.

Branches of Edworks operated as usual after the court

order. Sales personnel said they had no idea what was going on.

Jaguar Shoes executive chairman Roy Eckstein said his company and its holding company Amshoe were owed R4.5-million. They also had large orders from Edworks.

He said first prize for Jaguar and Amshoe would be getting their money back. Jaguar would consider making a bid for the remnants of Edworks manufacturing activities — if that would facilitate getting its money back. Jaguar would be reluctant to pick up debt. He said the doubtful debt would not affect Amshoe's earnings significantly whatever happened.

Pickings

Mr Eckstein lamented the failure of Edworks. His father ran Edworks' factory in Maritzburg before starting Jaguar, which prospered from day one and is now second in shoes after SA Breweries' Conshu.

In its affidavit, Jaguar said that little of the debt was secured. It had called a meeting of banks and creditors and had proposed that a joint committee be formed to confront the company. The banks had insisted on seeing the company alone. The banks submitted a separate urgent affidavit ahead of Jaguar's submission to the Rand Supreme Court.

Observers say the best hope for the staff of more than 3 000 is that the manufacturing and retail arms

● To Page 2

● From Page 1

will be sold as going concerns

The Port Elizabeth factories produce an estimated 11 000 to 12 000 pairs of shoes and slippers a day.

The 400 retail outlets are in practically every town and dorp.

The main Edworks chain sells budget-bracket men's, women's and children's shoes. The Marcello and Dodo chains sell more up-market shoes and the Pick-a-Pair shops retail low-cost footwear by self-service.

Edworks

Potential buyers are showing interest in the retail arm. If the group goes into liquidation, bidders are expected to come from shoe retailers and from the growing number of speciality retailers.

Market sources say one of the leading contenders for the retail chain is likely to be fast growing Focus Holdings, which has nearly 80 shops in niche markets, including men's and women's clothing and bedding.

Trade union groups expand on submissions to Saccola

~~140~~ (140 A) ALAN FINE (140)

COSATU and Nactu tabled a document on Friday expanding their views on submissions to Saccola on the Labour Relations Act, a Saccola spokesman said.

National Manpower Commission chairman Frans Barker, SA Agricultural Union and Sats representatives attended talks as observers for the first time.

The employer federation said the document raised several new issues.

Chairman Bobby Godsell said the discussions were encouraging insofar as the parties had got back to discussing the Act and how to change it.

Many of the issues under discussion were also on the agenda of the NMC and Saccola intended, therefore, to explore ways of co-ordinating the two sets of discussions. It was hoped to resume talks at the end of this month.

Union spokesmen were not available for comment.

OK workers vote for strike action

CCAWUSA achieved an undisputed majority vote in favour of strike action among its 9 285 members at the OK Bazaars in the second ballot held on Friday

A company spokesman said it was now for the union — restrained by a court order from striking until July 14 — to make the next move. A union spokesman said a change of attitude by management and a willingness to pay wages more in line with competitors could avert a strike.

Ccawusa said 5 350 "yes" votes gave a 58% majority favouring action.

An OK spokesman put the majority at 56% to 58%. But, he added, this was "hardly a ringing endorsement for strike action. It is one of the lowest strike ballot majori-

140A ALAN FINE

ties in recent labour history"

Responded the union spokesman "The ballot result must be seen in the context of the massive logistical problems of reaching all corners of SA, the amount of time that has passed since dispute was first declared, and the fact that no management has ever run a propaganda campaign of this magnitude against a 'yes' vote"

The OK spokesman said about 2 500 unionists had accepted their wage offer.

The OK would consider a lock-out against Ccawusa undesirable.

Both parties have rejected each other's revised wage proposals.

2/11/70
6/11/70

5 000 workers vote ^{140A} for action against OK

More than 5 000 members of the Commercial, Catering and Allied Workers' Union (Ccawusa) have voted to take industrial action against OK Bazaars to press the union's demands for higher wages and improved working conditions.

According to a statement issued by Ccawusa, the result of the strike ballot was an indication that members would not tolerate OK management's attitude and low wage offer.

The statement said 9 285 workers at all OK outlets were union members. This was calculated by using the June computer printouts made available by management. Star 10/17/89

"The total 'yes' vote to date was 5 350. This gave a 'yes' majority of 58 percent."

The statement said negotiations for a wage increase began on March 1, 1989, with a dispute being declared on April 13. — Sapa.

Attempt to save Edworks is launched

Star 10/17/84
1409 Finance Staff

Negotiations have begun between First National Bank and creditors of Edworks to save the company from liquidation.

Edworks was placed under provisional liquidation in the Grahamstown Supreme Court on Friday, but Mr Justice van Rensburg ordered interested parties to show cause by August 17 why the company should not be liquidated.

Edworks owes creditors over R50 million, but two of the four liquidators indicated over the weekend that a number of prospective buyers were investigating an acquisition of Edworks, which would save the company.

First National Bank's senior general manager, Mr Jimmy McKenzie, also confirmed his bank's assistance to Edworks. "We will find a way to keep Edworks operating," he said.

Edworks is South Africa's third largest shoe manufacturer and retail chain, but a three-month strike by members of Commercial Catering and Allied Workers Union (Ccawusa), involving 800 employees at 80 stores, caused disastrous financial losses at the group.

Ccawusa demanded an increase of R125 a month, but Edworks was only willing to offer R105, and while the dispute ended with the strike being settled on management's terms, the lengthy stoppage and a subsequent boycott action caused millions of rands of losses.

Creditors also indicated in weekend newspaper reports that management differences between the three brothers running Edworks, Stuart, Neville and Ralph Dodo also contributed to the demise of the group.



OK STRIKE BALLOT

The Commercial Catering and Allied Workers Union of South Africa is involved in a wage dispute with OK Bazaars.

A second strike ballot was conducted at the weekend after the first ballot was nullified in

court. Results of the strike ballot were not available by late yesterday, but union spokesman indicated a majority YES vote. *Southern 10/7/87*

In the picture from left are shop stewards Johannes Ralufuluvhi, Osmond Yokwe and Boshof Magabane were at the Alrode Warehouse keeping an eye on the ballot boxes.

496 Times 10/7/89

Union gets majority poll in call for strike

OWN Correspondent

JOHANNESBURG. — The Commercial and Catering Workers' Union of SA (Ccawusa) achieved an undisputed 58% majority vote in favour of strike action among its 9 285 members at the OK Bazaars in the second ballot held on Friday.

A company spokesman said it was now for the union — which is restrained in terms of a court order from striking until July 14 — to make the next move. A union spokesman said the possibility of avoiding a strike hinged on management's willingness to pay wages more in line with competitors.

In response to allegations that the majority was very low, the union spokesman said: "The ballot result must be seen in the context of the massive logistical problems of reaching all corners of South Africa, and the amount of time that has passed since dispute was first declared."

Goodyear and Numsa report little progress in strike talks

ALAN FINE

140A

ONLY minor progress has been made in talks, between Goodyear and Numsa, aimed at resolving the eight-day-old disinvestment strike at the company's Uitenhage plant.

Spokesmen for both parties confirmed the company remained unwilling to make any concessions on the central union demand for separation pay and on a proposal that housing loans to employees should be written off.

The dispute arose over a number of union demands lodged after the announcement in May that the US-based Goodyear had agreed to sell off its SA interests to Consol.

Numsa spokesman Gavin Hartford said the union had clarified its proposals on job and pay security.

The Goodyear spokesman said the company had already given assurances to workers on these matters but was willing to reword its undertakings if this would resolve the problem.

He added the union had been told its demand for liquidation of the company pension fund, and the payout of proceeds to workers, could be examined.

Hartford said Goodyear yesterday proposed that the dispute should be referred to mediation. The union's view was that there was no point in this while negotiations had not properly begun.

The Goodyear spokesman said the strike continued peacefully yesterday while a skeleton staff kept limited production going.

Union claims workers were attacked by SAP

Stw 11/7/89
By Mike Siluma, Labour Reporter 140A

About 19 workers were injured, one seriously, when police took action against workers locked out of Dunlop Industrial Products' Benoni factory yesterday, says the Chemical Workers' Industrial Union (CWIU).

A union statement claimed that the police, called by management, had dispersed about 500 workers outside the factory gates by beating them with sjamboks. Nineteen workers were injured and one was taken to hospital.

The CWIU said the "illegal" lock-out appeared to be connected to a dispute over worker demands for the dismissal of a white worker who allegedly assaulted a union shop steward. Management allegedly refused to take disciplinary action against the white worker.

"CWIU members believe this to be racist and discriminatory treatment as many black workers have been subjected to tough disciplinary action for much lesser crimes," said the union.

Comment from Dunlop and the police was unavailable at the time of going to press.

● The union said a strike by about 150 members at Gillette (SA) in Springs had entered its second week. The dispute centred on the alleged unfair dismissal of a shop steward

Gillette managing director Mr John Ford said only 50 workers were on strike and that the dismissal of the shop steward last October had not been unfair. Mr Ford alleged that strikers had been threatening people on company premises.

2 Sash workers get threats

Stw 11/7/89. By Dawn Barkhuizen 140B

Death threats from an anonymous "Wit Wolf" have been received by Black Sash workers in the southern Cape.

Mrs Lu Harding of Knysna and Mrs Jill Dugmore of George recently received letters saying "Death awaits you next" signed by and a depicting a "Wit Wolf".

Both letters were postmarked Mossel Bay.

The women are active Black Sash workers and have been involved in the fight against the relocation of squatters of Lawaakamp, George.

Mrs Harding will report the matter to the police today.

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of 'identity crisis'

Union, store make claims on intimidation

Little hope for quick end to furniture strike

Staff Reporters

As the Joshua Doore strike enters its third week there seems little hope of a swift resolution to the dispute

Members of the Commercial, Catering and Allied Workers' Union (Ccaawusa) went on strike, demanding the reinstatement of about 500 workers retrenched in April after Joshua Doore acquired World Furnishers and Bradlows

More than 2 000 workers are on strike at about

The workers' view

Ccaawusa spokesman, Mr Mike Tsotetsi, earlier told The Star that the strike would continue after the parties met last week

Management had offered only 40 vacancies for which retrenchees could apply. However, many of those retrenched were turned away when management discovered that they were retrenchees, he said.

He accused management of "collaborating" with the police by causing the arrest of scores of picketing strikers and union officials. Some of the workers had been charged with trespassing or intimidation

The union wanted all retrenched workers to be reinstated

Ms Jeniffer Kalaote, a Ccaawusa shop steward, said although they were feeling the pressure of the strike, the workers were coping and were not prepared to go back to work until their problems had been resolved

Ms Kalaote, a credit clerk at Score. Furnishers in Johannesburg, was paid half her salary before the strike began and has so far managed to survive on it

TRANSPORT

"I have been able to buy my child food and to pay for transport to come to the union offices in Johannesburg," she said

She said her mother had given her financial assistance

Ms Kalaote, who lives in Siluma View, Natalspruit, Germiston, said the determination of workers was reflected in the way they took turns to picket outside the stores

Responding to management's allegation that picketers intimidated customers, she said "Usually, picketers do speak to customers about the strike but we do not intimidate or harass customers"

According to Ms Kalaote another source of determination was public sympathy This had been illustrated by the moral support as well as the financial support received The strikers had also received support from community organisations and trade union federations

Regarding her colleagues who are not on strike, she said some of them were sympathetic but others were very harsh

Ms Kalaote hoped the strike would end soon

100 stores of Bradlows, Price 'n Pride, Score and Joshua Doore.

The strikers claim retrenchments were unnecessary in view of Joshua Doore's R400 million operating profit and its R50 million overall profit Joshua Doore maintains it could not afford to keep the retrenched workers

The Star spoke to union members and to Joshua Doore managing director, Mr David Sussman.

Management's view

The chairman and managing director of the Joshua Doore group, Mr David Sussman, said the retrenchments were inevitable

"When we took over World Furnishers we discovered that we needed to restructure the company. We decided that outdoor selling was inefficient," he said

This decision led to retrenchments

Mr Sussman emphasised that his company did care for its workers.

"We were supposed to retrench more than 750 workers, 95 percent of whom are salespeople, but we only retrenched 469 workers"

He said he found the decision to strike strange because the retrenched workers had received a retrenchment package which included 14 weeks' wages, depending on experience, and a month's notice and leave pay

Mr Sussman added as far he was concerned there was a lot of intimidation of workers

"I know that if there were no intimidation, there would be no strike," he said

CUT OFF

To prove his case, he said one man who wanted to work had one of his ears cut off

"At the end of the day, we are working with people and their lives I am not only concerned with shareholders, but I am also concerned about the people who work for us"

He said he was worried that if the strike did not come to an end soon the company might be unable to renew leases on some of the stores hit by the strike This, he said, could lead to more jobs being lost

If the union were concerned about the welfare of its members it should be concerned about the welfare of the company, he said

"If the company is not doing well, obviously the workers might lose their jobs"

Although he was not opposed to a union, workers had previously done well without one

Union-management talks should continue but he thought the strike would not end soon

Regarding union claims of intimidation of strikers, Joshua Doore management has maintained that police had been called only where strikers prevented clients from entering stores Retrenchees would be re-employed if they had the potential to be retrained for other jobs

ABOUT 19 workers were injured, one seriously, when police took action against workers locked out of Dunlop Industrial Products' Benoni factory yesterday, the Chemical Workers' Industrial Union said.

140A
A union statement said the police, called by management, had dispersed about 500 workers outside the factory gates by beating them with sjamboks. Nineteen workers suffered injuries, one of whom was sent to hospital. *Sauerant*
117184

The CWIU said the

Workers hurt in Dunlop strike dispute

"illegal" lockout appeared to be connected to a simmering dispute over worker demands for the dismissal of a white worker who assaulted a CWIU shop steward. Management allegedly refused to take disciplin-

ary action against the white worker.

Comment from Dunlop and the police was unavailable at the time of going to Press.

The union also said a strike by about 150 members of Gillette (SA) had entered its second week. The dispute centred on the alleged unfair dismissal of a shop steward.

**STOP YC
AND RO
FREE 1**

BLACK and white metal sector unions yesterday came up with a compromise proposal on public holidays — the issue delaying a settlement of this year's industrial council wage negotiations.

The Steel and Engineering Industries Federation of SA (Seifsa) has undertaken to respond on Friday after consultation with its members.

The parties also agreed on a formula facilitating the payment of the wage increases already accepted by most unions from July 1.

A Seifsa spokesman said employers who implemented wage increases immediately would be permitted "to set-off such increases when they eventually become statutory upon being published in the Govern-

Metal unions agree over holidays plan

ment Gazette". The date of implementation had not yet been agreed on.

The joint union proposal will make both May 1 and Workers' Day, which falls on May 4 in 1990, paid holidays next year. This would overcome union objections to members being unable to spend the statutory Workers' Day with their families.

Yesterday's union proposal can be implemented without an additional day's production being lost because June 16 falls on a weekend for the next two years.

Employers, unions to meet again Friday

Stev
12/7/89

By Mike Siluma,
Labour Reporter

(1408)

Engineering industry employers and trade unions are to meet again on Friday after failing yesterday to conclude a wage agreement for 1989.

A statement from the employer body, the Steel and Engineering Industries Federation (Seifsa), said progress was made in reconciling disparate union demands on the issue of public holidays for metalworkers

Seifsa said that although most unions had accepted the employers' final wage offer, the Electrical and Allied Workers' Trade Union and the

Electrical and Allied Workers' Union had "reserved their positions"

No agreement had been reached on the implementation date of the proposed wage increases

About 300 workers at 200 Multiserv outlets have been on a wage strike since Monday, the Commercial, Catering and Allied Workers' Union said. Workers had been given until today to return to work. Management comment was unavailable

Workers were seeking across-the-board increases, a 13th cheque and holidays on May 1 and Sharpeville Day (March 21)

...was encouraged by new thinking in the UDF.

National Bolts and Numsa in dispute

B. D. 12/7/87
A "SERIOUS" dispute involving more than 500 workers has arisen between National Bolts and the Numsa, company MD Alan Schlesinger said yesterday. (140A)

Negotiations on the fate of the workers, all from National Bolts' Paul Smit Street factory in Boksburg, will begin shortly. (140A)

The union claims fork-lift drivers were asked to do extra work — which they did for almost three months. The drivers then approached the department manager and asked to be upgraded because of the extra work load.

"They got a negative response," the Numsa statement said. The drivers then stopped working.

Management said nobody's job was changed.

Yesterday both parties confirmed industrial action had been taken. — Sapa.

Trevor Tutu gets into strike row

14.54

Sowetan 12/7/89

BA
18/8

TREVOR Tutu, the son of the Anglican Archbishop Desmond Tutu, is embroiled in a blazing row over his involvement in the Joshua Doore strike.

The Commercial Catering and Allied Workers' Union of SA (Cawusa), which represents the Joshua Doore strikers, yesterday claimed Tutu made an offer on behalf of the company to the union "without any mandate from management."

Dozens of the furniture company's employees went on strike last month, in protest against the retrenchment of 500 of their colleagues.

Cawusa said it was strange that "certain personalities" had entered the fray.

Tutu, a director of Tumult advertising agency, confirmed yesterday he had made certain proposals to the union, but said he got involved in the dispute because the company was one of his clients.

Another personality, Mr Yusuf Surtee, who was the subject of a commission of inquiry into an

By **MANDLA NDLAZI**

ANC newspaper advertisement about three years ago, is alleged to have also been involved at one stage in attempts to resolve the dispute between the union and the company.

Surtee was not available for comment yesterday.

According to Cawusa, Tutu proposed selective re-employment of the 242 retrenched workers on July 6. In a

letter to the union, Tutu said he had been assured the proposal "will be acceptable to management."

The following day, management informed the union that Tutu had "no mandate to represent the company; no power of authority to enter into negotiations on behalf of the company and that for any offer to be entertained by the company, that offer must come from Cawusa."

Tutu said "at no stage" did he say he represented management in the talks between him and Cawusa.

19 INJURED AS POLICE TAKE ACTION

Sowetan 12/17/89

1409

SOWETAN CORRESPONDENT

ABOUT 19 workers were injured, one seriously, when police took action on Monday against workers locked out of Dunlop Industrial Products' Benoni factory, the Chemical Workers' Industrial Union said.

A union statement said the police, called by management, dispersed about 500 workers outside the factory gates by beating them with sjamboks.

Nineteen workers suffered injuries and one was taken to hospital.

Dispute

The CWIU said the "illegal" lockout appeared to be connected to a simmering dispute over worker demands for the dismissal of a white worker who allegedly assaulted a union shop steward. Management allegedly refused to take disciplinary action against the white worker.

Reacting to the union statement, the police said: "Members of the SA Police spoke to the workers and eventually warned them to disperse. When they refused to comply, quirts were used to disperse them. No injuries were reported to the SA Police and no persons were arrested."

Strike

- The union said a strike by about 150 members at Gillette (SA) in Springs had entered its second week. The dispute centred on the alleged unfair dismissal of a shop steward.

Gillette's managing director Mr John Ford, said only 50 workers were on strike.

He said the dismissal of the shop steward had not been unfair, and had, in fact, occurred last October.

A delegate brandishes a toy gun at Cosatu's national congress yesterday Picture BERNICE SCOTT

Cosatu sceptical of govt's commitment

ALAN FINE

EXPRESSIONS of extreme scepticism of the SA government's commitment to meaningful political negotiation, and attacks on the role of "imperialist" powers in this process, marked the opening session of Cosatu's national congress in Johannesburg yesterday

President Elijah Barayi told the almost 2 000 delegates that State President P W Botha, or NP leader F W de Klerk, had six months to begin negotiating with the ANC, failing which the armed struggle would continue

No signal

He said a "desperate attempt is being made to convince us De Klerk, a racist to the core, can be trusted with the initiative for change"

British PM Margaret Thatcher was the main advocate of this position, which backed the belief that the British had always been part of the SA problem

But Barayi urged the White House and Downing Street to prevail upon De Klerk to allow new plans for an anti-apartheid conference to go ahead

The bi-annual report of the Cosatu secretariat said there had not been a single signal that government was prepared for genuine negotiations

It said the "democratic movement" could not consider negotiations without

a climate of free political activity

The creation of such a climate required the unconditional release of all political prisoners, the unbanning and lifting of restrictions on all organisations and individuals, the unconditional return of exiles, the withdrawal of troops from townships and their confinement to barracks, the halting of executions and political trials, and the repeal of security and other legislation prohibiting free political activity

The report said while Cosatu was committed to pursuing its struggle through non-violent means, it understood why the "national liberation movement" was forced to resort to armed struggle

The Labour Relations Act (LRA) and the Natal peace initiative were two other issues prominently addressed by Barayi and the secretariat

The secretariat said effective action against the LRA would be important in determining whether Cosatu could play a decisive political role

It said Cosatu, the UDF and Inkatha had, while acknowledging their differences, agreed to work together to end the Natal violence, to end vilification of each other, and to publicise at mass level the need to build peace

140A

B/Dam 13/7/89

Cosatu warns Government

Sowetan 13/7/81-

140A

By LEN MASEKO
and SAPA

President of the Congress of South African Trade Unions, Mr Elijah Barayi, yesterday gave the Government six months to negotiate with the ANC.

Addressing Cosatu's third annual conference in Johannesburg, he said however the Government needed to create a climate and framework that would make negotiations possible.

Speaking on the controversial Labour Relations Amendment Act, the Cosatu official warned that employers faced the biggest possible action from "an angry labour force" if the dispute over the labour law was not resolved.

He said the federation and National Council of Trade Unions (Nactu) had made it clear that the labour legislation would never work as long as the two organisations were unhappy about it.

"Employers can call it 'an unhealthy threat of dispute' if they want, but that is what we intend doing", the Cosatu official said, referring to the threat of national strike action contemplated by the unions.

The two federations's approach to the next Workers' Summit, scheduled to be held on August 4 and 5, was to mobilise "the broadest possible resentment to the labour law".

The conference, which started yesterday and ends on Saturday, is being attended by about 1 800

union delegates as well as representatives of the International Labour Organisation, United Nations, Nactu, International Confederation of Free Trade Unions and Organisation of Trade Union Unity.

The conference is focusing on - among other things - new strategies to be used to pressurise the Government and employers accede to unions' demands. The unions have demanded the repeal of sections in the labour law that curtail workers' right to strike, such as the clause which allows employers to sue unions for damages emanating from strike action.

Cosatu's review of action against the LRA comes at a time when there is a re-think over the issue within the Government, which has asked the National Manpower Commission (NMC) to look into the issue. The NMC has informed the two federations, independent unions and the SA Consultative Committee on Labour Affairs (Saccola) that it intended to advise the Government to change certain aspects of the law.

On the ANC constitutional guidelines, Mr Barayi said: "Discussions on the guidelines must not induce in us a false sense that freedom is around the corner. They provide the basis for the formulation of an alternative democratic constitution."

Union rejects talks with govt

Sowetan 13/7/89

140A

THE National Union of Wine, Spirits and Allied Workers (Nuwsaw) resolved at the weekend that people or organisations busy preparing for a negotiated settlement with the Pretoria regime were regarded as sellers of the land belonging to the indigenous masses.

Nuwsaw held its 11th Transvaal regional congress in Katlehong at the weekend. Over 1 300 members attended.

The conference noted that in negotiations the principle is one of give and take, but a party

negotiating from a strong position influences the situation. At present the Government is in a very strong position and will dictate terms.

The Labour Relations Act also came under the spotlight, with the union resolving to attend the forthcoming Workers' Summit.

140A 13-19/7/89

Crippled union man back in fold

From MONO BADELA

JOHANNESBURG. — "Crawling from the wreckage" has, quite literally, become a way of life for trade unionist Sisa Njikelana.

After the dissolution three years ago of the South African Allied Workers Union (Saawu) which he helped form, Njikelana and others seemed to disappear from view — confined to the scrapheap of history, some said

Shortly after Saawu was dissolved, that view was almost literally reinforced when Njikelana and another former Saawu official were involved in a near fatal car crash

Njikelana was crippled from the waist down and spent 18 months in hospital

**SISA NJIKELANA:
Learnt to walk again**

Although he had no hope of ever regaining the use of his legs, Njikelana vowed from his sick bed at Baragwanath hospital that he would continue his trade union work

Now Njikelana is back on the trade union podium as the newly-elected general secretary of the militant National Education, Health and Allied Workers' Union (Nehawu)

And, say those who have watched him literally learn to walk all over again, the Mdantsane unionist is as strong as he was in the days when his leadership almost brought East London, Saawu's stronghold, to a standstill

Njikelana and Thozamile Qwetha, the former president of Saawu, are probably the most harassed leaders in the labour movement

Between 1982 and 1984, both were detained ten times

Alongside two other Saawu officials, former secretary Sam Kikine and John Ngcobo, they also faced and were acquitted of high treason charges

Ironically, all four missed the launch of the Congress of South African Trade Union on December 1 1985 because of their stringent bail conditions

Born at St Mathews mission station near Keiskammahoek in the Ciskei 34 years ago, Njikelana was expelled from Fort Hare University in 1976 for his role in student politics

He began working in 1979 for the SA Television manufacturing company, where he chaired the workers' committee

He became Saawu's East London branch chairman before being elected the union's vice-president in 1981

Saawu became one of the most harassed trade unions in South Africa because of its strong opposition to the Ciskei government.

It was banned by both the Ciskei and Bophuthatswana in 1983

Njikelana hopes to boost Nehawu's membership of nearly 20 000 to 30 000 by next year

South NEWS

Cosatu must go beyond slogans — Naidoo

1404

1987/12/13

By MONO BADELA
JOHANNESBURG

— Cosatu's general secretary, Jay Naidoo, opened the federation's third biennial National Congress this week with a rousing call for worker unity and mass action.

Naidoo told the almost 1 800 delegates. "We must go way beyond slogans. We need to build organisations poised to march to victory.

"Our discussions must be concerned with how to unleash and sustain mass action so that the masses are their own liberators

Threshold

"We must also look into the future and ask ourselves whether what we have articulated as our vision really represents a society which will put power into the hands of the masses"

Naidoo delivered a comprehensive 59-page report to the congress

In his introduction, he said Cosatu was meeting at a "momentous time in our history, on the threshold of transition to a society free from the shackles of economic and political enslavement".

Cosatu was the "centre of organised and militant workers" and a "leading force in the liberation of our country", said Naidoo

The federation's gains since its formation in 1985 included more than doubling its membership, placing working-class politics on the agenda, and militant campaigns such as the Living Wage Campaign.

Cosatu now needed to intensify the mass struggle for the achievement of the goals of the workers, said Naidoo

He said Cosatu's adoption of the Freedom Charter



Jay Naidoo

had deepened the debates and struggles around the role of the working class in fighting for socialism and democracy in South Africa

He said there was no conflict between the struggle for national liberation and socialism

"The struggle against national oppression and the struggle against exploitation are complimentary to each other and part of an uninterrupted struggle for total liberation," Naidoo said

Cosatu called for disciplined alliances with democratic, progressive organisations and for the establishment of permanent structures at local, re-

gional and national levels

These alliances would strengthen Cosatu's relationship and interaction with these organisations, and promote the leading role of the working class in a united front alliance

Included in the report was a comprehensive programme for peace in Natal

Naidoo urged delegates to work towards a Swapo victory in Namibia

He said Cosatu's task was to consolidate its links with Namibian workers through the National Union of Namibian Workers and to mobilise support for Namibia now and post-independence

Chemical workers up in arms against 2 companies

Star 14/7/87

~~140A~~

By Jovial Ranta

140A

~~140A~~

The Chemical Workers' Industrial Union has requested the Department of Manpower to conduct an inspection at two major oil companies concerning allegations of illegal overtime practices there.

companies' application for any exemptions to the Act which are mutually acceptable, and which may be required to bring these companies into line with basic legal requirements.

COMPULSORY

In a statement to The Star, the union said the reason for this was the refusal of both Mobil SA and Shell SA to bring their overtime practices in line with the basic conditions of the Employment Act since the CWIU raised this problem 12 months ago.

The CWUI members' two main concerns are working overtime on a compulsory basis and being required to work overtime in excess of the legal maximum of three hours per day or 10 hours per week.

The union believes it has condoned illegal overtime practices at Shell and Mobil for too long, and regards 12 months as sufficient time for them to put their house in order.

"We regard it as disgraceful that such large and reputable companies as Shell and Mobil are prepared to indulge in illegal overtime practices, instead of cutting down on overtime and employing more workers to do the work," the union said.

The union has offered to support the



television tomorrow

CPA files 14/7/89

Blaze at NUM offices

1400

ERMELO police have opened an arson docket after a fire broke out and caused about R20 000 damage to the National Union of Mineworkers (NUM) offices early yesterday morning

140A

Inkatha's peace plan: Free prisoners who do 15 years

INKATHA has revealed its proposals for dealing with the release of political prisoners as a precondition for negotiations with the South African government. Those who have served over 15 years should be freed immediately, while the rest should be eligible for parole.

This has emerged from the annual report by Inkatha's secretary general, Oscar Dhlomo, presented to thousands of delegates at the annual general conference in Ulundi last weekend.

Dhlomo spent much of his report on the Joint RSA/KwaZulu Committee, saying Inkatha had been involved in "protracted discussions with the central government about obstacles impeding negotiations in South Africa".

One of these problems was the continued imprisonment of political prisoners, including African National Congress leader Nelson Mandela. He

released a document tabled by Inkatha at the start of the talks which gave details of how these and other problems should be dealt with.

The document suggests that political prisoners who have served more than 15 years should be released immediately and unconditionally, and that other political prisoners should be subject to the same remission of sentence and parole offered other categories of prisoners.

If this were to happen, it would mean a number of recently convicted prisoners would not be released immediately or, in some cases, for many years.

Inkatha has released its own pre-conditions for negotiations
Free all prisoners who have served 15 years, release detainees, restore press freedom and lift the Emergency in stages
By CARMEL RICKARD

Prominent among them would be the "Delmas treason trials", all convicted for offences which are clearly political, and Oscar Mphetha, United Democratic Front co-president as well as many others recently sentenced for offences such as furthering

the aims of the ANC or possession of ANC publications.

In his report Dhlomo said "To our knowledge no other political organisation in South Africa has ever undertaken this task before and we believe that our document on obstacles impeding negotiations will be a useful guideline to all political groups and foreign governments keen to see negotiation politics get off the ground."

He said a key factor mentioned in the document was the release of Mandela and other political prisoners, adding the issue was "thoroughly discussed" with the government delega-

tion and that Inkatha was asked to produce another document "spelling out our reasons for calling for Mandela's release as well as our expectations if he were released."

After producing the document on Mandela we were then afforded an opportunity to discuss the issue with the minister of justice.

Dhlomo said as a result of the meetings "we are now satisfied that the government is fully aware of the fact that the president of Inkatha will definitely not participate in negotiations with the government while Mandela and his colleagues are still in jail."

"We are also satisfied that the government is now seriously considering releasing Mandela and his colleagues as soon as it possibly can."

According to Dhlomo, the work of the joint committee was about to be finalised and a report would soon be ready for presentation to Ulundi and Pretoria.

According to the document other key difficulties — the release of detainees and the restoration of press freedom — should happen immediately while the lifting of the Emergency "could be done either immediately or progressively according to districts" in accordance with a predetermined timetable.

The government would be required to issue a mutually acceptable statement of intent making it clear that negotiations would aim at replacing the tricameral system with a system acceptable to the majority of the people of South Africa.

Interestingly, Dhlomo and Natal National Party leader Stoffel Botha this week discussed setting up a committee to talk about the difficulties between Pretoria and the KwaZulu/Natal Indaba. Dhlomo as chairman of the Indaba steering committee and Botha, who three years ago rejected the Indaba proposals out of hand, agreed that five from each side should form such a committee. The proposal is now to be considered by Pretoria and the Indaba.

At the conference Dhlomo noted that Inkatha was growing "at a surprising rate and in spite of the intimidation and violence" in the region.

He put the current total at 1 738 181. According to his breakdown of membership the youth brigade had most members with 718 875, followed by "general membership" of 555 258 and the women's brigade with 464 048 members.

As the chief attacks UDF singing, more songs outside

By CARMEL RICKARD, Durban

ON the surface there is much in common between the Inkatha youth and the "comrades" — they dress similarly, they both *toy toy* while brandishing imaginary weapons — and they both sing songs threatening to wipe out their opposition.

The youth on both sides are also proving a crucial element in establishing a lasting peace in Natal.

At the last weekend's annual general conference of Inkatha in Ulundi, the organisation's president, Mangosuthu Buthelezi, made much of the behaviour of the "comrades" — and the fact that their leaders did nothing to check them.

In his presidential address, Buthelezi no ed his "absolute dismay" at the behaviour of people during a peace rally called by the other side the previous weekend. During this rally, hosted by the United Democratic Front and the Congress of South African Trade Unions at Curries Fountain, "vitrilic songs" were sung "by some of their members", he said, which denigrated Buthelezi by name.

According to Buthelezi these songs were sung in the presence of UDF Natal president Archie Gumede, senior UDF official Murphy Morobe, and Cosatu general secretary Jay Naidoo. He said that "no appeal was made to stop some of the youth who were insulting me through their songs by one of these leaders".

Buthelezi's remarks were met by angry shouts from many of the thousands in his audience, horrified at what had happened.

However, while Buthelezi was delivering his speech, a motley bunch of youths who appeared to be members of his organisation — some sporting black, green and gold "accessories" and carrying banners proclaiming which branch of the Inkatha youth brigade they belonged to — were singing songs similar to those which their leader was decrying.

Toy toy-ing youth, a few of whom could have been as young as eight, were singing about what they would like to do to the "comrades" or "amaqabane".

"The otheleweni (amabutho) support us," they sang.

"Hit the comrades! O Shange (Buthelezi)

Attack! Kill! The comrades

The amabutho are with us

O Shange"

Several of these youths waved sticks which they pretended were guns, holding them up and "shooting" an imaginary enemy. Interestingly, these sticks were used as "rifles", rather than as the AK47s which the comrades prefer in their songs and dances.

These youths were not singing 'in



A crucial element in establishing a lasting peace in Natal toy toy-ing youths at an Inkatha meeting

Picture CARMEL RICKARD

the presence" of Buthelezi or any senior member of Inkatha, but they were clearly intending to participate in the annual general conference and there were many adults around.

Anyone from the UDF or Cosatu, reporting back on the meeting, would have been justified in saying that Inkatha youth at the conference had been singing threatening songs and that no-one had stopped them.

The situation at both rallies illustrates the difficulty the two sides face in controlling their members/supporters, particularly those who have been participants in the war and have become used to the bloody, anarchic lifestyle that goes with it.

The excitement of the violence and the freedom from normal controls has hooked many of the young people engaged in the fighting and a combination of discipline and creativity will be needed to wean them. As Buthelezi said, in a section of his speech dealing with the "comrades" at the UDF rally "This indicates the long and hard road to peace ahead of us".

He added, in words which appear to apply particularly to the youth on both sides "If there is no end to the vitriolic and mud-slinging between the ANC/UDF/Cosatu alliance on the one hand, and Inkatha on the other, I doubt if we are going to succeed in creating peace."

"I believe that a moratorium on mud-slinging must be seen as a precursor to peaceful co-existence between the various organisations."

Highly disciplined, or hidden rifts?

IF claims by the Zulu nationalist movement, Inkatha, that its paid up membership had climbed to almost 1.8-million over the last year are true, it would make the organisation by far the biggest in South African history.

Even the African National Congress — widely recognised as the most representative of South Africa's extra-parliamentary resistance groups — claimed nowhere near such membership figures before it was outlawed in the early 1960s.

Inkatha's assertions at the conference went beyond the spectacular membership figures. General secretary Oscar Dhlomo said Inkatha was the only organisation in Natal with a "chain of command from top leadership down to local communities" capable of mobilising mass support for the peace initiative in the province's war-torn townships.

But political observers in Natal have responded to these claims with a large degree of scepticism. Sociologist Gerhard Mare, who has co-authored an authoritative study of Inkatha, said they were clearly exaggerated.

Other sources, including a former member of Inkatha's leadership, told the *Weekly Mail* that far from being a cohesive mass-based political movement, Inkatha was undergoing a series of internal stresses and strains at the time of its conference.

"If it has such a dramatic membership and disciplined structure, then it would have about a third of Natal's African population as formal members and it would be able to create peace in Natal without any problems," said Mare.

Inkatha leaders make two very different claims that the organisation is highly disciplined, with tentacles stretching into every community, and that it is so loose that it cannot be held responsible for the Natal violence
EDDIE KOCH reports

The reports at the conference also contradicted previous Inkatha statements — made especially at times when its members have been implicated by the courts in violence — that the organisation was so loose it could not be held responsible for all the actions of its members.

Mare's study also contains evidence suggesting that a significant proportion of Inkatha's membership has been "nudged" into joining the movement. Affidavits and statements indicate that members of Inkatha's leadership have used methods that range from threats of assault and murder, to the denial of houses, land, jobs and pensions against those who refuse to join up.

A former member of Inkatha said signs of serious discontent within leadership ranks of Inkatha emerged during the first round of peace talks between the movement and the United Democratic Front and Congress of South African Trade Unions.

A source, who once occupied a post in the kwaZulu administration, said the leadership wrangle was linked to discontent over Buthelezi's domineering style of leadership.

During the first round of peace talks in Natal, which Buthelezi declined to attend, the Inkatha delegation, headed by Dhlomo, distanced itself from a letter by the Inkatha chief that had harshly criticised the leadership of the UDF and Cosatu.

However other observers — while confirming that there appeared to be a division between the Inkatha delegation and Buthelezi — cautioned against attributing too much significance to the split. Sources from Cosatu and the UDF were tight-lipped on the issue.

A more serious problem for Inkatha appears to be a set of squabbles and disillusionment in the middle and lower ranks of the movement.

The former Inkatha member told the *Weekly Mail* that members of the kwaZulu Legislative Assembly (KLA) and a number of rural chiefs were disgruntled with low salaries. Chiefs receive a stipend of around R250 a month, while KLA members receive about R1 300 a month — and have to contribute 10 percent of their salary as revenue to Inkatha.

Mare confirmed there were signs of growing discontent with Inkatha among chiefs in Natal, but said they tended to be conservative and would be unlikely to desert Inkatha in significant numbers.

The recent revival of the Congress of Traditional Leaders of South Africa (Contralesa), which aims to mobilise rural chiefs behind the "mass democratic movement", will be a crucial test of whether large numbers of rural chiefs have withdrawn their

●To PAGE 8

P.T.O.

Hidden rifts in Inkatha's ranks?

support for Buthelezi.

Mare believes a more serious strand of dissent within Inkatha stems from within kwaZulu's civil service.

Late last year, civil servants were involved in a mini-revolt when the "homeland" government failed to honour a pledge that salaries for black officials would be brought into line with those of white bureaucrats. The kwaZulu Staff Association went as far as to threaten strike action in December last year unless the increases were paid.

During the turbulence, links were created with Cosatu's National Education, Health and Allied Workers' Union (Nehawu).

●From PAGE 7

Pretoria has recently cut back on its budgetary grants to "homeland" governments, and the financial squeeze is likely to magnify opposition from chiefs, civil servants and members of the legislative assembly.

Fiscal constraint has also encouraged local Inkatha officials to rely increasingly on local levies and taxes in urban townships and rural settlements for revenue.

In the shantytowns around Durban, for example, residents tell of having to pay Inkatha membership fees, road tolls, bridge levies and contributions to legal fees for arrested Inkatha members.



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Church 'bound' to back oppressed

JOHANNESBURG —
The church was bound to support the struggle of the oppressed masses in South Africa as it had resolved to take sides with justice, the general secretary of the South African Council of Churches (SACC), the Rev Frank Chikane, said yesterday

Addressing 2 000 delegates on the second day of Cosatu's national congress, he said the church had called for negotiations for many years

"We all want peace. We are the people who wanted to speak about peace in the first place — but we were sent away"

The acting general secretary of the UDF, Mr Mohammed Valli Moosa, said that if National Party leader Mr F W de Klerk did not enter into genuine negotiations with the ANC now, he would be swept away by a rising tide of mass militance.

He said the government's utterances were not about genuine negotiations, they were about new and sophisticated ways of perpetuating white control. — Sapa

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Blaze at NUM offices

ERMELO police have opened an arson docket after a fire broke out and caused about R20 000 damage to the National Union of Mineworkers (NUM) offices early yesterday morning

PW desperate Cosatu



THINA "TEN TEN" BALOVI

Shebeen king is viciously beaten

A shebeen king from Klipptown, near Johannesburg, alleged yesterday that he was stripped naked and viciously assaulted for six hours by two whites there and that he was still receiving medical treatment. Public relations officer for the East Rand police, Lieutenant Ida van Zuuvel said she was not aware of

39 Red Cross men are fired

THIRTY-NINE South African Red Cross workers on strike since early May have been fired after ignoring an ultimatum to return to work.

SA Press Association

The International Red Cross has expressed concern — saying they would be forced to view the matter from an international perspective and take a position once in possession of the details.

Dismissed workers have protested strongly and declared that their dismissal illustrated the "racial bias" of the South African organisation. The action was announced yesterday

Jacobs yesterday said "We regret the need for this action, but it was done through a process which was 'more than fair' and after much compassion in allowing time for workers to return to work voluntarily."

Attempts to resolve the situation through a process of informal talks, written reprimands and a series of ultimatums and a series of

She said appeals to delay disciplinary hearings had been turned down and the workers had been fired without the knowledge of black counsellors

Workers were yet to receive notification of their dismissal in the mail, she said

A five-man delegation from the International Red Cross looked into the matter in June and made recommendations. The acting head of delegation for the Red Cross, Mr Meinred Shuter said

The local organisation, although recognised by the international body, operates autonomously

STATE President Mr PW Botha has been forced to "bury his head in shame" and meet the jailed ANC leader Nelson Mandela, the annual conference of the Congress of SA Trade Unions was told yesterday.

Addressing more than 1 800 delegates at the meeting, UDF leader Mr Mohammed Valli said

Botha was forced to meet the imprisoned black leader "in his desperate search for a way out".

"He is the same man who only a few years ago said that Mandela would only be released if he renounces violence," Valli said.

In his meeting with Botha last week, Mandela had made it clear that peace could only be achieved if the Government was prepared to enter into genuine negotiations with the liberation forces led by the ANC.

He said the "mass struggles" of the 70s and 80s had brought the Government to a point where it acknowledged that it had to negotiate

BY LEN MASEKO

"Indeed, F W de Klerk has realised that during his term in office he will be faced with one of two ways of losing power either he enters into genuine negotiations with the ANC now, or he gets swept away by the rising tide of mass militance and action," the UDF official said.

Cosatu's congress, which is being held at Nasrec, Crown Mines, ends on Sunday with a cultural festival featuring a number of music groups.

The ANC's constitutional guidelines, the Freedom Charter and the dispute within the Commercial Catering and Allied Workers of SA are among the issues being discussed at the meeting

Cosatu to draft charter for workers

CMT 746
15/7/87
1401

JOHANNESBURG. — A Workers' Charter, based on the principles of the Freedom Charter, is to be drafted by the Congress of South African Trade Unions, the union group announced yesterday.

The largest union within the group, the National Union of Mineworkers, resolved at Cosatu's national congress here yesterday to spearhead a Workers' Charter campaign among the "oppressed and exploited" masses of the country.

A statement from Cosatu said its constitutional guidelines provided for the incorporation of a Workers' Charter into the constitution of a "post-apartheid South Africa"

Cosatu would have to canvass the views and opinions of the masses on the concept of "a constitution of a people's government".

The congress said a special national congress, to be attended by Cosatu, the National Council of Trade Unions and formations of the "mass democratic movement", would be called to draft the Workers' Charter after working-class demands had been discussed.

The NUM also resolved that discussions, in line with the ANC's constitutional guidelines, should be intensi-

fied with a view to shaping a constitutional model of a future democratic South Africa

The congress claimed that the "panic-stricken white minority ruling clique" was at present experiencing the worst crisis since the National Party came into power in 1948, adding that apartheid and capitalism could be destroyed if a restructuring process of the state based on the Freedom Charter could begin. This would be aimed at achieving a non-racial society and provide a firm basis for national reconciliation and co-operation between the different communities.

The Transport and General Workers' Union (TGWU) resolved to develop a clear understanding of how the South African economy worked and decided to formulate a plan on how to restructure the economy to meet the needs of people in a non-racial democratic South Africa

A resolution on the process of political settlement, proposed by the National Union of Metal Workers (Numsa), aimed to reject government's attempt to impose reformist solutions which, it said, did not address fundamental social and economic demands and needs in a non-racial unitary and democratic South Africa. — Sapa

STRIKE WAVE builds up as OK workers wait

RETAILERS have been hit by a wave of strikes, costing workers and companies hundreds of thousands of rands.

A national strike, could start at OK Bazaars tomorrow. A six-week strike at Beares ended last week. Joshua Doore is entering its fourth week of disruption and a stayaway at Multiserve continues.

Creditors of Edworks claim that the two-month strike at the company this year played a part in causing it to be placed in provisional liquidation.

The strike involved about 800 workers protesting against a wage offer of R105 compared with a union demand of R125. The strike was settled in June, but the company suffered severe damage.

Largest

The Commercial, Catering and Allied Workers Union (Ccawusa) is involved in all the strikes. Workers are striking not only because of wage disputes, but over recognition agreements and retrenchments.

By Robyn Chalmers

The estimated loss of 12 000 mandays at Beares is believed to have been the largest in the retail trade this year, but it could be overtaken by OK Bazaars if workers walk out.

Ccawusa held a strike ballot last Friday after a Rand Supreme Court ruling which ordered it union to call another poll of members. The original ballot was challenged on the grounds of its alleged irregularity.

Tutu

The court confirmed an agreement between OK and Ccawusa that the union would not initiate a strike before July 14. Between 56% and 58% of workers voted in favour of taking industrial action against the OK in the new ballot.

OK is offering a R100 pay increase across the board. The union, after having an initial offer of R105 rejected, now wants R125 a month more.

If workers do decide to go on strike tomorrow, the OK could experience a repeat of

the bloody 1986-87 action which cost it about 432 000 manhours and each striker an estimated R1 000 in wages.

Joshua Doore employees are striking in protest against the retrenchment of almost 500 workers. Ccawusa organiser Mike Tsotetsi says 2 000 workers are on strike, but Joshua Doore managing director David Sussman puts the figure closer to 700.

Earlier this week the union came out strongly. Against the company for using Trevor Tutu and Yusuf Surtee as intermediaries in the strike.

Joshua Doore has denied that it gave a mandate to the two to mediate, and Mr Tsotetsi says the union has refused to talk to them.

OK and Ccawusa have not met for six days. No meeting is scheduled.

Ccawusa to hold strike ballots at OK stores around SA today

CCAWUSA is to hold new strike ballots at OK Bazaars stores countrywide today after revised proposals made by each party were rejected by the other.

An OK spokesman said the company would decide on a further course of action after the ballot results were made known to it. The second ballot is being held in terms of an agreement made an order of court last Friday.

The order also restrains Ccawusa from striking until July 15, but does not prevent the OK from instituting a lock-out.

The new company offer did not make any advance on its R100 across-the-board increase, but upped the minimum monthly wage to R600 from the previous R550.

The OK also offered a "no-strike" annual bonus of up to one month's pay, payable to employees who do not engage in strike action during the year, and paid leave on May 1 for employees in stores operating on Workers' Day.

Ccawusa said it rejected the re-

ALAN FINE

vised offer on the grounds that it did not involve any change to the company's position on an across-the-board increase and May Day, and a guaranteed bonus for all workers.

The minimum wage improvement would not benefit existing members, the union said.

Meanwhile, the OK spokesman disclosed Ccawusa had offered to reduce its wage demand to R105 across-the-board. But, he said, the company stood by its position that there would be no advance on the existing offer.

A Ccawusa spokesman said the move had been a "without prejudice" offer made during the court hearing. It no longer stood and the official union demand remained at R125.

OK employees this week got a flood of leaflets from management and the union urging them to accept or reject the company offer.

One of the union's main weapons was to compare the OK offer with the more favourable deals already achieved at the company's two main competitors.

To negotiate or not: Cosatu opens debate

By **CONNIE MOLUSI**

ELIJAH Barayi's ultimatum to NP leader FW de Klerk, to create the conditions for negotiations within six months, has paved the way for the mass democratic movement to debate negotiations as a strategy for the road ahead.

Barayi presented the challenge in his opening presidential address to Cosatu's congress at Crown Mines this week.

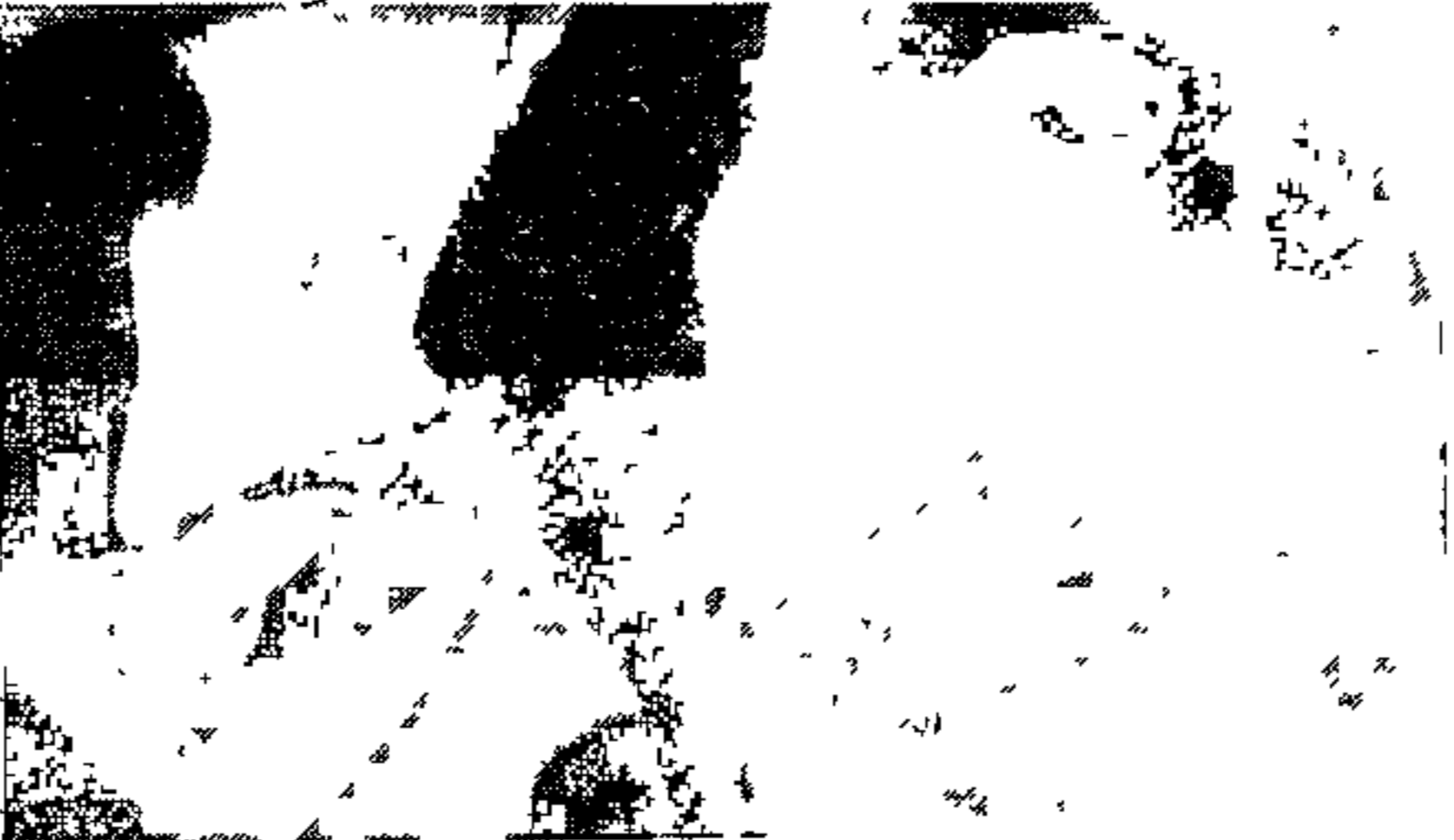
Addresses by Harry Gwala, Valli Moosa and Barayi indicated the preparedness of the movement to negotiate, although not at any price.

Although the movement is not opposed to negotiations, conditions have been set to judge the seriousness of the government's intentions to negotiate.

Cosatu's biennial report expressed scepticism on the intervention of foreign countries - seen as imperialists promoting negotiations for a reformist solution.

"Britain in particular, having handed over power to a racist white minority, now has the ambition to deliver a settlement which will safeguard their own interests," the report said.

There had not been any serious signal from the government that it wanted genuine negotiations, the



Barayi challenges De Klerk.

"The democratic movement put free political activity as a precondition for negotiations."

It required the unconditional release of all political prisoners, the unbanning and lifting of restrictions on all organisations and individuals, the unconditional return of exiles, the withdrawal of troops from the townships, an end to political trials and executions and the lifting of the state of emergency.

The immediate task of the congress will be to formulate a coherent campaign against the Labour Relations Act (LRA) and restore

the balance of power existing before amendments were introduced last year.

"Employer response to mass action arising from the living wage campaign has led to repressive measures legislated in the LRA, resulting in lockouts, mass dismissals, interdicts and attempts to sue unions for damages.

"These attacks must be viewed against the backdrop of mass unemployment and the rising cost of living.

"The majority of workers today are unemployed or earn starvation wages as domestic and farm workers. Millions of people are living in poverty in the Bantustans or in squatter camps around urban centres," said the report.

"This congress has a historic duty to shape the struggle against the LRA into a potent weapon of struggle against cheap labour and the continuing attack on standards of living."

The report said Cosatu had to improve its understanding of the type of future South Africa it wanted through debating the ANC's constitutional guidelines. Debate on the constitutional guidelines will set the context for another important debate on a workers' charter.

"One of the central tasks of the mass democratic movement is to give impetus to the building of an anti-apartheid coalition which is unified by a common perspective of one person, one vote in a democratic and united South Africa."



The Cosatu executive is dwarfed by banners at the organisation's congress at Crown Mines.

Cosatu votes on Workers' Charter

By **CONNIE MOLISI**

COSATU'S third national congress in Johannesburg this week defined the conditions under which the mass democratic movement would negotiate a political settlement.

The resolution by the National Union of Metalworkers of SA, endorsed by some 1 800 delegates from Cosatu's 16 affiliates, called on the mass democratic movement to

initiate discussions aimed at developing a common position on a negotiated settlement.

The congress also called for an anti-apartheid coalition conference in October to test the government's seriousness on negotiations.

Cosatu general secretary Jay Naidoo told the media "This year's anti-apartheid conference will take place under a different mood and any banning of the conference will

be defied" *(16/7/89)*

Cosatu adopted a cautious approach on the form a post-apartheid society should take and agreed to a previously contentious Workers' Charter, which would ensure that trade union rights be guaranteed in a future society.

Such a charter was given the green light by the ANC's constitutional guidelines, which provides for its drafting. Cosatu resolved to spear-

head a Workers' Charter campaign to collate demands for the charter. This will lead to a special national congress to be attended by Cosatu, Nactu and other representatives of the mass democratic movement which would draft the document.

Naidoo added that the congress was characterised by the intense open debate which reflected the political maturity of the federation over the past

two years *(MMS)*

The congress endorsed all efforts by the federation to end the Natal carnage and gave unwavering support to the meeting between the presidents of the ANC, Cosatu, the UDF and Inkatha.

Cosatu also resolved to step up the organisation of workers in the homelands — seen as a haven from trade unionism — into unions. ■ See page 10



Cosatu to propose pre-election action

140A
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COSATU has resolved to propose a programme of "co-ordinated and sustained industrial action" in the week before the September 6 general election

The proposal will be put to the Workers' Summit in Johannesburg next month. The action, to start on September 1, is seen by Cosatu as part of a general mass democratic movement protest against the Labour Relations Act, the "white racist elections" and other "apartheid oppression"

The summit, which also involves Nactu and several independent unions, has been called to assess progress in the unions' talks with employer federation Saccola and others

Cosatu's decision was made at the organisation's congress which ended in Johannesburg on Saturday. The resolution said it was necessary "to link Cosatu's immediate central LRA campaign to other struggles waged by the mass democratic movement against apartheid repression and exploitation".

The Cosatu secretariat's report delivered to the congress on Wednesday called for a boycott of the September 6 election

The 1984 elections for the Houses of Delegates and Representatives were the subject of a strong boycott, as was last year's municipal election in many black

ALAN FINE

townships.

In his address to the congress on Thursday, UDF acting general secretary Mohammed Valli Moosa said mass action against the "elections, the LRA and all other forms of repression" was a correct political step.

General secretary Jay Naidoo said the action against the LRA would go ahead unless union demands for changes were met by the time of the summit on August 5. But he declined to specify what forms this would take.

Junior partners

The National Manpower Commission is involved in a lengthy process of revising the entire LRA and has invited input from black unions

Naidoo also told Sapa "The elections will not contribute to a climate of peace and will once again ensure the Indian and coloured people are junior partners in the apartheid process"

"We say the elections are nothing but a bid by government to maintain apartheid while making reform noises"

ALAN FINE

Wage deals a six-year first

FRIDAY'S 15,2% to 18,5% metal industry wage settlement, following a week after the NUM/Chamber of Mines agreement, marks this year as the first since 1983 that SA's two major sets of negotiations have both been resolved without industrial action. *B/D on 17/1/89*

Confederation of Metal and Building Unions (CMBU) chief Ben Nicholson yesterday said this was the first time in a decade that every union party to the metal industrial council had accepted the settlement.

This, he said, represented a new maturity in unions and an acceptance by Seifsa that employers can no longer take a "take

it or leave it" approach to wage bargaining.

Seifsa said the large number of trade union groupings with divergent and sometimes conflicting demands complicated talks. But, a spokesman added, they were conducted in good faith on both sides and had mostly been approached responsibly.

The public holidays issue, which held up settlement for two weeks because of differences between white and black unions,

□ To Page 2

Metal industry

was resolved with agreement that May 1 Workers' Day and June 16 should all be treated as public holidays.

This aspect of the settlement has been drawn up as a separate common law agreement between the parties.

It will not form part of the official agreement to be gazetted by the Manpower Department because of government's refusal to recognise the unofficial, though de facto, May 1 and June 16 commemoration days as paid holidays.

It was also agreed the council should make representations to government to revise the Public Holidays Act to introduce

May 1 and June 16 as public holidays.

Hourly wage increases, to be implemented from July 1, range from 56c for labourers to R1,11 for artisans, raising the minimum rates to R3,56 and R8,31.

The industry's Sick Pay Fund would be substantially restructured and sick leave provisions would be extended. The employer body also agreed to speed up benefit payments under the fund to employees injured on duty.

Shift allowances for the afternoon shift are to be increased from 6% to 7,5% and from 12% to 15% for an evening shift.

□ From Page 1

B1 Day 17/7/89 (140A) ~~141~~

Cosatu speaks out on negotiation procedure

COSATU was taking seriously the fact that political negotiations in SA were on the agenda, but the form and content of such negotiations was crucial, Cosatu general secretary Jay Naidoo said yesterday.

Speaking after Cosatu's third biennial congress in Johannesburg, Naidoo said government's present approach was "fraught with empty sounds".

But, he added "We recognise there are pressures on them and us to enter into negotiations".

The congress resolved that the Mass Democratic Movement (MDM) should initiate discussions to develop a common position to avoid the imposition of a settlement unacceptable to the majority.

It resolved that before genuine negotiations could begin, government had to unban organisations, release political prisoners and detainees; allow the return of exiles, confine the SADF and SAP to barracks, lift the emergency, repeal all security legislation and put an end to political trials and executions.

The resolution also stated only a sovereign, mandated and account-

ALAN FINE

able body would have the authority to develop a new constitution.

Naidoo said Cosatu had no misgivings about Nelson Mandela's recent meeting with State President P W Botha. Cosatu has applied to meet Mandela.

He said "We are confident he is able to express the views and aspirations of the majority, and the regime should take these seriously".

The congress also resolved to initiate discussions, centred on the ANC's constitutional guidelines, aimed at shaping a democratic constitutional model for SA.

Alliance

It decided to develop a clear understanding of how the SA economy works, and how it should be restructured to meet the needs of all.

It reaffirmed Cosatu's commitment to a strategic anti-apartheid alliance, but stressed this must exclude big business and those who participate in apartheid structures.

The congress further resolved to reconvene an anti-apartheid confer-

ence — the previous one scheduled for last September was banned — by October, and to formulate a Workers' Charter which should eventually guarantee workers' basic rights in SA's future constitution.

It also set out a programme and a timetable for the three factions of the split Cosatu affiliate Ccawusa to follow to reunify the union.

A resolution proposed by the SA Railways and Harbours Workers Union committed Cosatu and the entire MDM to fight privatisation and initiate a campaign to educate people about its harsh effects.

The congress formalised conditions for "acceptable disinvestment". These included one year's notice, separation pay, wage guarantees, receipt by unions of full information on the terms of the sale, advance company pension contributions, and that disinvestment proceeds, including future royalties etc, be paid into a trust fund nominated by the relevant union.

The congress urged Cosatu to work towards financial self-sufficiency, reducing its dependence on outside funding by 10% a year.

● Comment: Page 6

OK strikes suspended for talks

510am 17/7/87
WORKERS at dozens of OK Bazaars stores went on strike on Saturday in support of Ccawusa wage demands, but are expected to be back at work today as representatives of the parties meet to try to resolve the dispute.

Ccawusa made new proposals, described by management as creative and conciliatory, late last week. An OK spokesman said the company had inferred from union communication the strike had resulted from a "misunderstanding", caused by the absence of leaders at the Cosatu congress.

140A
ALAN FINE

A Ccawusa spokesman confirmed yesterday the union had suspended the strike. Workers, he said, had gone out due to a "groundswell of anger" at OK's previous refusals to reconsider its stance.

"We received on Friday an unexpectedly positive response from management to our new proposals. It was the first time they had shown a willingness to move. But by

To Page 2

OK strikes *(140A)*

then it was too late to prevent Saturday's action," he said.

The OK spokesman said 2 000 employees at 30 to 40 stores on the Witwatersrand went on strike. Ccawusa said it had also received reports of actions in the eastern Cape, and the northern and western Transvaal.

The OK spokesman said despite having had the right to implement its own industrial action for the last six weeks, it had so far refrained from doing so.

Despite Saturday's strike the company would proceed with Monday's meeting under the auspices of a mediator. But man-

agement would carefully monitor the behaviour of union members to ascertain whether Ccawusa was, in fact, acting in good faith. *610am 17/7/87*

Neither party would disclose their latest negotiating positions. Prior to the latest communication, Ccawusa's demand for an across-the-board R125 a month increase, as opposed to the R100 offered by the OK, was the main obstacle in the way of a settlement.

Paid leave on May 1 for all workers, and an annual bonus, are the two other issues in dispute.

From Page 1

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train

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of their lives. number of smaller firms
tractors

Seifsa and unions reach agreement after 4 months

Labour Reporter

The Steel and Engineering Industries Federation (Seifsa) and metal industry unions have reached a wage agreement after four months of talks, guaranteeing increases of between 15,2 and 18,5 per cent for the industry's 350 000 workers.

Announcing the settlement, Seifsa said the increases would raise the hourly minimum rate for labourers to R3,56 and R8,31 for artisans. The increases would be effective retrospectively to July 1.

Regarding public holidays, the parties will, through the Industrial Council, make representations to the Govern-

ment to revise the Public Holidays Act generally and "specifically to introduce May 1 (May Day) and June 16 as public holidays".

In the interim the parties would regard May 1, Workers' Day, and June 16 as public holidays.

Other aspects of the agreement include:

- The conversion of the industry's pension fund into a flexible benefit fund and the restructuring of the Sick Pay Fund.
- That Seifsa would not object to the payment of the salaries of workers detained under the state of emergency.

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Star 17/7/89

Workers plan week-long action against labour laws

PR645
17/7/89

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11/1/88

The Argus Correspondent
JOHANNESBURG. — Employers and the State face a week of worker action at the beginning of September in protest against labour laws and the general election, the Congress of South African Trade Unions has warned

After a three-day congress of the country's biggest labour federation, general secretary Mr Jay Naidoo said Cosatu had decided to recommend to next month's workers' summit that workers take "sustained" action if their demands regarding the Labour Relations Amendment Act were not met by September 1

This action would coincide with the "racist elections on September 6" which Cosatu believed would not contribute to peace Mr Naidoo would not specify the kind of action envisaged

In related resolutions Cosatu decided to initiate discussions on a future democratic constitution for South Africa, revolving around the African National Congress's constitutional guidelines This would be coupled with the "urgent" drafting of a "workers' charter" reflecting workers' specific interests

Coalition

Cosatu committed itself to taking part in building an anti-apartheid coalition of organisations supporting a political democracy and freedom of the Press and of association in a unitary South Africa.

Regarding a negotiated political settlement, Cosatu rejected "reformist solutions" as those failed to address "our fundamental social and economic needs".

It said it was imperative for government to create a suitable climate for negotiations, by, among other things, lifting restrictions on banned organisations, freeing all detainees and political prisoners unconditionally and confining the police and army to barracks

The international community, including the Organisation of African Unity and the front-line states, would be urged to increase pressure to force the government to create conditions for negotiations

Against violence

Other resolutions adopted by the more than 1 800 delegates included

- Steps be taken to heal the split in the Cosatu-affiliated Commercial, Catering and Allied Workers' Union by November

- The death penalty be abolished and that armed anti-apartheid cadres be accorded prisoner-of-war status

- A campaign be launched against violence against and among workers

- A timetable be agreed to between Cosatu, the National Council of Trade Unions and independent unions for the establishment of a single national federation and one union for each industry

(News by M Siluma, 47 Sauer Street, Johannesburg)

Union settles wage negotiations

Own Correspondent

JOHANNESBURG — Friday's 15,2% to 18,5% metal industry wage settlement, following a week after the NUM/Chamber of Mines agreement, marks this year as the first since 1983 that SA's two major sets of negotiations have both been resolved without resort to industrial action

And, said Confederation of Metal and Building Unions (CMBU) chief Ben Nicholson yesterday, this is the first time in a decade that every union party to the metal industrial council has accepted the settlement

This, he said, represented a new maturity on the part of unions and an acceptance by Seifsa that employers can no longer take a "take it or leave it" approach to wage bargaining

Seifsa said the large number of trade union groupings with divergent and sometimes conflicting demands complicated the talks

Even so, a spokesman added, the negotiations were conducted

in good faith on both sides and had, in the main, been approached in a mature and responsible manner

The public holidays issue, which held up settlement for two weeks because of differences between white and black unions, was resolved with agreement that May 1, Workers' Day and June 16 should all be treated as public holidays

This aspect of the settlement has been drawn up as a separate common law agreement between the parties

It will not form part of the official agreement to be gazetted by the Manpower Department because of government's refusal to recognise the unofficial, though de facto, May 1 and June 16 commemoration days as paid holidays.

It was also agreed that the council should make representations to government to revise the Public Holidays Act generally and, specifically, to introduce

May 1 and June 16 as public holidays

Hourly wage increases, to be implemented from July 1, range from 56c for labourers to R1.11 for artisans, raising the minimum rates to R3,56 and R8,31 respectively

Some further adjustments were made to eliminate anomalies in certain rates on the wage curve

The industry's sick pay fund would be substantially restructured and sick leave provisions would be extended. The employer body also agreed to speed up payment of benefits under the fund to employees injured on duty

Shift allowances for the afternoon shift are to be increased from 6% to 7,5% and from 12% to 15% for the evening shift

Finally, it was agreed in principle to convert the industry's pension fund to a flexible benefit fund, the fund's board of management will attempt to finalise the details of these changes by November 30

NUM TINTS 17/7/89 40A Tayler

Cosatu urges protest

Sowetan

17/7/89

Cosatu is to call on the broad labour movement to embark on a "sustained industrial action" from September 1 to protest against the Labour Relations Amendment Act and the forthcoming white elections.

Delegates resolved that the proposed action should fall in line with

By LEN MASEKO

demands Cosatu made jointly at the Workers' Summit with Nactu and independent unions in the campaign against the controversial labour law

This was one of the resolutions adopted by 1 882 delegates who

attended Cosatu's third national conference at Nasrec, Crown Mines at the weekend. The five-day congress ended yesterday with a cultural festival attended by more than 5 000 people.

These recommendations are to be tabled at the next Workers' Summit, scheduled to take

place on August 4 and 5. On the question of worker unity, Cosatu resolved to forge an "anti-apartheid coalition" with all forces fighting for one-man-one-vote in a democratic and unitary South Africa.

● To Page 2

Cosatu action

● From page 1

unbanning of the ANC and other organisations, and an end to the state of emergency.

The federation is to convene an anti-apartheid conference where the proposed coalition will be discussed.

Cosatu will also ask Nactu and independent unions to participate in initiatives to have "one union, one industry, and one country, one federation"

The federation also resolved that

● It will convene meetings with affiliates of Nactu and independent unions at shop-floor, local, branch, regional and national levels

● Discussions revolving around the ANC constitutional guidelines should be started with a view to shaping a constitution for a future democratic South Africa

● A Workers' Charter, based on the principles of the Freedom Charter, be drafted in consultation with "the toiling masses"

● The proposed meeting of presidents of the ANC, Cosatu, UDF and Inkatha

By Mike Siluma,
Labour Reporter

Cosatu warns of 'week of action' during polls

14011

Stew 177789

South Africa's employers and the State face a week of worker action at the beginning of September in protest against the country's labour laws and the general election, the Congress of SA Trade Unions warned in Johannesburg yesterday.

Speaking after a three-day congress of the country's biggest labour federation, general secretary Mr Jay Naidoo said Cosatu had decided to recommend to next month's Workers' Summit that workers should take

"sustained" action if their demands regarding the Labour Relations Amendment Act were not met by September 1.

This action would coincide with the "Racist elections on September 6", which Cosatu believed would not contribute to peace. Mr Naidoo would not specify the kind of action that was envisaged.

In related resolutions, Cosatu decided to initiate discussions

on a future democratic constitution for South Africa, revolving around the African National Congress's constitutional guidelines. This would be coupled with the "urgent" drafting of a "Workers' Charter", reflecting workers' specific interests.

Cosatu committed itself to participating in building an anti-apartheid coalition, including most organisations supporting a

political democracy, and freedom of the press and of association in a unitary SA.

Regarding a negotiated political settlement, Cosatu rejected "reformist solutions" as these failed to address "our fundamental social and economic needs".

It said it was imperative for Government to create a suitable climate for negotiations, by, among other things, lifting

restrictions on banned organisations, freeing all detainees and political prisoners and confining the police and army to barracks.

The international community, including the Organisation of African Unity and the Frontline states, will be urged to increase pressure to force the Government to create the right conditions for negotiations.

Other resolutions adopted by

the more than 1 800 delegates included

- The death penalty be abolished and that armed anti-apartheid cadres be accorded prisoner-of-war status
 - A campaign be launched against violence against and among workers
 - Each Cosatu member to contribute R1 to a support fund for Swapo and Namibian unions
- The congress expressed support for present efforts to end fighting between supporters of the Cosatu/United Democratic Front alliance and Inkatha

Tutu backs Mobil workers' trust fund

Star 18/7/87
Archbishop Desmond Tutu has thrown his weight behind the campaign by the Chemical Workers' Industrial Union (CWIU) for the establishment of a trust fund by American oil giant Mobil

The demand for a trust fund is one of the CWIU's guidelines for disinvesting companies, and has been a point of dispute between the union and Mobil since the company announced its decision to withdraw from South Africa (ILOA) ~~SA~~ ~~SA~~

The CWIU has demanded that Mobil place proceeds from its sale of assets to Gencor in a trust fund "controlled by working people for the upliftment of workers and their communities" It has also demanded that Mobil disclose the contents of the agreement of sale.

A meeting with representatives of Mobil's American headquarters takes place tomorrow — Labour Reporter

Aids education by unions

82W 1817189 (140A)
South African trade unions are to embark on an extensive Aids education programme (100)

At its third congress in Johannesburg, the Congress of South African Trade Unions resolved that its education department and its affiliates develop a prevention programme. It noted that some employers were beginning to discriminate against workers who have Aids and it agreed to fight their dismissal.

The unions' Aids campaign would expose and eliminate conditions which contributed to the spread of Aids, such as migrant labour and hostel living. —
Medical Reporter

(140A)

Star 18/7/89

Union wins 24 pc wage rise at OK

The Commercial, Catering and Allied Workers Union has scored an apparent victory after five months of negotiations with OK Bazaars, and new wage increases have been set.

A union spokesman told Sapa the final round of negotiation, convened by Mr Charles Nupen of Independent Mediation Services of South Africa, had begun yesterday and finished this morning just before dawn.

Final decisions entailed a minimum wage increase of R120, from R500 to R620 per month. This constituted a 24 per cent increase.

The figures were finally ratified this morning, "despite management repeatedly stating over the past few months that it was not prepared to offer more than a R100 across-the-board increase and a minimum wage of R525," a union statement said.

The offer applies to employees with 12 months' service or more.

— Sapa.

~~14CV~~
~~187/187~~
Cosatu's plan
'tragic' — Godsell

Own Correspondent

JOHANNESBURG. — Union plans for industrial action in the first week of September appeared "tragically irresponsible" and put at risk employer-union discussions aimed at producing mutually acceptable labour legislation, Saccola chairman Mr Bobby Godsell said yesterday.

He was responding to the decision of the Cosatu congress to propose to other unions that industrial action be taken to protest against the Labour Relations Act, the election and "apartheid repression".

Mr Godsell said it was "regrettable that... Cosatu is coming to the precipitous judgment that our talks are not going to produce progress".

OK dispute nearing end

AN END to the industrial dispute between the Commercial Catering and Allied Workers Union and supermarket giant, OK Bazaars, is on the cards with both parties having accepted independent mediation.

A spokesman for CCAWUSA, Mr Jeremy Daphne, yesterday confirmed that they would take part in mediation with management.

"On Thursday last week, our national negotiation team met and decided to make a final proposal to OK management. We expected a negative response, but, surprisingly, management came back to us on Friday and gave a fairly acceptable revised offer," Daphne said.

Without revealing the

contents of the revised package, Daphne said the supermarket chain had moved forward on its earlier offer of a R100-across - the-board increase.

In light of management's response, CCAWUSA had suspended industrial action until the outcome of the mediation, the union official said.

Stoppages

At least 40 stores — mainly in the Witwatersrand area, according to the company — were hit by work stoppages at the weekend. The strikers erupted after the union successfully conducted a second ballot in terms of a court order agreed upon by the union and management.

Cosatu revives the anti-apartheid coalition

Sowetan 18/7/89

140 P

FOCUS

COSATU'S third national conference, which ended at the weekend, was marked by signs of rapprochement towards other liberation forces inside the country

The message from the 1 800 delegates who attended the Congress of South African Trade Unions' meeting was that there was an urgent need for worker unity and that "a struggle led by the working class cannot be reconciled with a divided trade union movement"

Cosatu's first and foremost task is to contribute to the unification of the working class and the strengthening of its organisations," one of the federation's resolutions read

Unity

Cosatu's general secretary, Mr Jay Naidoo, said high levels of unity at the congress marked new maturity in the history of the federation

The congress believed that to achieve 'one federation one country', steps had to be taken to build unity between Cosatu, the National Council of Trade Unions and independent unions

The thrust of the resolutions on unity was that Cosatu faced the important challenge of uniting not only its own members but all the workers in the country



Delegates at the Cosatu congress.

In support of this move Cosatu delegates adopted the following resolutions

- That a timetable be agreed upon by the federation Nactu and independent unions to work towards "one union one industry one country, one federation"

Support

- The anti apartheid conference, cancelled after it was banned by the

Government last year, be re convened so that issues such as an 'anti-apartheid coalition can be discussed,

- Reaffirmed their support for the Workers' Summit called by Cosatu, Nactu and independent unions to discuss further protest action against the Labour Relations Amendment Act

- Endorsed the pending meeting of senior officials of the ANC Cosatu, Inkatha and UDF, who will discuss peace initiatives in Mantzburg and other trouble-torn townships in Natal The process of building an anti-apartheid coalition

had already begun in the area Cosatu said,

- A special meeting should be called to draft a 'Workers Charter' proposed by the Cosatu congress Cosatu Nactu and organisations from the mass democratic movement' will be asked to attend, and

Problems

- Street committees should be revived and that these structures should be open to any resident, irrespective of their ideology or affiliation.

But the federation is still to restore unity

with one of its major affiliates the Commercial Catering and Allied Workers Union of South Africa (Ccawusa)

For the past two years, the retail union has been hit by problems caused by ideological differences

The federation has conceded that its decision to expel one of the warring sections "did not finally contribute to unity" in the union

Now Cosatu's central executive committee is to review the matter

On the anti-apartheid conference, Cosatu delegates proposed that parties to the meeting should develop "a unifying perspective around the demands

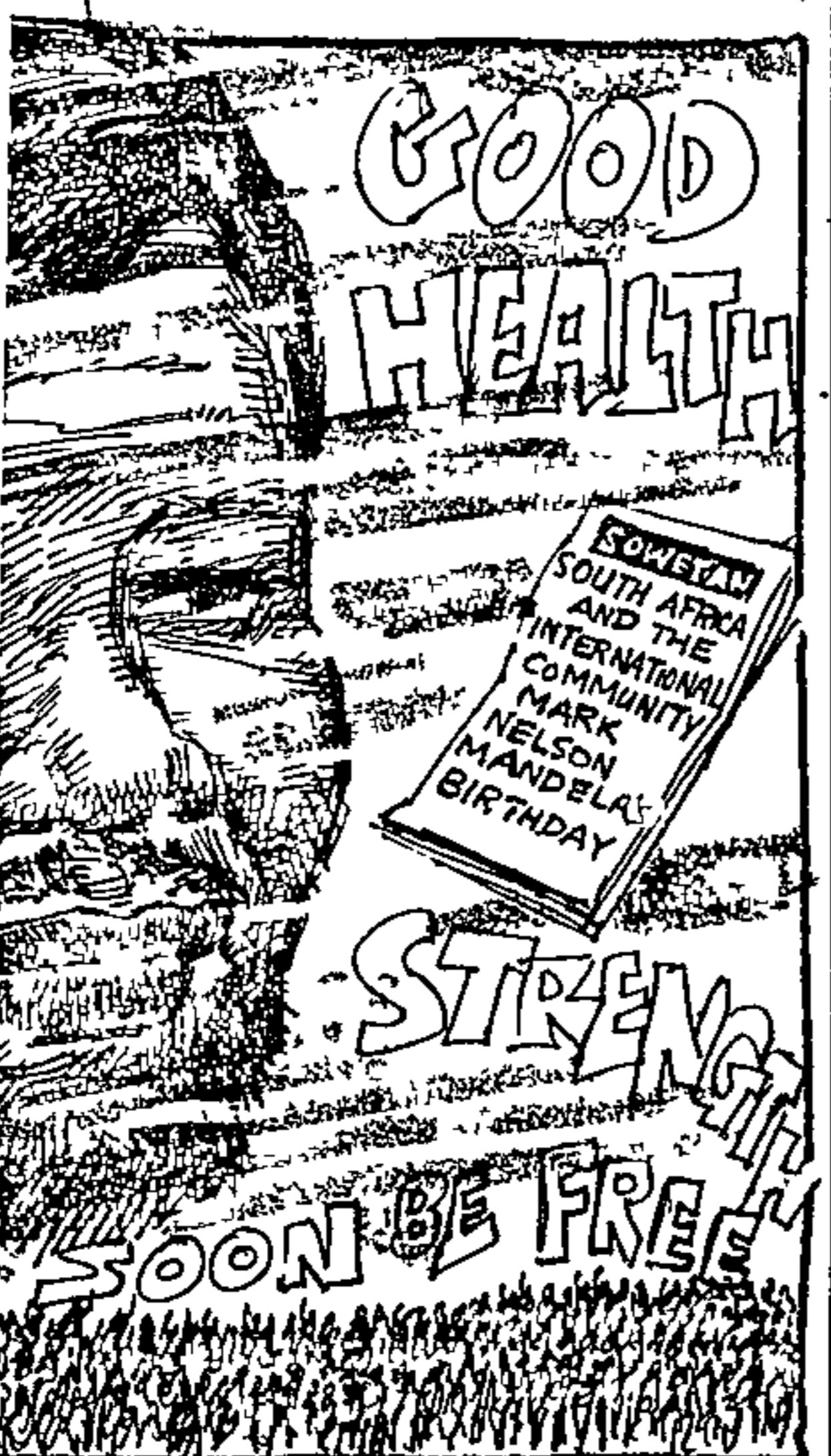
The demands include one-person-one-vote in a democratic, unitary South Africa, the unbanning of the ANC and other organisations and an end to the state of emergency

Meeting

However, Cosatu may have to address objections raised by organisations such as the Azanian Coordinating Committee (Azacco) before it can be assured of full support from other sections of the black community

Azacco together with other black consciousness organisations, distanced itself from the conference last year saying they will support the meeting only if the envisaged unity was based on "specific principles"

Cosatu has proposed that organisations taking part retain their autonomy and decision-making structures, but 'be united by the perspective arising out of the conference "



The Media Council

THE South African Media Council is an independent body established to deal with various matters affecting media reporting and comment

One of the council's functions is to receive and act upon complaints from members of the public who have not been able to get satisfaction by approaching a newspaper or other news media directly

to published editorial matter and should be lodged within 10 days of publication But late complaints may be accepted if good reasons can be advanced.

The address is The Councillor/Registrar, SA Media Council, PO Box 5222, Cape Town 8000 Telephone (021) 461-7117 Inquiries are welcomed

Political comment in this issue by Aggrey Klaaste and Joe Thlolo Sub-editing, headlines and posters by Sydney Matlhaku All of 61 Commando Road, Industria West, Johannesburg

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- Write to the Editor at PO Box 6663, Johannesburg 2000 Nom-de-plumes can be used but full names and addresses should be supplied or the letter will not be published

officer's patrol car which was damaged in the multiple smash.

140A

News in Brief

Mercedes-Benz agreement

JOHANNESBURG. Mercedes Benz of South Africa has agreed to a recognition agreement with the National Union of Metal Workers. A company statement said the agreement would incorporate minimum West German standards for labour relations, but exclude recourse to the provisions of the Labour Relations Act by either parties unless otherwise agreed to.

Austria asks to join EC

BRUSSELS. — Austria yesterday formally applied to join the European Community, saying its neutrality was no obstacle to political and economic union.

Ccawusa wage dispute ends in war of words

OK BAZAARS and Ccawusa yesterday traded angry words about each other's negotiating strategies following the 5am settlement of their five-month-old wage dispute

In terms of the agreement, union members are to receive R100 monthly increases effective from April 1989, and another R8 for February and March next year. The OK said this represented a 16% increase overall.

The minimum wage for employees with at least 12 months service has increased to R600 from last April, and will go up to R620 from February.

The union said the settlement was a significant victory, having forced management to reconsider its long-standing refusal to budge from its R100 offer.

An OK spokesman retorted it was "a sad reflection on the spirit in which agreement was eventually reached, if an effective additional (annualised) R1,33 a month is regarded by the union as a major victory".

He said the company had offered to bring forward the improvement in the minimum wage, which would have meant substantial numbers of union members would have received increases well in excess of R100 a month.

"Instead, the union insisted on sacrificing this significant benefit for the company's lower-paid workers for a symbolic improvement" in the across-the-board offer, the spokesman added.

Ccawusa accused the OK of basing its strategy on political rather than economic considerations, by making the R100 figure

ALAN FINE

non-negotiable

"They wanted it to be seen that the bosses had come out on top. We were drawn into this political conflict and, having forced them to move, consider that we came out of it quite well," a union spokesman said.

The OK spokesman responded "The company is confident that union members will not be fooled by union Press statements which seek to portray the settlement as anything else but a pragmatic alternative to an unnecessary and unwise period of industrial action."

Anger

"The company takes note that its relationship with the union is unlikely to improve until such time as Ccawusa, in keeping with wider national trends, understands that confrontational rhetoric and sloganeering will inevitably have to be replaced by an informed and constructive approach," he added.

Ccawusa noted that the final round of mediation was held after "a groundswell of worker anger erupted in strike action on Saturday, placing more pressure on management to shift from their uncompromising position".

The OK countered that "the loss of wages for those who took part in the strike is more than double the 'increase' which the union now claims was won as a result of the settlement".

Mall picket ends after police action

STRIKERS blocking the entrance to Joshua Doore in Commissioner Street's Nedbank Mall dispersed after a police directive yesterday

Police spokesman Capt R Bloomberg said a court interdict had been issued against the strikers, ordering them to leave the premises

This had been read out to the strikers by a policeman, and they had then dispersed

Meanwhile, the Commercial, Catering and Allied Workers Union (Ccawusa) said Joshua Doore management had "seen fit" to lock all striking workers out of Witwatersrand stores

Ccawusa spokesman Mohamed Vally said about 2 000 workers countrywide were striking to demand the reinstatement of about 500 workers retrenched a month ago.

He said Ccawusa's Sunday meeting with management had ended in a deadlock.

The strike was legal, said Vally, and he could not understand why the workers had been locked out of the stores yesterday, a move he said was in contravention of the picketing agreement the union had with management.

He condemned the calling in of the police. — Sapa.

Goodyear to pay out pensions

31 Dec 1971 89
GOODYEAR has offered to meet union demands for the liquidation of its pension fund and payment of the proceeds to employees, in an effort to resolve the 19-day-old dispute. A settlement strike involving more than 1 000 Numsa members

However, the company has continued to stand firm against union demands for "separation pay" for workers, and Numsa said the dispute would not be resolved without movement on this issue

The dispute was sparked by the announcement in May of the sale of US-based Goodyear's interests to Consol. The sale went through on July 1

ALAN FINE

Consol group MD Piet Neethling said yesterday he was keeping a close watch on the dispute, and several negotiations had been held with Goodyear management

Numsa is to inform Goodyear today on whether it accepts the mechanics of the proposed liquidation of the pension fund. "We are hoping this offer will be acceptable to our members," spokesman Gavin Hartford said

The company has suggested the immediate payout to employees of double their

To Page 2

Goodyear

31 Dec 1971 89
contributions plus 3% interest. Remaining reserves would be paid out within six months

Neither party would estimate how much money the fund, which has operated since 1985, had available

Hartford said the company had also made its guarantees on wages, job security and social responsibility expenditure more comprehensive. However, Goodyear said the guarantees, first given at the time of

the announcement of sale, had merely been reworded to meet Numsa's approval

The company has refused to contemplate any severance payment on the grounds that the employment relationship has not been disturbed by the sale. Numsa argues the payment should be seen as a form of compensation for the years of service workers have given to the now departed parent company

From Page 1

1404
Dispute settled

OWN CORRESPONDENT
C.M. TRIPS 19/7/87

JOHANNESBURG. —
OK Bazaars and
Cawusa yesterday set-
tled their five-month-old
wage dispute.

In terms of the agree-
ment, union members
are to receive R100
monthly increases effec-
tive from April 1989, and
another R8 for February
and March next year.
This represented a 16%
increase overall, the OK
said.

B1/Day 20/7/89

Major losses for strike-hit companies

(A)

SIPHO NGCOBO

(140A)

TWO strike-hit companies, Swiss multinational Everite and local furniture retail giant the Joshua Doore group, have both had severe production and turnover losses, their industrial relations spokesmen said.

A third, Plascon, is to be taken to court for allegedly firing about 300 of its estimated 700 striking workforce, an SA Chemical Workers' Union (SACWU) spokesman said yesterday. A company spokesman could not be reached for comment.

A total of 4 000 workers at the three companies are still on strike.

A Joshua Doore spokesman said the 35 stores affected by the strike had done no business for four weeks, which had led to dramatic turnover losses, while picketing at the stores had severely affected collections.

The dispute between the workers, all Cawusa members, and Joshua Doore is a result of the company's retrenchment of 469 workers. The union has demanded their reinstatement.

Everite industrial relations spokesman Brian Gibson said production was still being adversely affected as the wages strike by an estimated 3 000 workers, all Construction and Allied Workers' Union (Cawu) members, entered its eighth week.

CWIU, Mobil meet on trust funding

BIDAM
20/1/89 ALAN FINE (1409)

THE CHEMICAL Workers' Industrial Union (CWIU), which has already won from US-based Mobil a R6,5m payout for employees as compensation for disinvestment, yesterday met a senior company executive to discuss massive financing for a trust fund.

General secretary Rod Crompton confirmed the meeting in Johannesburg with Mobil international employee relations manager Don McLucas jr, held to discuss "the two outstanding issues demanded to ensure a fair disinvestment procedure".

The second demand is for disclosure of the contents of the agreement of sale between Mobil and Gencor.

The union previously expressed its desire to establish a trust that would fund a variety of social projects. It has proposed the fund be financed by Mobil's 1989 SA dividends, estimated to be worth \$10m after the double taxation imposed by the Rangel Amendment.

Crompton said the parties had agreed not to make public the contents of their "frank" discussions.

But, he said, McLucas had listened carefully to the union's views, and had undertaken to discuss them with his principals and respond by the end of the month.

McLucas could not be reached for comment.

You're fired
clinic tells
protesters

Star 20/7/87

At least 60 workers who
apparently staged a pro-
test march through a
Sandton clinic have been
dismissed.

A National Education,
Health and Allied Work-
ers Union spokesman
yesterday said 107 work-
ers had been told to leave
Morningside Clinic.

Their dismissal comes
after a dispute over tele-
phone calls made by a
worker on public phones
reserved for patient use.

B/Day 28/7/87

140A

~~3/87~~

White Wolf II in fatal attack

ALAN FINE

TWO prominent Numsa leaders in Uitenhage were the victims this week of a fatal firebomb attack and a death threat respectively by an individual styling himself White Wolf II, the union said yesterday.

The brother of Goodyear shop steward chairman Joe Sapotela was killed when Sapotela's home was firebombed with a chemical substance at 1am yesterday, said Numsa official Gavin Hartford.

Hartford said Numsa deplored the attack which could be linked to the 20-day-old strike at the plant over the terms of Goodyear's disinvestment from SA.

He said the strike itself had been orderly, disciplined and non-violent, and the attack had hardened feelings among workers who were now seeking resolution of the

dispute through mediation.

Newly elected Cosatu vice-president and senior Numsa shop steward at Volkswagen John Gomomo, meanwhile, received the threatening, typed, "White Wolf II" note this week on his return to the Uitenhage plant after the Cosatu congress.

The writer said the motive for wanting to assassinate Gomomo was his objective of "labour unrest and hate towards white people". A copy of the note and envelope, postmarked in Uitenhage, was supplied to Business Day.

A statement from the VW shop stewards' council said it viewed the letter in a serious light.

Talk about talks tops Cosatu congress agenda

By EDDIE KOCH

ABOUT 2 000 trade unionists and anti-apartheid activists arrived at the Johannesburg congress of South Africa's biggest labour federation this week to attend what has been billed as the most important political gathering this year.

The bi-annual congress of the Congress of South African Trade Unions (Cosatu) began on Wednesday amid a flurry of political debate within extra-parliamentary groups generated by the meeting last week between ANC leader Nelson Mandela and President PW Botha.

Cosatu president Elijah Barayi's opening address made it clear that the prospect of a negotiated settlement would take up much of the discussion at the congress. "Conditions must exist whereby, if negotiations take place at all, they do not take place above the heads of the people," he said.

Resolutions drafted for discussion make it clear that Cosatu — together with delegates attending from affiliates of the United Democratic Front and a range of sports and religious groupings — intend using the congress to ensure that the "mass democratic movement" is able to shape the conditions and terms under which negotiations may take place.

A draft resolution on "the process of political settlement" urges the federation to oppose actively any negotiations until a range of minimum conditions have been met. These in-



Worker culture ... before the serious talking at Cosatu conference, there was theatre, song and dance
Picture: CEDRIC NUNN, Afrapix

clude the unbanning of political organisations, the release of detained and imprisoned leaders, the return of exiles, the lifting of the State of Emergency; and the confinement of the SA Defence Force and police to barracks.

That internal opposition groups in-

we are in a strong position at all times vis-à-vis any negotiated settlement," says the document. "In this way, even if some of the demands are met by the régime, we are clear in our own minds how the process will unfold and that the democratic movement is able to shape its form and

content."

Another burning issue for delegates is organised labour's plan to mount a massive campaign to fight the Labour Relations Amendment Act.

The secretariat's report says the major reason for the unions' inability to prevent the law from being promulgated last year was their failure to sustain mass resistance after the massive three-day stayaway against the draft law in June.

"Our weakness was to depend on negotiations to deliver our rights. The demonstrations, stoppages and other actions of our members leading up to the stayaway on June 6, 7 and 8 brought effective pressure on the bosses. However, these actions were not sustained after June and the bosses were able to break agreements they had made."

It is possible that defiance around the labour law could feed into the kind of mass mobilisation that Cosatu and the UDF plan to mount during the run-up to possible negotiations. However, delegates also made it clear they saw the struggle against the Act as a major campaign in its own right.

Cosatu's involvement with Inkatha in peace talks in Natal will also be dealt with at the congress. Another important resolution deals with the ANC's constitutional guidelines for a future South Africa, and it is expected that these will be endorsed by the unions.

The congress is also likely to call for the holding of a summit to bring together "all organisations opposed to apartheid, with the exception of those organisations whose class interests are diametrically opposed to those of our members."

This is an attempt to reconvene the Anti-Apartheid Conference which was banned before it could be held in Cape Town last year. This time delegates are clearly hoping that the government's new-found commitment to negotiations will reduce the chances of another ban being slapped on the planned rally.

Two resolutions that are likely to cause some sharp debate at the congress include calls for the formulation of a worker's programme and the need to rebuild an anti-government coalition under the leadership and control of workers.

Differences of emphasis are likely to emerge between unions which have strong socialist principles and those which believe the Freedom Charter and the ANC's constitutional guidelines contain sufficient safeguards for the rights of workers.

Metalworkers confirm their acceptance of new pay levels

The National Union of Metalworkers of South Africa (Numsa) has confirmed its acceptance of the wage increases and changed working conditions for the iron, steel, engineering and metallurgical industry for the period July 1 1989 to June 30 1990. 140A

In a statement issued in Johannesburg last night, a spokesman for Numsa said the settlement was the culmination of six "arduous negotiating sessions which started in March this year". Jan 20/7/89

The average wage increase was 17 percent — ranging from 19 percent at the bottom rate to 15 percent at the top rate, yielding minimums of R3,56 and R8,31 an hour respectively.

INFLATION

The spokesman said Numsa warned that although it was trying to settle without having to take industrial action, it would go into dispute if the employers did not offer a wage increase which was higher than the inflation rate (measured at 14 percent at the time of negotiation)

Other gains included:

- Recognition by the employers that May 1 and June 16 would be paid holidays.
- Agreement by employers to convert the industry pension fund into a provident fund.
- Ten days sick leave a year on full pay. — Sapa.

Cosatu plans tough action against LRAA

Reports by
MONO BADELA

THE Congress of South African Trade Unions (Cosatu) has announced plans for a week of sustained action against the controversial Labour Relations Amendment Act (LRAA)

The action, which is to begin on September 1, is to coincide with the parliamentary elections

The week of action was announced by Cosatu general secretary Jay Naidoo at the end of the federation's third biennial congress

Naidoo said the congress had committed itself to rendering the LRAA unworkable

Worker action

Cosatu would recommend to the next Workers Summit on August 5 that sustained worker action begins on September 1 and be linked to the elections

The industrial action would also be linked to other struggles waged by the Mass Democratic Movement

Cosatu will call on other sections of the working class to undertake solidarity action in support of unionised workers, said Naidoo

In line with the demands outlined by February's Workers' Summit, Cosatu has committed itself to the formulation of a Labour Relations Act based on the will of the working class

The congress noted that the LRAA was part of the offensive by capital against the working class

"The LRAA is aimed at weakening unions and allowing capital to suppress opposition by organised workers," said Naidoo

"It is also part of an overall repressive strategy of the state and capital aimed at resolving South Africa's deep economic, political and ideological crisis

"We demand that the state change the legislation to incorporate the right of all workers to form and belong to trade unions of their own

choice

"All workers presently excluded from the LRA, including farmworkers domestic workers forestry and public sector workers must be covered by labour legislation," said Naidoo

Cosatu also called for the scrapping of all sections of labour legislation that undermine workers' rights to job security and their endeavours to establish a democratic trade union movement free of racism

Cosatu also called for the right to strike and to engage in sympathy strikes without dismissal

Naidoo said the federation was calling on all its members and all peace loving people in South Africa to boycott the forthcoming general elections to demonstrate a united opposition to apartheid

While the masses of the people were attempting to forge a democratic South Africa the government was attempting to use the September 6 elections to 'whitewash' itself

"Its latest five year plan spells disaster for our country. This plan entrenches racism and minority white privilege in the form of group rights

The government hopes the plan will be the basis for the mobilisation of international and internal white support for its failed reformist solutions, Naidoo said

He said the elections had nothing to do with the real issues affecting the majority of people in South Africa and that Cosatu would continue to assert that permanent and lasting peace could only come through the establishment of a nonracial and democratic South Africa.



Cosatu assistant secretary Sidney Mafumadi addresses the congress

Federation in bid to end union feud

THE Cosatu congress has agreed on steps to resolve the tension in the Commercial Catering and Allied Workers' Union (Ccaawusa)

The different factions in the union, who have been in conflict since 1987, have agreed to continue talks on unity with Cosatu acting as mediator

A unity executive from the three groups is to be established and will comprise six people from each group, including Herbert

Mkhize, Vivian Mithwa and Dinah Nhlapo

Four people from Cosatu will serve on this executive in a mediating capacity and maintain neutrality

The executive will deal with and finalise all matters relating to a unifying congress to be based on guidelines determined by the Central Executive Committee

It will also deal with interim matters of organisational importance such as negotiations and the

campaign against the Labour Relations Amendment Act

The executive will finalise policy resolutions, a new amended constitution and positions in a unified head office

It will also have powers to finalise the centralisation of finances and to ensure that sectors are organisationally fully catered for in the new union

The objective is to create one national union in the commercial

and catering sector, which will be affiliated to Cosatu

This will lead to joint structures at regional and branch level

The deadline for the completion of all discussions and implementation of all steps is early November, when a national congress of the union will be held

The congress acknowledged that the internal dispute in Ccaawusa had not been resolved

140A

SEVERAL far-reaching political resolutions were taken at the recent biennial congress of South Africa's largest trade union federation, the Congress of South African Trade Unions (Cosatu)

These included a call for the restructuring of the Mass Democratic Movement, the reconvening of the Anti-Apartheid Conference, a programme to promote a Workers' Charter, and a resolution emphasising the importance of discussion about the ANC's constitutional guidelines

The federation described itself as an integral part of the Mass Democratic Movement (MDM) and reaffirmed its commitment to a strategic alliance with the United Democratic Front

While reasserting the independence of the trade union movement, Cosatu described the alliance with the UDF as crucial for unifying a wide range of anti-apartheid organisations from all classes and sectors

Alliance

The federation acknowledged that the state of emergency had severely crippled local organisations, but said "the spirit of defiance and mood to resist remains strong"

It underlined the importance of strengthening and extending its disciplined alliance with structures of the MDM at all levels, and of developing a joint programme of action around issues which would help rebuild the structures of the MDM

Cosatu also urged organisations to reassess structures with the view to building a centralised national civic structure from elected regional representatives

The basis for this structure would be democratically elected street area town and regional committees

These civic structures should be open to any resident irrespective of political affiliation

Cosatu also called for organisations operating in sectors such as youth, women, and students to consolidate at a national level

The federation reiterated the need to broaden opposition to apartheid

In line with this it is to reconvene the Anti Apartheid Conference

Rebuild MDM, says Cosatu

banned at the eleventh hour last year

Included on the guest list of the conference which will take place not later than October are a wide range of anti apartheid organisations

Excluded are employer bodies such as the Anglo American Corporation and Saccola even though these have said they are opposed to apartheid

Cosatu hopes the AAC will develop a unifying perspective around the demands of the MDM

These include one person one vote in a democratic and unitary South Africa free from racism the unbanning of all political organisations an end to the state of emergency and all other forms of repression, and freedom of the press, speech and political association

The federation called for the constitutional guidelines recently proposed by the ANC to be the centre of any future constitutional model in South Africa

Cosatu general secretary Jay Naidoo said the federation had resolved that discussions around the ANC's constitutional guidelines be intensified with a view to shaping a constitution for a post-apartheid South Africa

The resolution to discuss the guidelines was piloted by the National Union of Mineworkers (NUM), Cosatu's largest affiliate

The congress claimed the panic-stricken, white minority ruling clique was presently experiencing the worst crisis since the National Party came to power in 1948

It said apartheid and capitalism could be destroyed if a restructuring based on the Freedom Charter began

The resolution stated that such a restructuring of the state would be aimed at achieving a nonracial society and providing a firm basis for reconciliation and co operation between different communities

The federation agreed that the adoption of a Workers Charter was

not incompatible with the federation's adoption of the Freedom Charter. It gave the go ahead to the drafting of a Workers Charter based on the principles of the Freedom Charter

The charter campaign will be spearheaded by the National Union of Mineworkers (NUM), Cosatu's largest affiliate

NUM general secretary Cyril Ramaphosa said the charter would be 'an instrument of struggle against oppression and exploitation'

Cosatu will call a special national congress together with the National Council of Trade Unions and community organisations to draft the Workers' Charter

The federation also agreed to adopt a resolution by the Transport and General Workers Union (TGWU) calling for the development of a clear understanding of the South African economy and the formulation of a plan to restructure it to meet the needs of people in a nonracial, democratic South Africa.

On the topic of negotiations, Cosatu reasserted that there could be no political settlement in South Africa unless certain pre-conditions were met

"There can be no genuine negotiations unless a climate conducive to negotiations is unilaterally created by the South African government by the fulfilling of those conditions" said Naidoo

These included the unbanning of all political organisations, the unconditional release of all political detainees and political prisoners, the unconditional return of all exiles, the lifting of the state of emergency and the repeal of all security legislation, the confinement of the SAP and SADF forces to the barracks, and the end of political trials and executions

Cosatu is to call upon the Frontline states, the Organisation of African Unity and all international forums to increase pressure on the government to meet the above requirements so that a climate conducive to negotiations prevails

To avoid any settlement being imposed on the masses the Mass Democratic Movement would initiate discussions aimed at developing a common position, said Naidoo

Cosatu also resolved to launch a Solidarity With Namibia campaign.

The campaign will be "to inform, educate and agitate the masses of our country for action in solidarity with



Cyril Ramaphosa of NUM "Charter will be an instrument of struggle"

Namibians

The congress noted that the South African government and its allies were determined to manipulate the coming elections in the territory

It also noted that there was a major disinformation campaign about developments in Namibia

The congress called for Cosatu and the National Union of Namibian Workers (NUNW) to establish a solidarity committee to work out a joint programme of co-operation

Cosatu's affiliates were urged to do likewise with their counterparts in Namibia



Toyi-toying delegates arrive at Cosatu's biennial congress in Johannesburg

Backing for women shopstewards

THE election of women shopstewards at factories should be actively encouraged, Cosatu has resolved

The congress noted that there were few women leaders within the structures of the federation and its affiliates

It also noted that there were few women organisers in its affiliates even where a large proportion of the affiliate's membership was women

To remedy the situation Cosatu will consciously attempt to ensure that women are elected into leadership at all levels of its affiliates

and the federation

To facilitate the full participation of women leadership in its structures Cosatu would provide childcare facilities at meetings where it is needed, help to transport women home when meetings end late and where it is dangerous for them to take public transport and spread the idea that housework should be shared between men and women

The congress also noted a resolution on sexual conduct by the Transport and General Workers Union (TGWU)

It resolved to discuss the adoption of a Code of Conduct and to incorporate the question of sexual conduct into this code

The Cosatu national congress pledged full support and solidarity

to efforts by the SA Domestic Workers Union (Sadwu) to organise domestic workers and gain legal recognition under the Labour Relations Act

It will also support campaigns for

- a minimum wage of R350 a month for unskilled workers and R450 a month for skilled workers,

- Access to Workmen's Compensation and the Unemployment Insurance Fund,

- An eight hour working day for full time workers — five days a week

- Maternity benefits for all women

Domestic workers should be given eight weeks maternity leave with full pay before giving birth and six weeks after giving birth, Cosatu resolved

They should receive days off to attend ante natal clinics, no money should be deducted and they should be granted 24 days sick leave a year

They should also have 21 days annual paid leave be provided with pay slips stating hours of work and deductions, and overtime should be R3 50 per hour

Domestic Workers should have pension funds and decent housing

Revive Fedsaw call

COSATU has decided to take immediate steps to facilitate the revival of the Federation of South African Women (Fedsaw)

It resolved to implement the resolution on women taken at the 1987 congress to set up a sub committee, in which all affiliates are represented, to

monitor progress and coordinate the implementation of the resolutions on women

Cosatu will have to coordinate meetings with community based women's organisations at national, regional and local levels to develop a programme on the revival of Fedsaw

TRANSKEI APPROPRIATE TECHNOLOGY UNIT T.A.T.U

TATU is in the process of launching an educational trust called the PRACTICAL AGRICULTURAL EDUCATIONAL PROGRAMME (PAEP). This programme aims to promote agriculture on all levels in Transkei with an initial emphasis on practical agriculture in schools. We are seeking energetic and suitably qualified people who can create a strong basis for this organisation and implement its vision. The following positions are vacant

Curriculum Development Co-ordinator

Function The development of material for the agricultural curriculum through research and experimentation. The implementation of pilot projects and the overall co-ordination of the programme

Qualifications A university degree or diploma in Education Sciences of Agriculture with 5 years experience at a senior level in an Agricultural or Educational environment

Curriculum Development Officer

Function To partner the co-ordinator in all his functions

Qualifications A degree or diploma in Education Sciences or Agriculture

Liaison Officer

Function To liaise with the Department of Education and Agriculture non-governmental organisations and to carry out fund raising

Qualifications Post matric qualifications with three years experience at a senior level in social science field

Training Officer

Function To carry out training and demonstrations at schools communal gardens and with small farmers

Qualifications Sound practical experience in agriculture, bilingual in English and Xhosa

Salaries commensurate with experience and qualifications

Applications to P A E P

P O Box 225

Umtata

or phone Mr Zipato (0471) 24383/4



Members of Ccawusa picketed outside the Kine Centre in Commissioner Street on Tuesday over the dismissal of some of their colleagues by Joshua Doore. Police later gave them a 10 minute ultimatum to leave the building.

OK and union settle dispute

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THE Commercial Catering and Allied Workers Union of South Africa and OK Bazaars are locked in a war of words over a wages settlement. The marathon final round of talks started on Monday and ended on Tuesday at 5am.

By LEN MASEKO

The union maintains it won the day while the company says the union would have got itself a better deal had it accepted the company's original offer to increase the minimum wage to R620 per month.

A Ccawusa spokesman said the two parties agreed on an across-the-board increase of R108 a month - a figure which, he said, amounted to a 21,6 percent hike on the present minimum wage and nearly 13 percent on the average pay.

The increase will be split into two parts, with Ccawusa members being

granted an initial rise of R100 a month backdated to April this year and R8 from February 1990.

A company spokesman said "The company offered to bring forward the date of its improved minimum wage of R620 in an effort to settle the dispute. Had this been done substantial members of the union would have received increases well in excess of R100 a month."

"But as this was not done the minimum wage of R620 will only come into effect from February next year."

Firebomb kills Numsa leader

Cyber-Times
20/7/86 Own Correspondent (1401)

JOHANNESBURG. — One prominent National Union of Metalworkers of SA (Numsa) leader was killed in a firebomb attack and another received a death threat from an individual styling himself White Wolf II, a spokesman for the union said yesterday.

The brother of Goodyear shop steward chairman Mr Joe Sapotela was killed when Mr Sapotela's home was firebombed with a chemical substance at 1am yesterday, Numsa official Mr Gavin Hartford said.

Newly-elected Cosatu vice-president and senior Numsa shop steward at Volkswagen Mr John Gomomo received the threat, signed "White Wolf II", this week.

140A

Management dons overalls at Goodyear

PORT ELIZABETH — The strike at Goodyear by 1 200 members of the National Union of Metalworkers of South Africa (Numsa) enters its third week with no decision reached over a demand for disinvestment compensation for each worker

The union has demanded R5 000 compensation for potential "adverse consequences" to workers which might arise over the change of management

The union objected to Goodyear not giving notification of its intention to disinvest. Numsa said Goodyear avoided negotiations by not informing them of the changes

Members of the company's management have had to change their white shirts for overalls to maintain production

Goodyear's PRO Mike London said nothing had been finalised

"We are holding talks daily with the union representatives," he said

Goodyear changed management after the company pulled out of South Africa. Workers are now employed by Consol, an Anglovaal subsidiary —PEN

Union, Mobil hold talks

DURBAN Chemical Workers Industrial Union representatives met Mobil Oil Corp international employee relations manager, Mr D McLucas jun, in Johannesburg yesterday to discuss the two outstanding issues in the union's demands for a negotiated and fair disinvestment procedure.

The union is demanding disclosure of the agreement of the sale to Gencor and the establishment of a trust fund with the 1989 dividends.

"Mr McLucas listened carefully to the union's views and undertook to discuss a number of points with his New York head office, and to reply to the union by the end of the month," a union statement said. — Sapa.

Star 20/7/89

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RISKY business

COSATU's proposed "co-ordinated and sustained industrial action" leading up to the September 6 general election is a risky political strategy in a fluid political climate

If the plan is approved by the August Worker Summit, the next few months will tell how accurately calculated the risk is

When delegates to Numsa's annual conference in May passed a resolution demanding a free political climate as a precondition for negotiation, they had many people scratching their heads at the timing and motivation of this decision

Now, only two months later, it is clear they knew far better than the rest of us that the issue of negotiation was about to be placed firmly on SA's political agenda

And these developments have set anti-apartheid organisations on an urgent quest for a common approach

A significant feature of the Cosatu congress, compared with the previous one in 1987, was the relative absence of ideological conflict

The federation's two largest affiliates, the NUM and Numsa — at loggerheads in 1987 — reportedly worked together to produce compromise resolutions on the most sensitive political issues

Cosatu general secretary Jay Naidoo con-

1409

firming after the congress last weekend that the organisation acknowledged that pressure on government and anti-apartheid forces was forcing both to the negotiation table.

The crucial question, he added, was the form and content of any such negotiations.

It seems that Cosatu's proposed action should be seen largely as part of a strategy to ensure that the form and content will better serve the interests of Cosatu and its allies in the "mass democratic movement" (MDM)

As UDF acting general secretary Moshamed Valh Moosa put it in his address to the congress "The key question is the balance of power"

And the ANC discussion paper on negotiation (published in Business Day yesterday) argued any positions arrived at by the MDM must "defeat all attempts to immobilise the people"

COSATU's proposed action, directed against the

"racist white election", "apartheid repression" and the Labour Relations Act, will undoubtedly be seen by government as extremely provocative

Thus applies particularly at a time when the NP appears finally to be softening up to the idea of accepting SA's most militant political organisations as potential negotiating partners

Congress discussion on the proposed industrial action reportedly went like this any softening of government's approach on negotiation is a consequence of previous struggles. Further concessions require more, rather than less, pressure

The corollary is that *not* staging what has become an annual round of mass mobilisation would risk allowing government's so far "empty" talk of negotiation to "demobilise the masses"

The proposal was decided upon at the same time as it was demanded, in line with the original Numsa resolution, that government intro-

duce the climate for free political activity which would make negotiation possible

Naidoo has declined to say whether the action envisaged is, in effect, a mass stay-away. But, if so, it will surely test government's already limited propensity for free political activity

THERE was a great deal of talk at the congress about linking the election and the LRA as the subjects of protest. Philosophically speaking, the link is tenuous. It is, perhaps, better understood strategically

The linkage increases the chances of success of any protest action, in that it comprises, supposedly, a single cause with which the disenfranchised community and its organisationally potent sub-group of organised labour can identify

The risk for Cosatu here, as intimated by Saccola chairman Bobby Godsell this week, is whether a protest linked to the LRA would destroy the tentative moves towards negotiated, mutually acceptable, labour legislation

The last two meetings between the unions and the employer federation have been notable for their cordiality. The third meeting is scheduled for today, and some hard talking can be expected

REVIEW

21/7/89 (140A) Final

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COSATU CONGRESS (140A)

Gathering forces

"This congress puts us on a war footing for the total liberation of our people. Let us move forward together for victory. Comrades and fellow toilers, those who are with us in the trenches have sent us to this congress in the hope that we shall take decisions which will continue our upward momentum."

I urge you to rise to the challenge."

Thus the opening remarks to Cosatu's third national congress by its president, Elijah Barayi. His opening words at the second congress in 1987 were "I am here to bury P W Botha."

By the end of the five-day event, Barayi's enthusiasm still held true for the 2 000 delegates representing close on a million members. In fact, compared to the resolutions, their militant sentiments seem almost mild

Cosatu sources say the significance of the congress lay in forging internal unity among affiliates, integration of shop-floor unionism with the mass liberation forces and struggles, and a clear vision of the political and economic battles ahead.

Cosatu seems to have overcome the inter-union friction and ideological differences (workerist vs populist) which marked its earlier years. These would seem to have given way to pragmatism and cohesion, particularly on political questions. Scenes at the Witwatersrand Agricultural Societies' Nasrec showgrounds, where the congress was held, vividly underlined this fact. Delegations entered the showgrounds each morning in huge groups singing songs in praise of the ANC's military wing, and held aloft posters depicting Nelson Mandela.

On the congress floor debates were intense and thorough, with leading Cosatu officials claiming that their role in the proceedings was down to a minimum of one or two comments.

While on the issue of disinvestment Cosatu remains somewhat ambiguous, on the political front it was strident. It called for the resuscitation of the mass organs of "people's power" — the so-called alternative structures banned under the emergency. It was resolved that these be strengthened or rebuilt — always with the involvement of rank and file union members — in street, area, and regional committees culminating in the election of a centralised national civic structure served by various committees.

It was voted that Cosatu's position in the Mass Democratic Movement should be shared at the centre with the MDM (which seems to have become another name for the restricted UDF). Other groups to be included in the MDM would be church, civic and sporting bodies with close MDM links. Only "tactical alliances," which would be short-term, or centred on specific demands, would be considered with liberal groups such as the Five Freedoms Forum.

Substance to these calls was given in the shape of a programme of action. This calls for a workers' summit to be held together



Cosatu leaders ... planning anti-election action

with the smaller Africanist unions under Nactu in August to co-ordinate protest against the Labour Relations Act (LRA).

"Sustained" worker action is planned to commence on September 1 to coincide with the general election. A big anti-apartheid conference is also to be held in the populist style seen at the launch of the UDF in Cape Town five years ago. This is due after the election, to take forward the protests against the LRA. The detailed planning of these decisions will be taken at the workers' summit in August. Past worker actions of this kind have included stayaways, consumer boycotts and work stoppages.

The action calls would appear to place the federation on a collision course with government. But their aim is to force Pretoria into political negotiations, according to Cosatu.

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Final 21/7/89.

general secretary Jay Naidoo. "The elections will not contribute to a climate of peace and will once again ensure that the Indian and coloured people are junior partners in the apartheid process. We say the elections are nothing but a bid by the government to maintain apartheid while making reform noises."

Cosatu vigorously upbraided employers, mainly Anglo American, and accused them of bolstering the capitalist status quo. The employer body Saccola was admonished over the LRA. This seems less than fair, as the unions are now busy reaching consensus over the more contentious clauses of the Act, and only last week it was agreed, in consultation with the National Manpower Commission, to drop the provision for suing unions over illegal strike action.

Cosatu assistant general secretary Sydney Mufamadi said Mandela's release is imperative for regional peace, but that Mandela is part of a leadership collective which had to be wholly involved in whatever negotiations take place. According to Cosatu any constitutional model for a democratic SA should centre on the constitutional guidelines proposed by the ANC.

Any negotiations with government could only be contemplated when a climate of free political expression has been created unilaterally by government. These include the unbanning of all political organisations, the confinement of the police and army to barracks, the lifting of the emergency, and the unconditional return of all exiles.

Cosatu's support for comprehensive sanctions was reaffirmed. And its demands of disinvesting companies were spelled out, mirroring those adopted and achieved by its chemical affiliate (the CWIU) in the recent dispute with Mobil.

"Acceptable disinvestment" would thus entail a year's notice to allow genuine negotiations with the unions, a month's pay for each year served, a guarantee of wages for a year afterwards, full disclosure of information on the nature of disinvestment, royalty rights, licence fees and franchise agreements, a lump sum towards pension or provi-

dent funds calculated to retirement age, while the destiny of the money would be negotiated with the unions — and that the proceeds of disinvestment be paid into a trust fund nominated by the unions.

This supports the view that union strategy is no longer to press for massive disinvestment in an attempt to bring on the revolution, but that the emphasis is, rather, to maximise the financial advantage to members and improve union bargaining power in the process. This might even discourage disinvestment.

Cosatu officials insist, however, that the overall economic effect of sanctions, within which disinvestment has played a minor role, has been to help precipitate major changes such as the withdrawal of SA from Angola and Namibia, and the curbing of the mass detention of black children.

A Cosatu spokesman says "Sanctions, as a political mechanism, can help to bring about a swift end to apartheid. The congress voted for more effective sanctions as a means to help ensure that apartheid and its disastrous effect on the economy is brought to an end as soon as possible. Far from destroying the economy this would ensure that the people do not inherit an economic wasteland." ■

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of release

Mandela on his birthday It repeated its call of last year at this time, saying "Mandela should be freed and negotiations should be started"

On that score, however, a great deal still remains to be done Significantly, the ANC reportedly has a "discussion paper" now circulating in SA, which warns against being forced on the defensive by government re-



leasing Mandela It calls on the mass democratic movement to prepare itself in order to set the agenda on the issue of negotiations, which various forces, internally and internationally, could be preparing to engage in — essentially, says the ANC, to protect the interests of the minority

After her visit, Mrs Mandela said her husband was "in full contact with the leaders of the ANC and other leaders behind bars" This would seem to confirm the suggestion that Mandela had informed the ANC about meeting Botha

Mandela's advocate and family friend Dullah Omar said after the birthday meeting that "the bottom line was 'Free Nelson Mandela — unconditionally'"

LABOUR RELATIONS

Tidy settlements

Three significant industrial relations deals were clinched this week They include wage agreements in the metal industry and at OK Bazaars, plus a most liberal labour dispensation for employees at strike-dogged Mercedes-Benz

Altogether about 385 500 workers are affected The agreements were preceded by lengthy, complex and sometimes bitter disputes

OK MD Gordon Hood settled his stormy five-month dispute with commercial workers, represented by Ccawusa, with an offer of R100 a month across-the-board for 23 000 employees (backdated to April 1), with a further R8 a month payable from February 1 next year That would bring OK's minimum wage up to R620 for those with more than a year's service The company's opening offer amounted to R550

This will effectively narrow the gap between the minimum wage paid by Pick 'n Pay (R750/month after April's R146,87 increase), and Checkers (R630 after this year's R120 rise) The deal gives OK six months to get over the slowdown in sales it says it has experienced since the negotiations opened

In the metal industry, 3 500 engineering companies represented by 50 employer associations grouped under Seifsa reached an amicable settlement with 15 unions (representing 361 035 employees) at their tenth industrial council meeting in four months This was subject to final ratification this week

They agreed to wage increases of 15,2% for artisans and 18,5% for labourers making up over 350 000 employees, effectively ensuring an across-the-board wage rise of 56c an hour for labourers (up 8c from the "final" offer) and R1,11 an hour for artisans (a 16c improvement on the last offer) This raises the minimum wage rates in the industry to R3,56 and R8,31 an hour for labourers and artisans, respectively It is backdated to July 1 The increases, says Seifsa, cut out the one-third of the difference between current wages and a projected "ideal" wage

The sticking point over public holidays was resolved by a decision to enter into a legally binding common law agreement to treat May 1 and June 16 as paid public holidays This is subject to the Public Holidays Act being amended, and the industrial council is to approach government to introduce these days as paid public holidays

The Metals Industries Group Pension Fund will be converted to a flexible benefit fund by November 30, while the Sick Pay Fund is to be "restructured fundamentally" Sick leave has been increased to 10 days a year, and payments of fund benefits are to be speeded up.

However, on the question of detention without trial, Seifsa, while indicating its opposition, would only suggest to its members that they pay the wages of employees de-

140A

Final 21/7/89.

tained under the emergency regulations

The new labour code between Mercedes-Benz and the union, Numsa, is regarded as a watershed. Now Numsa says it will push the agreement with other German employers in the country.

This could mean that at least the 94 large German companies who are signatories to the EEC code of conduct on business in SA will be faced with demands to meet the terms of the Mercedes agreement.

A key clause says neither party will invoke the Labour Relations Act (LRA) without the consent of the other — another gives workers the right to strike and picket without fear of dismissal.

Mercedes PR manager Delene MacFarlane says the agreement should go "a long way" towards improving relations between the company and the union. The company has had 12 strikes in the past 18 months.

The general secretary of the SA chapter of the International Metalworkers' Federation, Brian Fredericks, says the key clauses are major advances, and sees them as the beginning of similar agreements with more German companies in SA.

Numsa's Les Kettleidas says the agreement also prevents recourse to any apartheid legislation, while the company undertakes to pay employees while in detention under security legislation, and to pay four full-time shop stewards.

□ Not surprisingly, the union has started to negotiate similar settlements with Siemens, Volkswagen, Robert Bosch, Hella and BMW. ■

ACTION UNDER SPOTLIGHT

BY LEN MASEKO

THE Labour Relations Amendment Act will come under the spotlight at rallies to be held at several

Transvaal areas this weekend.

The meetings are organised jointly by the Congress of South African Trade Unions (Cosatu) and National Council of Trade Unions (Nactu).

The rallies are a forerunner to the second Workers Summit which is scheduled to take place on August 4 and 5.

Nactu's president, Mr James Mandaweni, and Cosatu's president, Mr Elijah Barayi, will address the main rally at Shareworld, Johannesburg on Sunday (10am)

Resolutions adopted at these meetings will be taken to the Workers' Summit Cosatu is to propose to the summit that affiliates of the two federations and independent unions take part in "sustained industrial action" to protest against the controversial labour law

The two federations will host another rally at



ELIJAH BARAYI

Mphahla'sane Hall, Zone 14, Sebokeng tomorrow
Other meetings will take place on Sunday at

the following venues: Gamalabe Hall, Potchefstroom (noon); and Jouberton Social Centre, Klerksdorp (9am).

Transport has been organised for union members wishing to attend the Shareworld rally. Buses will leave from the following points at 8am:

- Duduza Centre, Sonap Garage, KwatThema Civic Centre, Actonville Hostel, Natspruit Hospital, Heidelberg Roman Catholic Centre, Tembisa Shopping Centre and Baragwanath Hospital.

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Britain reacts to Numsa deal

Bloom 21/7/84
LONDON — A senior British government source said yesterday there was little chance SA-based companies from other EC countries would emulate the West German company Mercedes-Benz's bold deal with the metalworkers union Numsa

He was reacting to a new recognition agreement signed earlier this week between the two parties

It incorporates a 14-point code supported by the West German union IG Metall and entitles Numsa members to the same collective bargaining rights enjoyed by their West German counterparts

It also enables them, under specific conditions, to bypass certain elements of SA labour legislation like the Labour Relations Act

The spokesman said the union proposals, which earlier this year were strongly endorsed by West Germany at an EC Foreign Ministers' meeting in Spain, had run up

ROBERT GENTLE

against resistance from other member countries (140 A)

"This is not a case of Britain being against everyone else," he said "Those agreements are based on West German law which is not applicable elsewhere in the EC"

He repeated statements made by the Department of Trade and Industry (DTI) earlier this year that if the proposals were adopted in SA, workers at the companies in question would have more rights than their counterparts in Europe

"I think I can safely say this matter will not be brought up again," he concluded

Despite the reservations expressed here about the agreement, it has been welcomed by Mercedes-Benz, which called it "progressive" by SA labour standards

Sapa reports the West German Foreign

□ To Page 2

Numsa

Bloom 21/7/84
Affairs Minister Hans-Dietrich Genscher, said in a statement from the German Embassy in Pretoria that the application of the minimum standards in labour relations formulated by Ig-Metall aimed at preventing apartheid-related disadvantages to SA workers was an important contribution towards strengthening the position of SA workers, regardless of their skin colour

140 A □ From Page 1

This corresponded with the principles of a relationship between labour and management based on social partnership

Genscher said he had advocated EC-wide acceptance of the Ig-Metall minimum standards as an extension of the provisions of the EC Code of Conduct for European subsidiaries in SA

The "Archbishop" launches his anti-sanctions campaign ... now it emerges he was a killing machine, in his own words, and a notorious convict

took part in a

Unions on course for mass action

TRADE unions representing over a million workers are on course for national strike action which would form a turbulent backdrop to the tricameral elections.

Worker action has to be finally endorsed by a labour summit involving the Congress of SA Trade Unions, the National Council of Trade Unions and non-aligned unions. At its congress, Cosatu resolved to recommend to this meeting a week of "co-ordinated and sustained" worker protest from the beginning of September.

Cosatu wants the protest to focus on the controversial Labour Relations Act (LRA), the "racist" elections and

By DREW FORREST
general state repression.

Although unionists refuse to preempt the summit by speculating on its outcome, sources say a national stay-away is a distinct possibility. They say employers are unlikely to meet union demands in time, and point out that the campaign urged by Cosatu is directed at more than just the LRA.

Responding to the threat of large-scale industrial action, a key employer spokesman warned of the possibility of a tough management response. SA Consultative Committee on Labour Affairs (Saccola) deputy chair-

man Anton Roodt added that such action could jeopardise ongoing negotiations between the unions and the employers on the restructuring of the LRA.

And in related developments, the government announced yesterday that it had asked the National Manpower Commission to investigate the LRA — and particularly its contentious section 79 (2), which broadens unions' liabilities for damages in illegal strikes — while Saccola and the union movement are to meet for a third negotiating session over the legislation in Johannesburg today.

●To PAGE 2

small 21-27/7/89

Workers take first steps to election stayaway

Two meetings have already taken place between the employer body and representatives of Cosatu, Nactu and independent unions. South African Transport Services and the National Manpower Commission were also represented at the last meeting.

The unions announced earlier this year that unless there was "significant progress" in the talks, a ballot of their members and national protest action would follow.

Warning that massive industrial action on the LRA could draw "tough action" from management, Saccola's Roodt said it could also "lead employers to consider further discussions with the unions fruitless".

"It would be a pity if a promising process was upset, not on issues of principle, but because of time considerations," he added, arguing that Saccola's success in drawing Sats and the NMC into talks had been an im-

●From PAGE 1

portant step forward

Nactu general secretary Proshaw Camay confirmed his federation would attend the proposed workers' summit, although its date had not been settled. In terms of the unions' original timetable, the summit was set for August 5, but Cosatu is understood to have asked for an extension to the 18th.

Asked what they would consider "significant progress" in the Saccola negotiations, Camay said the unions wanted a written commitment that employers would uphold the principles listed in a letter of demand to the Saccola on June 1.

These embraced one labour Act covering all workers, including those in the homelands, the right to strike, picket and stage sympathy strikes, statutory protection from unfair dis-

missal, and the scrapping of provisions undermining job security, democracy and non-racism in the union movement.

Other demands were that unions and employers should submit joint recommendations to the state on legislation in keeping with these "basic freedoms" and that management undertake not to use contentious sections of the present legislation.

Dismissing the NMC inquiry into the LRA as "tinkering", Cosatu's assistant general secretary, Sydney Mufamadi, said it did not address the full gamut of the unions' concerns.

"We have lived with the Act for nine months now — this explains the anxiety of our members," he added.

Union spokesmen said that whatever the employer response, the ballot of union members would go ahead, with Cosatu proposing that it take place between July 24 and August 15.

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PRESSURES THAT MAY PROPEL THE STATE TOWARDS PEACE TALKS ...

The 'total onslaught' and beyond

THE rapidly-changing regional and international scenario, combined with internal pressures, have pushed the government so far that the rhetoric of "total onslaught" has had to be replaced with the rhetoric of negotiations.

But this in turn has placed the "mass democratic movement" and the African National Congress in a position where they need to flesh out a coherent position on the process of reaching a negotiated settlement.

For the ANC the issue is not a new one. The rationale for its armed struggle has always been that it is a means of ensuring a democratic solution — either through negotiations or through an armed seizure of power.

Greater focus was given to this question in October 1987 when the ANC's national executive committee spelled out what the government would need to do to "create a climate conducive to negotiations".

The release of political prisoners, the unbanning of organisations, the ending of the State of Emergency and the withdrawal of troops from the

townships were emphasised as moves the government would have to make for negotiations to begin.

Over the past few weeks discussion papers arising out of a recent meeting between ANC, the Congress of South African Trade Unions and United Democratic Front representatives have been widely discussed within the country.

In one paper, the ANC emphasises that "the question of a negotiated settlement is being raised with growing insistence", necessitating widespread discussion on the issue by "the ANC and the democratic movement as a whole in order to arrive at a common view".

At the same time, it is stressed that this should not affect the "strategic task" of "destroying the apartheid régime and the transfer of power to the people".

According to UDF leader Murphy Morobe the key aim of the process of

PRESSURE FROM THE ANC

Gavin Evans

discussion is to "harmonise areas of difference which exist between various areas and organisations in order to reach a uniform position".

In addition, he said, there was a need to reach a greater understanding about the process of negotiations.

The differences which exist appear to be minor, and concern emphasis rather than principle.

For example at last week's Cosatu congress, one of the conditions for negotiation agreed on was the "confinement of South African Police/South African Defence Force to barracks". The ANC however has limited this to "the withdrawal of the SADF and paramilitary forces from the townships".

While in the past some groups sug-

gested the demand for the repeal of all apartheid legislation as a condition, this has not been expressly stated by either Cosatu or the ANC.

The ANC instead calls for the "abrogation of those apartheid laws that seek to criminalise legitimate political activity".

In general both the ANC and the MDM have shifted away from talking of "pre-conditions", and instead emphasise "removing obstacles to negotiation" in order to create a climate for a political settlement.

At the recent Five Freedoms Forum-ANC meeting in Lusaka, a senior ANC representative stressed that the "present climate was hostile to negotiations" and that the onus was on the government to remove the obstacles blocking a negotiated settlement.

"For example, in order for the ANC to participate meaningfully in the negotiations there must be conditions that make it possible to consult with

its constituency," he said.

The need for free political discussion prior to a negotiated settlement was stressed at the Cosatu congress.

There was a strong sense that any bogus negotiation process should be avoided, and that the question of full mandates should be linked to creating a free political climate, said a Cosatu representative.

Exactly what an acceptable process would involve is still being discussed in MDM circles.

"What is clear," said Morobe, "is that there needs to be an acceptance by all parties about what we are negotiating about — that the end point is a united, non-racial and democratic South Africa."

ANC President Oliver Tambo suggested recently that the movement would be prepared to suspend violence once the process of negotiation was embarked upon.

ANC representatives have however rejected any "unilateral moratorium" to suspend violence.

The issue of the mechanism for negotiation is still being canvassed by the MDM, though there appears to a strong view favouring the election of a constituent assembly.

"A constituent assembly would prevent the negotiations being conducted in terms of skin colour and the claims of each group to representivity could be tested. It would also draw the people into the process, give it legitimacy and ensure that the decisions were supported," a senior ANC representative said.

As events speed by, it's all heads down at Cosatu

NOTHING concentrates the mind like the prospect of being hanged, wrote Samuel Johnson — and the same might be said of proposed negotiations on the shape of a future South Africa.

Insiders say the perception that South Africa stands at a political crossroads — and fears of being outstripped by rapidly-moving events — lent a special seriousness and pragmatism to the third national congress of South Africa's largest labour federation, the million-member Congress of SA Trade Unions (Cosatu), held in Johannesburg at the weekend.

They contrast its businesslike atmosphere and lack of division with the more ideologically polarised 1987 congress, which kicked off with a public dispute between warring factions of the Commercial Catering and Allied Workers Union (Ccaawu) and votes on no less than four constitutional amendments. Not a single resolution went to the vote this year.

While different ideological tendencies persist in the federation, sources say they are nowhere near as marked as in 1987, which featured acrimonious exchanges between Cosatu's two largest affiliates, the "populist" National Union of Mineworkers (NUM) and the "socialist" National Union of Metalworkers (Numsa).

The flashpoint was Cosatu's relationship with the broader resistance movement, and in particular Numsa's insistence that the unions and other

BY DREW FORREST

A widespread belief that politics have reached a crossroads and the unions cannot afford to be left behind, helps to explain the businesslike atmosphere and lack of division at the Cosatu congress last week

groupings should "march separately, strike together" — that is, maintain their independence.

This year, similar fireworks were expected around a Numsa resolution on the building of the "mass democratic movement" (MDM) which contained a call for a class-based alliance excluding forces outside the MDM. The mineworkers favour a broader-based anti-apartheid front.

After tough but, insiders insist, not unfriendly debate, the congress made concessions to both positions. It reaffirmed the need for the unions to remain independent, while leaving room for a broad anti-apartheid alliance excluding only big business and those in apartheid structures.

A similar stress on "unity in diversity" can be seen in the resolution on the reconvening of an anti-apartheid conference to be held by October this year. This emphasises the need to draw in all major anti-apartheid forces outside big business, while affirming that component organisations should retain their identity.

The congress decision to canvass workers' views for a workers' charter to be drafted at a special congress also points to a blurring of ideological positions. The "populist" unions have viewed the idea with suspicion, seeing in it an implicit attack on the Freedom Charter. Significantly, the workers' charter resolution adopted this year came from the NUM.

Observers say the "populist" and "socialist" stands were, if anything, more purely embodied by the Food and Allied Workers Union delegation and Vivian Mwa's faction of Ccaawu respectively — but stress that union alignments, in most cases, followed no clear pattern.

Another off-target prediction was one holding that the impending merger of two Cosatu textile/clothing affiliates, the 72 000-strong Amalgamated Clothing and Textile Workers Union (Actwusa) and the 105 000-strong Garment and Allied Workers Union (Gawu), would give the "socialist" bloc overall working control at the congress. Actwusa, one of the few major Cosatu unions not to adopt the Freedom Charter, has a "socialist" perspective, while Gawu's leadership is said to be closer to the UDF.

Sources say their joint delegation had agreed only to speak where there was consensus, and had little to say. They also stress that it is by no means certain that the smaller Actwusa will call the political shots when the unions join forces in September.

What underlies the greater "maturity" of the 1 800 delegates who gathered at the Rand Easter show-grounds at the weekend?

Cosatu general secretary Jay Naidoo stresses that in 1987 there was "still scope for differences of opinion between unions of different backgrounds", but that joint action — for example, around the controversial Labour Relations Act (LRA) — had since given rise to a "unifying perspective".

Others say that divisions over the nature of Cosatu's links with non-worker organisations have eased with the confidence which comes with strength. Far from hanging back from alliances, the congress reiterated its determination to restructure and

Not everyone may be at talks

THE Commercial Catering and Allied Workers Union (Ccaawu) is to hold a unity conference in November in a bid to repair its chronic divisions — but one of the groupings may not be there.

The Congress of SA Trade Unions (Cosatu) national congress resolved at the weekend that a "unity executive" should be set up, comprising Ccaawu mediators and representatives of the union's factions — the "Mwa grouping", the "Kganare grouping" and the Hotel and Restaurant Workers Union (Harwu). It is envisaged that this will lay the ground for the conference.

However, a Harwu representative said the union was "considering the implications of the resolution and would hold general meetings to decide on our direction".

He said the union believed that the interests of commercial and catering



Dancing the 'toy toy'? Workers, one armed with a toy rifle, whoop it up at the Cosatu congress.

Picture ANNA ZIEMINSKI/Altagra

spearheaded broad-based resistance.

Significantly, many more UDF observers attended the 1989 congress than two years ago. They took part in debate, and Naidoo confirms that the policy hammered out on a range of issues, such as conditions for talks with the state, can be taken as representing the MDM as a whole.

Observers comment that the "populist" wing of the federation has traditionally been less keen on links with black consciousness organisations such as the National Council of Trade Unions. There was no evidence of this at the congress, which endorsed a call for a timetable for a unity process and immediate meetings between Cosatu, Nactu and non-aligned unions at all levels as a step towards one labour movement.

The two workers' summits set by the congress, one to plan the work of the "radical" elections in early September and the other to assess its effectiveness, were also seen as moves towards further trade union unity.

More than anything else, say insiders, the shifting political climate in the country — vividly exemplified by the Botha-Mandela meeting a week earlier — set the tone of the congress.

Cosatu's official stance is that the state's talk of talks is "empty sounds", and that certain pre-conditions must be met. If it is to establish its bona fides. These are essentially the ANC's terms: the release of detainees and political prisoners, lifting of bans and restrictions on organisations and individuals, return of exiles, withdrawal of security forces to barracks and lifting of the emergency.

But unofficially, sources say, there is a different perception. "People are realising that the situation is pregnant

'Male chauvinism' edges out sex clause

By CASSANDRA MOODLEY

"MALE chauvinist resistance" carried the day at the Congress of SA Trade Unions' national congress, when male delegates rejected a motion condemning sexual harassment within Cosatu's ranks, according to a shop steward who attended.

However, the congress did endorse a call for a greater female role in the labour movement's leadership.

Declaring in a draft resolution that there were many instances of sexual harassment in the union movement, the Transport and General Workers Union called for tighter sexual discipline and that such discipline form part of a proposed code of conduct.

The TGWU said that male unionists used their "political experience and organisational seniority" to win over new women recruits, and that when such "unequal" relationships collapsed, the women often dropped out of the organisations and splits occurred.

The source said that after heated debate, in which delegates accused their female comrades of encouraging sexual harassment, congress decided the issue was too sensitive and needed discussion at central executive committee level.

A truncated and watered-down resolution was adopted, calling for dis-

comment. The union source stressed that the current position of both "populist" and "socialist" was essentially a "reformist" one.

"No one's talking about a seizure of power," he commented. "People are appreciating the centrality of the ANC to any settlement — union leaders hope only to influence this process, not to determine its course."

● Minimum wages of R450 a month for skilled workers and R350 a month for unskilled workers, and overtime remuneration of R3,50 an hour

● An eight-hour working day

● Maternity benefits, including fully paid pre-natal leave of eight weeks and paid post-natal leave of six weeks, with paid days off to attend ante-natal clinics.

● Annual leave of 21 days and 14 days sick leave a year

● A pension fund and decent housing

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OK settles, but tension lingers

By Robyn Chalmers

A NATION-WIDE strike was averted by a 5 a.m. settlement between OK Bazaars and Ccawusa this week — but tension between the union and retailers remains.

A strike at Joshua Doore is entering its fifth week in a labour climate which is becoming increasingly militant, possibly in a run-up to the September general election.

The Congress of SA Trade Unions (Cosatu) is gearing up for a week of protest action involving up to a million workers in September. The action was decided on at Cosatu's third national congress. It still has to be endorsed at a labour summit. The Commercial, Catering and Allied Workers Union of SA's negotiations with retailers have been lengthy and tough, contrasting sharply with the more amicable talks between employers and the

National Union of Mineworkers (NUM) and the National Union of Metalworkers of SA (Numsa).

Settlement between OK and Ccawusa came after a 15-hour bargaining session.

Under the mediation of Charles Nupen of Independent Mediation Services of SA, the two parties battled to come to a compromise which would end the five-month wage dispute.

It appears that Ccawusa rejected an offer to bring forward the date for implementation of an improved minimum wage in favour of a slight increase on the symbolic R100 — the OK's final offer.

Ccawusa organiser Jeremy Daphne says little progress was made in the negotiations before 3 a.m. on Tuesday, when the OK made an offer which led to the final settlement.

Union members will receive an increase of R100 a month with effect from April 1, 1989, and R8 from February 1990.

SPOTLIGHT ON A MILITANT UNION

In addition, the minimum wage will increase to R620 a month from February.

An OK spokesman says the company is satisfied with the settlement, but members would have received far more than R100 a month if the union had agreed to an offer to bring the date of the minimum wage forward.

There is antagonism between the two parties. OK accuses the union of being amateurish, unorganised and unrealistic. The union replies that OK is patronising and dictatorial.

An OK statement says its relationship with the union will not improve "until such time as Ccawusa, in keeping with national trends, understands that confrontational rhetoric will have to be replaced by an informed and constructive approach to the negotiation process."

Ccawusa counters with examples of the company's alleged dictatorial approach. Mr Daphne relates an incident at

the start of this year's negotiations which set the mood for what turned out to be hardline talks.

"Before the negotiations even started, we had a huge row over seating arrangements. For the past six years we have sat in a specific manner — as a team around a table.

"We arrived at the venue for the first round of talks to discover that the OK had seated us in two rows, one behind the other. We protested, but received a haughty response from OK. We had to sit like that throughout the negotiations. "It may appear insignificant, but its psychological impact is huge, and immediately there was antagonism."

An OK spokesman defends the action, saying the seating arrangements were done by a secretary. It was not considered a major issue. He says Ccawusa

insists on having 20 representatives — too many to be accommodated around a table.

Differences between the two sides run far deeper than this, however. Two years ago there was a split between two factions in Ccawusa and it still plagues the union. The split came at the union's congress when the so-called Kganare faction wanted to adopt the Freedom Charter. The Mtwa faction opposed it.

A unity conference is expected to be held in November in a bid to end the division, although success in this regard is doubtful.

Now that Ccawusa has settled with OK, attention has been switched to other retailers. Apart from organising the lengthy and increasingly militant strike at Joshua Doore, the union will soon begin talks with Metro Cash & Carry and Edgars.

Both disputes revolve around wages. A Joshua Doore spokesman says no progress was made at two meetings last week, and a decision on whether or not to fire the strikers will be taken in 10 days.

Peace Pipers at Mercedes

Stines 23/7/89

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THE new agreement between Mercedes-Benz South Africa (MBSA) and the National Union of Metalworkers of SA (Numsa) may bring relief to the troubled factory in East London.

Numsa and MBSA have been at loggerheads for about four years, strike upon strike costing the company millions of rands. Strike action in 1987 was estimated to have cost it about R300-million, and the 1988 stoppage in September topped R100-

million. Hope is, however, in sight. MBSA and Numsa signed an important recognition agreement on Monday. It incorporates points from the West German minimum standards for labour relations.

What is particularly significant about the agreement is that rules and structures agreed on will facilitate interaction between management and hourly paid employees at MBSA.

The agreement incorporates 14 points from the minimum standards

for labour relations and excludes reference to provisions of the Labour Relations Act (LRA) by either party unless otherwise agreed to.

After the three-week strike last year, Numsa spokesman Les Kettle-das said none of the work stoppages had anything to do with conditions of work, but with dissatisfaction over MBSA's industrial relations team.

Recent changes in the team have been welcomed by the union, and possibly created the climate for the signing of the agreement. An MBSA spokesman says the hu-

man resources board director resigned a few months ago. In addition, MBSA appointed legal adviser Ian Russell and the industrial relations manager was replaced.

In another agreement, MBSA agreed to reinstate 17 employees dismissed as a result of an arbitration award.

Arbitration proceedings last year were held after the September strike when Numsa demanded the reinstatement of an employee suspended on full pay for alleged gross misconduct.

Sacked workers get their jobs back

310am 2-517189
ALAN FINE

THE Industrial Court has ordered the reinstatement, with the maximum permitted six months' back pay, of 133 Iscor employees dismissed after participating in the June 6-8 stayaway last year.

Court member Prof G C Kachelhoffer made a final determination, in a judgment dated July 21, that the dismissals constituted an unfair labour practice. (140A)

The court has not yet given reasons for its decision but the judgment set out the arguments brought by the applicant, Numsa, most of which relate to the alleged selective nature of the dismissals.

The reinstated workers were among about 7 000 Iscor employees at Vanderbijlpark who participated in the June protest against the Labour Relations Act.

They each received formal warnings which, together with their disciplinary records regarding absenteeism, Iscor determined made them liable for dismissal.

Numsa submitted, among other things, Iscor unfairly discriminated against the dismissed employees by relying on their individual disciplinary records.

It was further argued Iscor had failed to consider the motives and merits of the stayaway; the company had responded differently to most other employers; it did not take into account the social, political and economic realities in which employees found themselves; and failed to take properly into account the effect of dismissals on general employment relationships.

The union said Iscor had also not properly complied with its disciplinary procedure and code, and that the code was, in any event, ambiguous and did not comply with standards laid down by the court.

An Iscor spokesman said management was studying the judgment.

Numsa to start Dorbyl strike ballots

IN A dispute linked to dissatisfaction with the Labour Relations Act (LRA), Numsa is to commence strike ballots this week among its 6 000 to 7 000 members at more than 50 Dorbyl plants, a union spokesman said yesterday.

The dispute arose over union demands for compulsory private arbitration in disputes of right such as dismissals, four weeks pay for each year of service in retrenchment cases, a 3c an hour a year service allowance, and 10 days of annual paid leave, in which shop stewards can undergo training.

A Dorbyl spokesman confirmed Numsa claims that the company was bringing legal action against the union over the dispute, but declined to comment further. He said balloting had not begun by yesterday afternoon.

Numsa's Bobby Marie said the demand for arbitration to replace Industrial Court

ALAN FINE

actions on matters like unfair dismissals was the central issue in the dispute.

He said although the matter was originally raised before the September 1 amendments to the LRA, they had now gained added significance.

Numsa wished to avoid wildcat strikes, which were often sparked by dismissal disputes, particularly because of the Act's provisions facilitating damages suits against unions.

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Contrast

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Arbitration was effective, allowed disputes to be settled as quickly as possible, and was also relatively inexpensive.

In contrast, taking such disputes to the Industrial Court was costly, lengthy delays were experienced, and court decisions tended to be inconsistent.

Strike warning after deadlock

Labour Reporter

The Amalgamated Clothing and Textile Workers' Union (Actwusa) has warned of a possible national wage strike in the textile-manufacturing industry, after several rounds of talks with employers reached deadlock.

Actwusa spokesman Mr John Eagles said employers rejected the union's demands on wages and the recognition of June 16 as a paid holiday.

The union wanted a minimum increase of R13 a week for the first six months of the agreement, plus another R13 from January 1990.

Employers had offered an R11,50 increase from this month, and R10 in January next year. They also offered six months' maternity leave, three of which would be paid.

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Star 25/7/89

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Sacked hospital workers picket the Morningside Clinic, in Sandton, to protest at the dismissal of at least 60 workers.
 ● Picture by Herbert Mabuza.

Management of Morningside Clinic in Sandton has given dismissed workers until today to return to work

A spokesman for the clinic said yesterday management had given the workers two options to work today and apply to be re-employed, or to report for duty and be reinstated

The workers, dismissed on July 14 after a demonstration on clinic premises, were yesterday meeting their union — the National Education, Health and Allied Workers' Union — to resolve the issue

The spokesman said the demonstration began before the dismissal of a worker for

Dismissed clinic workers given chance to return

using a telephone reserved for patients, and not afterwards as some news reports claimed

"There are about eight public telephones in the clinic's entrance hall and one other set aside for the exclusive use of patients. Doctors and nursing staff have

been told not to use this phone

"On June 2 the workers, including the shop steward and the worker in question, were told about this ruling, but in spite of this the woman worker repeatedly used the patients' telephone in front of management members and when she was questioned admitted the call was not urgent"

The spokesman said the woman was given a warning and said she would not use the telephone again. Two days later she was using the same telephone

She was then suspended and the union informed — Sapa

Workers warned

Sowetan 25/7/87
MANAGEMENT of Morningside Clinic in Sandton, Johannesburg, has given dismissed workers until today to return to work.

A spokesman for the clinic said yesterday management had given the workers two options: either to return to work today and apply to be re-employed, or to report for duty and be reinstated.

The workers, dismissed on July 14 after a

demonstration on clinic premises, met yesterday with their union - the National, Education, Health and Allied Workers' Union (Nehawu) - to try and resolve the issue.

(S) *(S)* *(140A)*
The spokesman said the demonstration began before the dismissal of a worker for using a telephone reserved for patients, and not afterwards as some news reports claimed.

Wage talks stalemate

By LEN MASEKO

WAGE talks between the Amalgamated Clothing and Textile Workers Union of South Africa and employers in the textile industry have reached a stalemate.

An Actwusa spokesman said the union demanded - among other things - an a minimum increase of R13 a week for the lowest-paid worker for the first six months, and a further R13-a-week rise from January 1990.

Employers have offered a minimum hike of R11,50 for 1989 and an additional increase of R10 from January 1990. They have refused to recognise June 16 as a paid holiday.

The Actwusa spokesman said it was possible that union members would go on strike if employers failed to resolve the wage dispute.

About 250 employees of Bayers have been dismissed after taking part in a work stoppage at four of the company's plants.

The workers, all members of the South African Chemical Workers' Union (Sacwu), were fired on July 13 after they ignored an ultimatum to return to work on that day.

A Sacwu spokesman said the strike was sparked off by management's refusal to take disciplinary action against an employee allegedly found in possession of company property.

A spokesman for Bayers confirmed that the strikers were dismissed. He said they were free to re-apply for jobs. He said dismissed employees had until July 31 to re-apply.

He said 150 workers were dismissed, not 250 as the union reported.

Sowetan 25/7/89

Unionists bombed, receive death threats

Own Correspondent

PORT ELIZABETH — Prominent trade unionists in Uitenhage have been the victims of fire-bomb attacks which have left one dead. Several others have been threatened with death in the past week.

Mr Andile Sapotela, brother of Goodyear shop steward chairman Mr Joe Sapotela, was killed when Mr Sapotela's home was fire-bombed with a chemical substance at 1am on Thursday, a National Union of Metalworkers of South Africa official said.

A spokesman for Numsa said yesterday that the vice-president of the Congress of South African Trade Unions and Numsa official Mr John Gomomo and Numsa local co-ordinator Mr Jurie Harries had received death threats last week from "White Wolf No II".

At least four other leading Numsa personalities also received letters threatening them with death.

Numsa said in a statement that the killing and the threats could be linked to the 20-day-old strike at the plant over the terms of Goodyear's disinvestment and were part of organised attack on worker leaders and their organisations.

GVC Tim (circled) 1409

es, Tuesday, July 25, 1989

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No Sasol report

Own Correspondent

JOHANNESBURG — Sasol management, at an inquiry into the fire that killed 12 of its employees in January, yesterday declined to make available its report on what caused the accident

The company claimed legal privilege in its refusal to present its findings before the Minerals and Energy Affairs Department's Works and Mines Act inquiry

Sasol's refusal came after advocate Mr Paul Pretorius SC, for families of the victims, asked for the company's report of internal investigations to enable him to

get to the bottom of the cause of the accident

He demanded disclosure of information about the causes of the fire unless privilege had been claimed in sworn affidavits

Mr Schalk Burger SC, for Sasol, then presented sworn affidavits in which management claimed legal privilege.

One of the witnesses, Mr Willem Jakobus Nel, an area engineer at the time of the accident, also refused to answer questions relating to the piping at the Sasol Three plant at the time, on the grounds that he did not wish to incriminate himself

Mr Nel was not the first engi-

neer to refuse to answer questions At an earlier hearing, another engineer and divisional manager, Mr Les Hearn, refused to answer questions relating to his responsibilities as engineer in charge when the accident occurred, on the same grounds

The inquiry continues today

The presiding officer is Mr D Snyman of the Minerals and Energy Department Mr Pretorius, instructed by Cheadle Thompson and Haysom, represents the Chemical Workers' Industrial Union (CWIU), some of whose members were killed in the fire Mr Burger is instructed by Hofmeyr Van der Merwe Inc

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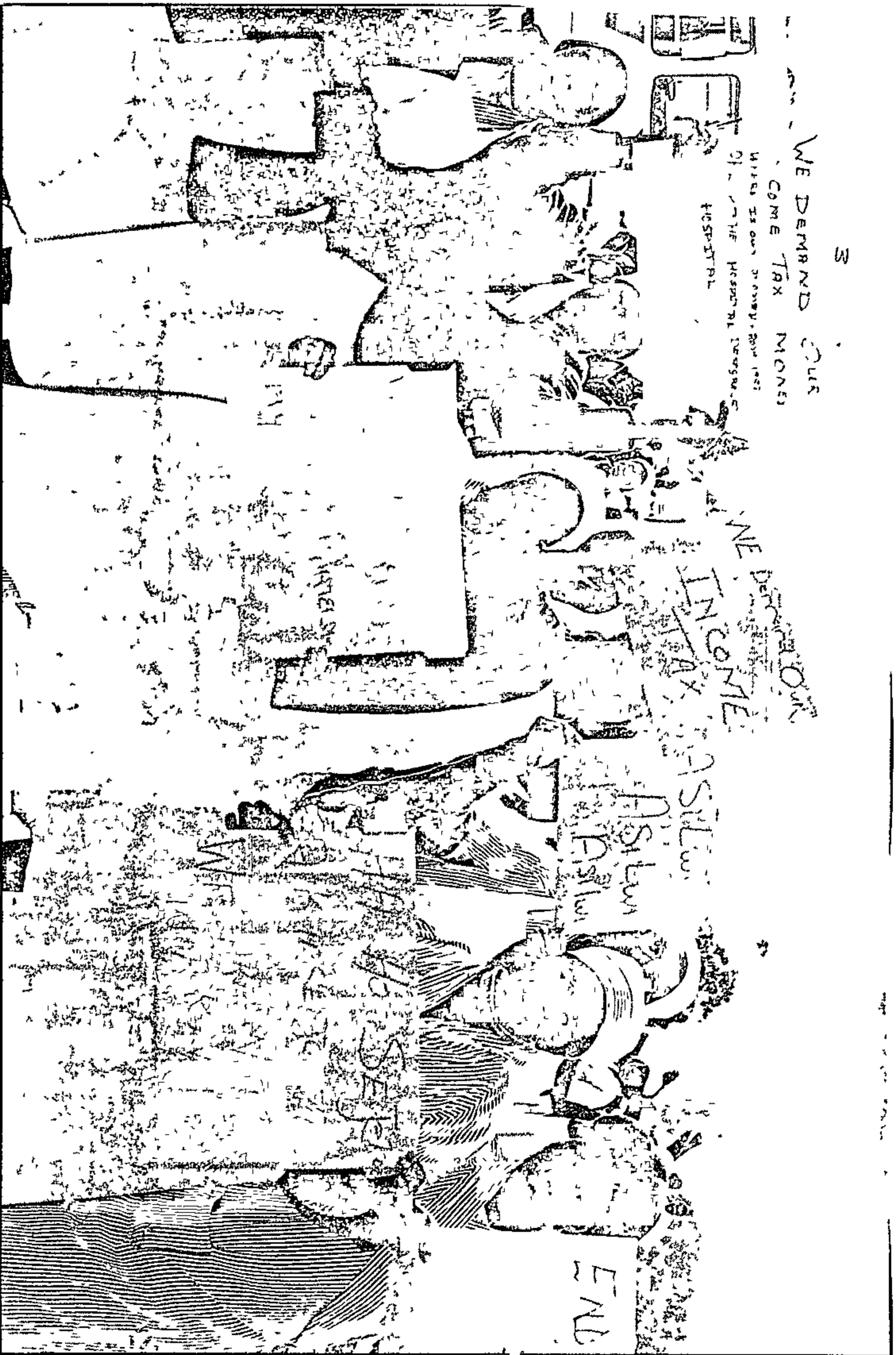
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Group Areas quests mooted Sedemv attak



On strike . some staff members carry placards outside Johannesburg Hospital yesterday.

● Pictures by Etienne Rothbart.

Hospital staff conditions to be probed

By Tom Youngusband,
Medical Reporter
Star 26/1/79

An independent committee of inquiry will apparently be appointed to investigate domestic staff grievances at the Johannesburg Hospital

About 300 cleaners and kitchen workers went on strike for four hours yesterday in protest against conditions

They called for an end to the use of temporary staff, income tax deductions and segregation

Workers interviewed by The Star said they were very worried about the hospital's policy of "selling jobs"

"If you apply for a job they ask you for R50 and if you pay it you will get the job," several cleaners said

A workers' committee met hospital authorities and it was agreed that an independent committee be established to investigate grievances

Although National Education, Health and Allied Workers' Union (Nehawu) officials were apparently present at the meeting, they issued no statement

and could not be contacted at the time of going to press

● More than 90 percent of domestic workers at the Morningside Clinic who went on strike last week returned to work yesterday A clinic spokesman said that after lengthy negotiations with Nehawu officials it was agreed that staff would be re-instated under certain conditions

"About five workers who had already received final warnings regarding their conduct over a period of time were not re-instated," he said

garage behind, for several days.

at most weekends and after hours, a spokesman said
● See Page 11.

Unions to meet over labour Act

140A

By Mike Siluma,
Labour Reporter

Star
26/7/89

The banning of trade union mass meetings to discuss the Labour Relations Amendment Act (LRAA) is to be discussed on Thursday by the National Council of Trade Unions (Nactu), the Congress of SA Trade Unions and unaffiliated unions

This comes after the decision by police to prevent a meeting of about 3 000 workers from taking place in Sebokeng, Vereeniging, last weekend

Nactu's general secretary, Mr Piroshaw Camay, said the federation's members had suggested a number of ways to obviate the problem of the banning of meetings

"The banning of meetings means our members will not be able to deliberate on the (Act)," said Mr Camay

The banning of the Sebokeng meeting, called jointly by the unions, represents the first incident of direct State intervention in the dispute over the Act

The meeting was one of several called to protest against the Act and to gauge workers' feelings on the new labour legislation

One of the organisers, Mr Abie Mbangeni, said police prevented workers from entering the Mphatlalatsane Hall on the grounds that the meeting was banned, even though no objections had been raised when the hall was initially booked for the meeting. He said police ordered about 3 000 workers who gathered outside the hall to disperse

A statement by police said "The local magistrate issued an order in terms of the Criminal Procedure Act prohibiting the meeting. The order was served on the organiser of the meeting"

● The Government said at the weekend that it would investigate the threat by Cosatu that it would recommend to the forthcoming Workers' Summit that workers embark on "sustained action" in September if union objections to the Act were not satisfactorily addressed

COMMENT

Telephone (011) 673-4160

Dilemma

BY last night the police had still not identified the couple who were blown to pieces when a bomb exploded opposite the Athlone Magistrate's Court at the weekend

But truth is that there will soon be weeping in at least one family in this country, and not because of natural causes

All in all there were four separate blasts in the Western Cape at the weekend

The bombs could have been planted by people opposed to the present system of government, who want to derail the September 6 elections, or by rightwingers who want to embarrass the Government by saying it is soft on security

Either way, the death of two South Africans in such circumstances is a very sad reflection on this country

It is obvious that the majority of South Africans are opposed to apartheid, want it dismantled and will go to any lengths to dismantle it. And it is obvious that a tiny minority wants to hold on to power for whites.

Only the Government can resolve this dilemma. The National Party has the clout to bring all the parties in this country to the negotiation table to resolve the country's crisis. It has the power to call an open-ended indaba where a new constitution would be hammered out after input from all.

Instead of doing this, the Government is playing politics. The National Party's Five-Year Plan and the stage-managed meeting between PW Botha and Nelson Mandela are not the solution. The country needs bold action if the deaths of more South Africans are to be avoided

Sowetan Cosatu is believed to have circulated a discussion paper almost similar to the one issued by the ANC recently, seeking the views of its member unions on the question of a negotiated settlement in South Africa. Could you elaborate on this issue?

NAIDOO I am not aware of such a paper but we have had discussions within our ranks with the ANC and our allies in the Mass Democratic Movement (MDM). The resolutions from our congress reflect our position.

The resolution (on negotiations) was adopted as a result of discussions within our ranks as well as consultations with a wide range of organisations.

On the question of negotiations we wish to make it clear that we have never opposed genuine negotiations particularly as a trade union federation. We are involved in negotiations on a daily basis thousands of negotiations. But what we are saying is that there has to exist a climate in which the parties to a negotiation process must prove their bona fides.

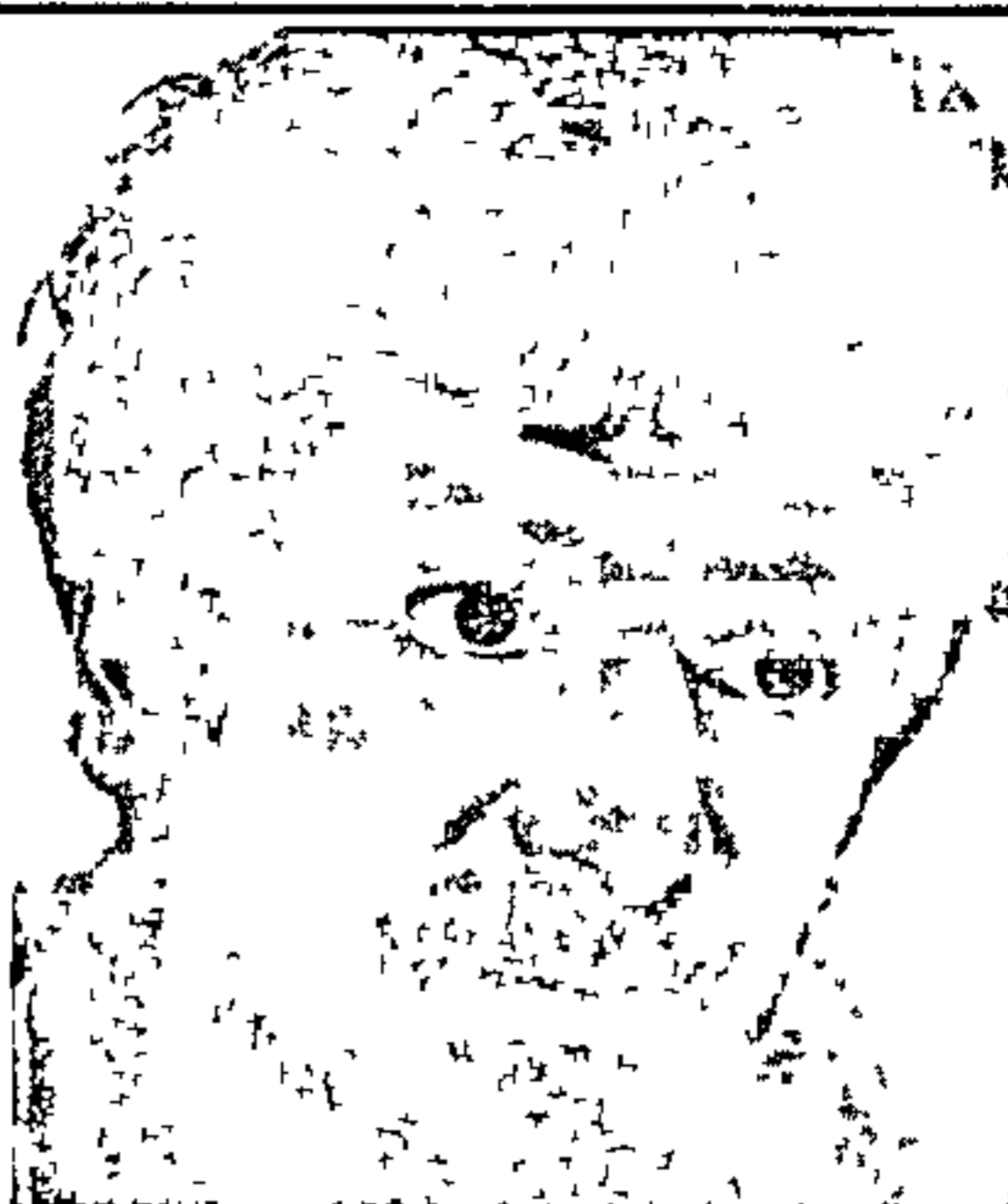
We are saying for example that the ANC has been forced to embark on the armed struggle because of the refusal of the regime to negotiate. Until the regime creates the climate there can be no genuine negotiations.

Because it is responsible for the crisis we find ourselves in the regime should unilaterally create a climate in which there is free political activity. They can do that only if they unban the organisations, release all political prisoners, allow all exiles to return and repeal discriminatory legislation.

Our view is that because the police and the army are instruments of repression, they have to be confined to their barracks.

Sowetan On the anti-apartheid coalition pro-

Can South Africa's problems be solved through peaceful means or violence? Recently there has been much talk about negotiations both from the Government and its opponents. The general secretary of the country's leading trade union federation Cosatu spoke to *Sowetan* Labour Reporter Len Maseko spelling out his organisation's views on negotiations.



Jay Naidoo ANC forced to embark on armed struggle

but by the National Council of Trade Unions (Nactu) and the unaffiliated unions as well.

If one looks at the peace initiative in Natal we have drawn together different organisations to end the violence there.

We have proposed to convene the anti-apartheid conference to plan the democratic alternative to apartheid.

Sowetan What kind of action do you intend to take at this conference?

NAIDOO We would not like to pre-empt the meeting but we hope that there are many organisations and influential people who are against apartheid and who can be brought together to determine a programme of action.

It is obvious that the mass based organisations of the democratic movement will be the driving force behind that coalition.

Sowetan There were objections to your inviting certain individuals and organisations to last year's banned anti-apartheid conference. How do you intend to address this problem?

NAIDOO We are very confident that we will avoid many divisions this year in the sense that it is a process that must involve debate among the people. There were many weaknesses that we identified in the previous conference that there was not enough time for consultation and that not all organisations were involved in the process of working towards the coalition or conference.

What we intend to do this year is begin discussions with what we see as the important forces in the struggle: the churches, Nactu, black consciousness groups and even black business.

Sowetan There is a feeling in some circles in the labour movement that the summit is just a ploy by Cosatu to absorb Nactu and its affiliates into its structure. What is your response to this?

NAIDOO I think that we would disagree very strongly with that view. We treated Nactu even though we are much bigger than them as an equal partner in this process. If one looks at the first summit they had 250 representatives just as we had. There is no intention from our side to impose through our numbers, our views on them.

Sowetan There is a feeling that Inkatha is about to be included into the MDM fold following the recent developments in trouble torn Natal. How true is this?

NAIDOO In Natal we have been taking part in peace initiatives involving local organisations there. The congress endorsed the positive steps taken by Cosatu and UDF towards building peace in Natal. A meeting of the presidents of the ANC, Cosatu, UDF and Inkatha and their delegations has also been proposed. We have not discussed unity. This is as far as the whole matter has gone.

UNITY IS OUR GOAL

140A

Sowetan 26/7/89

FOCUS

posed by the congress, can you explain how it is going to work?

NAIDOO Well, what we are seeing here is that increasing numbers of

people even those who have traditionally supported the Government are losing faith in its ability to provide a solution. This is why we see the regular treks being made to Lusaka, almost on a daily basis.

This is because the people see the ANC and Nelson Mandela as providing the real solutions to the country's crisis.

We also see that the results of our struggle have produced these forces of social change forces that are disenchanted with the apartheid regime. It is, therefore, our duty and respon-

sibility as the MDM to extend our political and moral influence to these forces.

We believe that these forces can be united around a particular unifying perspective of one-man-one-vote system in a non-racial democratic South Africa and opposition to the state of emergency, repression, the Labour Relations Act (LRA) and the banning of our organisations.

The process towards the coalition has already started. If one looks at the Workers Summit or the current campaign against the LRA it is being waged not only by Cosatu



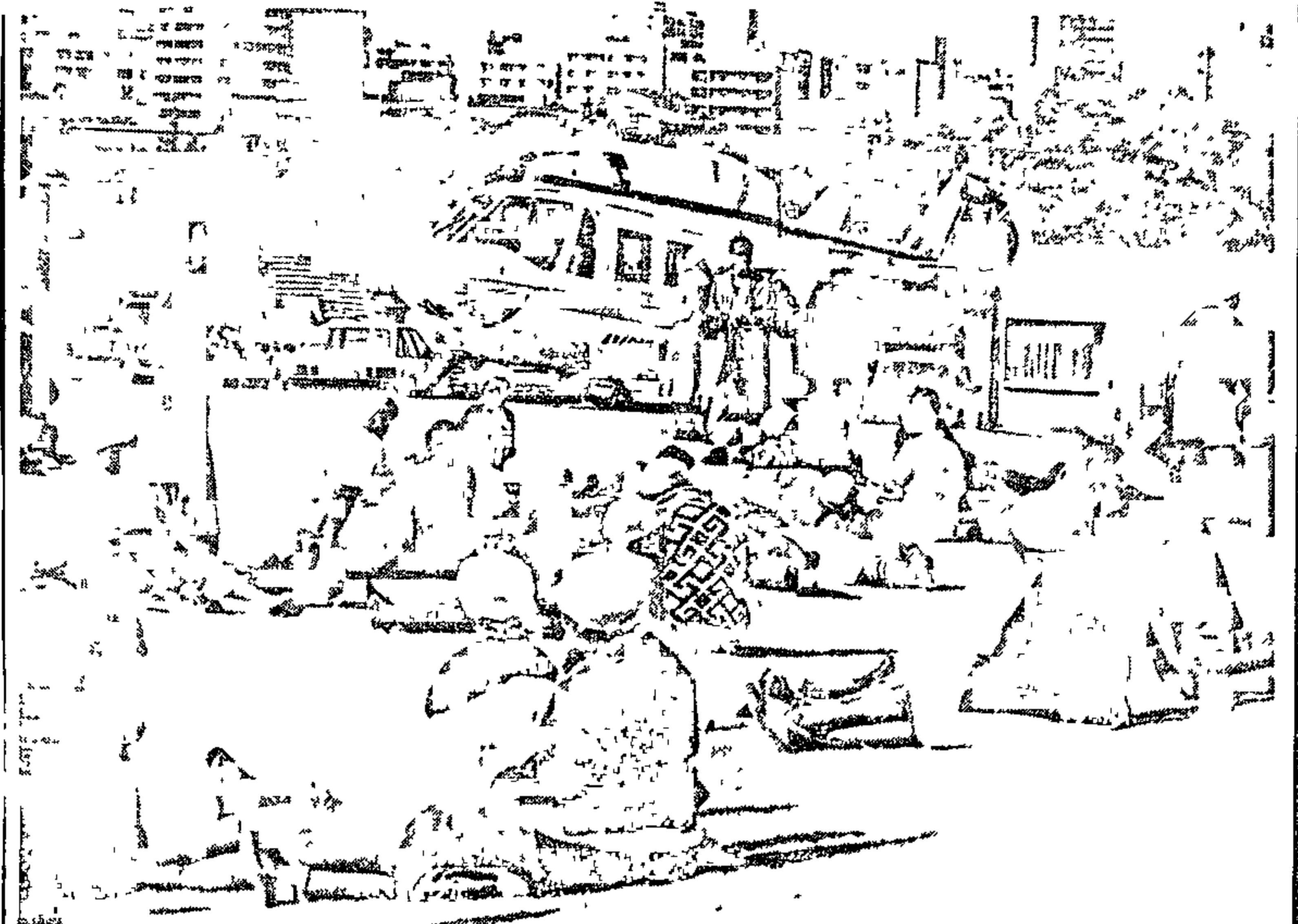
Worker power in action

Our political cartoonist is still on holiday.

Political comment in this issue by Aggrey Klaaste and Joe Tholoe. Sub-editing headlines and posters by Sydney Matlaku. All of 61 Commando Road, Industria West, Johannesburg.

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Striking Johannesburg hospital employees during a sit-in on the hospital grounds yesterday.

Sowetan 26/7/84

Workers strike at JHB hospital

140A

HUNDREDS of workers at the Johannesburg hospital yesterday downed tools in protest against the conditions of service and alleged corruption when people are employed

Picketing workers - mainly kitchen staff, ward assistants and cleaners - displayed placards calling for an end to their being classified as temporary staff

They demanded the abolition of tax deductions made from their salaries, segregation at the hospital and the "sale" of jobs at the hospital

The workers, all members of the National Education Health and Allied Workers Union (Nehawu), presented the hospital with a petition listing their grievances

By MATSHUBE MFOLOE

The hospital refused to comment and referred all inquiries to Pretoria

A spokesman for the Transvaal Provincial Administration, Mr Erno Botes, confirmed that about 300 workers had gone on strike at a hospital in Johannesburg over general service conditions. He said he believed one of the issues was maternity leave.

According to Mr Monde Dltsha, an official of Nehawu, the workers would return to work today and await a response from the authorities. He also said that some of the workers accused of being ring-

leaders had been victimised

He did not say how.

The workers' classification as temporary workers, thus excluding them benefits enjoyed by other workers, is at the core of the strike. They also alleged that jobs were being sold to prospective employees and those who did not pay were kept on the waiting list. An amount of R50 was demanded to be "fixed with a job".

Workers also voiced complaints about deductions made from their salaries. Kitchen and cleaning staff said they earned between R280 and R500 a month while the ward assistants earned around R500

MINERS

Sowetan 26/7/87

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140A
~~140A~~

SWEPT

TO THEIR

DEATHS

TEN workers were killed and three were injured in an underground accident at Kloof gold mine near Westonaria yesterday.

By MATHATHA TSEDU

rush of water while walking up a steeply inclined travelling way."

Names of the deceased were not available and the cause of the accident was being investigated, the company said

Yesterday's deaths bring to 26 the number of workers killed in accidents at the mine since

January this year.

Reacting to the news of the accident yesterday, the Press officer for the National Union of Mineworkers (NUM), Mr Jerry Majatladi, said safety in South African mines was the worst in the world

"The fact that 26 workers have died in accidents at this mine since the beginning of the year is proof that Kloof is only

To Page 2

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

A spokesman for Goldfields of SA, who own the mine, said the accident occurred yesterday morning at the bottom of a shaft when workers were caught by an "in-

Sowetan 26/7/87
Mine workers drowns
From Page 1
interested in profit but not in the safety of workers," he said
Majatladi said mining engineers, who were responsible for the observance of the Mines Act, needed to improve their investigations into mine accidents
According to Majatladi the attitudes of courts to mine safety, as reflected in the Kinross disaster finding where the mine owners were fined R1 after the death in a fire of over 100 workers, encouraged mining houses to neglect safety.
The publicity secretary of the Black Allied Mining and Construction Workers Union (BAMCWU), Mr Mbulelo Rakwena, said they were outraged by the "unnecessary loss of life perpetrated and encouraged by the mining industry's laxity in control policy.
"We have to sadly submit that these tragic accidents will continue for as long as workers' lives and safety were still made the preserve and prerogative of management," he said
Rakwena said Bamewu offered its members' condolences to the families of the bereaved.

140A

Hospital strike - three suspended

THREE staff members in the Johannesburg Hospital's personnel office have been suspended at the request of dissatisfied domestic staff.

cleaners and kitchen staff went on a four-hour strike on Tuesday in protest against conditions of service.

The workers alleged that jobs were being sold and called for the dismissal of staff in the personnel office.

Workers said they were very worried about the hospital's policy of "selling jobs."

"If you apply for a job they ask you for R50 and if you pay it you will get the job," several cleaners said.

At a meeting between hospital authorities and officials of the National Education, Health and Allied Workers Union (Nehawu) it was agreed that three personnel officers would be suspended until an independent committee of inquiry had examined workers' grievances.

A Nehawu spokesman said yesterday the committee would be appointed next week.

MATTER OF FACT

THE SA police have complained about a Sapa story headlined "Strikers locked in strongroom" published in the *Sowetan* on June 30.

In the report, the Commercial Catering and Allied Workers' Union of South Africa claimed that twelve striking workers at Bradlows stores were locked in a strongroom for most of the day.

The union also said police were manning the store.

1409
Denial

Police said: "The SA police deny that they are in any way involved with Bradlows store, Randfontein or that they were 'manning the store'. The manager denies all of the allegations contained in the article. In fact, he denies that there was a strike at his store or that he even contacted the police in connection with a strike.

"The shots fired at Score, Germiston were fired by a security guard. He alleges that when six men approached the store, (one of whom was armed with a knife) he fired the shots over their heads, in order to scare them off. To date, no one has filed a charge with the police regarding the shooting but management reported the shooting to the police.

Charge

"A member of the SA police had an interview with management and no evidence can be found that he spoke to the strikers. The member is unavailable at present and cannot be contacted.

"There is no Score in Klerksdorp. The existing store, which is known as New World, was visited. Management denies that there is or was, a strike at the store. To date, no charge has been filed with police regarding the pointing of a firearm," he said.

19/6/76
Sowetan 2/7/76



Part of the crowd at the anti-LRAA rally at Shareworld in Johannesburg

State, unions set to clash

UNIONS are gearing up for action over the controversial Labour Relations Amendment Act and the September parliamentary elections.

Balloting for national industrial action which Cosatu has proposed should coincide with the September elections, began at several factories throughout the country this week.

In addition to discussion at factories and within locals, unions are planning to mobilise workers at anti-LRAA rallies.

Several rallies took place in the Transvaal last weekend and rallies are being planned for other parts of the country.

It seems likely that the planned action will lead to a showdown between the labour movement and the state.

Minister of Law and Order Adriaan Vlok this week released details of what he claimed was the action proposed by the Cosatu congress.

A spokesperson for the minister said security police were investigating whether the Cosatu proposal contravened the security laws or the state of emergency.

A rally which was to take place in Sebokeng last weekend was banned.

The order was served on the Cosatu regional secretary for the Western Transvaal, Zwelinzima Vavi, hours before the rally was due to begin.

Vavi said that the last-minute banning almost resulted in violence, as thousands of workers

who flocked to the meeting were loathe to disperse.

Another rally in Klerksdorp was banned by police after the meeting had begun.

The bannings were condemned at a joint Nactu-Cosatu rally held at Shareworld outside Soweto last weekend.

Nactu general secretary Piroshaw Camay told the meeting that the proposed industrial action could involve between three and five million workers.

Meanwhile, employers last week warned that the proposal for industrial action was detrimental to further progress being made in negotiations which have been taking place between employers and representatives of Cosatu, the National Council of Trade Unions and independent unions.

The deadline for a written response by employers to unionists' proposals is before the workers' summit, scheduled to take place next weekend.

Nactu has not yet responded to a request from Cosatu that the summit be postponed until later next month.

An earlier summit held in February this year was attended by representatives from more than 40 unions.

The present course of action against the LRAA by the labour movement stems from recommendations made by delegates to the summit, described as a "significant move towards working-class unity" by Cosatu general secretary, Jay Naidoo.

(Handwritten notes and signatures)
 SOUTH 27/7 - 2/8/89

Fish workers want double



THE Food and Allied Workers' Union (Fawu) kicked off annual wage negotiations in the fishing industry with a demand that employers up wages by more than 100 percent.

The negotiations with the Inshore Fishing Industry Association began this week.

They affect about 3 000 workers at 15 factories in the Western Cape.

Fawu is asking for a minimum wage of R250 a week for lowest-paid workers, an across the board increase for all workers and an annual bonus of four week's pay.

Workers at factories belonging to the IFIA currently earn a minimum wage of R121,44 a week.

Textile workers in militant mood

South 27/7 - 2/8/89

A NATIONWIDE strike is looming in the textile industry following a breakdown in annual wage talks.

Negotiations between the National Industrial Council for the Textile Manufacturing Industry and the Amalgamated Clothing and Textile Workers' Union of South Africa (Actwusa) deadlocked over the union's minimum wage demands.

Actwusa wants a minimum wage increase of R26, half of which must be implemented from January next year.

Another point of contention is the union's demand for a paid holiday on June 16.

Three dispute meetings of the industrial council and mediation failed to resolve the dispute, which affects about 7 000 workers throughout the country.

The employers' final offer is to increase wages by R11,50 immediately, with a further R10 increase from January next year.

This has been rejected by Actwusa, which this week accused the council of paying among the lowest wages of any industrial council.

Actwusa's regional secretary in Natal, John Eagles, warned that workers were in a militant mood.



Unions ready to merge

S/Times 23/7/89

140A

SEPTEMBER will not only be memorable for what has been dubbed one of the most important elections in South African history, it will witness the formation of the nation's second-largest trade union

The Amalgamated Clothing and Textile Workers Union of SA (Actwusa) and the Garment and Allied Workers Union (Gawu) will

merge on September 16. The result will be a union with a membership of almost 200 000. The entire garment industry will be brought under one union.

An Actwusa spokesman says, however, that discussions between the two parties are going so well that an earlier merger is likely, possibly the weekend of August 26 and 27.

Trade-union unity in the garment industry has historically been fraught with prob-

lems. Unions have been active in clothing since 1918 when a craft guild, the Witwatersrand Tailors Association, was formed.

Cosatu-affiliated Actwusa evolved from these humble beginnings with a merger between the National Union of Textile Workers, the Textile Workers Industrial Union and the National Union of Garment Workers on September 7, 1987.

Gawu was formed later that year with a membership

of 102 000. Its relationship with Actwusa was strained, and increased when Gawu was granted observer status with Cosatu in 1987.

A positive merger process was only started late last year. After many discussions, both unions decided in April 1989 that they would merge unconditionally, paving the way for a union with the clout of the National Union of Mineworkers (NUM) and the National Union of Metalworkers of SA (Numsa).

A sub-committee to draw up a constitution for the new union was appointed towards the end of June. It is expected to be ready for discussion soon.

Actwusa and Gawu, although not officially merged, acted as a single delegation at the Cosatu national congress last week, sending 356 delegates.

Actwusa was instrumental in putting forward a resolution for the adoption of a workers charter, which will be launched by Cosatu. The federation is expected to start a workers charter campaign shortly. It will culminate in drafting of a workers charter within two years.

Officials charged

TWO members of the Transport and Allied Workers Union who are facing charges of instigating and participating in an unlawful strike yesterday asked the magistrate to step down because he was not fair.

Mr Abram Malatji (40), of Ga-Mamabolo and Mr Daniel Sekele (39), of Ga-Mashashane, Doornfontein, made the request because the magistrate, Mr A G H Bouer, was according to them, siding with the State.

Southern
2/28/64

They pleaded not guilty to all charges in the Pietersburg Regional Court.

Star 2/7/89

#

~~140A~~

140A

RESOLVES

TO ADOPT THE FOLLOWING PROGRAM OF ACTION

We must mobilise a National Defiance Campaign against all Unjust and Discriminatory laws. We commits ourselves to mobilising every Cosatu member to take part in this ongoing Defiance Campaign, that will culminate in a week of militant mass action during the first week of September.

The components of this campaign will be

(a) Mass action to defy the Unjust segregation of Health facilities. On the 29th July we will mobilise our people all over the country to present themselves at all segregated health facilities and demand that they be opened to all our people.

(b) Mass action around all other segregated facilities that have been denied to our people. On the 30th July we will mobilise our people to demand that all facilities in the areas of,

EDUCATION
TRANSPORT
HOUSING
JOB OPPORTUNITIES
PUBLIC AMENITIES
etc.

be available to all our people.

(c) Mass action to unban all banned and restricted organisations. On the 30th August we must mobilise the efforts of every freedom loving S. African in un-banning our organisations by

- Participating in Mass Rallies
- Participating in Street Processions and Demonstrations
- Openly displaying the colours and Logos of all banned organisations on every street, bus-stop, home and public place.
- Preparing media (posters, pamphlets, stickers etc.) that call for the un-banning of all banned organisations.
- Holding of Press Conferences where leadership figures

within the various banned organisations will openly declare their intention to continue operating publicly

- Planned all these actions in a decentralised manner so that regardless of what action the Regime may take on that day, the campaign must be effectively implemented in every part of the country.

An extract from the disputed document on which Minister of Law and Order Mr Adriaan Vlok apparently based his claim that the Mass Democratic Movement was calling for the violent disruption of the September elections
According to Cosatu, the document was merely a draft resolution which was never discussed by its congress.

Workers on strike 'locked out' 14011

By Cathy Stagg

Everite Ltd, which has a factory in Kliprivier near Vereeniging, has been granted a court order in terms of which striking workers have to leave the factory premises. *Stw 28/7/87*

In papers it is alleged that buses transporting temporary workers were stoned and that one employee was stabbed and another hit with an axe.

Mr Steven Waterbo, who has sustained two stab wounds is in hospital in a satisfactory condition.

The strike has lasted nine weeks and

results from a wage dispute.

The urgent application was launched in the Rand Supreme Court late on Wednesday and a rule nisi was granted by Mr Justice M N MacArthur. The return date is August 15.

The respondents are the striking employees and their 16 shop stewards. The Construction and Allied Workers Union, a Cosatu affiliate, was cited because it may have an interest but no order will be sought against it.

Everite will allow workers to continue living in the hostel in terms of their contracts.

'Violence' accusation is denied

Vlok, Cosatu clash over poll protest

Star 28/7/89

140A

By Mike Siluma and Craig Kotze
Law and Order Minister Mr Adriaan Vlok and the Congress of South African Trade Unions (Cosatu) have clashed heatedly over whether the Mass Democratic Movement is planning a non-violent campaign against the general election.

Cosatu and the Democratic Party have called on Mr Vlok to produce documents on which he based his claims. Speaking in Springbok, northern Cape, last night, Mr Vlok rejected as a smokescreen the MDM statement that its anti election defiance campaign was non violent. He warned again that violence would not be tolerated. But Cosatu, a member of the MDM alliance, rejected the Minister's allegations and challenged him to prove them in court. An MDM spokesman has elaborated on its planned protest against segregated hospitals next week, saying only genuinely ill black patients would be called on to report to white hospitals in their area.

Cosatu said the document apparently referred to by Mr Vlok — a copy of which was released to the media — was in fact a draft resolution, tabled at the congress but not discussed due to time constraints.

Although 'the spirit of the document' reflected "the mood of the congress and the people as a whole", Cosatu had yet to discuss the resolution officially.

Cosatu's assistant general secretary, Mr Sydney Mufamadi, said a number of actions and dates which the Minister claimed the document contained were not even mentioned in the draft.

A proposal that people go to hospitals and demand that health facilities be desegregated was, he said, distorted by Mr Vlok to read "people must disrupt medical services".

'Evil plans'

Last night Mr Vlok warned that disruption of hospital services could cost lives and said "I warn instigators of violence stop these evil plans, they will not be tolerated".

Referring to the MDM and the ANC/Communist Party as the "revolutionary alliance", he said it did not believe in peaceful development. "They stand by the four pillars of their revolutionary offensive, and mass militant action forms an important part of it."

"Or is Cosatu now distancing itself from its blood-brother in plans they made in Lusaka?"

"We know what mass militant action means. This week we saw it in the Western Cape among pupils when private vehicles were stoned and tyre barricades erected."

Mr Vlok said an ANC pamphlet titled 'ANC call to the workers of South Africa defeat the racist labour law; forward to militant mass action' had been distributed.

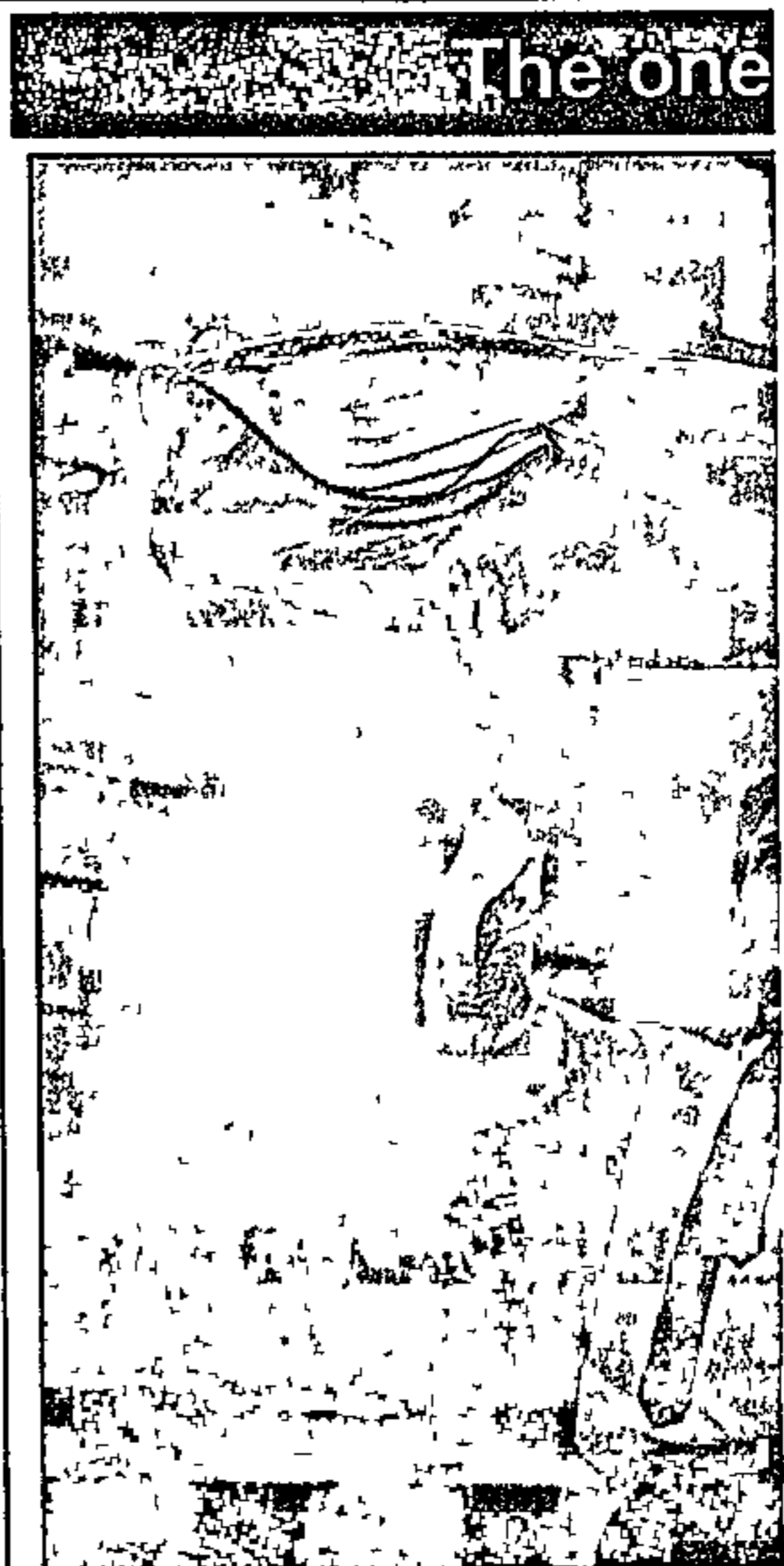
The 'militant mass action' it referred to did not mean "non violent" actions, he said. It is open and brutal violence."

Mr Vlok said a march on a provincial hospital by 2 000 pupils at Fort Beaufort on July 20 had been part of the MDM plan.

He said he could not understand why people turned to violence when the Government was committed to peaceful development, including the right to vote.

Cosatu also attacked DP co leader Dr Zach de Beer on the issue, saying it was appalled that he had given credence to Mr Vlok's "fabrications".

(Report by M Siluma and C Kotze both of 47 Sauer St, Johannesburg)



Nothing fishy Mr David Deminey of Alberton holds model was made to prove his catch was not merely another

Jo'burg blasts: police pursue possible link

By Craig Kotze, Crime Reporter
Police are investigating whether two of three terror blasts on the Reef last night are linked to the Mass Democratic Movement's alleged campaign of militant mass action, a spokesman said today.

Witwatersrand police spokesman Lieutenant-Colonel Frans Malherbe said police had expected "attacks of this nature".

He made the statement after suspected mini-limpet mines exploded at the JG Strijdom Hospital in Johannesburg and at a public toilet in Joubert Park.

No one was injured in the Johannesburg blasts and damage was very slight.

In a third explosion, in Soweto, a suspected ANC member apparently blew himself up while trying to plant a mine at the Midway station, police said.

Colonel Malherbe said "We have

reason to believe is linked to the explosions and this possibility.

"The police this nature and necessary measures senseless attack.

The JG Str at 8 40 pm in a north side of by limpet mine was under a tree.

The Joubert at 11 30 pm on marans and Kle

Soweto police establish the killed in last blast.

He is the himself up this end, two suspects were blown up Cape Town

Copy of draft resolution is released to The Star

By Mike Siluma

Cosatu yesterday rejected Minister of Law and Order Mr Adriaan Vlok's allegations that it planned a violent disruption of the elections, and released to The Star a copy of a draft resolution tabled at its congress and apparently referred to by Mr Vlok. (140A)

Cosatu said the resolution was not discussed by congress due to time constraints. It challenged Mr Vlok to produce the document he referred to.

The 3½-page document begins by noting the continued state of emergency "aimed at frustrating the people's struggle for freedom and liberation".

It says: "The apartheid regime has created a situation of rampant inflation, soaring food

prices, economic stagnation and increasing unemployment."

It accuses "the apartheid regime" of continuing its attacks on "the working class" by promulgating the Labour Relations Amendment Act, and identifies "the need to intensify the struggle against the apartheid regime". Star 28/7/89 -

The document then goes on to list a number of proposed actions to be taken in opposition to the Labour Act, separate amenities and the banning of anti-apartheid organisations and individuals.

While calling for mass political action, the document does not call for violent acts.

● See Page 2 for the "Programme of Action" listed in the document.

that did not get away

~~140A~~

~~140A~~

140A

Sowetan 25/7/89

Cosatu, Inkatha close ranks on black on black violence

INKATHA, Cosatu and the UDF have called on their members to close ranks and "strive towards unity to enable the oppressed to strike telling blows against the common enemy."

A joint statement issued here yesterday after a meeting between the three organisations on violence in Natal says they were "deeply outraged at the spate of senseless violence in

Mpumalanga and other areas involving their members and resulting in the loss of life and limb of people who would otherwise be alive to pursue our struggle against apartheid to the bitter end."

"This (violence) happens while we have embarked on talks to bring about peace among the oppressed and to stop the continuation of senseless killings and destruction of property of innocent

people in the hope that the peace process will have a chance of being implemented to the benefit of us all."

The three called, on their members to:

- "Give leaders of our organisations a chance of implementing the peace process by desisting forthwith from further acts of violence and hostility against fellow oppressed.

- "Close ranks and strive towards unity which alone will enable the oppressed to strike telling blows against the common enemy."

The statement said the organisations reiterated their previous call to the Press to report "in a manner conducive to the peace process and thus help us in this difficult task of restoring peace and reconciliation among our people".

Revealed:

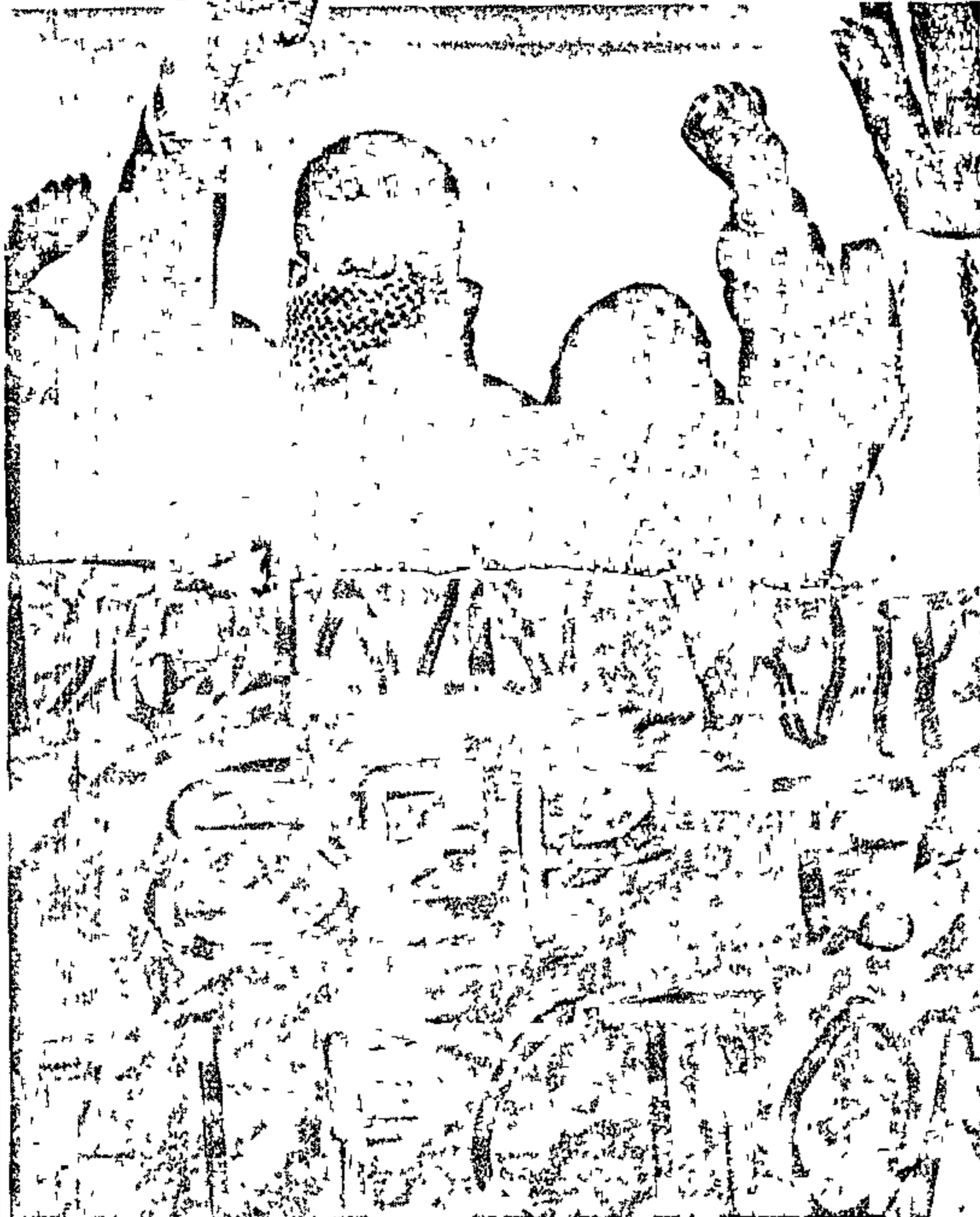
Vlok's

KOP
28/7-3/8/89
W. M. ...



*Violence blue-print
turns out to be a
union report ... in
which bloodshed is
never mentioned*

'terror plot' document



A 'no' to the elections placard in Cape Town's Athlone this week. Picture RASHID LOMBARD

By EDDIE KOCH

THE mystery document which Law and Order Minister Adriaan Vlok used this week to back his claims of a secret terror campaign against the September polls has been released to the *Weekly Mail*

The document is a draft of a resolution put before the recent annual congress of the Congress of South African Trade Unions

It bears some similarity to Vlok's description — but makes no mention of terror or violence. And while the document was drafted for presentation at the congress, it was never discussed

Cosatu officials say that the document has been distorted by Vlok to create the impression that Cosatu has plotted revolutionary violence

"We challenge the minister to prove his allegations in open court," said Cosatu assistant general secretary Sydney Mufamadi. "We are also consulting our legal advisers to determine whether we have the basis for an action against him"

The controversial document, submitted as a draft resolution to Cosatu's congress, but never formally adopted, urged union members to take part in campaigns on the following dates:

● July 20 Mass action to challenge the segregation of health services

● July 30 Defiance of all forms race discrimination in education housing, job opportunities, education and recreation

● August 20 Nation-wide mass rallies, street demonstrations, processions and openly displaying the insignia of all banned organisations

● Early September A week of "militant mass action" against the tricameral parliament and elections

● October A conference of anti-apartheid organisations that will plan action "to finally smash apartheid"

Says the draft resolution "We must mobilise a national defiance campaign to all unjust and discriminatory laws. We commit ourselves to mobilising every Cosatu member to take part in this ongoing defiance campaign, that

●To PAGE 2

Students take to streets in week-long protests

By GAYE DAVIS,
Cape Town

OILY black smoke from burning-tyre barricades smudged the horizon over Mitchell's Plain this week as Cape students took to the streets in a week long protest geared to dovetail with nationwide protests

In widespread action at schools in Mitchell's Plain, Bontcheuwel, Bellville South, Belhar, Manenberg and Athlone, students staged protest marches and rallies

At least nine students were said to have been arrested yesterday after police took action against Mitchell's Plain students attempting to hold a rally at one of the township's high schools

Teargas canisters arced across the skyline and blazing barricades spewed smoke as police and students played what appeared to be a cat and mouse game

In Bontcheuwel yesterday, police

●To PAGE 2

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

THE INVISIBLE MAN WHO POWERED SA BOXING BACK INTO THE WORLD p34

P.T.O

Violence blue-print but there's not bloodshed in it

will culminate in a week of militant mass action during the first week of September."

Press reports of Vlok's speech in Fochville on Tuesday night indicate the minister incorrectly claimed the document called for action against hospital segregation on August 2.

The minister also referred to a number of campaigns — a planned march on the Union Buildings in Pretoria, use of petrol bombs against election candidates and a petition to demand the release of political prisoners — which are nowhere to be found in the document.

"A number of claimed actions and dates which the minister alleges the document contains are not even mentioned in the draft," said Mufamadi. "Secondly, some of the proposals, for example, to go to hospitals and demand that 'health facilities are de-segregated and opened to all people' is distorted by Minister Vlok to read 'people must turn up at hospitals ... to disrupt medical services'."

More serious was Vlok's claim that intimidation and a petrol-bomb campaign was planned around the elections, said Mufamadi. "This is a bla-

tant lie. There is nothing in the document which remotely suggests acts of violence."

Mufamadi acknowledged much of the document "accurately reflects the mood of the congress and the people as a whole" but said time constraints had prevented it from being discussed at the congress.

The war of words between the minister and the one-million-strong labour federation could spill over into a major confrontation. Resistance groups have indicated a grim determination to proceed with the peaceful protests despite Vlok's threats, raising prospects that a cycle of escalating resistance and repression is imminent.

A number of rallies against the Labour Relations Act, jointly organised by Cosatu and the National Council of Trade Unions, were broken up and banned by security police at the weekend and the unions have vowed to take protest action if police action continues.

At a press conference earlier in the week — called by resistance groups

to announce "direct and peaceful action" against segregated services — a number of speakers said Vlok had skewed the document to justify a crackdown on leaders of Cosatu and other organisations.

"This is characteristic Natspeak in which truth and distortion have been twisted by Vlok," said prominent anti-apartheid activist Mohammed Valli. "It is designed to prepare whites for another clamp on the opposition movement ... Insofar as any actions have been planned, we would like to make it clear that these are to be organised and non-violent."

The conference, attended by a large contingent of Western diplomats, announced the start of a campaign on August 2 in which sick township residents will begin presenting themselves at whites-only hospitals for treatment.

The protests, and the government's response to them, will be a crucial test of the enlightened image that many Western statesmen have of FW de Klerk's leadership. Observers note it would be incongruous for Pretoria to say it is willing to negotiate a settlement to South Africa's problems

and reform apartheid, while it cracks down on peaceful protests against racial segregation.

Sensing the dilemma the government finds itself in, church leader Alan Boesak this week issued a statement saying: "The Minister of Law and Order should not so easily resort to threats and intimidation. Rather he should understand that this presents him with an opportunity to rid himself of a system which he himself says has become an albatross around his neck."

Hospitals targeted in the campaign include the Johannesburg Hospital, the Paardekraal Hospital on the West Rand, the Vereeninging Hospital, the HF Verwoed Hospital in Pretoria, the Addington Hospital in Durban, Grey's Hospital in Pietermaritzburg and hospitals in Dundee and Port Shepstone.

An alliance of more than 30 organisations announced peaceful defiance of segregation in education, recreation, transport and housing would follow the hospitals campaign. These would include protests against the tricameral parliament during election week.

140A

Wmair
 18/7 - 2/8/89

Epping firm ^{ALAS}
retrenches ^{7/18/87}
150 workers

Staff Reporter ¹⁴⁰¹¹ ~~14011~~

ABOUT 150 men and women are being retrenched today from Multimech, an Epping-based subsidiary of Tollgate Holdings

This is a quarter of the firm's workforce. Most are shop-floor and clerical employees and members of the National Union of Metalworkers of South Africa (Numsa)

Company spokesman Mr Andrew Wilson said the retrenchment was in accordance with a rationalisation programme by its parent company

He dismissed as "nonsense" claims that a company director's car was set alight by angry workers. There was no violence, he said

Unions give new direction to pension funds

THE emergence of a new labour movement, more representative of the country's workforce, has brought significant changes to the retirement industry.

Unions are becoming an important direction-giving force in the retirement provision field

This is the impression given by Old Mutual managers at a two-day conference on pension and provident funds which has just ended in Johannesburg. Eric le Roux, Old Mutual's group marketing manager, said that prior to the early 1980s the only contact the retirement industry had with the workers was through management, which took all the decisions on behalf of the workers.

The result of increasing union participation in retirement benefits is that the employers have lost what tradi-

JABULANI SIKHAKHANE

tionally used to be their attraction for employment

The trend was to move retirement benefits away from the employment situation to the union environment, Mr le Roux said

Unions have also moved retirement benefits away from the conventional pension funds into provident funds, which are more like money-purchase schemes

At present there are more than 50 union-negotiated provident funds, the mining industry fund negotiated by the National Union of Mineworkers (NUM) and the Chamber of Mines being the latest

Mr le Roux saw union-based funds becoming the trend

These funds are part of the major thinking emerging within the labour movement

Union-based funds, which are likely to become a major issue in 10 years' time, are formed as a result of the union initiative, which invites employers to participate in the scheme

Contribution is by negotiation, as opposed to the industrial council-based funds, which are established in terms of the law

Gerhard van Niekerk, general manager of the employee benefits division, said increasing union participation in the employee benefits schemes was regarded as a healthy development in retirement provision

"Recently benefit structures have increasingly become part of the total sal-

ary package that is negotiated between the employer and his employees

"Historically, the employer made all these decisions and often, although not always realising it, played the roles of both employer and trustee of these benefit funds," he said

Mr Le Roux said that the union leaders and the change in union leadership had led to employers in some cases adopting a more conservative view of the labour movement

An employer negotiates with one leader today and the next day he is gone and a new one comes up

"These changes, which happen mainly in smaller unions, don't give an impression of long-term stability. This is not true of major unions such as the NUM and the National Union of Metal workers of SA"

'Activists may go into hiding'

PAT DEVEREAUX

POLITICAL activists in the Mass Democratic Movement would go into hiding if Mr Adriaan Vlok's threats against them were to be taken seriously, anti-apartheid leaders said last night.

But despite the threats, activists in the MDM — an alliance of anti-apartheid organisations and the Congress of South African Trade Unions (Cosatu) — have vowed to go ahead with a campaign starting on Monday to defy segregation in health, education, transport, housing, job opportunities and public amenities.

"It is deplorable that history has taught the Government nothing and that, 30 years after the Defiance Campaign of the 1950s, we still have to embark on civil disobedience campaigns to show up racist laws," said one activist

The Minister of Law and Order, Mr Adriaan Vlok, has released Government plans to stop the MDM's passive defiance campaign announced at a press conference earlier this week

Meanwhile a major confrontation between the one-million strong Cosatu and the Minister is brewing, after the release of a controversial draft document which outlined the campaign. Cosatu claims that details of the campaign released by Minister Vlok are not accurate, and that the federation never formally adopted the document

Mr Vlok said the campaign had been planned when more than 20 activists of the MDM met the hierarchy of the African National Congress/South African Communist Party alliance in Lusaka on June 5 and 6

"They hatched plans to plunge the country into violence on an extended scale once again," he said

"The Government's first step will be to serve the 30 radical 'generals' behind it with warnings not to proceed"

Other security sources have apparently warned that, if the campaign goes ahead as planned, further steps will be taken, including restrictions on or detentions of individuals involved and the prohibition of the defiance campaign

"The Government will not allow this to happen. I thus want to warn the ringleaders, planning this violence — stop your violent plans for South Africa and its people," said Mr Vlok

Late yesterday, the authorities took a first step to try to prevent the planned protest action against segregated state hospitals. The Transvaal Provincial Administration said that all hospital premises would be restricted, and only those with permission would be admitted

Anyone who tried to enter hospitals without permission would be liable to a fine of R2 000 or imprisonment of up to two years in terms of the Access to Public Premises and Vehicles Act

Reacting to this, an MDM spokesman said.

● TO PAGE 2.

INCOMING — PRESS — CAMPAIGN GOES

Star 29/7/89

140H

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Campaign goes on, vows MDM

● FROM PAGE 1.

(140A)

"It has never been our intention to flood hospitals with patients. We simply told people to go to the hospitals regardless of race."

Regarding the plan for MDM officials to go into hiding, a spokesman said. "No one from the MDM has gone into hiding so far, but it is something we will have to consider."

"We believe it is no coincidence that just two days after Mr Vlok's warnings we have had six bombings in the PWV area. We are forced to suspect that these bombings are being perpetrated by those who wish to create a violent climate in order to start a whole new round of repression before the general elections," said an MDM spokesman last night. He asked not to be named "for fear of retaliation."

He added "We urge the police and Mr Vlok not to create a confrontational situation at campaign events to which foreign diplomats and media have been invited. We trust that the Government will allow the press to witness these peaceful actions and be allowed to report in full on them."

The publicity secretary for the Five Freedoms Forum, Ms Gael Neke, said "The recent spate of bombings has simply reinforced Mr Vlok's statements and are creating a climate in which the Government can take action against political activists."

Star 29/7/89

Well-publicised campaign

She added "This has been a well-publicised and open campaign similar to the FFF's recent call for the Group Areas Act to go when they had the 'inner city encounter', in which black flat-dwellers hosted white guests in protest against the Group Areas Act."

National Medical and Dental Association spokesman Mr Max Price said "This is a basic human rights campaign to draw attention to the fact that hospitals are segregated."

"We decided that action should be taken to open hospitals because the Government has failed to respond to the hospital crisis and open facilities."

"We feel the only way to progress is to get genuine patients to go to hospitals for treatment. Hospital staff have already admitted they are under obligation to ensure patients get medical care. We appeal to the police not to try to forcibly remove sick people."

South African Council of Churches liaison officer Mr Saki Macozoma said he was concerned that Mr Vlok intended to create a climate in which the public would once again accept restrictions and detentions as normal.

The Conservative Party, responding to the defiance campaign, said yesterday that it expected the Government to invoke the powers at its disposal and take firm action.

Report by P Devertaux, 47 Sauer Street, Johannesburg

CP wants probe

● FROM PAGE 1

driving the truck on Friday night was part of the President's guard and had taken equipment used for that protection to the farm for Mr Botha's hunting trip.

"It was an official trip and was also noted as such in the logbook," he said.

Why UIF is overflowing with cash

WIT AGUS 21/7/87

(140) (250) (100)

REPORTS that reserves of the unemployment insurance fund (UIF) had soared to a record R650-million at the end of June have prompted calls for renegotiation of benefits and reorganisation of the board

The National Unemployed Workers' Co-ordinating Committee (NUWCC), a Congress of South African Trade Unions project, said there were many reasons for the growth in the funds reserves, said to be growing at a rate of about R20-million a month, many of them a result of there being no representatives from the major federations on the board

Although about 125 000 people were receiving benefits from the fund at the end of June, a NUWCC spokesman said one reason why the fund was growing was that many thousands who were eligible for benefits did not receive them



"To claim benefits a worker must hand in his UIF card and is given a brown card stating that he is a workseeker and has applied for benefits

"But most employers want to see the UIF card which bears the reason for his unemployment. So many workers would rather keep their cards and look for jobs than register for benefits," he said

"If they haven't registered within nine months they lose their right to benefits and have to work for three months again before they can apply

"A major factor is that migrant workers have to return to their homeland to apply for benefits

"Although they're supposed to get these after two weeks they often have to wait months before getting them, then they have the expense of travelling to the homeland

"Many simply forgo their benefits to stay in an urban area seeking fresh employment

"And large sectors of the workforce such as farm labourers, domestic workers and some State employees pay no contributions and are excluded from receiving benefits"

Many workers believed that the 45 percent of last earnings was too small, and was only hardship relief rather than a proper social security benefit

"If someone has worked for three years the maximum period for which they are eligible for benefits is 26 weeks but many do not know that if they have worked for more than three years they can apply for extended benefits," said the NUWCC spokesman

Even healthier

"And, while increased employer and employee contributions have contributed to the strength of the fund, it must also be pointed out that it could be even healthier and in a state to pay better benefits to all those eligible

"Some of its income comes from investments but we have professional advice that the fund is not making the best use of its investment opportunities

"One of the reasons for this is that while employers and employees contribute equally to the fund, the majority of workers are not represented and therefore play no part in the decision-making process"

He said the NUWCC believed that workers were poorly informed about their unemployment benefit rights and was starting a campaign to correct this

"And we also believe that worker representatives should have the say over fund investment and benefits" he said

cause because the protesters don't have the right to vote."

However, the DP felt it was "risky" to use hospitals — where there was a shortage of services and personnel — as a focal point for the protest as this could endanger the health and even the lives of patients.

The Conservative Party, responding to the MDM's defiance campaign, said yesterday that it expected the government to invoke powers at its disposal and take firm action against the movement. — Sapa and Political Staff

(Report by Dirk van Zyl, 514 First National Bank Building, Church Square, Pretoria, Raphael Banda, Kine Centre, 141 Commissioner Street, Johannesburg, and Anthony Johnson, 122 St George's Street, Cape Town)

Vlok lied: He can sue us — Cosatu

1400/1006
CIT TRS 29/7/84

JOHANNESBURG — Cosatu has challenged the Minister of Law and Order, Mr Adriaan Vlok, to take it to court for defamation of character after accusing him of lying

According to the organisation, central to Mr Vlok's allegations against Cosatu and the MDM (Mass Democratic Movement) was his claim that a document setting out a programme of defiance and violent disruption of the September elections was "distributed at Cosatu's Congress held on July 12 to 15".

Cosatu said this was a lie. — Sapa

Thousands to protest

140A

By Robyn Chalmers

THOUSANDS of trade unionists will meet next month to protest against the Labour Relations Act (LRA).

The Congress of SA Trade Unions (Cosatu) and the National Council of Trade Unions (Nactu) say the second workers' summit will be held on August 26 and 27.

Observers fear that the summit may not happen because of warnings by Law and Order Minister Adriaan Vlok to the Mass Democratic Movement (MDM) and the halting of similar rallies in regional areas.

Mr. Vlok claims that a draft resolution put forward

at the Cosatu national congress this month called for action preceding the September general election.

He warned the MDM, of which Cosatu is a part, to desist from violence and intimidation or face the consequences.

Cosatu denies that the MDM plans violent rallies. It says: "Insofar as the MDM has planned any actions, these have been openly canvassed and are non-violent in their nature."

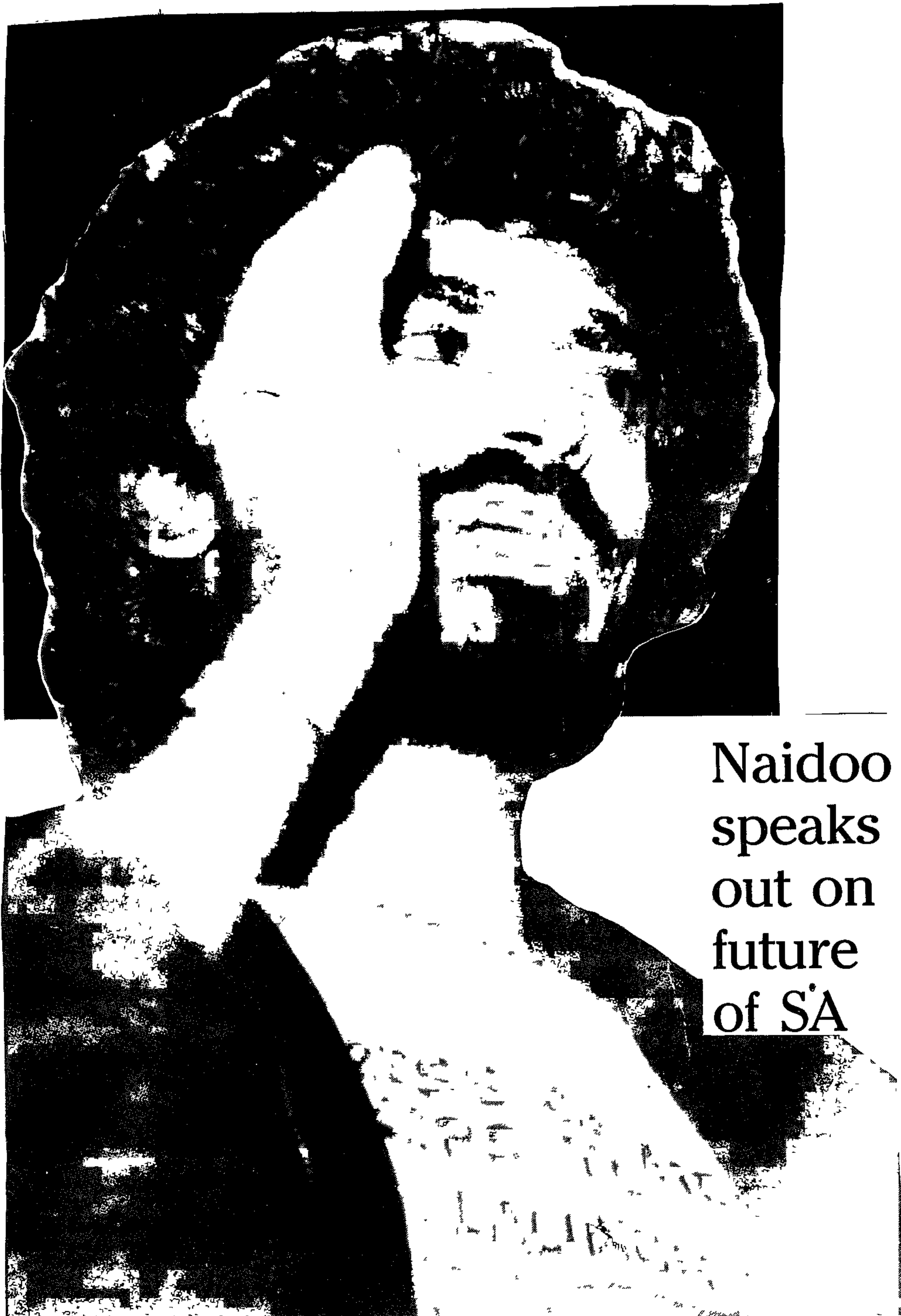
One of these actions is the

second workers' summit to discuss plans for action against the amended LRA.

Cosatu says: "We resolve to fully participate in implementing the recommendations of the workers' summit and to propose co-ordinated and sustained industrial action in line with the demands put forward by Cosatu, Nactu and the independent unions."

"Cosatu will recommend to the workers' summit that the sustained action begin on September 1."

Acting Manpower Minister Eli Louw has invited submissions to the National Manpower Commission.



Naidoo
speaks
out on
future
of SA

Cosatu general secretary Jay Naidoo . . . employers and State benefit from poverty.

Unite for power

By **CONNIE MOLISI**

COSATU's third national congress two weeks ago was a watershed, coming at a time when crucial issues were facing the democratic forces, said general secretary Jay Naidoo.

Naidoo told *City Press* in an interview: "The congress derived its significance from the overwhelming unity and spirit of resistance and defiance, and resolutions were taken on important issues facing the people."

On political negotiations, Naidoo said "The Mass Democratic Movement has never opposed genuine negotiations. There has not been any sign on the part of the government to negotiate. The MDM is sceptical about what could be empty sounding words from Pretoria.

"The government will have to create a climate for negotiation that allows free political activities. We set conditions necessary for such a climate. If these conditions are met, it will be a signal that there is seriousness to negotiate."

The bottom line for Cosatu was that "any negotiated settlement will

CAW 30/7/89
**Employers
cannot
exonerate
themselves
from the
attack by the
Labour
Relations Act
on the
unions.**

they have not yet shown opposition to apartheid in concrete terms, said Naidoo

On the call for week-long protest action against the Labour Relations Act (ERA), Naidoo said the Act had been used against trade unions

It was significant that all laws in South Africa had been passed by a racist parliament and supported by major employer bodies, he said

small towns is one year
Forty two small towns were
the country. The towns
economically active people

have to address the basic needs of our people, from provision of housing and education to health care”

“These conditions serve as important catalysts to test the sincerity of the government to negotiate, because at the moment there is tremendous international pressure to reach a political settlement

“The government is incapable of meeting the bottom line of our one person, one vote demand. It is faced with a deepening legitimacy crisis. The reform strategy – a cosmetic effort to maintain apartheid – has failed to win that block traditionally seen as moderate

“The congress has noted that it has to canvass support with the broad community to unite a whole range of anti-apartheid forces around a unifying perspective of one person, one vote”

A programme of action would have to be developed that not only united the core forces of the MDM but defined the terrain of the struggle itself

“A convening committee has already been suggested to set up debates to determine the context and form of a new alliance – with organisations ranging from the churches, the UDF, Azapo, Nactu, Cosatu and black business people.

“The conference, to be held in October, will be part of this process to build anti-apartheid forces”

The only organisations to be excluded were big business because

‘The Mass Democratic Movement has never opposed genuine negotiations but is sceptical about Pretoria.’

“Employers cannot exonerate themselves from the attack by the LRA on unions. In the past nine months the LRA was used against us not a single employer suspended the use of the LRA, as we had called for”

Naidoo did not say what form the protest action would take as this would pre-empt discussion with other groups. The recommendation of the congress would be taken to the worker summit in August to canvass consensus

“Unless employers break with apartheid there will never be a LRA which is acceptable to workers. The spirit of apartheid is unacceptable. No one wants to accept poverty and suffering much longer

“Our view of one federation and ‘one union, one industry’ is our most important weapon. We have to defend our position. To pursue this the congress mandated the constitutional structure of Cosatu to consult with Nactu and the independent unions

“There is more that unites us than divide us. It is in the context of concrete struggles against the LRA that the basis of unity is built, instead of having unity made up by leaders at the top

“An important achievement is the level of unity we have achieved within Cosatu itself. The prospects for unity in the commercial and catering sector is an important advance”

On the anti-apartheid coalition, Naidoo said the process had already begun through the peace initiative in Natal, the worker summit and unity in sports.

Privatisation should be recognised for what it was, said Naidoo. It led to a loss of jobs, increases in service charges and was a political strategy to deprive a post-apartheid government of the necessary resources to reconstruct the economy and address the needs of the people.

“Our policy on disinvestment remains as resolute as before. It is important to canvass international pressure against the government. Both employers and the state are committed to apartheid because they benefit from poverty

“The South African economy is part of the Western economy and heavily dependent on its technology. The disastrous economic and political policies of this country are responsible for the suffering of our people”

International pressure was the last weapon of non-violent change left to force the government to negotiate, Naidoo said

■ By C Molusi, 204 Eloff Street Extension, Selby

LOCKED OUT AND ANGRY



Joshua Doore picketers have been stopped from using store facilities. *city press 30/7/89* (140A)

Company 'breaks agreement'

By MARTIN NTSOELNGOE

PICKETING Joshua Doore workers have accused the company of breaking a pledge not to lock them out.

An agreement between management and Ccawusa allowed workers

to use toilets and tea-making facilities. It also allowed for liaison with the union before police were called in.

But this week most Johannesburg store managers barred picketers from their stores and some picketers had been arrested, workers said.

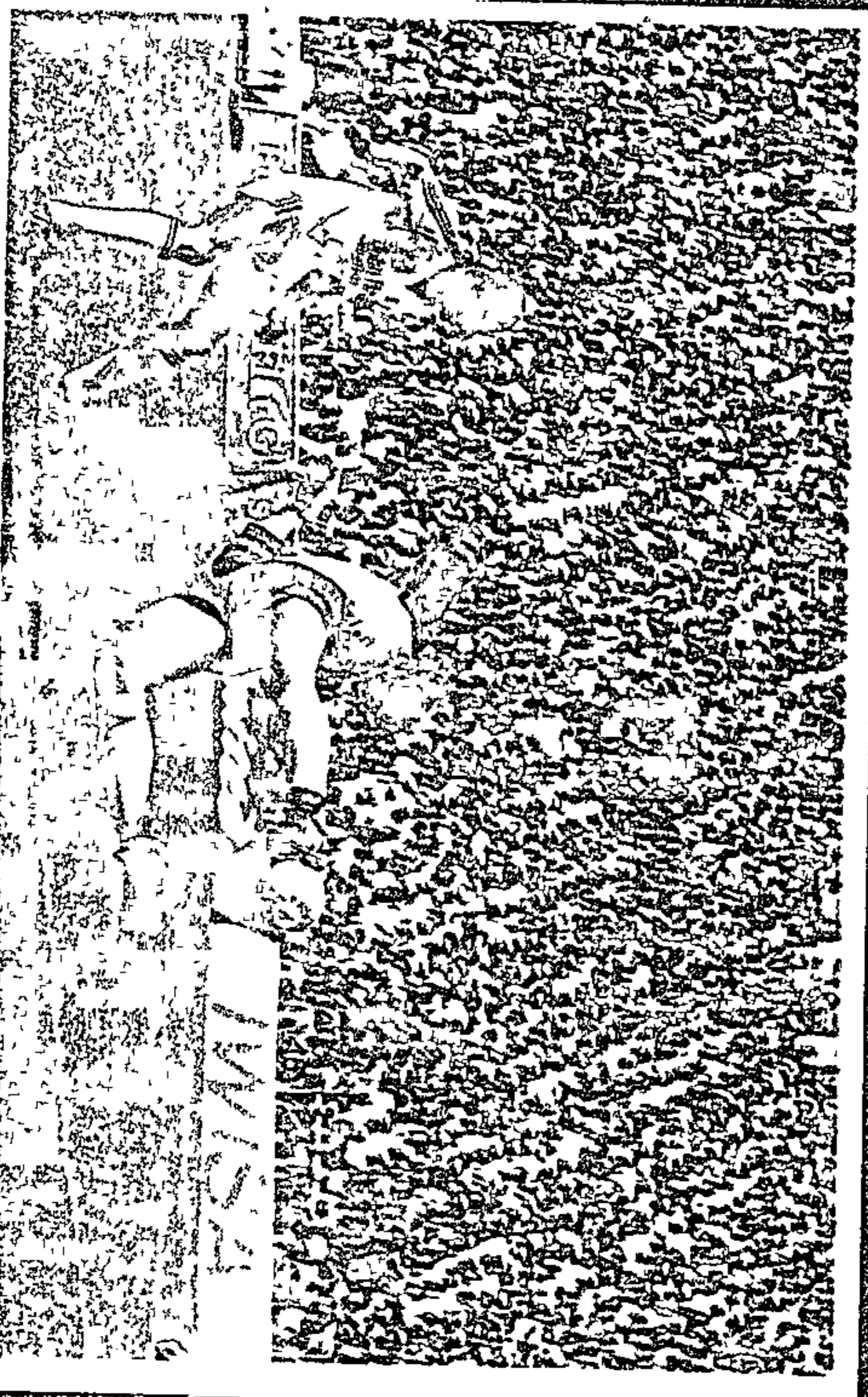
Trauma of removal claims child's life

By S'BU MNGADI

TWENTY-MONTH-OLD Nhlanhla Mkhize — a victim of forced removal and homelessness — after developing a cold this week

SOWETAN

MONDAY JULY 31 1989 LATE FINAL PWV 40c (35c + 5c GST) OUTSIDE PWV 50c (44c + 6c GST)



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Cosatu and Vlok head for clash

BY ISMAIL LAGARDIEN

IN a statement released at the weekend to the international community, Cosatu accused the Minister of Law and Order, Mr Adrian Vlok, of telling blatant lies and distortions about the defiance campaign planned by the Mass Democratic Movement.

Late yesterday the MDM confirmed that action planned for Wednesday at several hospitals in the country would go ahead.

The weekend statement by Cosatu, one of the major participants in the campaign, was a response to allegations made by Vlok in a speech delivered in Fochville in the Western Transvaal on July 25.

"The wide coverage given by the media to Mr Vlok's allegations before any attempt was made to verify his claims was a disappointment," the statement said.

To "set the record straight" the MDM/Cosatu strategic alliance has stated categorically that "the Minister is lying". "We challenge him to prove his allegations in court. At the same time Cosatu is consulting lawyers about whether it is possible to take legal action against the Minister," the memo said.

There is nothing in the document Vlok has that suggests a violent campaign of intimidation and disruption of elections is being proposed by the MDM.

"However, we are not surprised by this

Page 2

P.T.O.

Vlok, Cosatu clash

140A

Source: 31/7/87

• From Page 1

desperate attempt to discredit the MDM in the eyes of the public on the eve of elections."

"This shows Vlok's contempt for the white electorate and his belief that they are so gullible as to accept anything designed to sway their vote in favour of the National Party," the memo said.

In conclusion, Cosatu expressed its fears that the South African Police will use the Government's infamous laws to disrupt the peaceful action planned for August 2.

The union appealed to the international community to monitor the situation closely and to put pressure on the South African government not to act in an irresponsible manner.

Workers arrested 'for singing'

By Mike Siluma, Labour Reporter

The Congress of SA Trade Unions has accused the police and the SA Transport Services of interfering with workers' freedom of expression following the arrest of more than 400 workers for singing freedom songs while commuting by train

A statement by Cosatu's Witwatersrand region said workers were arrested for singing on their way to and from work by train on the East Rand

~~224~~ ~~224~~ CHARGED 1409

About 200 were reportedly arrested in June and 240 in July. Some paid admission of guilt fines, others were charged with disturbing the peace and released on bail.

The arrests were condemned by Cosatu as a violation of workers' freedom of association, of expression and movement

"This is a new form of repression which tends to supplement the bombing of (union) offices and brutal attacks on workers engaged in militant strike action"

The Cosatu regional office said workers from different factories and industries

had held numerous meetings to discuss this matter. In addition, the region has referred the matter to its lawyers and had requested Sats for a meeting

In response, a police spokesman said police did not "act against people because of their affiliation to one or other organisation". As stated in (The Star's) inquiry, the people were arrested on suspicion of having committed an offence

"The police cannot detain persons without reason. If it is revealed during investigation that there is no evidence to connect the suspect to the case being investigated he/she is immediately released"

"All case dockets are forwarded to the relevant judicial authority who decide whether to prosecute or not"

"Regarding the 'bombing', this office has issued numerous requests to people who have information to come forward and furnish it"

A Sats spokesman said passengers had the right to complain if they were being disturbed by others

1404



Cosatu protests to go ahead

BLACK trade unions had no option but to press ahead with protest action against apartheid and the Labour Relations Amendment Act, Cosatu general secretary Mr Jay Naidoo said in Durban at the weekend.

Addressing a conference on labour law, the Cosatu official said union members had become increasingly sceptical of 'big business' support in their attempt to dismantle apartheid.

By LEN MASEKO

With employers reluctant to support action against apartheid, we have no option but to pursue our non-violent, peaceful protest," Naidoo said, referring to the protest against the controversial labour law and apartheid proposed by Cosatu.

Saccola chairman Mr Bobby Godsell urged

Cosatu and Naciu to continue their talks with employers with a view to reaching "a consensus".

Asked whether employers will take action against workers who took part in the campaign proposed by Cosatu, Godsell said the response from employers would not be "sympathetic" if the protest took place before talks between Saccola and the two federations had been exhausted.

Chairman

Dr Van Zyl Slabbert, chairman of the Institute for a Democratic Alternative for South Africa, said the political battle between the Nationalist Party and the Conservative Party centred on the fundamental future of this country.

He said this was one of the important issues that would have to be addressed in the debate on the future of this country.

INDUSTRIAL RELATIONS - COSATU

1989 - AUG. - SEPT

found significant scarring. He said the scars could be improved by surgery but would still

be scar times with a black sjambok while she was asleep. The witness said that after the assault the woman's back, legs and but-

year

The worker had an open wound after the assault, the witness claimed

Numsa slams 'divisive' memo

THE Industrial Court this week ordered an Atlantis engineering company to withdraw a memorandum sent to employees earlier this month.

The memorandum, which was circulated to all employees of Atlantis Diesel Engineering (ADE), advised workers that they had the right to belong to any union of their choice.

The National Union of Metalworkers of

South Africa (Numsa), which has majority membership at ADE, told the court that the memorandum was aimed at splitting up its membership.

A Numsa spokesperson said management had issued two memorandums over the past month which had a "disruptive effect" on union activities at the company.

The memorandums were in connection with wage negotiations between the com-

pany, Numsa and six other unions

Numsa was the only union to reject the company's offer of a 15 percent wage increase across the board.

After the memorandum was issued, about 20% of the union's 1100 members resigned from Numsa.

The Numsa spokesperson said the union was moving towards a strike ballot, following the deadlock in talks at the industrial council.

1st August 1989,

 A circular stamp with a grid pattern and the letters 'NUMSA' written inside.

140A

~~150~~

3 000 down tools

ABOUT 3 000 Samcor employer near Mamelodi, Pretoria, are on strike demanding more pay.

The strike started yesterday.

Samcor's director of communications, Mr Reuben Els, said the strike was illegal.

Sources at the plant said workers were angered by the management's refusal to give them a R2 and hour across-the-board increase. It offered to pay 60 cents instead, they said.

The striking workers are members of the National Union of Metalworkers of South Africa (Numsa).

Els said: "We have an illegal work stoppage and up to now we do not know the reason for his action. The union has not

2/8/89

2/8/89

1404

5000 get jobs back

JOSHUA Doore and the Commercial Catering and Allied Workers Union of South Africa have reached agreement, ending a month-long strike by the company's employees

By LEN MASEKO

Cawusa official Mr Kaizer Thibedi said the two parties have agreed to a phased reinstatement of the 500 retrenched employees from this month. Under the agreement, a minimum of twenty-five workers will be reinstated every month.

The two parties have also agreed to appoint a committee to monitor the reinstatements, Thibedi said.

He said Joshua Doore employees would also be granted an across-the-board increase of R110 a month backdated to February this year, and a further R10 effective from January 90.

Joshua Doore group stores which were affected by the strike included Price 'n Pride, Score, Score Furnishers and Bradlows.

"Cawusa wishes to thank individuals and the community for the support given during the strike," Thibedi said.

Meanwhile Cawusa members employed by Fred Smollen Company have been on a wage strike for the past two

weeks. The strike revolves around the a R155 across-the-board monthly increase and a R720 minimum pay demanded by the union.

A company spokesman, Mr Nigel Devland, confirmed that the two parties were in dispute over wage increases. He said talks between the two parties were continuing.

The Media Workers Association of South Africa has taken Pieterburg-based Worcester Printers to the Industrial Court for dismissing five of its members, a Mwaswa spokesman said.

Mwaswa's general secretary, Mr Sithembel Khala, said the workers were dismissed by management after the Department of Manpower declined to exempt the five from a closed shop agreement between the company and another union.

CUT HERE

VW plant closed over 'absenteeism'

Own Correspondent

PORT ELIZABETH — Volkswagen closed all production lines in Uitenhage plant because of "high absenteeism and uprocedural industrial actions", a company spokesman said yesterday

But this was disputed by a trade union official, who attributed the closure to strike actions by workers in other allied motor trade industries

Samcor in Pretoria also closed down after about 3 000 workers went on strike yester-

day to back demands for higher pay

A VW spokesman said that in the interest of productivity and effective and economic functioning of the plant, there was no alternative but to close the plant.

Mr Phumzile Gomomo, a spokesman for National Union of Metalworkers (Numsa) and Cosatu vice-president, denied that VW workers had gone on unprocedural industrial action

He said VW management

had felt it would be uneconomic to continue production since the company had been affected by strikes in Good-year, now entering the fifth week, Bosal Afrika and at Hella plant also in Uitenhage.

Mr Gomomo said workers had demanded a report-back meeting on the ongoing wage negotiations, but found production lines already closed when they went back to resume duties on Monday

The union felt strongly about this, he said, adding

that Numsa had challenged management about the closure of the production lines

Mr Gomomo said workers were committed to resume duties any time the production lines were opened

A spokesman for the workers at Samcor said the stoppage began because workers demanded an increase of about R1,50 an hour while the company offered 45c

National wage negotiations are currently taking place in Port Elizabeth

THE conflict between companies and unions or, rather, managements and employees is an inescapable ingredient of the workplace

It should be resolved by management and workers themselves on the shop floor without any State interference

This is the assertion of Professor Clyde Summers, a Pennsylvania University academic presently visiting this country

Any government intervention in the interface between management and unions exacerbated conflict, he said

"Any dispute resolution procedure must take place at plant-level because failure to do this will result in the dispute being resolved by strikes" Summers told more than 300 delegates attending a conference on labour law in Durban at the weekend

The conference - whose theme was "The Private Regulation of Industrial Conflict" - was attended by representatives of management and trade unions

At issue was whether private regulation of labour conflict should not be encouraged to keep State interference at bay

Union delegates and some labour lawyers saw the controversial Labour Relations Amendment Act (LRA) as an example of government intervention

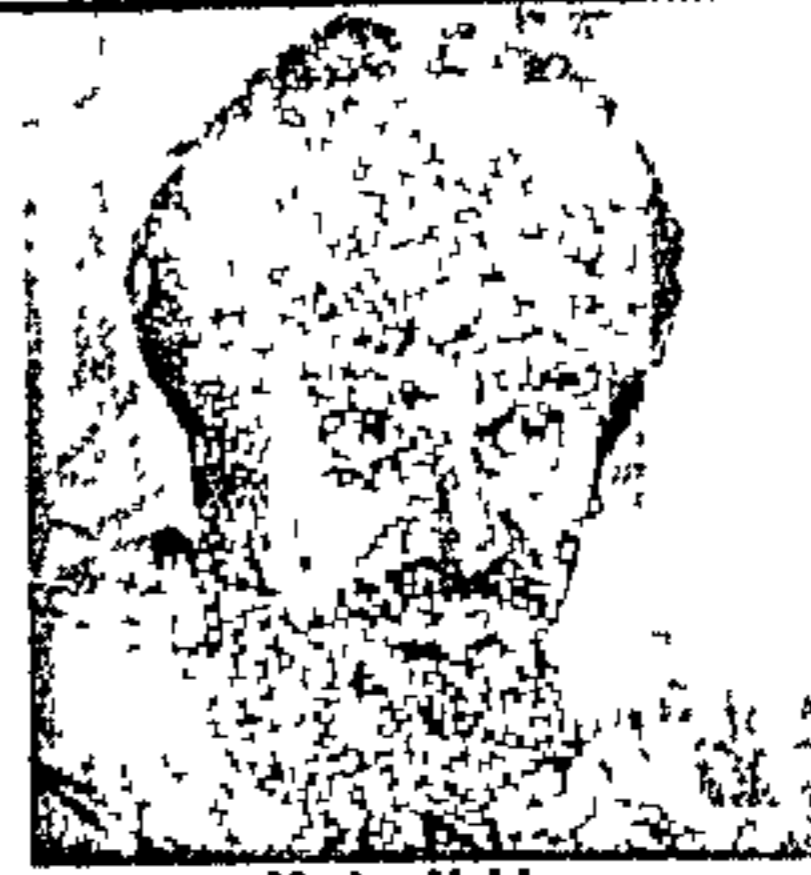
The American professor warned against having decisions of adjudication reviewed by courts or judges who know nothing about the workplace issues

To avoid this unions and management had to design their own dispute resolution procedures

2 views about politics on the shop floor



Mr Peter Wrighton



Mr Jay Naidoo

Leave bosses and unions to fight it out, govt is urged

Sowetan 4/8/89

140A
[Handwritten scribbles]



By LEN MASEKO

the latter" Fourie said. Although there was a natural conflict of interest between management and workers, delegates felt that the two parties could pursue their relationship - or disputes - on their own through mechanisms such as mediation, arbitration, the industrial council system and the Industrial Court

Disputes

But doubt was raised at the viability of resolving disputes through such methods as the Industrial Court, mediation and arbitration

Trade unionist Mr John Copelyn said debate in union circles centred on whether they should choose the court or private arbitration to resolve the disputes of rights

Calling for the privatisation of the Industrial Court Copelyn said criticisms centre on the fact that we have no influence whatsoever over appointments to the court and that appointments are perceived to be of people who are of low judicial

industrial relations questions"

He said. "More often arbitration will be less attractive where a particular dispute is only one manifestation of a much wider and longer-term conflict between parties in which their interests or rights are being advanced by a more complex set of strategies and tactics than those which are evident from any single dispute"

"Unions and employers will tend to shy away from the arbitration of a particular dispute where this will project unfavourably into these strategies," Brown said

Politics

He said the very certainty of arbitration in such situations was a major factor causing parties to reject it

There seemed to be increasing resentment in the employer circles on being inundated with what they termed as "the political agenda" on the shopfloor. While they conceded that there were political problems in this country employers believed shop floor issues should be separated from the political ones.

Premier group chairman Mr Peter Wrighton said although he understood why unions were tackling both labour and political matters the labour movement should understand that businessmen held divergent political views. Cosatu's general secretary Mr Jay Naidoo said unions would continue to confront managements with both labour and political demands because there was collusion between the State and business

This collusion he said had resulted in the promulgation of the LRA which sought to crush unions

ous, Deputy Oil Minister Mr Vladimir Filanovsky-Zenkov told the So-

etsk region of the Ukraine, production last month alone was a million tons down — *The Independent*

Textile workers bypass Labour Act

140A

STAR 3/8/89

High-level union-employer talks on reshaping the Labour Relations Act (LRA) are quietly being supplemented in the textile and clothing sectors by a host of private deals bypassing the legislation

Demands that employers contract out of the LRA have been made in about 150 bargaining forums, says the SA Clothing and Textile Workers Union (Sactwu)

These include clothing industrial councils in the Transvaal and Natal, the Western Cape cotton industrial council, and major textile firms such as Frame and Romatex

Last week Sactwu went into dispute with Western Cape cotton employers on the issue, and other disputes are in the offing. But there have also been agreements — more than 20 000 workers are already covered by deals sidestepping the LRA, the union says

Sactwu's Mr John Eagles stresses that the campaign pre-dates and complements the talks between the labour movement and the South African Consultative Committee on Labour Affairs aimed at joint proposals on changes to the LRA

Sactwu members, by means of factory protests and last month's two-day stayaway, had backed the broader push for a new law.

The five-point package demanded by Sactwu resembles deals struck between several West German firms in SA and the National Union of Metal-

Private deals are supplementing the present talks between unions and employers on changes to the Labour Relations Act, reports
DREW FORREST.

workers Among its features are

- The referral of all "disputes of right" (over the breach of an agreement or law) to private arbitration, thus bypassing the LRA's dispute-settling machinery and the Industrial Court. In "disputes of interest" (for example, over wages), the union seeks such rights as a moratorium on dismissals, access to strikers, and picketing facilities
- On retrenchments, a guarantee of negotiation with Sactwu and the application of the "last in, first out" principle
- The right of all workers to a fair disciplinary hearing. The LRA apparently enables managers to fire workers with less than six months' service without valid reason
- An employer pledge not to base legal action against the union on the LRA. A particular union concern is section 79 (2) which broadens unions' liability for damages claims in illegal strikes
- A statement by employers that they favour the extension of union rights to workers in farming, domestic service and the public sector who are not covered by the LRA in its present form

13 000 strike for pay at three motor companies

REC 3/8/89

1404



The Argus Correspondent
JOHANNESBURG — The motor industry has been hit by strikes involving nearly 13 000 workers

The wage strikes already affecting Volkswagen and South African Motor Corporation (Samcor) spread yesterday to Toyota plants in the Transvaal and Natal

Confirming the closure of the company's Uitenhage plant, a Volkswagen spokesman said that "as a result of high absenteeism and unprocedural industrial action" it had become "impossible to continue production"

Production lines would remain closed "until such time as shop stewards confirm that the affected employees are prepared to resume normal work, follow agreed-to rules and procedures and maintain acceptable production standards"

Discussions with the trade unions were continuing. The spokesman said about 5 500 workers were affected by the closure

In Pretoria a two-day strike by about 3 000 workers at Samcor's assembly plant led to a lock-out and plant closure yesterday, said Samcor's managing director, Mr Spencer Sterling.

Mr Sterling said the decision to close the plant and lock

workers out followed the failure of the National Union of Metalworkers to give assurances that workers would not stage further stoppages if they were allowed to return to work

He said the main issue was the union's demand for immediate national negotiations with all the motor manufacturers. There was no direct dispute between the union and the company yet

A worker spokesman at Toyota said 3 000 workers were on strike at the company's Prospecton, Durban, assembly plant. A further 1 000 had withdrawn their labour at Toyota's subsidiary, Rowen SA, also in Natal. About 400 had downed tools at Toyota's marketing division, near Sandton, Transvaal

A Toyota spokesman confirmed that workers had been on an "illegal work stoppage" at Prospecton since Tuesday. He said similar work stoppages took place at other Toyota facilities in Durban and Sandton, but would not elaborate

Although union spokesmen could not be reached for comment, worker spokesmen said the strikers were demanding, among other things, a 40-hour working week, individual increases of R2 an hour and a minimum rate of R6,58 an hour

6 000 to strike

THE National Union of Metalworkers of South Africa has called for a strike in all Dorbyl plants from Monday ~~()~~

Dorbyl is one of the largest private sector employers in the metal industry. *Sowetan 3/8/84*

A statement by Numsa said deadlock had been reached after 18 months of negotiations on four demands put to Dorbyl by union members

"Numsa members in 50 Dorbyl factories voted last week for strike action over the dispute. Voters numbered over 6 600 for strike action, 312 voted against and there were 49 spoilt papers.

"The strike ballot follows negotiations which have dragged on for more than 18 months Dorbyl has avoided proper negotiations by oscillating between its divisions and the head office," the Numsa statement claimed

• About 400 general workers went on a lightning strike at the Park Lane Clinic this week over a pay grievance, according to a spokesman for the National Education, Health and Allied Workers' Union ~~()~~ 140A

General secretary Sisa Njikelana said the workers had downed tools

over a discrepancy in wage increases.

Park Lane is the third hospital to be embroiled in a dispute with workers in recent weeks Morning-side Clinic and the Johannesburg Hospital have been in the news in connection with workers' grievances over pay, working conditions and workers' rights.

Sowetan

3/8/89

140A

Car firm closes plant

SAMCOR has closed its plant following an "illegal" work stoppage by about 3 000 workers sparked off by a wage increase disagreement.

Before the closure, workers were given a circular in which they were warned to report for duty on August 1 and commence work in a normal manner or face disciplinary action.

The circular, signed by Mr E Bezuidenhout, the company's labour relations manager, said that the "illegal and unfair" work stoppage would be recorded on workers' conduct record as a further warning.

The circular added the plant would be closed with immediate effect.

The strike started on Monday following a pay disagreement between the workers, represented by Numsa, and the company, represented by the Steel Engineering Industries Federation of South Africa (Seifsa). The workers demanded R1.50 an hour increase whereas Seifsa offered them 45c. The negotiations are in Port Elizabeth.

Numsa slams Isacor sell-off

THE National Union of Metalworkers of South Africa (Numsa) has hit out at the government's proposed privatisation of Isacor

Numsa claimed this week that the company would be greatly undervalued — possibly by as much as R1,5 billion — in the event of privatisation

Courts 'in disrepute'

THE general secretary of the Amalgamated Clothing and Textile Workers' Union of South Africa, Mr John Copelyn, has called for employers and unions to be allowed to choose who presides over industrial courts

Speaking at a labour law conference, Copelyn said the courts had fallen into disrepute among workers because of their reluctance to reinstate workers who were dismissed unfairly and the speed with which interdicts restraining workers from continuing with strikes were issued

'ANC unions' says Bureau

A PAMPHLET which offers assistance to farmers worried about their labourers joining unions, has been distributed to all deciduous fruit farmers in the Western Cape

The pamphlet, issued by the "Liaison Bureau", warns farmers that they are the target for the "ANC's revolutionary onslaught on the Platteland"

Ppwawu in dispute

THE Paper, Print, Wood and Allied Workers' Union (Ppwawu) has declared a dispute with the South African Print and Allied Industries Federation over the federation's decision to withdraw from the National Industrial Council for the industry earlier this week

SAPAIF is the largest employer in the printing industry

Ppwawu said the federation's decision was a "kneejerk reaction" to Ppwawu's application to join the council earlier this year

The SAPAIF said that while this was part of the motivation, the major reason for its withdrawal was the problems it perceived with two-tier bargaining

(140A)

68/8/89
Cath

Numsa walkout

(WDA) 29/8/87

THE National Union of Metalworkers of South Africa (Numsa) has declared a dispute with employers in the motor industry following a breakdown in talks affecting about 160 000 workers.

The decision was taken at a shopstewards' council meeting in Kimberley last weekend and follows a walkout by the union's negotiating team from talks in the industrial council.

A Numsa spokesperson said the walkout was in protest at the council's insistence that unions present at the talks vote whether to accept the employers' wage offer.

Employers belonging to the South

African Motor Industry Employers' Association and the South African Vehicle Body and Repairers Association offered a 12,5 percent wage increase

The offer excluded some categories of workers and provided for a lower wage hike for other categories such as pump attendants

Two unions representing white workers accepted the offer which was rejected by Numsa.

Numsa's shopsteward council said the union wanted a minimum increase of 20 percent for all workers and an hourly rate of R2,50 in small towns, where the current minimum is R1,24 an hour

(Handwritten scribble)

(140A)

3-9/8/89

Fawu in wage dispute

By CHIARA CARTER

FOOD giant Premier has declared a dispute with the Food and Allied Workers' Union (Fawu) following a deadlock in annual wage negotiations.

Epic, a division of Premier, declared the dispute after Fawu turned down the company's offer of a R22 weekly wage increase.

And Fawu anticipates that the company will declare another dispute shortly.

A Fawu spokesperson said the union expected Premier Milling to declare a dispute over Fawu's refusal to accept the company's offer of R24 a week

Last month, Premier agreed to accept backdating of increases after workers demonstrated outside several factories and the union declared a dispute with the company

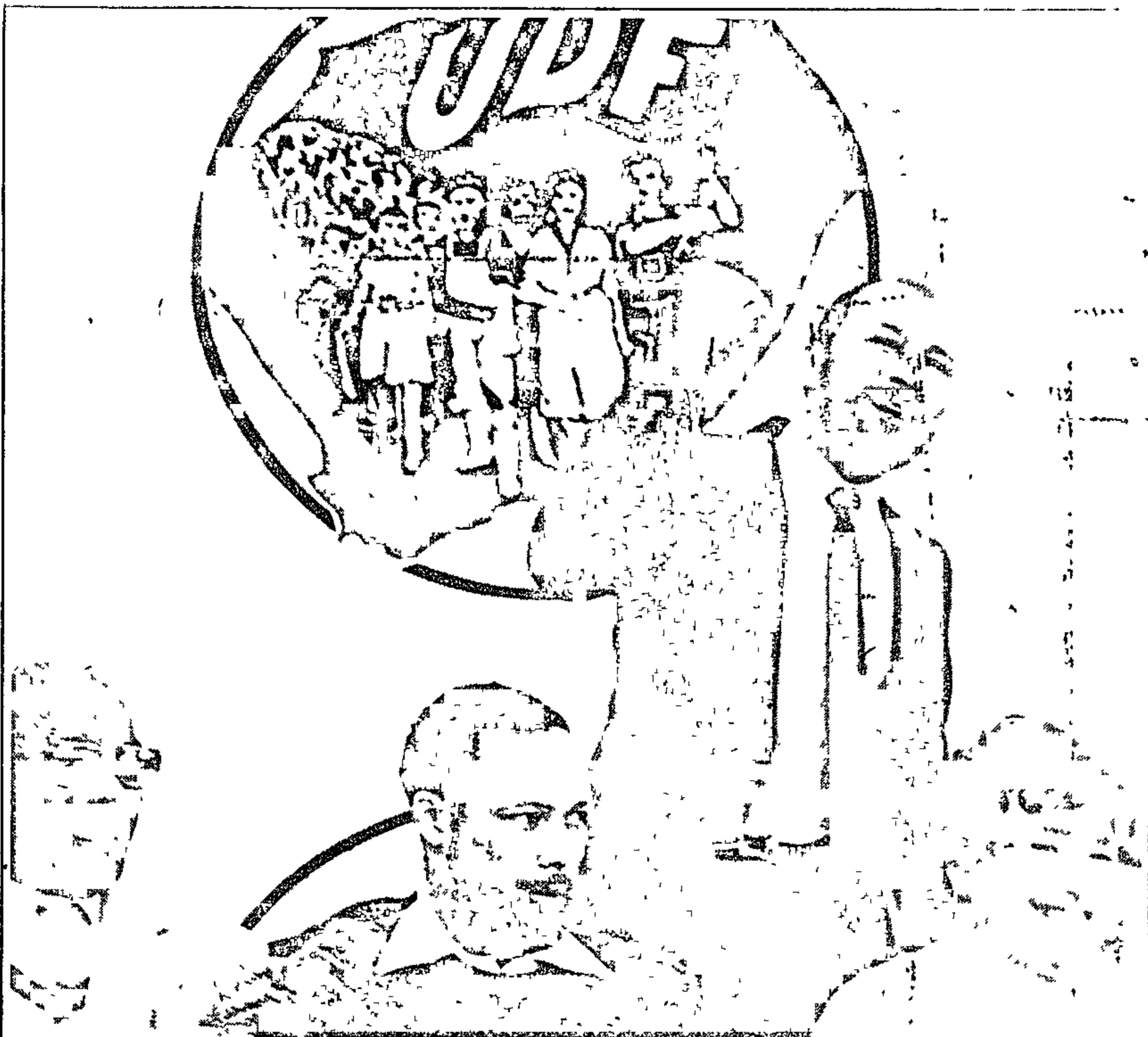
Premier also withdrew its demand for productivity-linked increases and for plant level negotiations

The negotiations are part of the national wage talks in the baking and milling sector of Fawu which began in June.

The sector includes the South African Breweries and National Food Distributors

The union's guidelines for the sector include demands for a R300 minimum weekly wage, present shift allowances being doubled, a 40-hour working week with no compulsory overtime, and the right to strike.

Fawu is also demanding that workers get December 5, May 1, March 21 and June 16 as paid holidays



Restricted UDF leader Trevor Manuel is one of several former detainees who have vowed to disobey their restriction orders. With him at a Press conference in Athlone this week are Christmas Tinto, Mzonke Jacobs and Amy Thornton

FROM PAGE ONE

A further 20 patients were admitted at the Paardekraal Hospital in Krugersdorp, 20 patients at the Vereniging Hospital and six at the H F Verwoed Hospital in Pretoria.

Demonstrators were met outside the Paardekraal Hospital by a small group of AWB members but there were no incidents

Scores of South African Health Workers' Congress members and medical students from the University of the Witwatersrand picketed outside the Johannesburg Hospital.

The protest in Johannesburg was capped by a huge lunchtime rally at which Cosatu's general secretary, Jay Naidoo, set the tone for further anti-apartheid demonstrations.

"We hope Mr Vlok, other government leaders and their international cohorts take heed that we will live up to our promise to dismantle apartheid ourselves," Naidoo said

In Cape Town, organisations planned to commemorate the 80th birthday of jailed trade unionist Oscar Mpetha on Saturday by visiting him at Groote Schuur hospital where he is held under armed guard

Also on Saturday, hundreds of people are expected to attend the Athlone funeral of student activists Coline Williams and Robert Waterwitch who were killed in an explosion outside the Athlone magistrates court last month.

Organisations plan to declare themselves "unbanned" on August 20 — the anniversary of the formation of the United Democratic Front, according to spokespersons for the MDM.

Protest action is also planned for schools, colleges and universities in the Peninsula, according to MDM spokespersons.

There were several incidents of unrest at Peninsula high schools over

the past week.

On Wednesday, students from several high schools in Mitchell's Plain were prevented from converging on the offices of the Department of Education and Culture (House of Representatives)

The students wanted to deliver an ultimatum demanding the release of seven students being held in emergency detention.

They also want charges of public violence dropped against six other students from the area.

Burning barricades were erected in Mitchell's Plain, Belhar and Elsies River and several students from these areas were reportedly held

At three Mitchell's Plain schools police took action which cannot be reported in terms of the emergency regulations.

(Reports by C Carter, of 95 Sir Lowry Rd, Woodstock, and M Badela, of 52 Summonds St, Johannesburg)

South 3-4/89

Strikers in Kempton get ultimatum

By Abel Mabelane,
East Rand Bureau

The 1 200 striking Kempton Park municipal workers served with an ultimatum to return to work today or face dismissal have appealed to Cosatu for help.

The workers have no union to represent their interests. They pulled out of the SA Black Municipal Workers' Union about two years ago.

The workforce of 1 200 (not 12 000 as reported yesterday) went on strike on Monday in protest at what they termed insufficient salary increases.

They claimed the council had promised them a 20 percent increase but gave them less.

Yesterday, the workers were given an ultimatum to report for duty at 7 am today or face dismissal.

Kempton Park town clerk Mr H Muller denied the council promised the employees a 20 percent across-the-board increase.

Shopkeepers said refuse had not been collected since Monday. Several expressed fears that the strike, if it continued, could affect their businesses adversely.



140A



3/8/89.

Motor industry

3/8/89
pay strike now

show 140A
affects 13 000

By Mike Siluma, Labour Reporter

The wage strike in the motor industry, already affecting Volkswagen and Samcor, yesterday spread to Toyota plants in the Transvaal and Natal, bringing to nearly 13 000 the number of workers involved.

Confirming the closure of the company's Uitenhage plant, a Volkswagen spokesman said "as a result of high absenteeism and unprocedural industrial action", it had become impossible to continue production.

Production lines would remain closed "until shop stewards confirm employees are prepared to follow agreed-to rules and maintain acceptable production standards". About 5 500 workers are affected.

In Pretoria, a two-day strike by about 3 000 workers at Samcor's assembly plant led to a lock-out and plant closure yesterday.

Samcor's managing director, Mr Spencer Sterling, said the decision to close the plant and lock workers out followed the failure of the National Union of Metalworkers (Numsa) to give assurances that workers would not engage in further stoppages if they were allowed to return to work.

A worker spokesman at Toyota said 3 000 workers were on strike at the company's Prospecton, Durban, assembly plant. A further 1 000 had withdrawn their labour at Toyota's subsidiary, Rowen SA, also in Natal. About 400 had downed tools at Toyota's marketing division, near Sandton, Transvaal.

Although Numsa spokesmen could not be reached for comment, worker spokesmen said the strikers were demanding, among other things, a 40-hour working week, individual increases of R2 per hour and a minimum rate of R6,58 per hour.

140A

BUSINESS

Union workers take home bigger pay slips

By HILARY JOFFE

LABOURERS' wages in most unionised workplaces have been increasing faster than the inflation rate during the first half of this year, according to Cape Town-based Labour Research Services.

LRS' actual wage rates database (Award) shows labourers' salary increased by an average 22,5 percent in wage settlements reached between January and June. In only 16 of the 181 settlements recorded by Award in this period were the increases below the May inflation rate of 14,9 percent. Labourers' weekly wages rose to an average R141,86.

The average increase for the first half of this year was higher than the 20,6 percent in the second half of last year and slightly below the 22,9 percent average increase in the first half of 1988.

The survey found wage increases for labourers were higher than those for more skilled workers. "The differential is definitely closing," said an LRS representative. But the increases for workers in other grades were still ahead of inflation. For example, forklift truck drivers received average increases of 19,3 percent to reach an average R186 a week, while heavy duty drivers received 17,5 percent to a new average wage of R173 a week.

Sectors in which wage increases for labourers were highest were building and construction (23,9 percent) and paper and printing (23,5 percent). The highest average labourers' wages are paid in the metal and engineering industries — R178 a week.

LRS notes that impressive as the

wage settlement figures are, "they pale somewhat when examined alongside profit increases in the past year. Companies listed on the Johannesburg Stock Exchange have notched up huge profit increases, with all sectors recording increases above 30 percent."

Award, which was set up to serve trade unions, monitors individual company wage settlements reached between unions and management as well as the major industrial councils and wage determinations. The growing database now comprises 600 agreements, according to the LRS, of an estimated 2 000 such agreements in workplaces around the country.

LRS' figures show wages have been increasing faster in unionised workplaces than for the country as a whole.

Sector	Average wage	Percent increase 1988	Percent increase 1989
Metal & Engineering	178	17,7	19,7
Food	161	21,8	21,4
Paper & Printing	159	23,2	23,5
Textile	139	—	17,7
Building & Const.	135	24,3	23,9
Transport	127	19,9	23

Labourers' weekly wages compared across industrial sector

Source: Labour Research Services

Consulting firm PE Corporate Services said in its remuneration survey in April this year that pay increases in 1988 averaged 16 percent. This figure includes all grades of employee and both organised and unorganised workplaces. PE Corporate Services found increases in unionised workplaces had exceeded 19 percent on average.



Workers down tools over baboon sticker

PA645
4/8/89
AKO A

The Argus Bureau

PORT ELIZABETH — Workers at a factory here downed tools for several hours to protest against the display by a foreman of a severed baboon's head with a trade union sticker across its forehead.

Several hundred workers at the Eveready factory, some carrying placards and AK-47 replicas made from exhausts, stopped working after the incident yesterday.

They chanted slogans and sang as they paraded around the Sidwell factory premises, monitored by four plainclothes policemen in a vehicle outside the factory gates. There were no incidents.

Two officials from the Nature Conservation department of the Cape Provincial Administration arrived to take state-

ments and photograph the head of the animal.

They said they were investigating whether the baboon had been "legally hunted" or not. They took statements and photographs and the head was returned to the man who had shot the animal.

A spokesman for the workers said a white foreman, a Mr Frank Barnard, had shot the baboon on his farm and then brought the animal's head to the plant.

Workers noticed the head in Mr Barnard's office first and then it "did the rounds" in the factory.

"They were taking pictures and people were laughing at it because it had a union sticker on its forehead, calling for an end to the Labour Relations Act," the spokesman said.

He said "They are always

telling us, the black and coloured people, that we are baboons. We are always wearing these stickers and the sticker was put on the baboon's head to resemble us."

Shop stewards said the head was taken away and burned — it was not clear by whom or for what reason — after the Nature Conservation men had left the plant.

A senior industrial relations spokesman, in the presence of shop stewards, said the company would launch an inquiry into the cause of the work stoppage.

All "rumours" would be investigated and the situation would be resolved in a "fair" manner, he said.

The company would wait for a statement from the Nature Conservation Department before releasing an official statement.

Mr Barnard was not available for comment.

500 locked out

More than 500 workers at Toyota's Sandton marketing division plant in Johannesburg were locked out early yesterday after wage talks between worker representatives and management reached a deadlock this week.

Workers had demanded an increase of R2 across the board while the company offered 50 cents an hour.

By MATSHUBE MFOLOE

During an outdoor meeting which was

addressed by National Union of Metalworkers of South Africa shop stewards workers resolved not to return to work until the company conceded to their demand.

Union spokesman Mr Fani Siweya said workers were asked by

management to sign an undertaking not to resume strike action, go-slows or overtime bans. This had also been rejected by workers and talks with management were continuing at the time of going to press

Attempts to obtain comment from the company spokesman, Mr Theo van den Bergh in Durban, drew a blank yesterday.

According to workers others had returned to work in spite of an earlier resolution not to do so. They also alleged that "coloured" workers had brought knives and guns to the plant yesterday to fight the black staff.

Two workers who refused to be named said they were threatened by groups of "coloureds" on separate occasions yesterday. One alleged he was chased in the streets of Johannesburg while on his way to a taxi rank in Bree Street.

"They said we (blacks) had intimidated them at a meeting on Wednesday when we resolved to strike," he said

Meanwhile, strikers at Toyota's Prospecton plant in Natal were served with an industrial court order directing them to resume work, according to a company spokesman. He said the company would remain closed until Monday, "as a precautionary measure"

NUM men cleared of murder

Stewart 4/18/89

140A

NINE National Union of Mineworkers members who were charged with the murder of a miner at a Witbank Colliery, were yesterday acquitted by the Pretoria Supreme Court.

By **MOJALEFA MOSEKI**

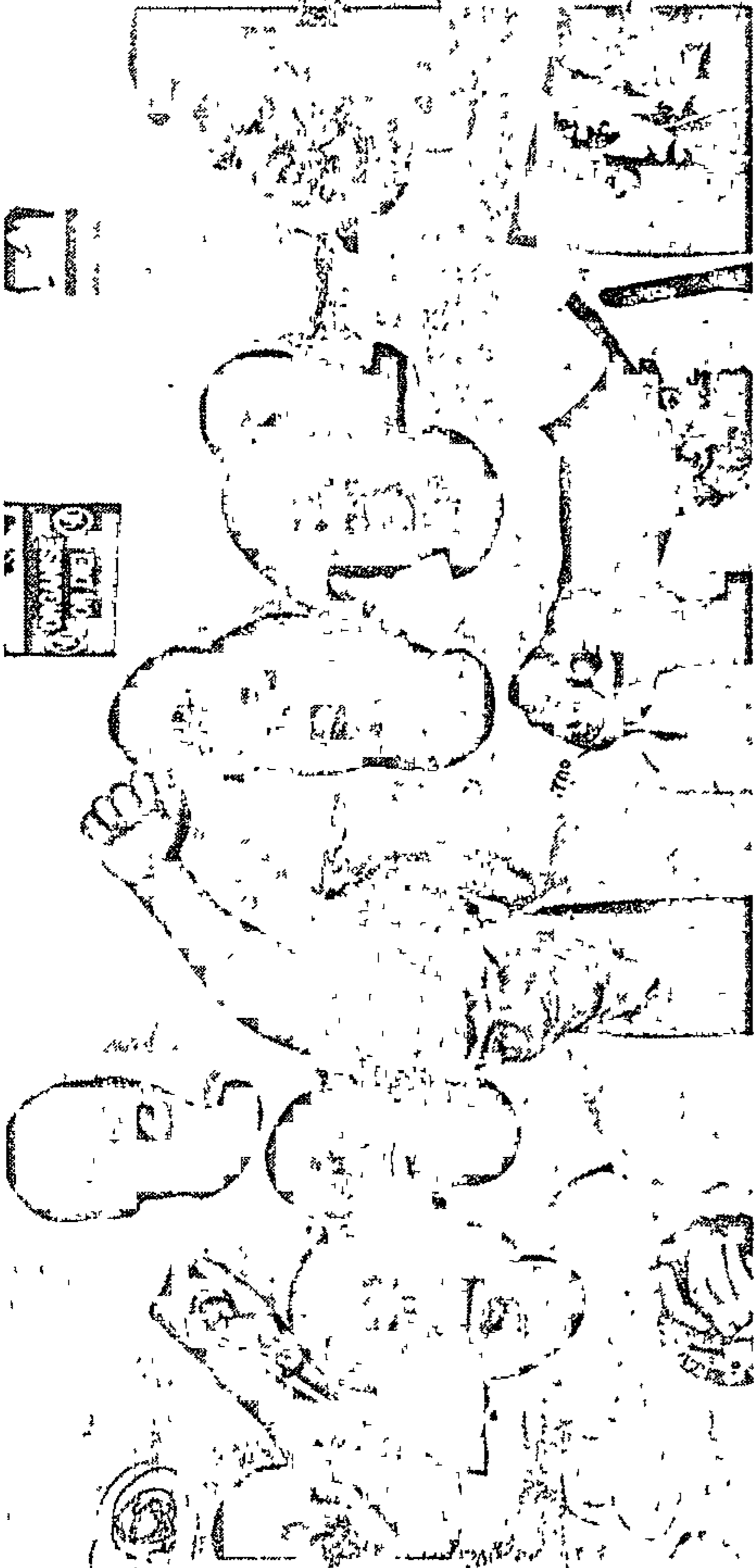
ing the 1987 miners strike.

They are: Mr Moses Nyakane (35), Mr Philemon Moloi (29), Mr Jim Mogashoa (31), Mr Zingisile Sigala (30), Mr Jacob Mashiloane (29), Mr Piet Mahlangu (26), Mr Esau Vilakazi (38), Mr Thabiso Lethuoa (50) and Mr Elvis Mubi (24).

The men and their attorneys held a Press conference at the NUM's offices in Johannesburg yesterday.

They were charged with the murder of a miner at the Blinkpan Colliery in Witbank dur-

• To Page 2



There was joy and ululation when seven members of the National Union of Mineworkers were acquitted at the Pretoria Supreme Court yesterday. The seven from the Witbank Colliery were appearing on charges of murder. Pictured with them is Num's assistant general secretary, Marcel Golding.

Num not guilty

140A

• From Page 1

they were all from Eastern Transvaal townships.

Num's assistant general secretary, Mr Marcel Golding, said "The acquittal of these workers confirms our assertion that union members were not violent at any stage during the strike

"It also vindicates our position which has been that all our workers, arrested were not guilty. Our strike was a peaceful one"

He said that 500 Num members were arrested and 600 others injured in the fracas that ensued during the strike

A spokesman for the attorneys, Maboja Mboweni and Associates said the workers were acquitted because the State's chief witness' evidence was "improbable"

He said the union would apply for the compensation of the workers for the time they spent out of work because of the murder charge which they have now been cleared of.

The union would also seek the reinstatement of the acquitted workers

Golding said a Num member, Mr Nomganga from the Free State is on Death Row and the union has filed an appeal for him Stewart 4/18/89

Two other NUM members from Vaal Reefs were released from Death Row early this year and one more member is in the process of being released, according Golding

to August 9 1989



SOUTH LABOUR

3-9/8/89



Ready to strike

By CHIARA CARTER

WORKERS locked out by a Retreat electronics factory since last week have voted to go on strike in an attempt to prevent the company from dismissing them.

More than 400 members of the Electrical and Allied Workers' Trade Union (Eawtu) have been locked out of the Plessey SA factory since last Tuesday

This follows a dispute being declared by the company, a subsidiary of a British multi-national, over the workers' refusal to accept the company's wage offer

The lockout ends next Tuesday morning and the company has warned workers that they will be dismissed if they do not return to work before then

Union spokesperson Brian Williams said 99,4 percent of the locked-out workers had voted in favour of strike action

This week the company placed recruitment advertisements for temporary workers in several Cape Town newspapers

In the advertisements, Plessey appealed to the locked-out workers to accept the company's offer and to return to their jobs, and claimed to offer good wages and working conditions

Components

SOUTH refused to place the advertisement

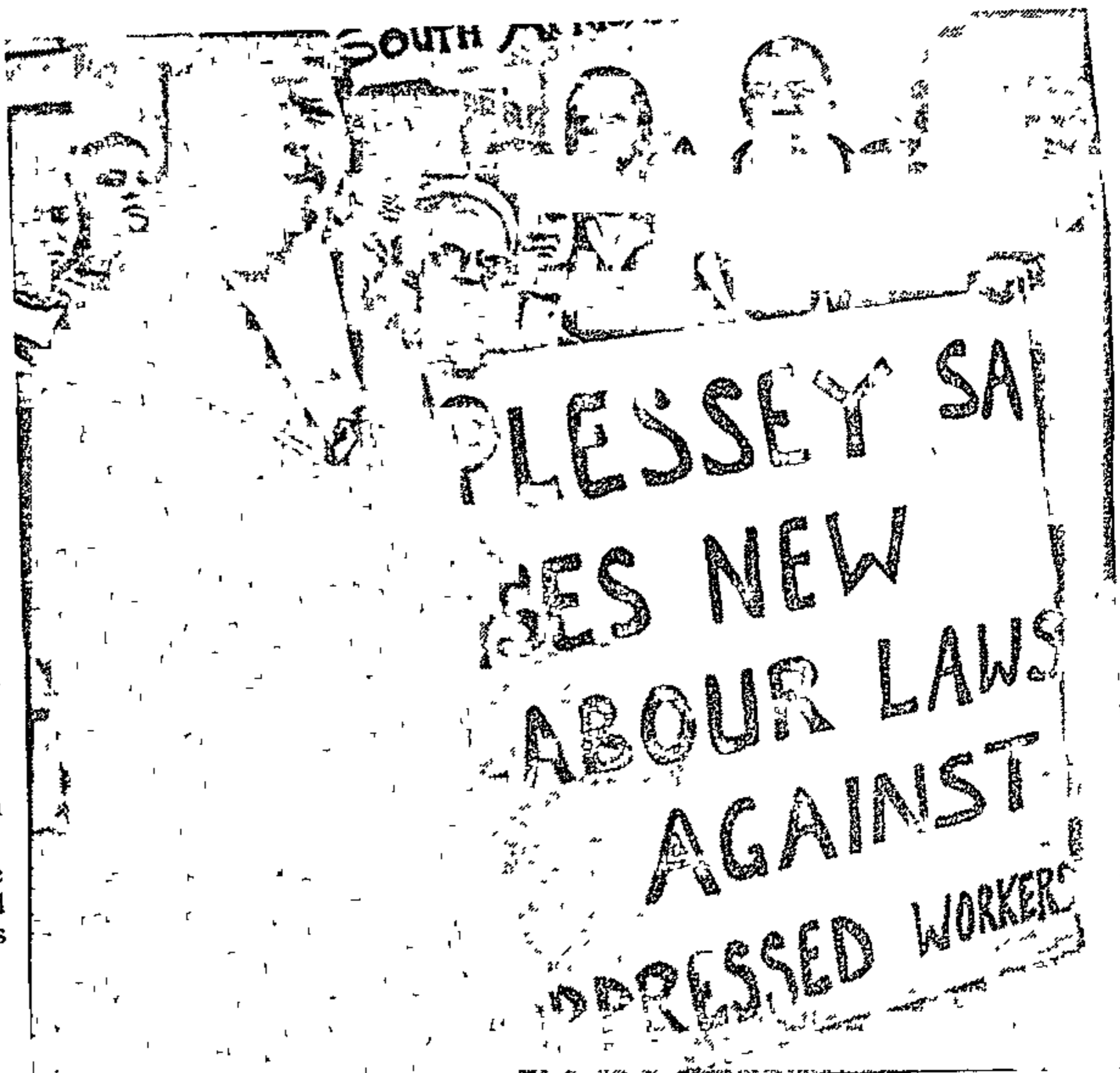
Williams said the union doubted if the advertisements would have much effect since workers were determined not to accept the offer

He said it was difficult for the company to use "scabs" because it took considerable time to train someone to work with electronic components.

Williams also denied Plessey's claims that workers were steadily returning to work, saying that those who had returned were "less than a handful" of workers

The union has appealed to organisations abroad for assistance in its battle with the multi-national.

Meanwhile, Plessey managing director John Temple flew to London this week for consultation with the company's head office, while on Tuesday an Eawtu delegation delivered a letter to the British consulate in Cape Town, appealing to the British government to exert pressure on the company.



LOCKED-OUT: Union official Brian Williams and locked-out workers outside the Plessey factory gates

Storm in a loo bowl

Sowetan 9/8/87

140A

ABOUT 500 employees at the Amalgamated Beverage Industries plant in Hercules, Pretoria, have downed tools in protest against new working methods which include the reporting of time spent by each worker in the toilet.

The workers, all members of the Food and Allied Workers Union, went on strike on Tuesday. Employees said

they were "provoked by the outdated and racist" instructions introduced by a Mr Bekker, that they note the time they spent in relieving themselves in the loo.

The employees also complained about the introduction of a new method of overloading trucks and said they could not offload the crates. They said the overloading was a risk on the roads due to the massive weight.

Drivers have been

provided with new sheets of distribution methods wherein they must also fill in times they spent when stopped by a traffic officer or when they asked someone for directions during deliveries.

A spokesman for the company, Mr Neville Barber, yesterday confirmed the strike and said negotiations with the workers were continuing.

Barber said the workers went on strike on Tuesday.

NUM members not guilty of murdering non-striker

By Mike Siluma,
Labour Reporter

Star 4/8/89
In a sequel to the 1987 miners' strike, a Pretoria Supreme Court judge yesterday found nine members of the National Union of Mineworkers (NUM) not guilty of murdering a non-striker.

The nine are Mr Moses Nyakane (35), Mr Philemon Moloji (29), Mr Jim Mogashoa (31), Mr Zingisile Sigala (30), Mr Jacob Mashiloane (29), Mr Piet Mahlangu (26), Mr Esau Vilakazi (38), Mr Thabiso Lethuoa (50) and Mr Elvis Mubi (24). They were all acquitted.

The men, all former employees of Blinkpan Colliery in the eastern Transvaal, were charged with killing a non-striker by strangling him with a coathanger during the three-week strike.

At a press conference yesterday, NUM assistant general secretary Mr Marcel Golding said Mr Justice van Dyk had quashed the charges against the men because of "improbabilities" in the evidence of the main State witness in the case. During the trial the workers had been granted bail of R1 000 each.

INNOCENT

Mr Golding said the acquittals demonstrated that "despite the arrests and detention" of workers during the strike, those arrested had been innocent.

The NUM hoped to negotiate with management for the reinstatement and compensation for lost earnings of the nine men

Eveready workers strike

CMA 11/26/89
4/5/89
140A

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PORT ELIZABETH. — Workers at Eveready here, who have been protesting against the Labour Relations Act recently, downed tools for several hours yesterday to protest against the display by a foreman of a severed baboon's head with a trade union sticker across its forehead.

Several hundred workers, some carrying placards and AK-47 replicas made from exhaust pipes, stopped working after the incident.

They chanted slogans and sang as they paraded around the Sidwell factory premises, monitored by four plainclothes policemen in a vehicle outside the factory gates.

There were no incidents.

Two officials from the Nature Conservation department of the Cape Provincial Administration arrived to take statements and photograph the grisly head of the animal. They said they were investigating whether the animal had been "legally hunted" or not.

One worker said: "We have stopped working because management are telling us by this that we are baboons, and baboons cannot work."

'Laughing at it'

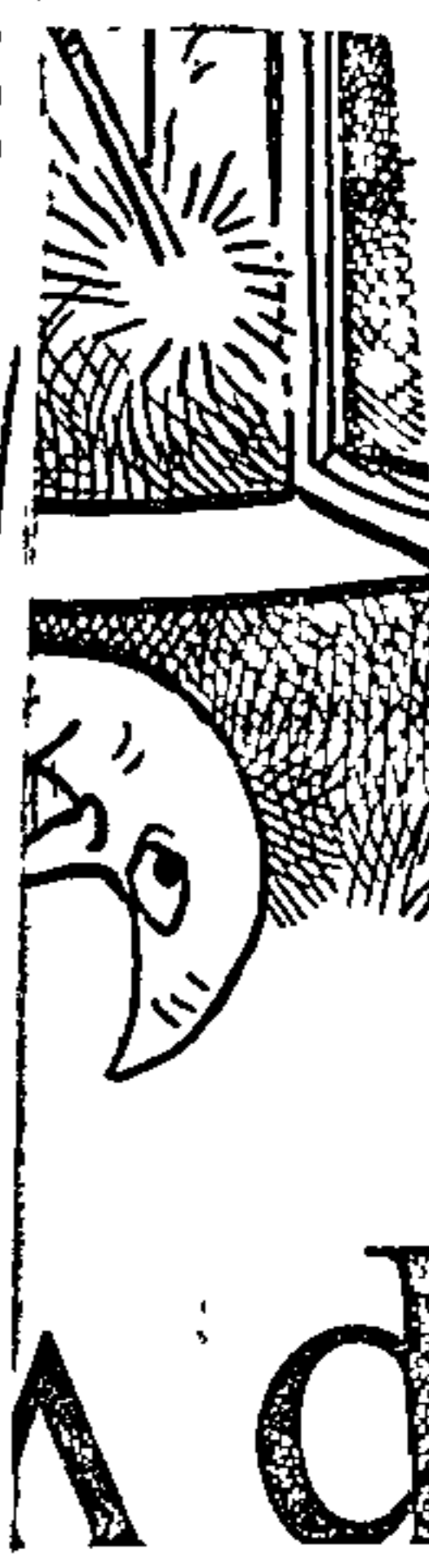
A spokesman for the workers said a white foreman, a Mr Frank Barnard, had shot the baboon on his farm and then brought the animal's severed head to the plant yesterday.

"They were taking pictures and people were laughing at it because it had a union sticker on its forehead, calling for an end to the Labour Relations Act," the spokesman said.

Shop stewards said the head was taken away and burned after the Nature Conservation men had left.

A senior industrial relations spokesman, in the presence of shop stewards, said the company would launch an inquiry into the cause of the work stoppage.

The company said it would wait for a statement from the Nature Conservation Department before releasing an official statement. — Sapa



UPP 7/15/85 4/1/85
1009

Court to decide on strike bid

ENGINEERING giant Dorbyl has brought an urgent application in the Industrial Court for an order declaring a planned national strike by more than 7 000 workers unlawful and unfair, a National Union of Metalworkers of SA (Numsa) spokesman said yesterday.

The court action follows 94% of Numsa's members at 50 Dorbyl plants country-wide voting in favour of a legal national strike, set to start on Monday, Numsa's Dorbyl national organiser Mr Bobby Marie said.

Between 900 and 1 000 Numsa members at four Dorbyl engineering and automotive plants in Cape Town are affected by the dispute, he said.

Numsa is demanding that the company agrees to refer all disputes the right to private arbitration; to negotiate a service allowance; to negotiate severance pay in the event of unavoidable retrenchment, and to grant shop stewards 10 days paid training leave.

A strike ballot was held last week after Numsa failed to reach a settlement with Dorbyl, Mr Marie said.

Numsa row over wage differential

W/L 11/6/87 5/1/87

THE National Union of Metalworkers (Numsa) is unhappy about negotiations over wages in the motor industry

This led to a walkout by Numsa at the last negotiating session of the industrial council and the declaration of a dispute with employers in the South African Motor Industry Employers' Association and the South African Vehicle Body and Repairers' Association

The walkout was to register a twin protest, at the wages the employers were offering and that two other unions on the council, the Motor Industry Staff Association and the Motor Industry Employees' Union, accepted the offer, and proposed the council vote on the offer

With the employers representing their own interests and the other two unions representing well-paid artisans, mainly white, a vote would

have been a foregone conclusion Numsa would have been outvoted and lower-paid employees in the industry, mainly black, would have had the employers' offer foisted on them

Numsa said "While the agreement rates for white artisans are R8,00 an hour, they can command actual wages of sometimes R17,00 an hour because of their privileged positions in South African society, while a petrol pump attendant must provide for a family on R1,90 an hour and a general worker in the small towns on R1,24

"Numsa refuses to accept that the white unions and the employers could conclude an agreement on conditions of employment when a substantial number of employees in the industry, who happen to be black, rejected those conditions

"This undemocratic decision clearly illustrates the racism and exploitation that has been practised in the industry over the years

"Because of this attitude and the insistence of the industrial council that the offer of the employers be accepted on a vote, the Numsa negotiating committee walked out of the meeting"

Fortunately there are procedures for declaring disputes and for attempting to settle them A Numsa spokesman said this week these were pending

The negotiations affect about 160 000 employees in filling stations, vehicle repair workshops, component manufacturing plants and engine reconditioning and automotive engineering shops

According to Numsa, employers started with a 7 percent offer, but excluded certain groups of employees like journeymen and petrol pump attendants This offer was later increased to 12,5 percent on the gazetted grades, excluding

- Clerical workers, shop assistants and sales personnel in smaller towns with three or more years' service,

- Petrol pump attendants who would get 5 percent, and,

- A 20 percent increase on gazetted grades for employees in vehicle body rebuilding, manufacturing and reconditioning establishments

Numsa's objection to this offer was that it excluded some employees and that increases on gazetted grades did not necessarily mean an increase in real wages

Its counter proposal was that no employee be excluded from increases, that increases should be not less than 20 percent, that they be on the actual wages of employees and that those employees in small towns earning R1,24 an hour be brought immediately to R2,50

It was at this point that it all went Humpty-Dumpty and somebody will have to try and put it together again

LABOUR AFFAIRS



DICK USHER

Wage talks *CAP 7/15*
solution closer *5/8/87*

Labour Reporter

MAJOR textile manufacturers and the Amalgamated Clothing and Textile Workers' Union of SA (Actwusa) this week edged closer to settling annual wage talks, with employers increasing their offer to R12.

Companies represented on the mostly Natal-based Industrial Council for the Textile Industry have proposed increases of R12 each to be implemented in July this year and January 1990.

Actwusa has demanded R13 and R14 increases.

(Handwritten scribbles)
140A

Miners with no other place to find

Stuart 6/9/84

2175 217 1404

THE miner has long been regarded as the stalwart of the gold industry, yet recent events are jeopardising his position.

Widespread retrenchments have hit workers on many marginal mines in the wake of a falling gold price. Declining gold output rapidly rising working costs and automation have become a feature of the industry.

Gold mines remain the source of more than 50% of South Africa's foreign currency and directly employ about 482 000 people. But since 1972 when the Bretton Woods system no longer controlled the price of gold the industry's profile has changed dramatically.

High grade ore reserves have been largely depleted because the fixed gold price under Bretton Woods made it necessary to mine only the richest

areas at lowest cost. Between 1984 and 1987 SA output declined from 683 tons a year to 605 tons.

In contrast average working costs a kilogram of gold rose in that time from R3 861 to R17 294. The result has been a squeezing of profit margins, a small but detectable swing to automation and of course retrenchments.

Rand Mines announced in June that it would retrench 8 600 workers at marginal Durban Roodoepoort Deep and Harmony in an effort to save the beleaguered mines.

After the retrenchment plan was announced there was speculation that thousands more faced the loss of their jobs. Towards the end of June about 18 mines employing more than 100 000 workers were marginal and retrenchments were seen as inevitable.

A rally in the gold price warded off this possibility, but mining spokesmen do not believe that SA is over the worst. On a visit to Anglo American's President Brand mine in Welkom I asked what an unskilled or semi-skilled mineworker was equipped to do if he was retrenched not forgetting that many of them are recruited from outside SA.

A section manager says the one area a miner could move into is construction — but generally only in the informal sector because the industry is well staffed in the unskilled and semi-skilled job categories.

There is also the prospect of new mines but there will be a big time lag. Deputy Finance Minister Org Marais said in December last year that there was potential for up to 15 new mines. He was referring to the Marais Committee's report on mining taxation. The report estimates that with these new mines gold production should continue at least until 2030 and operating costs would tend to be between \$100 and \$200 an ounce.

Although this is good news for future miners whose job is on the line have little to comfort them. Because labour constitutes about 65% of working costs one would assume that the workforce would be the first target for cuts in hard times.

Not so say managers at President Brand. The argument is that much time and money are invested in training miners and other costs will be reduced before labour.

If retrenchment is an absolute necessity the LIFO principle is applied — last in first out. But given that it takes eight years to train a supervisor and three months for an unskilled worker, this may be a little impractical.

The National Union of Mineworkers (NUM) has little say about retrenchments because it has no mandate to oppose reductions in the workforce. Apart from calling for a strike at great cost to both the mine and labourers there is little it can do.

My mine visit coincided with the two accidents at Kloof and Harrebosfontein gold mines where 11 miners were killed and three injured. In addition an inquest on seven mineworkers who died in a fire last year at Western Deep Levels gold mine had cleared the mine of blame.

With the Knross incident where 177 miners died three years ago still vivid in the minds of most associated with the mining industry safety has become a major issue at both board meetings

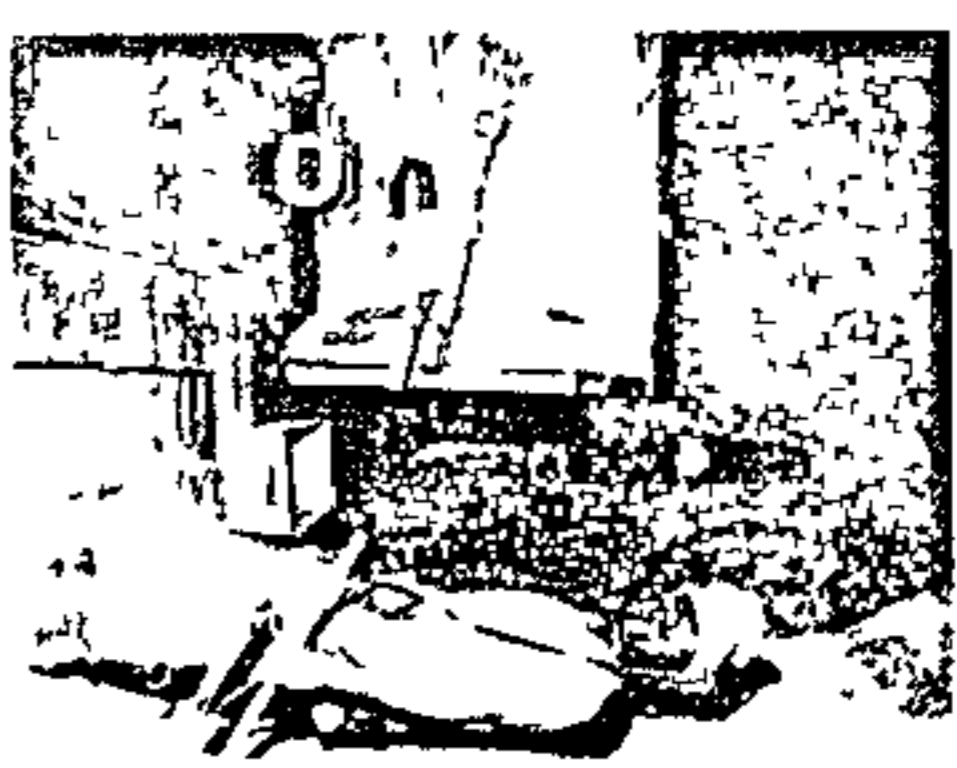
and union negotiations.

President Brand has a highly sophisticated computer system which monitors all underground events — from shifts worked to fires. In the event of a fire an alarm will go off the area will be sealed and rescue teams will be on the scene within 10 minutes.

NUM has concluded what it terms satisfactory wage increases for its members ranging from 13.5% to 21.3%. It says it will continue with its demands for increased minimum wages next year.

But the 1990 negotiations could be markedly different to this year's. Traditional industry wide bargaining through the Chamber of Mines is being questioned in the light of the different views of the mining houses and their difficulty in reaching consensus.

COSTS of health care



Few other jobs for miners

DURBAN WAITING FOR THE ASIAN SURPRISE

6/8/81
 (40R)
 (40R)

Durban workers take the plunge

By SIBU MNGADI

DURBAN municipal workers are poised to add their muscle to the mass democratic movement defiance campaign.

They are planning to take on the council on the issue of segregated beaches.

Members of the Independent Durban Integrated Municipal Employees Society (Dimes), were, to be asked at a meeting last night to refrain from doing anything to enforce the bylaw barring certain races from some Durban beaches.

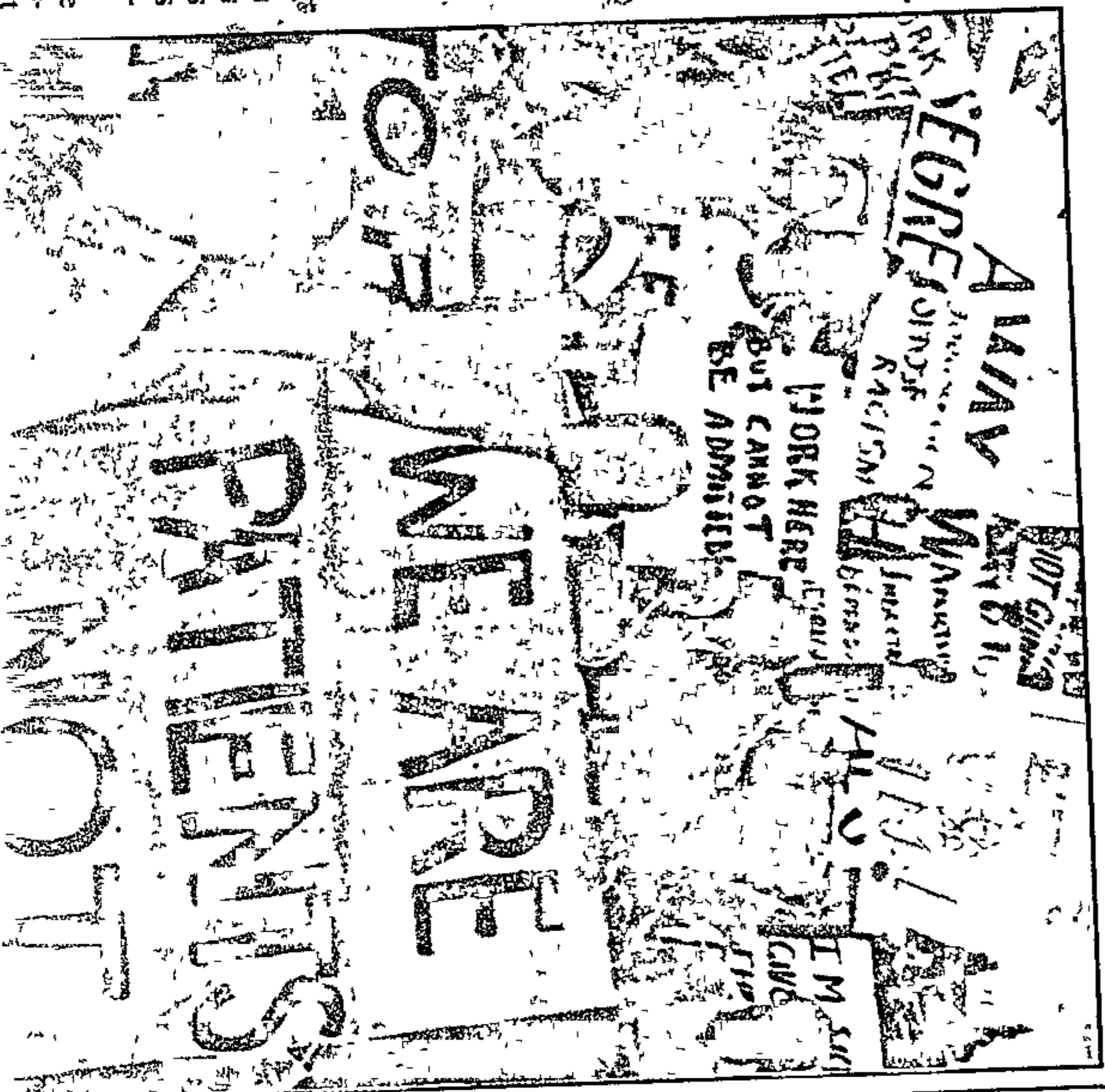
Dimes membership - 40 percent of the council workforce - is about 5 000 strong.

'Secret' paper was not even read

By CONNIE MOLUSI

LAW and Order Minister Adriaan Vlok this week apologised to Cosatu and admitted making unfounded allegations in an election rally address about the organisation's third national congress and the defiance campaign.

Vlok had told a Fochville meeting he possessed a secret document showing that



NSC whip cracks on rebels

By VIVIAN REDDIAR

AS pressure mounted yesterday against the planned rebel cricket tour of South Africa, the National Sports Congress invited the 16 players involved to meet an NSC delegation in London.

The invitation was extended on the NSC's behalf by the SA Non-Racial Olympic Committee. The anti-tour campaign was boosted on Friday when prominent South African churchmen, including Archbishop Desmond Tutu and the Rev Frank Chikane, condemned the tour.

The Organisation of African Unity and African sports bodies have threatened to isolate British sport internationally if the tours go ahead.

See Comment Page 10, Page 18 and 20

Victory for Joshua

Doore picketers

By **CONNIE MOLUSI**

NUM
winners
6/8/89

PICKETING Joshua Doore workers emerged victorious this week as management agreed to re-instate retrenched workers at the rate of 26 workers a month, starting this month.

The company also granted a R110 across the board increase, bringing the minimum wage to R720 a month.

■ Afcot and the Paper, Printing, Wood and Allied Workers' Union have reached agreement on their wage negotiation, ending a dispute involving 1 100 workers at Transvaal plants.

■ A joint negotiating committee of the Transport and Allied Workers' Union and Transport and General Workers' Union have referred their dispute with Eastern Bus Lines to the Industrial Court after a conciliation board failed to resolve it.

■ Food and Allied Workers' Union members at Amalgamated Beverage Industries went on strike this week against new rules calling for reports on how long workers spend in toilets

■ About 500 Sandton Toyota marketing division workers were locked out this week after the company pulled out of motor industry wage negotiations. An Industrial Court ordered them to resume work from Monday.

■ The Pretoria Supreme Court this week acquitted nine NUM members of a murder charge arising from the 1987 mine workers' strike.

(1408) SAN 7/8/87

Vlok admits Cosatu did not call for attacks

By Craig Kotze

Law and Order Minister Mr Adriaan Vlok has undertaken to refrain from statements saying a Cosatu document supports petrol bomb attacks on election candidates, but still believes calls for "militant mass action" could lead to violence, a Law and Order Ministry spokesman said yesterday.

Lieutenant Peet Bothma said the SAP's legal team was still looking at the issue and he could not comment further.

Although certain documents had been referred to by police, much of its information came from sources which could not be revealed for security reasons.

Lieutenant Bothma said that directly after a speech by the Minister at Fochville in the western Transvaal, Mr Vlok had written Cosatu a letter "setting the matter straight".

ALLUDED

This was also alluded to at a subsequent speech in Erasmia, Pretoria, he said.

At Fochville, Mr Vlok referred to what he said was a Cosatu document which called for a violent campaign to disrupt the election.

Mr Vlok made his undertaking to Cosatu after the organisation's lawyers demanded that he retract allegations that the doc-



Law and Order Minister Mr Adriaan Vlok.

ument advocated acts of violence and intimidation of voters. But Mr Vlok also denied that his "other conclusions are substantially without justification".

His reply to Cosatu's lawyers included the following. "In point of fact I am even willing to undertake not to state that the said document advocates or supports any specific acts of violence. However, the said document on no less than two occasions employs the words 'militant mass action'.

In the SA context, based on experience and on a dictionary meaning of the word "militant", "I believe the phrase may and can be associated with violent acts of one form or the other".

(Report by C Kotze, 47 Sauer Street, Johannesburg)

Cosatu meeting

IN the May 2 edition of the *Sowetan* we reported that workers waited in vain for their leaders at Orlando Stadium after a May Day rally planned for the previous day at the stadium had been banned.

The Witwatersrand regional executive committee of Cosatu, which organised the rally, has pointed out that our story gave an incorrect impression and cast their organisation in a bad light. According to Cosatu the facts are as follows;

*After their Orlando stadium rally was banned the organisers switched the venue to the University of the Witwatersrand.

*Workers were waiting for buses which had been hired to ferry them to the new venue and several people were mandated to ensure that this was done: (ILOA)

*These delegated people were in fact leaders as they had been charged with a responsibility and some were in fact elected shop stewards; and

*The buses arrived and people at the stadium were taken to Wits where the rally was held.

Sowetan 7/8/89

140A

Minister Vlok admits blunder

LAW and Order Minister Adriaan Vlok

has backed down on his statement that Cosatu plans to petrol-bomb election candidates and has promised not to say so again.

In an election speech he claimed that plans for violence were outlined in a Congress of South African Trade Unions' document.

But within 48 hours of receiving a letter from Cosatu's lawyers he went into reverse, undertaking not to state that the Cosatu document advocated or supported any specific acts of violence.

Mr Vlok was replying to a demand by Cosatu's lawyers that he retract allegations that the document advocated acts of violence and intimidation of voters, failing which the organisation would urgently consider taking him to court.

In a letter to Cosatu's

SOWETAN Correspondent



Minister Vlok

lawyers, Mr Vlok wrote "Without hesitation I gladly give the undertaking that I will desist from making any further statements to the effect that the document... specifically supports petrol-bomb attacks on candidates in the pending elections"

He also conceded "that the said document does not specifically refer to petrol bombs", but denies that "my other conclusions... are substantially without jus-

tification"

Democratic Party co-leader Dr Zach de Beer commented "It appears Mr Vlok has had to make a fairly abject apology to Cosatu

"I hope voters will take note of this and realise that many of the wild accusations made by the Ministers are actually without foundation

Cosatu said in a statement: "What seriously concerns us is the fact that similarly fabricated allegations have been used as basis to restrict Cosatu, UDF and many other organisations, to detain literally thousands of people including thousands of children; and more recently to house-arrest hundreds of ex-detainees"

Cosatu said the document from which Mr Vlok quoted was a draft resolution, tabled at the federation's congress, but had not been discussed because of time constraints.

Union still in conflict with Mobil

The Chemical Workers' Industrial Union (CWIU) said today it was not satisfied that Mobil Corporation had disinvested from South Africa in the light of the firm's refusal to release a copy of the contract of sale to the union.

A CWIU spokesman said the US multinational had formally refused to release a copy of the sale contract in a letter last week to the union, which had followed a meeting between Mobil and the CWIU in Johannesburg on July 19.

Mobil had also told the union it would repatriate \$165 million to the US and not release any of it to a union-nominated social responsibility trust fund, the spokesman said.

The spokesman said Mobil had persisted in its refusal to give a portion of its profits to a union-nominated trust fund.

"In Mobil's view its conscience is satisfied by making monies available to the Mobil Foundation over the next five years."

This contribution was "scant repayment for 92 years of exploitation of South Africa's workers", he said.

Mobil should further note, he added, that South African workers had the right to decide what constituted socially responsible investment and they did not accept the right of companies "unilaterally to decide in a paternalistic fashion" what was good for workers.

"We certainly will not trust the decision of what is socially responsible to a company which reneged on promises relating to security of employment and negotiation of disinvestment procedure, and which provoked, prolonged, and continues to prolong this dispute," the spokesman said.

He said the issue would be referred to union membership for discussion.

"Until it is proved to the contrary, we will continue to believe that Mobil retains some non-equity ties with its former subsidiary Mobil therefore remains within the ambit of our disinvestment campaign" — Sapa

USA
MK
7/18/89

CAL TWP 7/1/87

Vlok admits fabrications — Cosatu

Political Staff (140A) ing further such statements

THE Minister of Law and Order, Mr Adriaan Vlok, had admitted that he effectively fabricated allegations that Cosatu had distributed a document planning violent disruption of the elections, the trade union body said yesterday

Mr Vlok's admission confirmed that "the security paranoia and hysteria which the government has been whipping up amongst whites is a smokescreen behind which they have tried to smash all democratic opposition to apartheid rule", it said in a statement issued by its general secretary, Mr Jay Naidoo.

"This comes hot on the heels of the successful and peaceful mass defiance of hospital apartheid, despite the dire predictions of the minister."

Cosatu said that last week it instructed its attorneys to write to Mr Vlok, to demand that he retract his allegations and to undertake to desist from mak-

"Within 48 hours the minister responded, admitting that the document circulated at Cosatu Congress made no reference to petrol-bomb attacks on candidates, and undertaking that he would desist from making any further statement that this document did support such attacks, or that it advocated any specific acts of violence.

"In addition, the Minister also expressed his "regret (that) any inconvenience (was) caused to" Cosatu.

"This is clearly an apology, and an admission by the minister that the allegations in question were wrong and without foundation"

Cosatu would proceed through its attorneys to obtain corrections and apologies from the relevant newspapers and state media

(Report by B Streek, 122 St George's St, Cape Town).

CAP-7045 7/8/89 (D) 1004

Union to sue over pamphlet?

A TRADE UNION has threatened to sue an industrial relations consultancy unless it publicly apologises for a pamphlet claiming the ANC used unions to unite farm workers as "part of its revolutionary struggle".

The Food and Allied Workers' Union (Fawu) said it had suffered defamation and organisational damage as result of the pamphlet, circulated in the June edition of the Deciduous Fruit Grower, official mouthpiece of the industry.

The pamphlet was produced by the Johannesburg-based Liaison Bureau for Industrial Relations Services.

6 000 Volkswagen staffers back to work

C.M. - 7/14/81
1401
Own Correspondent

PORT ELIZABETH. — More than 6 000 workers at the Volkswagen plant in Uitenhage return to work today after the factory was closed for a week.

Strikes and factory closures last week affected three manufacturers and resulted in more than 13 000 workers at Volkswagen, Toyota and Samcor being out of work for at least four days.

And, coupled to this, is further strike action by Numsa (the National Union of Metalworkers), planned to start today, which involves workers at 50 Dorbyl factories throughout the country.

A spokesman for Volkswagen said production was stopped last week due to "high absenteeism and unprocedural industrial actions".

However, Mr Phumzile Gomomo, a spokesman for Numsa and Cosatu vice-president, attributed the closure to strike action by workers in allied motor industries.

clamped a curfew on the market.

Union slams Mobil

JOHANNESBURG. — The Chemical Workers' Industrial Union (CWIU) says it cannot be satisfied that Mobil Corporation US has disinvested from South Africa in light of the company's refusal to release to the union a copy of the contract of sale of Mobil SA.

Handwritten notes:
CWIU files 7/3/87
1609

Labour disputes spread, 5 000 workers fired

The Argus Correspondent

DURBAN — Police stood by today as about 4 000 workers at the Prospecton assembly plant of Toyota filed in to collect their pay

This follows heightened conflict between the motor industry and the National Union of Metalworkers of South Africa (Numsa) which has resulted in more than 5 000 workers countrywide being dismissed and locked out

Numsa negotiator, Mr Les Kettleidas, said that the Toyota workers did not consider themselves as having been dismissed. He said the workers were insisting that the company participate in the negotiations from which it withdrew last week

They were also insisting that it withdraw the court order it obtained against them last week

Mr Kettleidas said the workers were willing to go back to

work provided the company did these things

From Port Elizabeth it is reported that production at some Eastern Cape factories has come to a standstill as labour disputes spread

Eveready management locked out 800 workers yesterday while Goodyear warned 1 200 striking workers that they would be locked out unless they returned to work today

Absenteeism

Volkswagen in Uitenhage and Samcor in Port Elizabeth and Pretoria continue to lose production in a dispute involving 8 000 workers

Volkswagen closed its factory because of high absenteeism, affecting about 500 workers. About 3 000 workers were affected at the local Samcor plant where workers refused to work for the fifth consecutive day

At Eveready, Numsa members were locked out and office workers were given the option of leave or being taken by bus

to the plant. A Numsa official said there had been a strong police presence at Eveready. Workers assembling outside the gates were told they had been locked out

Mr Barry Easton, industrial relations manager for Eveready, said the lockout was an attempt to induce employees to accept the company's final proposal on improved conditions of employment

The lockout follows months of negotiations and a failure to resolve a dispute at a conciliation board on Friday, according to a Numsa official

12645
8/10/89
140A

3 600 strikers fired

A major car manufacturer yesterday dismissed 3 600 employees for ignoring an ultimatum to call off their wage strike and return to work.

A Toyota spokesman said the workers, all members of the National Union of Metalworkers of South Africa (Numsa), had flouted an industrial court order requiring them to report to work yesterday.

Those dismissed were hourly-paid employees at the Toyota's Durban assembly plant, which was closed last Thursday as a result of the strike. About 350 workers at the company's Sandton plant suspended their strike and returned to work last Thursday

By LEN MASEKO

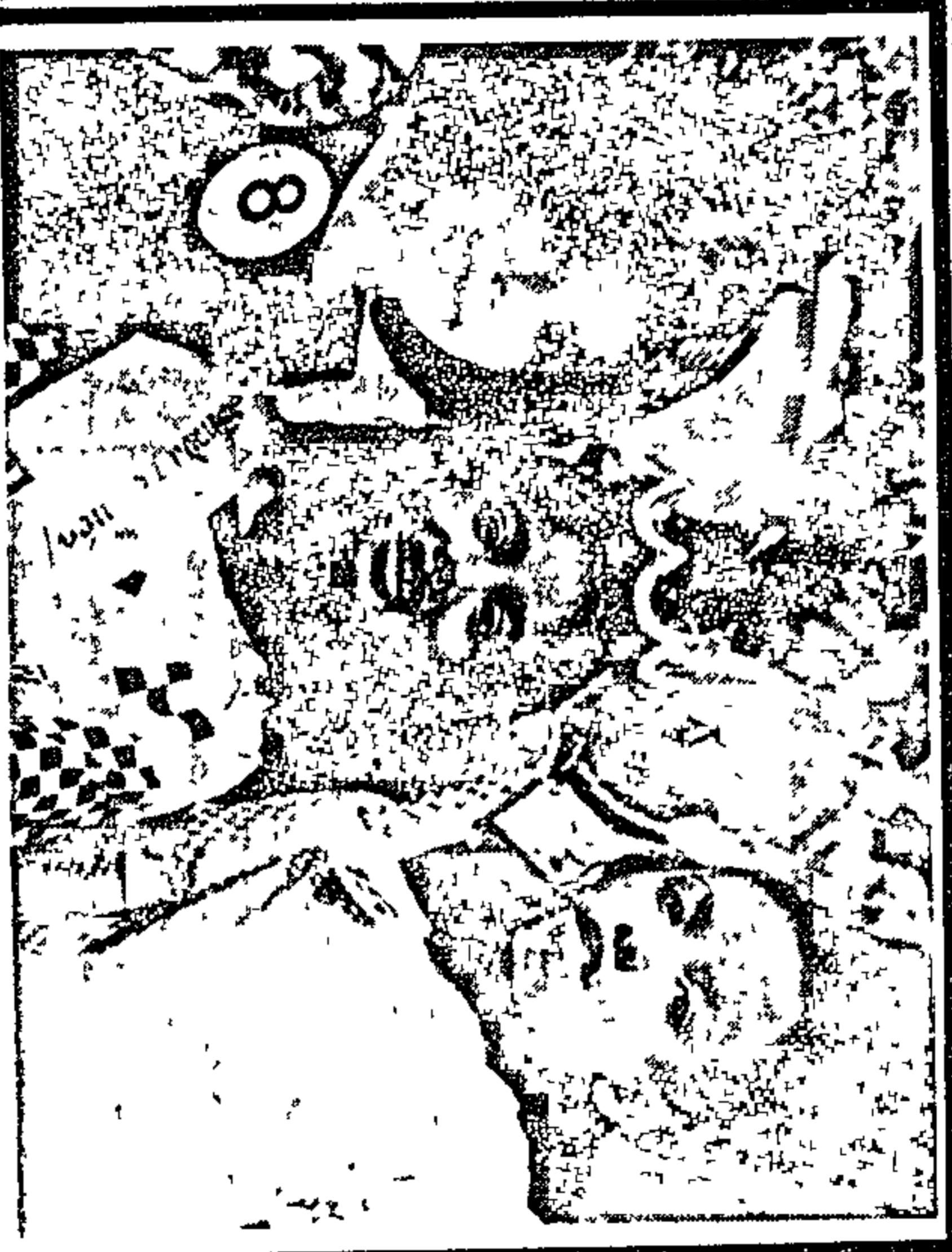
According to the company, Numsa had also failed to ensure that the strikers returned to work.

Toyota and two other car manufacturers, South African Motor Corporation (Samcor) and Volkswagen South Africa, have been affected by work stoppages involving 13 000 Numsa members since last week. Numsa spokesman, Mr Les Kettlelas, was not available for comment yesterday.

Samcor and Volkswagen have been forced to suspend production and close their plants, due to what they have termed "high absenteeism".

Numsa members are taking part in the strikes in support of their demands that car manufacturers should agree to set up a national bargaining forum.

A Samcor spokesman said negotiations between Numsa and motor companies would continue in Port Elizabeth on Thursday.



Police nail hold-up gang

POLICE arrested one of Johannesburg's largest and most sought-after gang of suspected armed robbers after a supermarket holdup in the city at the weekend, a spokesman said. Witwatersrand police liaison officer Lieutenant-

140A

**No judgment
yet on union**

Supreme Court Reporter

JUDGMENT was yesterday reserved in a Supreme Court application by the Food and Allied Workers' Union (Fawu) to have a decision by the Minister of Manpower not to approve the establishment of a Conciliation Board, after a dispute with Spekenam, reviewed.

A dispute arose on August 5 and 6, 1987 when 451 Fawu workers were dismissed.

Mr Justice H C Nel and Mr Justice Foxcroft presided. Mr I Farlam SC, assisted by Mr J Krige, instructed by Mr Bululani Ngcuka of Ngcuka and Matana appeared for Fawu. Mr J van Graan, instructed by Fairbridge Ardeme and Lawton, appeared for Spekenam.

Motor industry strike enters sixth day

Union condemns dismissal of 3 600

By Mike Siluma,
Labour Reporter

The National Union of Metalworkers (Numsa) today condemned the dismissal by Toyota of about 3 600 strikers and called on the company to rejoin national negotiations currently taking place between the union and car manufacturers

Toyota yesterday dismissed the 3 600 at its Prospecton, Natal, car assembly plant, as more than 12 000 motor industry workers continued strike action for the sixth day

Instructions

A Toyota spokesman said the hourly-rated employees were "regrettably" fired after failing to "return to work despite an industrial court order and various oral and written instructions to return to work"

However, Numsa spokesman, Mr Les Kettleidas, said the workers were dismissed merely

because they reported for duty but did not start work immediately

"Toyota is one of the companies which have consistently resisted national wage negotiations, and the dismissals are part of the company's strategy to force workers to abandon their struggle for national wage talks. This is totally unacceptable and workers do not regard themselves as dismissed," said Mr Kettleidas

He said workers wanted Toyota to withdraw a court order served on workers last week and that the company should return to the national negotiating table with other car manufacturers

A worker spokesman said about 1 000 workers had returned to work at Toyota subsidiary, Rowen SA, also in Natal. About 400 strikers also resumed work at Toyota's marketing division near Sandton, after management withdrew a precondition that they undertake not to

embark on further industrial action, said the spokesman

Spokesmen for Samcor and Volkswagen said the companies' assembly plants in Uitenhage, Port Elizabeth and Pretoria remained closed as a result of the strike

Talks

National wage talks between Numsa and six motor manufacturers, including strike-bound Volkswagen and Samcor, are due to resume in Port Elizabeth on Thursday

● Numsa said it was considering what steps to take in the wake of the lock-out of about 1 300 Numsa members on strike at Goodyear's Port Elizabeth plant following a disinvestment dispute with the company. At the same time, another Eastern Cape company, Eveready, also locked out about 800 Numsa members following a wage dispute. Attempts to resolve the disputes at conciliation board level have failed



1407
18/8/87

14 000 on strike

CNE Times 8/8/89

Own Correspondent

14000
1500
1000
1000
1000

PORT ELIZABETH — About 14 000 workers are now affected as strikes for higher wages at several factories continue to escalate — 4 000 were dismissed at one factory yesterday, while lock-out notices were served on 2 000 at two other plants

Nearly 4 000 workers at the Prospecton assembly plant of Toyota in Durban were dismissed yesterday after they did not resume their duties

Meanwhile, nearly 1 200 National Union of Metalworkers of South Africa members on strike at Goodyear are to be served with lockout notices today, following the more than 800 Numsa members locked out of Eveready yesterday

At the Volkswagen plant in Uitenhage and the Samcor plants

in Pretoria and Port Elizabeth, there was also no production

At Volkswagen the factory was closed because of the high absenteeism — affecting almost 5 000 workers — and at Samcor workers struck for the fifth consecutive day, affecting more than 3 000 workers

At Goodyear it was stated in a notice that contracts of employment would be terminated and workers would not be allowed access to the company's premises

Goodyear set out its proposals on the disinvestment dispute and attached it to the notice. Public relations manager Mr Mike London said "If an employee does not sign the acceptance form and return to work by 9am on Friday, August 11, the company's offer will lapse and the termination of employment will stand"

Meanwhile, at Eveready Numsa members were locked out while office workers were told they could take a day's leave if they wanted to stay away or could be met at Greenacres and bussed into the plant

According to Numsa, workers assembling outside the company gates were met with a show of force from armed police, two Hippos and four other police vehicles yesterday. They were told by a policeman using a loud-hailer that the company had resorted to a legal lockout

● It was reported earlier that nearly 4 000 workers at Toyota were dismissed yesterday after not resuming duties. This follows the shutdown of the Prospecton plant on Thursday when Toyota obtained an urgent Industrial Court order calling workers to end unlawful action

Strike averted at Dorbyl

CAP- Temp's 8/8/89
Down Correspondent

BY RDA

JOHANNESBURG. — A threatened strike by 7 000 Numsa members at 50 Dorbyl plants has been averted by a last-minute settlement.

A Dorbyl spokesman announced yesterday that the company had accepted union proposals. The company agreed to grant a paid leave for the training of shop stewards.

400 workers in Sandton on strike

Star 9/8/89

140A

By Mike Siluma,
Labour Reporter

In an apparent deterioration of relations between the National Union of Metalworkers (Numsa) and Toyota, about 400 workers at the company's Sandton marketing division struck yesterday in support of 3 600 colleagues fired by the motor manufacturer on Monday.

A worker spokesman said workers had stopped work after learning of the dismissal of strikers at Toyota's car assembly factory in Prospecton, Natal.

Sandton workers demanded that the company rejoin industry-wide wage talks due to resume in Port Elizabeth tomorrow.

The workers initially took part in the industrywide strike, but resumed work on Friday.

Toyota management could not be reached for comment on the situation at Sandton.

In addition to demanding the return of Toyota to the national talks, Prospecton workers wanted management to withdraw a court order served on workers last week, directing them to end the strike.

PLANTS CLOSED

The latest developments came as the strike by more than 12 000 motor industry workers entered its seventh day yesterday.

Union spokesmen have declined to divulge the details of the claim and the employers' offer while negotiations are in progress.

A spokesmen for Samcor said the companies' assembly lines in Port Elizabeth and Pretoria remained closed as a result of the strike.

Volkswagen said its Uitenhage factory, which employed about 5 500 workers, would be closed indefinitely while talks with the union were continuing.

Besides Volkswagen and Samcor, other companies taking part in the national pay talks are BMW, Nissan and Mercedes Benz.

● The Azanian Students' Movement said yesterday the lock-out and dismissal of workers in the industry showed the "insensitivity of capital towards labour".

Black workers were being "exploited and abused by capital in its quest for profits", said Azasm.

Cosatu, Nactu ~~142~~
Star 9/8/89 **to hold rallies** 143

Joint rallies of Cosatu, the National Council of Trade Unions (Nactu) and independent unions have been planned for this Sunday in Natal and the Transvaal

The rallies are "part of the ongoing campaign against the Labour Relations Act" and will culminate in a "Workers' Summit" on August 26 and 27, according to a press statement from Nactu yesterday — Sapa

Star 9/18/89 1407
Cosatu, Nactu
to hold rallies

Joint rallies of Cosatu, the National Council of Trade Unions (Nactu) and independent unions have been planned for this Sunday in Natal and the Transvaal.

The rallies are "part of the ongoing campaign against the Labour Relations Act" and will culminate in a "Workers' Summit" on August 26 and 27, according to a press statement from Nactu yesterday — Sapa.

Countrywide strikes close more motor plants

Staff Reporter
COUNTRYWIDE strikes in the motor industry enter their eighth day with about 12 000 members of the National Union of Metal Workers' (Numsa) having downed tools during national pay talks

A deadlock over wage negotiations has brought productivity at four Eastern Cape plants to a standstill

Yesterday, Goodyear in Uitenhage locked out 1 200 striking workers. On Monday, Eveready closed its doors to 800 workers and the Volkswagen plant, where about 5 000 people

have stopped working, was still closed today. At Samcor about 3 000 workmen are affected at its two plants.

A spokesman for Volkswagen said the plant had been closed indefinitely because workers had failed to resume work. Talks were continuing in an effort to normalise the situation.

Goodyear has warned that if employees did not sign an acceptance form and return to work by 9am on Friday, the company's offer of employment would lapse and the ter-

mination of employment would stand.

There was a low police presence at the Eastern Cape plants.

In Natal, workers dismissed from the Toyota manufacturing plant at Amanzimtoti have been given the opportunity to reapply for their jobs.

About 3 600 hourly-paid employees were fired on Monday after a dispute between management and Numsa.

A spokesman for Toyota said the workers have until 4 30pm today to reapply for work.

A major recruitment drive

was expected to be set in motion today at the Prospecton assembly plant.

In Johannesburg, in an apparent deterioration of relations between the Numsa and Toyota, about 400 workers at the company's Sandton marketing division downed tools yesterday in support of 3 600 colleagues fired by the motor manufacturer on Monday.

A worker spokesman at the plant said workers had downed tools after learning of the dismissal of fellow strikers at Toyota's Prospecton, Natal, assembly plant.

Besides Volkswagen and

Samcor, other companies taking part in the national pay talks are BMW, Nissan and Mercedes Benz.

In Cape Town, workers at a city electronics manufacturing firm have gone on hunger strike to back a demand for a 26 percent wage increase.

Locked-out Plessey SA workers, members of the Electrical and Allied Workers' Trade Union of SA (Eawtusa) started the hunger strike outside the factory gates from midnight.

The strike is being carried out on a relay basis with those taking part taking no food or

(Turn to page 3, col 1)

Strikes hit more plants

(Cont from page 1)

drink for 24-hour stretches while in a van outside the Retreat factory gates, according to Eawtusa spokesman Mr Brian Williams.

Mr Williams said workers were also on hunger strike in defiance of the company's "intimidatory attitude and its use of the hated provisions of the Labour Relations Amendment Act".

WAGE OFFER

He said more than 400 workers were affected when Plessey threatened to dismiss the workers if they did not accept the company's final 17 percent average wage offer.

The threat was withdrawn on Monday.

Mr Williams said reasons why the company had not carried out its threat were because the workers were determined and refused to be intimidated. He also said there was international trade union pressure on Plessey.

"The company's decision not to contribute in a meaningful way to the resolution of the crisis is condemned in the strongest possible terms," Mr Williams said.

Dr John Temple, managing director, said Plessey were unable to up their offer of 17,7 percent on the lowest level to 19,4 percent for a typical factory worker as they had signed with five unions on this offer.

The intention of the lock-out was not to fire workers, but to get them to return to work, he said. This is why the deadline was dropped.

"We are simply using it as a technique to get the people to accept our offer," he said.

DOORS OPEN

"There has been a steady trickle of people coming back to work, and the strikers are down to about 300. We want to give people time to come back and will hold the doors open as long as possible."

At Rex Trueform factories in Salt River and Wynberg, approximately 2 000 workers stopped work yesterday, according to Mr Lionel October, Garment Workers' Union (Gawu) spokesman.

About 1 700 Salt River workers stopped work on lunchtime on Monday till lunchtime Tuesday to protest against management's refusal to allow ballot facilities. In Wynberg, 300 workers stopped work for the day yesterday.

Toyota challenged

140A

By LEN MASEKO

THE National Union of Metalworkers of South Africa is to challenge the dismissal of its 3 600 members by Toyota for ignoring the company's ultimatum to return to work on Monday.

Numsa spokesman Mr Les Kettle das said the workers - who were employed at the company's assembly plant in Durban - have rejected management's decision to sack them and were con-

sidering steps to force management to review its action.

The dismissed Numsa members are among the 13 000 workers presently on wage strikes in the car manufacturing industry.

They demand - among other things - an across-the-board increase of R2 an hour, a 40-hour week, a minimum rate of R6,58 an hour and that manage-

ment commit itself to a national bargaining forum.

Companies affected by the strikes are the South African Motor Corporation (Samcor), Volkswagen and Toyota.

Samcor, Volkswagen - two companies that have been forced to temporarily close their plants as a result of the strikes - and Numsa will continue with national wage negotiations in Port Elizabeth tomorrow - without Toyota, which has pulled out of the talks.

Toyota pulled out of the talks "because they are not being conducted in good faith".

Kettle das said: "Toyota is one of the companies which have consistently resisted national wage negotiations, and the dismissals were part of the company's strategy to force workers to abandon their struggle for national talks".

Vlok issues ~~new~~ new threat to Cosatu

By Peter Fabricius,
Political Correspondent

The Government is investigating the possibility that Cosatu has transgressed its restrictions under the emergency regulations, the Minister of Law and Order, Mr Adriaan Vlok, said in Lyttleton last night

He also warned that the Government would not tolerate people breaking their restriction orders and daring the Government to act against them

Their aim was to provoke violence which would be blamed on the Government and the police, Mr Vlok said

"We will not walk into their trap — but at the same time we will not allow them to challenge the Government and to help them make the country ungovernable"

Mr Vlok said that since he had warned on July 25 that the "so-called Mass Democratic Movement" planned to disrupt the election campaign in various ways, he had been personally abused and attacked

CLAIMS CORRECT

Nonetheless he stood by his original allegations which were based on documents as well as other "sensitive" sources

(After receiving a letter from Cosatu's lawyers last week about his claims that a Cosatu document outlined plans for violence, Mr Vlok promised not to make further statements to that effect)

Events and incidents over the last two weeks had illustrated the correctness of his information, Mr Vlok claimed

A total of 235 unrest incidents, including eight cases of arson and 12 petrol-bomb attacks, had occurred. There had also been 23 incidents of terror in the past two weeks

The apparent goal of peaceful protest was a "facade" behind which "this bunch of radicals" was hiding. Their real goal was to plunge South Africa into chaos, unrest and violence, he claimed

(Report by P Fabricius 216 Vermeulen St Pretoria)

Vlok: I take back no word against MDM

own Correspondent
9/2/87
1401

LAW and Order Minister Mr Adriaan Vlok last night said he was not withdrawing any allegations he had made about the Mass Democratic Movement (MDM).

Addressing an election meeting at Verwoerdburg, Mr Vlok said "I am being portrayed as having made untrue allegations against the so-called Mass Democratic Movement. This is not true. I stand by everything I have said about that grouping of radical organisations. I withdraw no word of it."

He said police were investigating whether Cosatu had broken restriction orders placed on the organisation in terms of emergency regulations.

Mr Vlok said activists of "radical organisations" who spoke for the MDM were being told what to say

"from within the inner circles of the SACP and the ANC".

"Because this is so, the question arises whether the aims of the MDM is not precisely the same as that of the SACP and the ANC .."

Mr Vlok quoted at length from a document he said had been brought back from a meeting between "several MDM activists, including office-bearers of Cosatu, the UDF and its affiliates" and the "ANC/SACP-alliance" in Lusaka on June 5 and 6 this year.

He also quoted a nameless official of Cosatu at "a conference of the ANC in Tanzania in 1987" as saying "The NP and other parties are presently going from door to door to campaign for their candidates to be elected. It is our democratic right to call on our people not to vote in these racist elections, and to defy restrictions on our leaders and organisations."

(Report by Riaan Smit, 11 Diagonal Street, Johannesburg)

140A

Toyitoyi defiance

BY LEN MASEKO

ing the peace on trains" since June.

He said 89 Cosatu members had already paid spot fines while about 350 others appeared briefly in court this week following the charge.

Forty-seven more workers are expected to appear in the Kempton Park Magistrate's Court tomorrow

Describing the arrests as a new form of State repression, "Cosatu has called on the authorities to withdraw all charges against its members," Mabalane said.



The toyi-toyi dance

AFFILIATES of the Congress of South African Trade Unions have resolved to urge their members to continue with singing and dancing toyi-toyi on trains in defiance of a police clampdown.

This decision was taken at a meeting of Cosatu's Witwaterstrand regional executive committee on Sunday as more arrests of commuters on trains were reported.

Cosatu official Mr Arnel Mabalane said as many as 460 people had been arrested for "disturb-

"The number of those arrested has risen from 201 in June to more than 450 at the end of July.

Twelve more people were arrested (in trains) during the first of week of this month".

The arrests, he said, "violated the freedom of association and freedom of expression."

He said the SA Transport Services had failed to intervene, raising suspicion about its role in the matter.

In an earlier statement, a police spokesman said they did not act against people "because of their affiliation to one or other organisation".

He said these people

were arrested on suspicion of having committed an offence.

These detainees would be released if no evidence linking them to the alleged offence was found

Police have sent dockets to "relevant authorities who will decide whether to prosecute or not."

19

!! Soweto 7/8/89

Unions meet

JOINT rallies of Cosatu, National Council of Trade Unions (Nactu) and independent unions have been planned for this Sunday in Natal and Transvaal. (1407)

The rallies are "part of the ongoing campaign against the Labour Relations Act" and will culminate in a planned 'workers' summit'.

'Vlok's election propaganda'

Sowetan 10/8/84

THE Congress of South African Trade Unions has accused Law and Order Minister, Mr Adriaan Vlok, of mounting an election propaganda by allegedly reviving allegations he withdrew against the Mass Democratic Movement.

In a speech on Tuesday night, Mr Vlok said since the campaign got off the ground unrest and terrorist incidents had increased.

He said anti-apartheid activists were bent on creating chaos in South Africa.

"Minister Vlok in essence repeated his Fochville speech which had

been so thoroughly discredited, not least by his own admission to Cosatu's lawyers that he had fabricated important allegations in the speech," Mr Sydney Mafumadi, Cosatu's assistant general secretary, said in a statement.

"Cosatu and the Mass Democratic Movement refuse to be side-tracked from the main issue facing our country: that is the dismantling of apartheid and minority rule.

"There can be no solution to this most pressing and urgent task without the participation of the Mass Democratic Movement." - Sapa.

Mobil holds back

MOBIL SA will not hand over a copy of the sale contract between itself and Mobil US to the Chemical Workers Industrial Union because it is simply not ethical, a Mobil SA spokesperson said yesterday. *source 10/8/87*

"It also does not affect the union at all," she said. *(ILOR)*

A CWIU spokesman said the union was satisfied with its deal with Mobil SA, which ensures work for the next year.



Members of the Chemical Workers Industrial Union meet with a union organiser in the Cape Town docks

Court to rule on oil workers

1400 SC 474
10-16/08/89

A LANDMARK case with far reaching implications for thousands of South African workers employed outside the country is due to be heard in the Labour Appeal Court in Cape Town next month.

The Chemical Workers' Industrial Union (CWIU) is appealing against the industrial court's ruling last year that the court has no authority over Sopolog, an oil drilling outfit contracted to state-owned Soekor to search for oil along the South African coast.

The basis for the court's ruling was that the company's three rigs operate outside the 10km territorial zone.

The appeal hearing will determine whether South African labour legislation applies to workers employed outside the country's borders.

These include workers employed in the homelands, neighbouring states and on ships operating off the coast.

A CWIU spokesperson said the union regarded the court ruling as "blatantly absurd".

"All the company's employees are South African citizens who pay tax to the South African government, and are entitled to UIF and workers' compensation.

"The company is registered in South Africa and has its offices in Cape Town."

CWIU appealed against the judgment more than a year ago. In terms of the Labour Relations Amendment Act the case was referred to the Labour Appeal Court.

The union has been trying since 1987 to get recognition from Sopolog, a subsidiary of the Paris based company, Forasol Former

Death of former Fawu president

140A

10-16/8/89

Smith

THE Food and Allied Workers' Union (Fawu) this week paid tribute to former African Food and Canning Workers' Union president John Pendlani who died in Paarl last Thursday

Veteran Boland unionist Lizzie Phike said Pendlani had a long history of active involvement in the union

She said he joined Food and Canning in the 1940s and worked alongside figures like Ray Alexander and Oscar Mpetha

He was actively involved in fighting for workers' rights and played an important role in campaigns against the pass laws, Phike said

Pendlani, who was also actively involved with the now exiled South African Congress of Trade Unions (Sactu), was detained in the early 1960s

He was elected president of the union on his release and continued in this capacity until he retired from his job at Langeberg factory

Phike said that even after Pendlani retired he continued to help the union which, as an indication of appreciation for his contribution, paid for him to have a leg operation in 1980

Pendlani will be buried from the Wesley Johnson church in Paarl on Saturday morning

John Pendlani

140A

Labour Briefs

Demos as council collapses

South

MEMBERS of the Paper, Print, Wood and Allied Workers' Union (Ppwawu) demonstrated at several print plants throughout the country on Tuesday to protest against the collapse of the national industrial council for the print industry

The demonstrations included a lunchtime placard protest by about 30 workers outside Nampak Corrugated in Epping, Cape Town

The South African Typographical Union will be holding a meeting in Goodwood on Saturday.

Pamphlet: Union may sue

10-16/8/89 to 17/8/89

THE Food and Allied Workers' Union (Fawu) is considering legal action against the authors of a pamphlet circulated to deciduous fruit farmers in the Western Cape last month.

Lawyers for the union have written to the Liaison Bureau for Industrial Relations Services in

Johannesburg warning that Fawu intends suing the bureau unless it apologises publicly for allegations contained in the pamphlet

The union said the pamphlet, which claims that unionisation of farm labourers is part of the ANC's "revolutionary tactics", is detrimental to sound labour relations.

Elite workers go to court

THE industrial court will next week hear evidence from 17 workers dismissed from an Athlone supermarket at the end of last year

A spokesperson for the workers who are members of the Commercial, Catering and Allied Workers Union of South Africa said that

workers have rejected an offer by Elite supermarket management for an out of court settlement of up to 5 months pay depending on length of service

The workers wanted six months pay for all dismissed employees, she said.

Cosatu rejects Vlok speech

The Congress of South African Trade Unions (Cosatu) has condemned Law and Order Minister Mr Adriaan Vlok for repeating a speech in which he "fabricated" important allegations

In a statement released yesterday, Cosatu said Mr Vlok on Tuesday night had, in essence, repeated his Fochville speech "which had been so thoroughly discredited, not least by his own admission to Cosatu's lawyers that he had fabricated important allegations in that speech"

"It is clear the Minister desperately needs to regain some of the face he has lost," the statement said "But he won't do this by repeating worn-out and discredited propaganda"

Cosatu urged Mr Vlok not to

follow the advice of the Nazi Propaganda Minister Goebels, whose motto was "If you repeat a lie often and loudly enough, it becomes accepted as truth."

The Cosatu statement said the organisation did not want to "sink to the regime's level by answering every propaganda fantasy they conjure up for the white electorate"

It said it and the Mass Democratic Movement (MDM) refused to be sidetracked from the main issue facing South Africa: the dismantling of apartheid and minority rule.

"There can be no solution to this most pressing and urgent task without the participation of the MDM," the Cosatu statement said.

10/8/81
SAS

(UOA) ~~SECRET~~



Mr Adriaan Vlok

Cosatu ^{CNI-} hits at ^{Trip} Vlok ^{10/8/89} ¹⁴⁰⁹

JOHANNESBURG.

The Congress of South African Trade Unions has accused Law and Order Minister Mr Adriaan Vlok of mounting an election propaganda campaign by reviving allegations he withdrew against the Mass Democratic Movement

In a speech on Tuesday night Mr Vlok said that since the election campaign had started, unrest and terrorist incidents had increased.

He said anti-apartheid activists were bent on creating chaos in South Africa.

Only a few days ago the minister withdrew his allegation that the movement intended to mount a violent defiance campaign.

"Minister Vlok" last night in essence repeated his Fochville speech which had been so thoroughly discredited, not least by his own admission to Cosatu's lawyers that he had fabricated important allegations in that speech," Mr Sydney Mafumadi, Cosatu's assistant general secretary, said in a statement.

— Sapa

VW pulls out of talks, shuts plant

CME tariff 10/18/87

1401

PORT ELIZABETH — Volkswagen (SA) has withdrawn from wage negotiations and has closed its Uitenhage plant indefinitely

In a statement released yesterday, Human Resources Director Mr Brian Smith said the company had withdrawn from negotiations with the National Union of Metalworkers' Association (Numsa) as it considered the strike by its members at its plant in Uitenhage to be a breach of the good faith required in wage negotiations

Mr Smith said the strike was totally unacceptable and that the plant would remain closed till the company received an undertaking from Numsa that employees would resume their duties in accordance with their contracts of employment

At Samcor's Port Elizabeth and Pretoria plants the situation remained unchanged with 8 000

workers still on strike

A spokesman for the company said the Port Elizabeth and Pretoria plants were still closed

At Goodyear, everything was quiet with the gates still locked and only those workers not on strike being allowed in

Goodyear has fired more than 1 000 workers but told them they would be reinstated if they reported for work no later than 9am tomorrow and signed an acceptance form binding them to certain conditions of employment

The incident at the company follows the action at Eveready on Monday when management locked out about 800 workers over a wage dispute

Only a trickle of workers arrived at the Toyota plant at Amanzimtoti, north of Durban, yesterday to reapply for work, SABC radio news reports

Management has given the 3 600 workers who were dismissed on Monday till 4 30pm to-

day to reapply

Recruitment tables outside the Toyota manufacturing plant in Prospecton remained vitually unused when workers who had been fired failed to reapply for their jobs

"As far as we are concerned, we have not been dismissed but are still on strike," said a Numsa shop steward

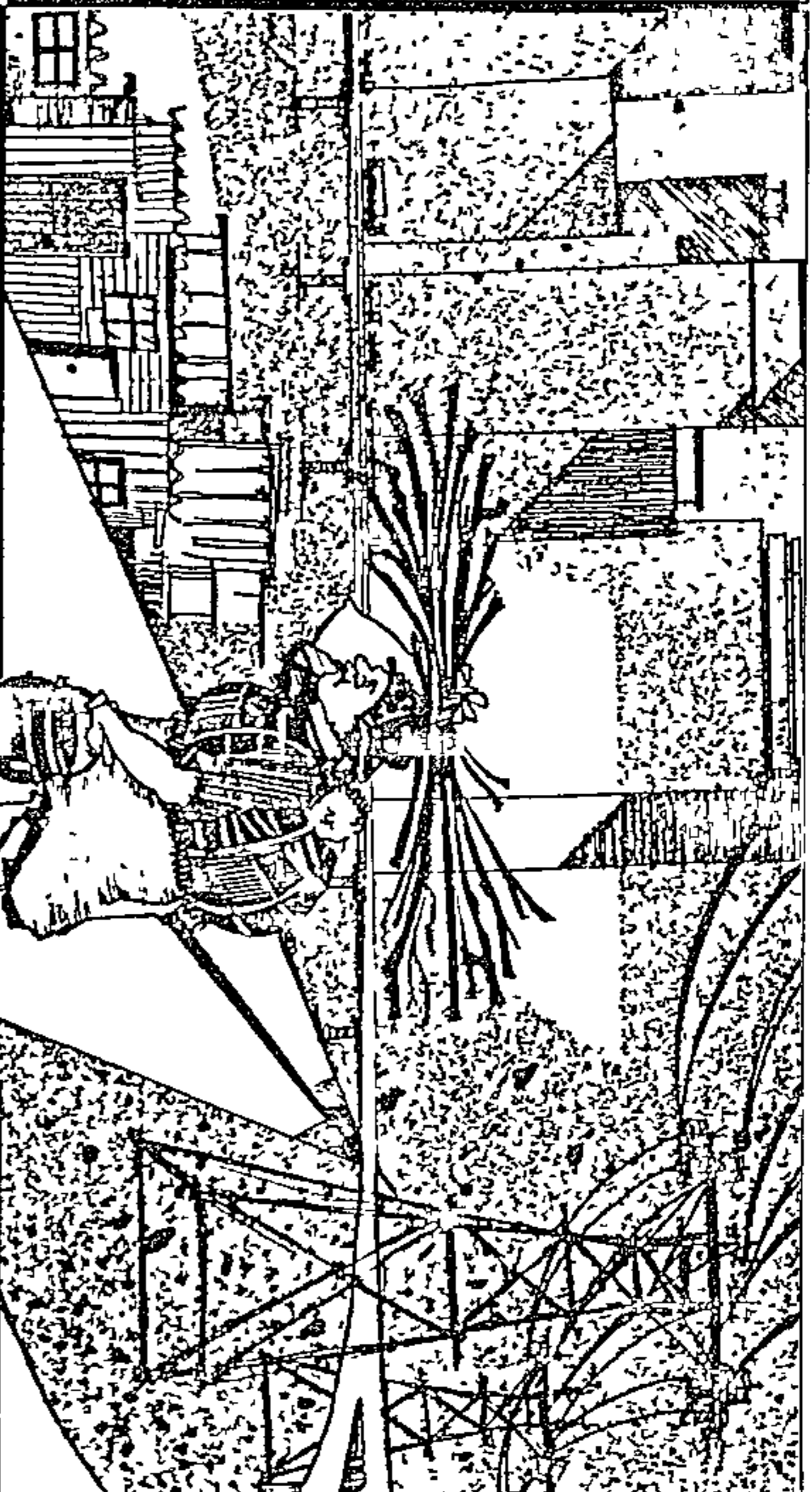
"We are quite prepared to go back if management re-enters national negotiations with Numsa, withdraws the Industrial Court interdict obtained against us and retracts its termination of employment circular"

Motor components manufacturers will have to begin cutting back on production if the industrial action at four assembly plants does not end soon, according to the National Association of Automotive Components and Allied Manufacturers (Naacam) — Sapa, Own Correspondent

1404

Is the union movement chock full of chauvinists?

'It's a shame,' said one woman, 'that on the anniversary of Women's Day, women in the unions have to voice a sense of betrayal they feel at the condescending attitudes of their male comrades'
CASSANDRA MOODLEY reports



A LITTLE way through the discussion on women's issues at last month's Cosatu congress, a group of male delegates indicated how important they thought the debate was they got up and walked out, explaining that they preferred supper to such "lame washing".

This story is told by a shop steward from the Commercial, Catering and Allied Workers' Union to illustrate the deep concern that exists among women trade unionists about what

they see as widespread chauvinism in the labour movement. It is an issue that was raised, but not resolved, at the Congress of South African Trade Union gathering.

Theoretically, it is agreed female liberation should form part of the broader struggle yet anti-sexism is merely being preached in progressive organisations, said a Cosatu official, Fiona Dove.

"Only a minority of women are elected to leadership posts and even the women elect men rather than their fellow women," she added.

A National Union of Metalworkers of South Africa shop steward, Rose Ngwenya said "The men in our organisations do not look at us as comrades. Their attitudes are such that we are there to serve them and that ultimately we are sex objects."

"It's almost as if they believe women's liberation is little more than fighting for the freedom to smoke on street corners."

Ngwenya adds that even contributions at meetings by women are not taken seriously — "it's just a woman's opinion is the smirk on most male faces."

"And despite all the liberated male talk, leadership positions in organisations are reserved for men."

Male delegates at the Cosatu congress actually declared "Women should fight their own battles," said the Ccaawusa female shop steward.

This statement contradicts claims by progressive organisations that the women's struggle is part of the national liberation struggle, and was expressed when a resolution on "women leadership" was tabled.

Despite vigorous debate the resolution was adopted — except for a point on the "encouragement of the recruitment of women union officials and shop stewards".

This was "a hurdle women had to overcome themselves."

This chauvinistic attitude expressed by men within the movement has fired a raging debate over whether

Women still second class

Underlying such a sentiment is the question of whether the oppression of black and white women in South Africa have anything in common.

Women still second class

Comrades Picture MUMERFIELD

there is a case for an independent women's movement.

A male representative from the black consciousness movement remarked that such debates were sparked by "white woman libbers" who were part of the "anti-men brigade."

Dove says women are not arguing for "a separatist movement as much as we see the need for independent women's forums which encourage the development of women leadership and self-assertiveness among women."

A women's forum within the broader movement should be used as a pressure group to deal with residual chauvinism that persists even within progressive organisations, another Cosatu shop steward said.

Ngwenya points out that independent women's forums should not aim at excluding men from the fight for women rights.

"We must not point a gun at black men, we must point it at the enemy. And they are not the enemy. Their sexist attitudes and treatment of women are a product of social history."

Hence, Imbeleko, a women's organisation which Ngwenya heads, believes women's forums should also aim to "conscientise" men and not alienate them as the "white bourgeois feminists advise."

Others, like Ela Ramgobin of the Natal Organisation of Women, say white and black women alike are oppressed on the basis of sex and thus the black woman can identify more with white women.

"Despite the controversies that rage," Ngwenya says, "we must remember Samora Machel's words."

The former Mozambican leader said "Until the women are liberated, there can be no true liberation."

"It is a shame," she adds, that on the 33rd anniversary of National Women's Day, when 20 000 women marched to the Union Buildings in Pretoria to protest against repressive laws, women in trade unions have to voice the sense of betrayal they feel at the "condescending attitudes of their male comrades."

Underlying such a sentiment is the question of whether the oppression of black and white women in South Africa have anything in common.

Emma Mashinini, of the Catholic Justice and Peace Commission but speaking in her personal capacity, says "White women also suffer sexual discrimination yet somewhere we have them as oppressors too."

Mashinini believes white women are less oppressed than black women and black men.

"I worked in a trade union for 30 years and I know that in the work situation the white woman is promoted before the black man. And the black women is the worst sufferer of oppression — she is last in line for promotion."

Others, like Ela Ramgobin of the Natal Organisation of Women, say white and black women alike are oppressed on the basis of sex and thus the black woman can identify more with white women.

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at the 1962.

Cosatu Sowetan 11/8/84 20 held

TWENTY people were arrested and dozens of others injured when policemen used quirts to disperse a crowd outside the Kempton Park Magistrate's Court yesterday, a Cosatu spokesman said.

Cosatu official Mr Ariel Mabalane said those injured were among the scores of people who arrived at the court yesterday morning to attend the trial of 47 men, arrested for singing and dancing the *toyi-toyi* on trains.

Those injured were treated at Hillbrow Hospital.

He said, however, only 27 Cosatu members made a brief appearance in court.

The case was postponed and the 27 will appear in court on different dates in November and December.

A police spokesman told Sapa that 20 people were arrested when 300 people arrived simultaneously at the court to attend the trial the 27 men charged under the Transport Services Act.

Sowetan
11/8/89

Women's Day 140A meetings

TWO seminars will be held on Sunday, one in Central Johannesburg and the other in Katlehong township to observe Women's Day.

The Commercial Catering and Allied Workers Union weekend seminar whose theme is "Fight Capitalism, Racism and Sexism" will be held at the union's offices at 142 Kerk Street.

According to a spokesman for the union, among the topics to be dealt with are the role of women in the struggle, women and the law and discrimination against women.

Speakers will come from Cosatu, Imbeleko, Numsa, Cosatu and AWO. Sowetan 11/8/89

Imbeleko will hold a seminar at the Katlehong Art Centre, Phooko Section, according to the organisation's chairperson, Rose Ngwenya.

Services will start at 10am.

At the end of Imbeleko's service at 12pm the Community Health Awareness Project (CHAP) will conduct a free health clinic at the same venue. This will be the 11th free health clinic to be conducted by the organisation on the East Rand since January.

(1409) (P)

Photographer threatened

Star 11/8/89

20 held as police lash Cosatu crowd

By Sue Olswang and Anna Louw

Police with sjamboks and batons dispersed a crowd of about 500 outside the Kempton Park Magistrate's Court yesterday

The crowd had gathered for the court appearance of 27 members of the Congress of South African Trade Unions

Cosatu has claimed the charges relate to the singing of "freedom songs" on trains, an accusation denied by the SAP.

Just before 9 am hundreds of people fled as police and traffic officers chased them

Most of the 500 did not return to the court buildings, including most of the accused

Two plainclothes policemen and a police sergeant threatened The Star's photographer, Herbert Mabuza, when he attempted to take photographs of the fleeing crowd and the chaos outside the court buildings

"If you lift that camera once, I will smash it for you," one policeman said

Another policeman later threatened Mabuza when he

tried to take photographs of some of the injured who had returned to establish whether the court case would go ahead

A police liaison officer yesterday said 20 people were arrested when about 300 people arrived simultaneously at the Kempton Park Magistrate's Court to attend the trial of 27 men on charges under the Transport Services Act

He said 300 people arrived at the court at 8 50 am They were asked to disperse and when they did not comply policemen used whips, and arrested 10 people

At 9 30 am about 100 people returned to the court, he said, adding that they were asked to disperse and policemen arrested a further 10 people

Lawyer Mr A Cachala, who was due to appear for the Cosatu accused, said he had expected the accused would appear in three separate cases Yesterday's case had to be postponed

The accused failed to come forward when the court orderly called out their names three times, and the magistrate, Mr R le Roux, issued warrants for the arrest of the 27



The first patients are admitted to

11 NUM members charged

ELEVEN NUM members at Vaal Reefs have been dismissed and charged by the SAP with intimidation after a series of actions this week by miners in line with the union's promised campaign of defiance against segregation on the mines

An angry exchange yesterday between the union and Anglo American threatened a replay of the allegations and counter-allegations of racism and violence made earlier this year

The 11 were among a number who forced qualified miners and team leaders to join a single queue of people waiting to board the lift at the No 2 shaft on Tuesday

There have also been a number of incidents at various shafts of black miners using changerooms said by the NUM to be segregated by race and by management to

(UDA)
ALAN FINE *(copy)*

be reserved for employees of a particular status

The NUM said the dismissals showed Anglo was "just as racist as the apartheid state", accused the corporation of collusion with the police, and said miners were being intimidated by mine security. It said one member had been subjected to electric shock torture.

Anglo denied the allegations against mine security.

A spokesman said management had tried to deal sensitively with acts of defiance such as the use of senior change-houses.

However, the disruption of access to lift

11/8/89. To Page 2

From Page 1

NUM

shafts posed a serious threat to safety. A supervisor and security officials who attempted to intervene, and others, were threatened with violence

In view of this, the SAP was advised and the group was arrested and dismissed after disciplinary hearings

Sapa reports that, according to the NUM, the mine held the disciplinary hearing regarding the 11 workers at 2pm on August 9

"The shaft stewards, who were called by management to represent these workers, demanded that management should give enough time (48 hours) to the workers in order to prepare their case before the hearing," the statement claimed

Management, according to the NUM, re-

fused and went on with the hearing, finally dismissing the workers

Anglo said these incidents were "part of a transparent attempt to restart the 1985 campaign to undermine the authority and status of black and white supervisors". The earlier incidents had led to violence, including 36 deaths

The NUM, in turn, warned that management "recklessness" could lead to confrontation - "something we would like to avoid".

Mineworkers, it said, were irrevocably committed to ending apartheid in and out of the workplace. "We appeal to Anglo chiefs to ensure that non-racialism is realised without threats, intimidation and victimisation," it said

11/8/89
f dany



at 11/8/89

Volkswagen pulls out of wage talks

Stewart 8/89
140A
By Mike Siluma,
Labour Reporter

Volkswagen yesterday withdrew from the motor industry wage talks between the National Union of Metalworkers (Numsa) and motor manufacturers, as strike action by more than 12 000 workers continued for the eighth day.

A company spokesman said the decision was taken because of a strike which had forced the indefinite closure of the Uitenhage assembly plant

Numsa members have been on strike at assembly plants, owned by Samcor, Toyota and Volkswagen since Monday last week to back a wage claim

Toyota and Numsa have clashed publicly over the company's decision to dismiss 3 600 strikers at its Prospecton car factory on Monday

Reacting to an earlier Numsa

statement, Toyota's industrial relations director, Mr Theo van den Bergh, said the strikers were fired after refusing to resume work and ignoring instructions to resume work.

A separate company statement said about 25 percent of those dismissed had been "re-engaged" and that negotiations between management and workers were scheduled for yesterday to discuss workers' re-employment and the question of national wage negotiations

Numsa spokesman Mr Les Kettle said, however, that workers had decided not to re-apply for their jobs because they still regarded themselves as Toyota employees. Toyota workers wanted the company to re-join the national pay talks, from which it withdrew last week in the wake of the strike.

Stev
11/8/89



Anglo racist, union claims after 11 are dismissed

NUM

The National Union of Mineworkers has branded Anglo American as racist, claiming 11 mineworkers at the Anglo-owned Vaal Reefs gold mine were dismissed for allegedly using facilities reserved for whites.

The alleged firings were a "clear indication that the mining house ... is just as racist as the apartheid State", the NUM said in a statement yesterday.

It also condemned Anglo's alleged "collusion with the SAP"

"This confirms our belief that for racism to be abolished on South African mines, apartheid has to be liquidated"

The 11 dismissed miners were originally arrested on charges of intimidation and incitement during the Mass Democratic Movement's defiance campaign. The NUM had said its members would join the campaign by, among other steps, using mine facilities reserved for whites

MORE TIME DEMANDED

The mine held a disciplinary hearing regarding the 11 workers at 2 pm on August 9, according to the union

"The shaft stewards, who were called by management to represent these workers, demanded that management should give enough chance (48 hours) to the workers in order to prepare their case before the hearing," the union claimed

Management had refused and went on with the hearing, finally dismissing the workers

● Mine management had attempted to deal sensitively with certain acts of defiance by the NUM, such as the use of the mine's senior changehouses at the numbers 7 and 8 shafts, an Anglo statement said yesterday

BID TO UNDERMINE STATUS

However, where actions such as attempting to disrupt the access to shaft lifts posed a serious threat to the safety of those involved, management had and would continue to take disciplinary action against offenders.

This incident and others were not based on any action aimed at racially segregated facilities but were part of a transparent attempt to restart the 1985 NUM campaign to undermine the authority and status of black and white supervisors.

Last week, anticipating the commencement of a defiance campaign by NUM, management briefed all Vaal Reefs employees, urging them not to take any actions that would lead to polarisation of racial attitudes

"We deny any union allegations of torture or assault by mine security on employees

"We regret these latest actions by NUM which come at a time when progress has been made on code-of-conduct negotiations aimed at preventing violence," Anglo said. — Sapa

3 000 opt to return at Samcor

CALL TINTS 11/8/87

140A

Own Correspondent

JOHANNESBURG — In the first sign of progress towards ending the 10-day-old motor industry strikes, 3 000 striking Samcor workers in Pretoria and Port Elizabeth have decided to return to work from Monday

The industry's wage negotiations, due to resume yesterday, were postponed until Wednesday as the Volkswagen and Toyota pullout meant that the employer side was unable to provide a quorum for the meeting

Numsa's Mr Les Kettleas said yesterday that the Samcor workers' decision had been facilitated by management's "positive approach" to the problem, which he contrasted with VW's and Toyota's withdrawal from talks and Toyota's dismissal of its workforce

Toyota personnel director Mr Theo van den Bergh said Toyota had decided not to implement its 4pm deadline yesterday after which the company was to have begun recruiting workers on the open market.

He said this was to allow the company and the union more time to reach a mutually satisfactory solution, and to allow representatives of the 400 workers dismissed from the Johannesburg parts and distribution centre to join discussions. No new deadline had been set

Mr Van den Bergh said 25% of the 3 600-strong Prospecton workforce had reapplied for their positions by yesterday on the basis that they were willing to resume work.

Mr Kettleas, however, said "Our information is that only 36 people, all women, have reapplied"

Mr Van den Bergh said "some further ground had been covered" in yesterday's discussions but some thorny issues remained to be resolved. Talks would continue today

VW human resources director Mr Brian Smith said shop stewards had requested and been granted facilities for a mass meeting on company premises today. They had said they would try to persuade members to return to work.

But Mr Kettleas said the meeting was simply to review the situation

Police sjambok Cosatu marchers

Own Correspondent

JOHANNESBURG — Hundreds of Cosatu members, marching on the Kempton Park Magistrate's Court where 27 of them were due to appear for singing freedom songs on a commuter train, were scattered by police using sjamboks yesterday.

Police outside the court gave the crowd three minutes to disperse. As the workers were still pleading, police charged at them and the sjambokking started

CAP. Tants 11/8/89
A police spokesman in Pretoria said 20 members of the crowd were arrested.

The 27 accused were scattered with the crowd, many of whom suffered sjambok wounds, and did not appear in court.

Lawyers who showed up at the court without their clients secured a postponement of the case to November 20.

As a result of their failure to appear, warrants of arrest would be issued against the 27, according to a spokesman for the law-

(V401)
yers. The spokesman, however, said the issuing of warrants was a mere formality as workers would not be arrested. He said the warrants would be issued but held over till November 20.

But if the workers failed again to appear on November 20 they would be arrested.

About 18 of the workers who scattered received serious sjambok injuries and were taken to the whites-only Johannesburg General Hospital for treatment

Chit. TmtS, 11/8/89 (2) 140A

11 union men fired from mines

Own Correspondent

JOHANNESBURG — At least 11 National Union of Mineworkers members at Vaal Reefs have been dismissed and charged with intimidation after a series of actions by miners this week in line with the union's promised campaign of defiance against segregation on the mines

The 11 were among a number who forced qualified miners and team leaders to join a single queue of people waiting to board the lift at the No 2 shaft on Tuesday

There have also been a number of incidents at various shafts of blacks miners using changerooms said by the union to be segregated by race and by management to be reserved for em-

ployees of a particular status

The NUM said the dismissals showed Anglo "is just as racist as the apartheid state", accused the corporation of collusion with the police and said miners were being intimidated by mine security

Anglo denied the allegations against mine security. A spokesman said management had tried to deal sensitively with acts of defiance such as the use of senior changehouses

However, the disruption of access to lift shafts posed a serious threat to safety. A supervisor and security officials who attempted to intervene, and others, were threatened with violence. In view of this, the police were advised and the group arrested and dismissed after disciplinary hearings

MANPOWER

PAGES AND PAGES OF THE BEST JOBS IN SOUTH AFRICA

**MANPOWER
MIRROR BY
ROBYN
CHALMERS**



Bosses warn: More pay, fewer jobs

LABOUR turmoil in the motor industry highlights some of the dilemmas faced by both trade unions and employers

Economists and employers say that neither the economy nor individual organisations can afford high wage increases, but trade unions and their members insist that they can

The National Union of Metalworkers of SA (Numsa) declared a dispute in the motor industry last weekend after talks between its Numsa negotiating committee and the South African Motor Industry Employers Association (Samlea) and South African Vehicle Body and Repairers Association (Savbra)



**RUDOLF
GOWUS**
higher wages mean more jobs

The negotiations affected about 160 000 employees in filling stations,

1408

Numsa demanded a minimum of R4,50 an hour. Rates currently range from R1,24 an hour for a cleaner and R1,45 for a general worker to R7 for a journeyman

Motor manufacturers were hit by strikes and wage stoppages which resulted in the closure of several plants. Most spokesmen believed at the end of last week that the industrial action would be over by Monday, but they were sadly mistaken

By the beginning of this week, 3 600 Toyota workers at Prospecton Natal had been dismissed because of industrial action and 800 at Eveready and 1 200 at Goodyear had been locked out. In addition, the week-old shutdown of Toyota, Volkswagen and Saabcor

plants affecting 13 000 workers, continued

Two issues are involved in the strikes — first, the alleged slow progress of national negotiations for a new labour contract for the motor industry. Rand Merchant Bank group economist and director Rudolf Gowus argues that the motor industry cannot afford strategic imperatives that wages and employment were intertwined with what was happening in the economy as a whole

He predicted that SA was entering a slowdown, influenced both by foreign trends and domestic policy. Reasons for this included the need for a current account surplus, money supply growth the acceleration of inflation and this

SI Times 13/8/89

years domestic policy — higher interest rates, dearer petrol and stricter hire-purchase agreements, among other measures

Mr Gowus predicted that the downsizing would last until the end of 1990. It would have a major effect on the ability of companies to pay higher wages, the employment rate and job creation

Mr Gowus said, "If there were no trade unions, the level of wages would automatically drop during a slowdown. However, because of unions the real increase in wages will not be allowed to come down."

"Unions are an important and necessary part of our economy, but the result of this scenario will be that unem-

ployment will increase while wages in the non-unionised sectors of the economy will either stagnate or drop

A survey by P-E Remuneration Services shows that has happened to wages and salaries in the 1980s. The black trade unions have been largely successful in narrowing the wage gap between whites and blacks

In 1981, black skilled or semi skilled workers could expect to earn 50% less than their white counterparts. By 1987 they earned only 30% less than whites. For example, unskilled and semi-skilled gold miners receive 4,9 times less than skilled mineworkers compared with 21,2 times less in 1971

This is but one of the factors contributing to the widely publicised retribements on several gold mines this year, but it is a big one.

Organisation Diagnostics managing director Laurie Hall, also speaking at the strategic imperatives seminar, examined the options open to managers and the Government in solving the unemployment-redistribution of wealth problem

The first, he said, was job preservation and growth. The second was job creation and the third upgraded education and training. The fourth was the importance of paying a just, affordable wage.

"I am not a proponent of the missionary idea that there is a minimum wage. It is management's task to see to it that the years of service gained equate to skill-flexibility gains in productivity which justify earnings growth."

Row over IR report on farmers, and unions

is/ARCUS 12/8/89

140A

UNION pressure in the agricultural industry grows, as does the interest of the industrial relations consultants.

In one instance, a promotional pamphlet sent out by a Johannesburg industrial relations consultancy about farmers and trade unions has elicited an angry response from the leading union in the field

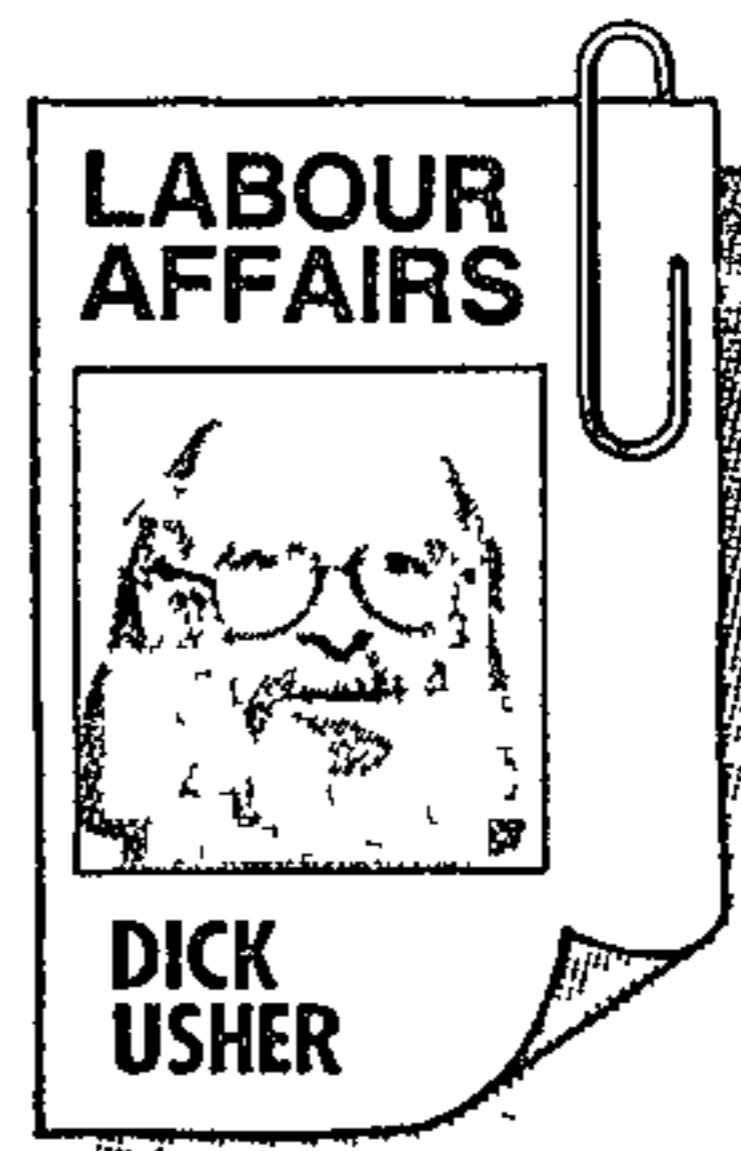
The Food and Allied Workers' Union (Fawu), a Cosatu affiliate, claiming that the brochure has severely diminished the climate of good industrial relations in rural labour relations, has asked for an apology from the consultancy and a retraction of claims it made, failing which it reserved its right to take legal action for defamation and organisational damage

A spokesman for the Liaison Bureau for Labour Relations Services said the brochure would "certainly not" be withdrawn nor would any apology be furnished

"Liaison furthermore reserves the right to publish such further brochures as we may deem fit," said Koos van Niekerk, director of marketing services

Mr Van Niekerk said the staff of Liaison, a close corporation registered this year, had "considerable experience" in labour relations

He was unwilling to discuss the merits of the pamphlet headlined "The radical attack on the South African agricultural sector" which was distributed with the June issue of the *Deciduous Fruit Grower*



Legal action

"In view of possible legal action it wouldn't be appropriate for me to comment," said Mr Van Niekerk "But the brochure was compiled only after thorough research was done within the relevant sectors and every statement can be substantiated"

What's baffling however, is how the company thinks it will be able to deal with worker organisations in good faith once they've touted for business among employers by attacking the *bona fides* of such organisations.

Meanwhile, in the Boland the National Union of Wine, Spirits and Allied Workers (Nuwsaw), an affiliate of the National Council of Trade Unions (Nactu), is moving into the industry in similar fashion to Fawu It has been organising at wine co-operatives and has signed about 11 agreements in the past two months covering about 250 workers.

Nactu has another affiliate in the sector, the National Union of Farmworkers, and it must reasonably be expected that Nactu will also start backing into organising farmworkers, again through the connection between farm and factory

VW workers back on Monday

Weekend Argus Reporter

NORMAL production resumes at the Volkswagen plant in Uitenhage on Monday after negotiations between the company's management and the National Union of Metalworkers

The plant was closed by management on Wednesday after a wage dispute

Volkswagen management and the union have agreed the plant will re-open

A company spokesman said that as a result of the agreement — and if normal production continued — Volkswagen would take part in wage negotiations which would resume next Wednesday

● Our Port Elizabeth bureau reports that a few strikers trickled back to work at Goodyear yesterday

Recruiting new staff

The company dismissed strikers this week and said they would be reinstated if they returned to work by 9am yesterday and signed an acceptance form agreeing to conditions of employment.

Public relations manager for the company, Mr Mike London, said about four percent of the strikers turned up

He said the company had sent a letter to em-

ployees stating that the deadline for reinstatement had been extended indefinitely, provided their positions at the company were not filled. He said the company would start recruiting new workers on Monday

● Delta Motor Corporation intends taking legal action against the motor industry's regional industrial council over alleged unconstitutional procedures in the wage dispute with the metalworkers' union

Delta refuses to take part in the present national wage negotiations and is going ahead with legal action threatened six weeks ago

The company believes bargaining should take place only through the council, a regional bargaining forum made up of Delta, Volkswagen and Samcor, Port Elizabeth

1/80A
W/EAR645 12/8/89
902

Train-singing row looms

1401

1401

12/18/89

Govt stumped by strategy to skirt emergency laws

PAT DEVEREAUX

A MAJOR battle is raging between the Congress of South African Trade Unions (Cosatu) and the State over the singing of political protest songs on East Rand trains.

The practice, first put into operation in 1985, has become the mobile solution to the clamp-down on political rallies during the state of emergency.

Each day the packed morning and evening trains transporting factory workers from Soweto to Germiston, Kempton Park and other areas have become "a place of struggle" and are seen as platforms for union and political campaigns.

Political sloganeering, dancing, singing, chanting and even political theatre is being performed on the trains and is specially popular with commuters. Even train committees have been established to organise meetings and prevent thuggery, say commuters.

And according to legal experts, the new mobile solution to banned mass meetings has left the Government at a loss as to how to deal with these political rallies.

A lawyer told Saturday Star "Instead of using State of Emergency legislation to ban the gatherings, police are raiding trains and arresting people on criminal charges for contravening the Transport Services Act — for allegedly disturbing the peace."

Cosatu claims that police have arrested more than 400 people in connection with the singing of freedom songs on trains in recent months.



GOODWILL RIDE Deputy Minister of Law and Order Mr Leon Wessels and Transport Department staff on the 4 30 am Soweto-to-Randfontein train question commuters, Mrs Dorothy Mosianoke and Mrs Aletha Maluleke (with baby Charlotte), and others, about crime on trains.

emergency laws

PAT DEVEREAUX

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Cosatu claims that police have arrested more than 400 people in connection with the singing of freedom songs on trains in recent months.

On Thursday this week the Kempton Park trial of 27 people — arrested in terms of the Transport Services for allegedly disturbing the peace — was postponed to November after a confrontation between Cosatu members who attended the trial and police.

Yesterday, Cosatu issued a statement condemning what it described as an "unprovoked police attack" on Cosatu members.

"The situation arose from the mass arrest of our members, for doing nothing more than singing about freedom and justice on trains," said Cosatu general secretary, Mr Jay Naidoo. "Then, other members were brutally assaulted when they attempted to attend the trial of those arrested."

Used whips

He added "We have instructed our attorneys to investigate legal proceedings against the police for Thursday's actions and will demand compensation for those who were injured and lost property."

"This senseless and unprovoked attack will not be allowed to go unchallenged," said Mr Naidoo.

In response, police said 20 people were arrested on Thursday after a crowd of about 300 people arrived at the Kempton Park Magistrate's Court at 8.50 am to attend the trial of 27 men on charges under the Transport Services Act.

Police said the people were asked to disperse. When they did not comply with the request, policemen used whips and arrested 10 people.

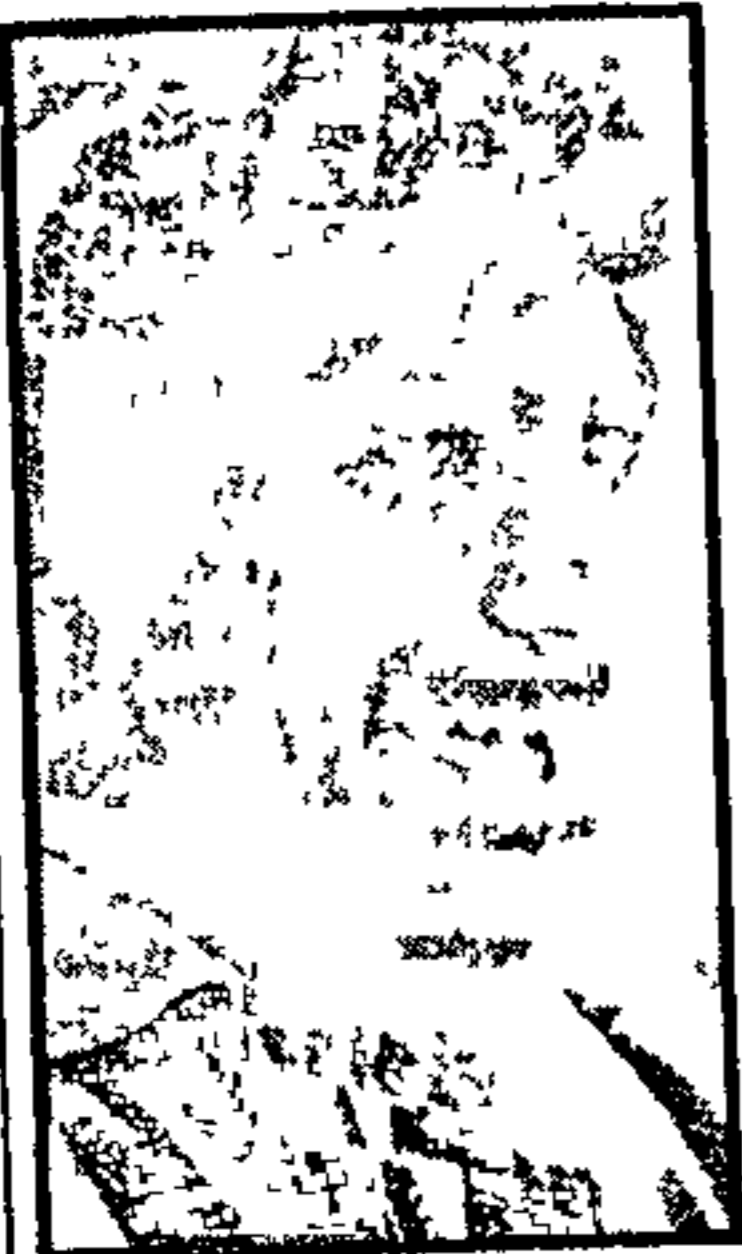
Later that morning about 100 people returned to the court, according to police.

They were also asked to disperse and policemen then arrested a further 10 people.

Lawyers at a legal firm acting for the accused said they expected their clients would appear in a number of separate trials.

Thursday's case had to be postponed to November. Police liaison officer, Captain Ruben Bloomberg, confirmed that a number of people had been arrested on charges related to commuters disturbing the peace on the trains.

But he could not give further details of how many people in total had been arrested on similar charges.



MR JAY NAIDOO the police attack was "unprovoked".



GOODWILL RIDE Deputy Minister of Law and Order Mr Leon Wessels and Train question commuters, Mrs Dorothy Mosianoke and Mrs Aletta

NUM

NUM hits out at Anglo racism

By **CONNIE MOLUSI**

THE Anglo American Corporation (AAC) has dismissed 11 miners from Vaal Reefs gold mine for using segregated "whites-only" facilities

The NUM has accused the corporation of racism.

The AAC said mine management attempted to deal sensitively with certain acts of defiance by NUM members — such as the use of the mine's senior change house at the No 7 and 8 shaft.

"However, where such attempts disrupt access to shaft lifts and pose a serious threat to safety, management will continue to take disciplinary action."

AAC spokesman Paul Clother said 11 employees at the underground assembly point of Vaal Reefs No 2 shaft threatened to disrupt queues of team leaders and miners waiting to board the shaft lift

Workers allegedly threatened the supervisor, who became violent.

NUM condemned the AAC's alleged collusion with the South African police, as police were called in to arrest workers

"Dismissals and other disciplinary measures will only heighten tension that might lead to confrontation," said NUM

The union reported a number of defiance actions on Vaal Reefs mines, ranging from washing in the whites-only change rooms to using segregated canteens

At Mintek, near Randburg, workers have been using a whites-only canteen and management has threatened the union with disciplinary action

C.M.M.
13/8/89.

Pay strike expected to end today

By Mike Siluma,
Labour Reporter

140A

Star 14/8/89

About 8 500 members of the National Union of Metalworkers (Numsa) are expected to end a 10-day wage strike today at car factories owned by Volkswagen and Samcor, following negotiations between the union and management.

Numsa spokesman, Mr Les Kettledas, said the workers had agreed to resume work at Samcor's plants in Port Elizabeth and Pretoria, and at Volkswagen's Uitenhage plant.

Mr Kettledas said further negotiations would be held

today between the union and Toyota management in an effort to resolve a dispute at the company's Prospecton assembly plant and its Sandton marketing division.

Following a strike at its Prospecton operation, Toyota announced the dismissal of 3 600 workers. It also withdrew from the national pay talks between Numsa and motor manufacturers.

Numsa said workers did not recognise the dismissals.

Mr Kettledas said today's meeting would discuss the dismissals.

The company had put forward preconditions for a return to work, including disciplinary action against those who took part in the strike. These were rejected by workers.

At the time of going to press, Toyota management comment was awaited.

The strike in the industry, which at one stage involved more than 12 000 workers, resulted from workers' apparent dissatisfaction with progress during the national wage talks, postponed last week, and due to resume on Wednesday.

Harwu workers win reinstatement

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

Southern 14/8/89

ABOUT 140 members of the Hotel and Restaurant Workers' Union dismissed for not coming to work on June 16 last year have been reinstated following an out-of-court settlement between the union and their employers, Holiday Inns/Southern Suns.

By **LEN MASEKO**

contributions, discontinued after the employees were dismissed, will be updated.

Harwu official Mr Alan Hurwitz said under the agreement, the hotel workers would be given two weeks' back pay and their pension

The dismissal of the 140 workers sparked off placard demonstrations by Harwu members at Holiday Inn/Southern Suns hotels last year. Management responded to the action by locking out the demonstrators.

Hurwitz said the validity of the lock-out, which affected about 3 000 employees at the time, would be determined in the Industrial Court on October 16. He said Harwu members would be compensated for loss

of pay if the court declared the five-day lock-out illegal.

Meanwhile Harwu has completed wage negotiations with Carlton and Braamfontein hotels, and Johannesburg and Bryanston country clubs.

Toyota, union thrash out agreement

14/8/89
14/8/89

JOHANNESBURG. — A provisional agreement on a return-to-work was thrashed out at the weekend between Numsa and Toyota, and the entire motor assembly industry is likely to be back to normal production by tomorrow.

However, the focus will shift to Goodyear, where management has vowed to begin recruiting a new workforce from today to replace many of the 1 200 employees on strike since June 30 over the terms of the former parent company's disinvestment.

The provisional settlement follows decisions late last week by workers at Samcor and Volkswagen to return to work today and opens the way for wage talks between Numsa and six of South Africa's seven motor assemblers to resume on Wednesday.

Delta is the one company which has refused to participate in the talks and is to bring an Industrial Court action in defence of its position.

Goodyear announced on Friday that only 38 workers had met the 9am deadline to accept the company's disinvestment proposals or be dismissed. The deadline has been extended "until further notice", but the company will, from today, also recruit outsiders for positions.

It said it was still prepared to listen to any new proposals the union may make.

This section of the paper aims to give some ch
ological
perspective to our
search, but one of our gr
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Wage negotiations are set to resume

Motor industry 11-day strike ends

Star 16/8/89

140 A

By Mike Siluma, Labour Reporter

The 11-day motor industry strike, at one point involving up to 13 000 workers, has ended, opening the way for the resumption today of national pay negotiations between the National Union of Metalworkers (Numsa) and car manufacturers.

Spokesmen for Toyota and Numsa confirmed yesterday that 3 600 workers dismissed by the company following the strike had returned to work at Toyota's Prospecton, Natal, assembly plant. An additional 400 strikers resumed duties at the company's marketing division at Sandton in the Transvaal.

An agreement reached between Toyota and Numsa provides for the reinstatement of the Prospecton workers and for Toyota's return to the national pay talks, from which it withdrew in the wake of the strike.

According to Numsa spokesman Mr Les Kettledas, the company undertook to withdraw an industrial court interdict granted about a week ago directing workers to end strike action.

Toyota's personnel and industrial relations director, Mr Theo van den Bergh, said the agreement "addresses the crucial issue of good faith bargaining and the obligation on Numsa and its members to refrain from illegal industrial action".

The Toyota-Numsa agreement follows the decision on Monday by 8 500 Numsa members to end strike action at car factories owned by Volkswagen and Samcor in Uitenhage, Port Elizabeth and Pretoria.

Volkswagen, which also withdrew from the talks in the wake of the strike, is to return to the negotiation table. Negotiations were postponed because of insufficient employer representation.

Own Correspondent

JOHANNESBURG — Toyota will rejoin national motor industry pay talks when they resume in Port Elizabeth today, following a settlement between the company and the National Union of Metalworkers of SA (Numsa)

And Mercedes-Benz will also be present despite production grinding to a halt at the company's East London assembly plant from Monday until late yesterday

In another development Eveready issued an ultimatum to workers to accept the company's final wage offer by 4pm tomorrow or face dismissal

Toyota's agreement with Numsa yesterday to rejoin the pay talks means that Delta is the only one of the seven major South African motor assemblers who will not take part in the national negotiations with Numsa

Toyota to rejoin pay talks with Numsa

(140A) (2) (3)
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which are due to end on Friday.

Delta is to bring an Industrial Court action in defence of its position

Numsa has demanded a R150-an-hour across-the-board increase over 12 months while motor manufacturer employers have offered between R1 and R160 an hour over the same period.

A Mercedes Benz spokesman said last night after extensive discussions between management and Numsa shop stewards it was agreed workers would resume normal duties and production levels today

Numsa was unavailable for comment

'Fedics strike could spread'

By Louise Burgers

The strike at the catering company, Fedics, could spread if the company does not engage in "constructive negotiation" with the Commercial Catering and Allied Workers Union (Ccawusa) to resolve the wage dispute involving more than 1 000 workers, a union spokesman warned.

Mr Mike Tsotetsi, said Ccawusa was willing to negotiate with management if Fedics negotiated directly with the union's head office and not with each depot separately as they had been doing *Star 17/6/89*

"We expect the strike to spread if constructive negotiation does not take place. We could use our manpower resources effectively if both head office's speak to each other."

The union says 1 500 workers are on strike at Jan Smuts Airport, two Airchef plants and nu-

merous canteens on the Reef.

The group personal director for Fedics, Mr John Moore, says 919 workers are on strike

"And 380 workers at the staff canteens outside Jan Smuts are conducting an unlawful strike."

The union disputes that some strikers are taking part in unlawful action.

Mr Moore said no action was planned against the illegal strikers and Fedics would prefer to resolve the dispute through negotiation.

Fedics says it has put "contingency plans" into action and all its restaurants and services are running normally

The union is demanding an across-the-board increase of R180 and a minimum wage of R800 Fedics is offering a R90 increase and a R400 minimum wage The union wants direct negotiation with Ccawusa's head office in future industrial action

140A

Race row over sacking of 2

Sowetan 17/8/89
140A

By **LEN MASEKÓ**

AMERICAN multi-national Colgate Palmolive is embroiled in a racial row over the dismissal of two black employees for alleged "gross negligence" at the company's Boksburg plant.

The Chemical Workers Industrial Union, which represents the two boiler attendants, claims that its members were dismissed for the "gross negligence" of their white foreman.

The two are Mr Petros Mabuza, a shop steward, and Mr Milford Amos.

A union spokesman said: "This highlights inconsistency on the part of

Foreman is to blame says union

management in deciding the penalty for different racial groups.

"Workers believe that this action is a violation of company policy on 'Equal and Fair Employment Practices' for all employees irrespective of colour, sex and race"

The CWIU is to challenge the validity of the dismissals in the Industrial Court. The union's application will be heard early next year

The company's industrial relations manager, Mr Walter Skosana, said the dispute will be decided by the court. He declined to comment any further.

A CWIU spokesman said the conciliation board had failed to resolve the dispute between the two parties. The board had also failed to temporarily reinstate the two workers pending the final determination of the matter in court.

Management, he said had hinted that it was prepared to compensate the two instead of reinstating them.

"Recently a white man slapped and pulled a gun on a black man on the company premises and the white man got away with a warning," the union spokesman said.

Act rolls back rights, says unionist

By Mike Siluma, Labour Reporter

South African employers were yesterday accused of negotiating in bad faith in their recent talks with black trade unions over the controversial Labour Relations Amendment Act

Addressing a seminar on the Act and the unions' proposed "week of action" next month, Amalgamated Clothing and Textile Workers Union secretary-general Mr Johnny Copelyn said although the unions accepted the bona fides of the employers' negotiating team, the union feeling was that employers as a group had negotiated in bad faith

The seminar, to discuss the proposed union protest action against the Act, was organised by an industrial relations consultancy, The Innes Labour Brief

Mr Copelyn said it was not true that the Act did not reverse reforms introduced after 1979 "The Act is a serious rollback of workers' rights — for example, job security"

Although the Act did not restore the situation to pre-1979 conditions, it made significant inroads into worker rights

Mr Copelyn said one of the main problems with the present employer-union talks was that employers would not recognise the right of workers to call a national dispute — and, possibly — a strike if the talks failed

The talks have thus merely become a permanent forum for ongoing discussions," he added

AECI group human resources manager Mr Bokkie Botha said union plans to engage in action while negotiations were in progress had led to cynicism among employers, with some employers refusing to allow union balloting on the Act on their premises (140A)

He cautioned employers to "guard against emotional reactions" regarding the proposed union action and described the talks between employers and unions on the Act as "more constructive", with less emphasis on rhetoric

The unions had, in the course of the negotiations showed a preparedness to "interact with the State and State organisations"

Although the Act may have made it possible to threaten unions, there had been very little real action taken by employers against unions in terms of the Act, Mr Botha said

While employers understood that political and labour issues were intertwined, they were also concerned about their businesses being hurt by action such as that proposed by the unions.

Labour lawyer Mr John Brand said that while a fundamental requirement of labour law was its acceptance by all parties involved, the new Act had "largely discredited the principle of neutrality in South Africa's labour legislation"

The best way to resolve the dispute over the Act was to repeal it and restore the situation to what it was before 1988

ed up the wing. out

No troops at mine - Anglo

140A

A NATIONAL Union of Mineworkers claim that the SADF is deployed at Anglo's Springfield Colliery is completely untrue, Anglo American Corporation spokesman, Bobby Godsell, said last night.

Earlier, a NUM statement sent to Sapa said troops were on the property to stop black mineworkers using recreational facilities reserved for white miners.

"In line with public pronouncements made by Anglo chiefs like G Relly and Bobby Godsell that they are a non-racial corporation, black mineworkers went to the white miners' suburb for recreation," said the statement.

Springfield Colliery is between Johannesburg and Witbank in the Transvaal.

Mineworkers had been using a lounge reserved for whites since August 17 and in an attempt to "enforce racism",

management had instructed waiters to charge blacks double for everything, the union claimed.

When the workers employed in the lounge refused to implement this injunction, Defence Force troops had been deployed. This was obviously at Anglo's invitation, NUM said.

Black mineworkers were being stopped and interrogated about their activities in the area.

"It's completely untrue," Mr Godsell told Sapa. "The SADF is not on the property and has not been summoned by management."

Management had never called upon the Defence Force to solve racial problems regarding facilities.

Mr Godsell pointed out that the company was at present tackling the Minister of Mineral and Energy Affairs in court over the Minister's interpretation of the law

which prevents the desegregation of facilities without the permission of the white workers.

"We continue (our) commitment to a non-racial policy. We do not claim to be perfect but we

have repeatedly invited NUM to raise problems about racial discrimination directly with management, which we think is more constructive than dealing with them through the Press

Robbers jailed

TWO men from Soweto, Johannesburg, were sentenced by the Transkei Supreme Court yesterday to a total of 36 years' imprisonment following an armed robbery of the First National Bank in Bizana, Transkei, during February last year.

More than R600 000 was stolen.

Sipho Nkosi (40), a father of four, and Sonnyboy Ntsukwini (38), also the father of four, were each sentenced to 18 years' imprisonment.

A third accused, Miss Sibongile Mashiyi (38), formerly of Umtata, now resident at Umlazi near Durban, was acquitted.

The court heard earlier that Nkosi, who was her boyfriend, drove a van belonging to her to Bizana which was used in the robbery.

Evidence was that the robbers went to the bank manager's house about 3am on February 20 last year and ordered him to go and open the bank. He did and the men fled with their takings.

Mr Justice White, on the bench, said the court was satisfied that both the male accused played a leading role in the operation, and that they led most of the discussions when the robbery was planned.

Sowetan 13/5/87

Cosatu plea to Vlok

COSATU has challenged Minister of Law and Order Adriaan Vlok and acting State President Mr F W de Klerk to put an immediate stop to the alleged harassment of legitimate opponents of apartheid

The challenge comes in the wake of a number of events reported to Cosatu headquarters within the last 48 hours, among them

- * The distribution of a hit list of student activists which has been circulating in the eastern Transvaal.

- * The death of restricted activist, Eric Gumede, who was shot by unknown killers in Durban on Tuesday night.

- * The raid on Cosatu's northern Transvaal office by security police on Wednesday morning.

The hit list is comprised of names of eleven student leaders in the region. It warns that "we know who you are, even where you stay. You and your homes will be targets."

Although the pamphlet claims to be issued by a "Students Action Committee", Cosatu believes that it emanates from the security forces.

A Cosatu spokesman said a letter has also been sent to Vlok, urging him to accept the fact that it is common knowledge that workers sing about their struggle and their life while commuting to and from work.

This was in response to the alleged harassment of commuters by police while singing freedom songs and dancing toyi toyi on the trains.

Cosatu warns that the actions of Vlok's security forces "in the present political climate, are bound to intensify conflict"

Call text > 19/8/99

**Cops fire on 450
angry workers
in wage dispute**

JOHANNESBURG. — Police called in to restore order at a pie factory here lashed out with sjamboks and opened fire on a crowd of 450 workers angered over a wage dispute.

At least 17 workers were injured, some seriously, when police used force apparently after the workers defied an order to disperse from Mama's Pies premises, Malvern, according to managing director Mr Louis Silber.

A spokesman for the Food and Allied Workers' Union (Fawu) said several workers were arrested in the confrontation in which workers allegedly hurled stones at the police.

Mr Silber, who regretted the injuries, said the workers were locked out on Thursday after a breakdown in wage negotiations.

He said the workers arrived at the factory yesterday morning and behaved violently and brushed off senior personnel who came to reason with them.

A statement from the police yesterday said that some workers hurled stones as they fled the scene following an order to disperse.

"They were warned by police to disperse and were given a while to do so. When they didn't do so, they were dispersed with horsewhips. Shots were fired," the statement said.

They said four workers were injured following the police action.

● Meanwhile, Mama's Pies, a division of the Premier Food industries, faces industrial action at its three branches in Johannesburg, Durban and Cape Town — Sapa

Safer at the rockface

THE Chamber of Mines' report of a lower fatality rate on member mines in the first six months of this year is a positive development in the debate between trade unions and management about safety standards.

The chamber says that the annualised fatality rate for all member mines from January to June 1989 improved to 0,90 per 1 000 employees at work against 0,92 for the same time last year

The rate for 1988 was 0,95. The fatality rate of colliery members almost halved from 0,64 to 0,33 compared with the six months last year

The chamber says this places the fatality rate of colliery members "in

line with those of the major Western coal producers".

"This is the lowest injury rate ever achieved by the industry either on a six-monthly or an annual basis. There has been an uninterrupted annual decline in the injury rate since 1974"

Multi-fatality accidents on gold mines in recent months may, however, have undermined this performance. For example, two accidents at Kloof and Hartebeestfontein gold mines in the past couple of weeks resulted in the deaths of 11 miners and injuries to three

The National Union of Mineworkers (NUM) has for many years been campaigning for higher standards of safety, particularly after 177 miners died in 1986 at Kin-

ross gold mine in the Eastern Transvaal

Mine managers have placed increasing emphasis on safety, and some have introduced sophisticated computer equipment to locate the source of fires and flooding


The chamber says "Despite the setback of a number of regrettable accidents on gold mines in recent months, the chamber hopes that the constant attention to safety by all mines will ensure that the lower rate will be maintained if not further improved upon in the second half of 1989

"Good progress was also made once again in reducing injuries. The overall reportable injury rate for the first six months of this year reached 15,96 per 1 000 employees at work — almost 7% down on the rate of 17,09 for the same period in 1988"

5/7/89 20/8/87

140A

Apartheid row flares on mines

(NUM) By Mike Silumb, 
Labour Reporter
Star 21/8/89

The row between the National Union of Mineworkers (NUM) and Anglo American Corporation (AAC) over the union's defiance of workplace segregation has flared again, with the NUM accusing AAC of using the army to stop the defiance.

Conflict between the parties over the issue began last month after NUM's decision to support the Mass Democratic Movement's anti-segregation campaign.

NUM says:

NUM spokesman Mr Jerry Majatladi said AAC had deployed members of the SA Defence Force at the Springfield Colliery in the Eastern Transvaal to stop about 2 000 black miners from using "whites only" facilities.

Black miners, without recreational facilities in the hostels, had been using the "whites only" lounge since August 7, he said.

Mr Majatladi said the use of the army "reveals the corporation's real character as one of the main beneficiaries of the apartheid system".

AAC says:

Anglo American's industrial relations director, Mr Bobby Godsell, dismissed the NUM allegations as "completely untrue". He said the AAC had never called upon the Defence Force to solve racial problems regarding facilities on the corporation's premises.

Anglo was presently taking legal action to challenge laws preventing the desegregation of facilities.

"We continue our commitment to a non-racial policy. We have repeatedly invited NUM to raise problems about racial discrimination with management, which we think is more constructive than dealing with them through the press."

Nactu stand on dialogue with govt

143

Sowetan

21/8/89

A NEGOTIATED settlement would betray the interests of the working class in South Africa, the National Council of Trade Unions said yesterday.

In a statement released by the organisation's president, Mr James Mndaweni, the federation said because it was founded on an anti-imperialist principle, it could not participate in "exercises aimed at bolstering the interests of in-

By MOKGADI
PELA

perialism."

Mndaweni said: "The drums of the so-called negotiated settlement are becoming louder every day."

The federation blamed the Western countries and the Soviet Union's glasnost policy for current talks on the negotiated settlement

It said the settlement was intended to guarantee capitalism and exploitation.

Nactu further said future negotiations should guarantee the return of the land to its owners.

The federation reiterated its commitment to the liberation struggle and not to beg for a negotiated settlement.

100 men

in City Park

Hospital strike

By DICK USHER
and JOHN YELD
Staff Reporters

ABOUT 100 general assistants at the City Park Hospital in the centre of Cape Town demonstrating for higher wages were arrested today when they appeared to ignore a police order to disperse.

However, an order, given by a police lieutenant speaking through a megaphone, was totally inaudible over the workers' singing.

The workers had downed tools earlier, citing grievances over wages and working conditions as the reason for the stoppage.

Their duties were spread between nurses and other staff as the assistants, members of the National Education, Health and Allied Workers' Union (Nehawu) gathered in the street.

"LIVING WAGE"

Police sealed off Longmarket Street as the singing workers, waving placards stating "We demand a living wage" and other slogans, crowded the pavement outside the hospital. However, the entrance, closely monitored by the private hospital's security staff, remained open.

After an hour 30 policemen were deployed in two groups in Longmarket Street, and after the apparent warning, the workers were herded into police vehicles.

At least two Press photographers were also arrested.

A spokesman for the union said he did not know about the stoppage.

OVERTIME

Hospital shop stewards said grievances included low pay, no pay for overtime or weekend duty and ill-treatment by supervisory staff.

They also rejected the Labour Relations Amendment Act, they said.

Mr Alan Matthews, general manager at City Park, said he had no formal knowledge of the employees' grievances.

He said Clinic Holdings, of which City Park is part, had an interim recognition agreement with Nehawu.

FURTHER MEETINGS

"We had a meeting with the union early this year and since then have made unsuccessful attempts to hold further meetings," he said.

"About three weeks ago Nehawu said it wanted a meeting with members and this finally happened yesterday evening.

"After that I was told there would probably be a stoppage today," he said.

Mr Matthews said he had contacted the union early today in an attempt to find out what was going on.

He had told workers he would not negotiate until they went back to work.

Several work stoppages at hospitals in the Clinic Holdings group have occurred in Johannesburg in the past few weeks.

Cosatu may have defied restrictions

The trade union federation Cosatu is under investigation for allegedly violating its restriction orders, said Brigadier Leon Mellet, spokesman for the Minister of Law and Order, Mr Adriaan Vlok.

22/8/89

He said the docket would be handed to the Attorney-General.

He also warned that all former detainees who had breached their restriction orders would be charged, including several leaders of the Mass Democratic Movement. Only those who had broken their restrictions would be charged.

Political Correspondent. (14018)

17
Camp Times 22/8/87 (140A) (15/12/87)
Campaign now in factories

JOHANNESBURG — The defiance campaign by the MDM has begun to surface in factories with workers coming out against alleged discriminatory policies practised by managements

The Cosatu-affiliated Chemical Workers' Industrial Union (CWIU) said yesterday that hundreds of black workers at a Janssen Pharmaceuticals plant in Johannesburg had begun to defy a company ruling that they clock in when they begin their work shift

"All workers who are obliged to clock in are black. The majority who work without clocking in are white. Our membership considers this to be a discriminatory practice and, therefore, is defying it," the union said in a statement

However, management had warned CWIU members they face dismissal if they do not clock in today.

Janssen Pharmaceuticals could not comment immediately, a spokesman saying that only the executive director could deal with the issue. He was out of town — Sapa

Police probe Cosatu

Political Staff

THE trade union federation, Cosatu, is under investigation for allegedly violating its restriction orders

Brigadier Leon Mellet, spokesman for Law and Order Minister Adriaan Vlok said today the investigation was "at an advanced stage," and the docket would be handed to the Attorney-General soon

He also warned that all former detainees who had breached their restriction orders would be charged

This included several leaders of the MDM who are reported to have gone underground

Brigadier Mellett emphasised that only those who had broken their restriction orders would be charged

Strikes at Tutu

"This is not directed against the leaders of the MDM as such," he said

Brigadier Mellet also struck back at Anglican Archbishop Desmond Tutu who was quoted as saying that in his experience, it was the police who had been creating unrest

Archbishop Tutu said he took the strongest exception to Brigadier Mellett's suggestion that there were an "unsatisfactorily high" number of unrest incidents in Cape Town at the weekend and that police will continue "tough action" to curb it

In a statement issued by the Church of the Province today he said "In my experience, it is the police who have been creating unrest. Whenever they keep away from an event, it goes off peacefully. Whenever they arrive with their quirts, teargas and firearms and try to prevent people from peacefully expressing their dissent, they precipitate confrontation and violence

The following examples demonstrate the point

● On August 5, the funeral of two ANC members was proceeding peacefully when a posse of armed policemen rushed into the churchyard in an attempt to seize ANC flags

● On August 19, heavily-armed police sealed off the Strand and its beaches

When I arrived there, the small crowd that was gathered was exceptionally quiet and restrained, despite having been chased from the beach earlier. After I left, the police set their dogs on people. One of my priests, the Rev Frank Manley, was among those badly bitten when he tried to help someone being attacked

● On the same day, at Bloubergstrand, it was the police who brought violence into the situation when they beat people off the beach. Another of my priests, Archdeacon John Freeth, was badly beaten up, he said

I learn that a special constable was killed by demonstrators in Nyanga on Saturday. I deplore this violence as strongly as any other

● On August 20, we held a service attended by thousands of people, mainly young people, in St George's Cathedral. During that service the UDF and other organisations declared themselves unrestricted. It was a deeply moving service. Police kept away and it ended peacefully

Against this background, Brigadier Mellett's reported statements are scandalous," the Archbishop's statement concluded

Brigadier Mellett asked today "Who erects barricades, who stones passing cars?"

"We're not even there when these things happen. Ask him who is responsible for the number of unrest murders taking place all over the country over the past three weeks"

"These things only stop when we are there."

● Shotgun-wielding police today arrested nine people outside the Durban City Hall where they were protesting against military conscription and tying yellow anti-war ribbons to lamp-posts

The protest was part of the ECC's re-launch after it declared itself "unbanned" on Sunday

In terms of the government's emergency regulations, the ECC is still banned

Seven people began attaching ECC stickers and yellow ribbons and distributing ECC literature when several vanloads of police arrived

More than 15 police armed with shotguns walked off after the seven they were arrested in Smith Street

At that point two cyclists rode past with placards on their backs declaring "conscripts need a choice". Police vehicles roared off after them and they were also arrested

The ECC supporters tried to hand out their pamphlets while inside the police vehicle

● A restricted South African lecturer, Mr Raymond Suttner, broke his banning order to be in Zimbabwe in a show of solidarity with the ANC peace proposal

Mr Suttner was one of five members of the MDM who arrived unexpectedly in Zimbabwe yesterday

The others are Mr Murphy Morobe, Ms Cheryl Carolus, Mr Moses Mufadi and Mr Moses Mayekiso

(Turn to page 3, col 4)

Cosatu under investigation

(Cont from page 1)

They expect to see certain African presidents and delegation heads who are in Harare for this week's meeting of the OAU and frontline states

Mr Suttner told a Press conference late last night that he planned to return to South Africa in spite of the fact that he had broken his restrictions and realised that the government would probably act against him

"I intend to go back — not immediately but definitely — probably after the elections," he said

(Reports by P Goosen, 122 St George's Street, Cape Town, P Fabricius and J Ryan, 47 Sauer Street, Johannesburg, M Challenor, 35 Field Street, Durban)

● See page 7

Union studies new motor pay offer

Argus Bureau 27/8/89
PORT ELIZABETH. — Wage talks between Numsa and motor manufacturers will resume on Thursday. No agreement was reached at the wage talks held last week.

A spokesman for Numsa said the motor industry had made a revised offer which would be discussed today by the National Automobile Shop Steward Council to be held in Pretoria.

A report-back on today's meeting will be held tomorrow with union members.

A recruitment programme to hire new staff continues at Goodyear.

Goodyear still regards the workers who were locked out last week as dismissed.

Numsa is demanding R5 000 separation pay for each worker because the company has been taken over by South African interests. A spokesman for Good-

year said management would reconsider reopening negotiations if the union approached them.

The position at Eveready is still unclear where 1 000 workers were locked out last week.

A spokesman for Eveready said the union had not accepted the company's wage offer, which remained unchanged. Workers have been given until 3pm today to return to work.

Union and steel giant deadlocked over wage increases

By Mike Siluma,
Labour Reporter

Wage negotiations between the National Union of Metalworkers of South Africa and the management of Highveld Steel have broken down, raising the possibility of industrial action affecting 3 000 of the steel-making giant's labour force

A Numsa spokesman said a meeting with management had "failed to make any progress" on wage increases for 1989

Numsa had demanded an hourly individual increase of R1 or a 25 percent raise, whichever was the greater

OFFER TURNED DOWN

It rejected a management offer of increases ranging from 56c/hour at the bottom rate to R1,48 at the top. This would set the new hourly minima at R3,60 and R8,97 respectively.

Other demands related to housing benefits, time off for shop stewards, technical training, paid holidays and improvements to service allowances

The Numsa spokesman severely criticised management for unilaterally granting bonuses to workers while negotiations were still in progress

"The company said this was paid out because of excellent profits made, yet the company has refused to improve its wage offer. Numsa views this action as extreme-bad-faith bargaining and an attempt to undermine the union," the spokesman said

A Highveld Steel spokesman confirmed the dispute but could not comment further at the time of going to press

● About 1 000 Numsa members yesterday continued a wage strike which began at Metal Box's Vanderbijlpark operations on Thursday last week, a worker spokesman said. Now that agreement had been reached on the actual increase, the dispute now centred on the implementation date, the spokesman said.

Company comment was not available.

● Numsa will respond tomorrow to a management wage offer affecting thousands of motor industry workers employed by six car manufacturers, a union spokesman said

The spokesman declined to discuss details of the management offer. Companies taking part in the talks are Toyota, BMW, Nissan, Mercedes-Benz, Samcor and Volkswagen

Cosatu broke order = cop

THE trade union federation of Cosatu is under investigation for allegedly violating its restricted orders.

Brigadier Leon Mellet, spokesman for Law and Order Minister Mr Adriaan Vlok said yesterday the investigation was "at an advanced stage", and the docket would be handed to the Attorney-General soon.

He also warned that former detainees who had breached their restriction orders would be charged

This included several leaders of the Mass Democratic Movement who are reported to have gone underground.

Mellet stressed that only those who had broken their restriction orders would be charged.

"This is not directed against the leaders of the MDM as such," he said

Mellet also struck back at Anglican Archbishop Desmond Tutu who was quoted as saying that in his experience, it was the police who have been creating unrest.

Union Edgars to meet

WORKERS at the clothing giant, Edgars have applied for a conciliation board hearing in a bid to resolve the wage dispute with the company, the Commercial Catering and Allied Workers' Union said yesterday.

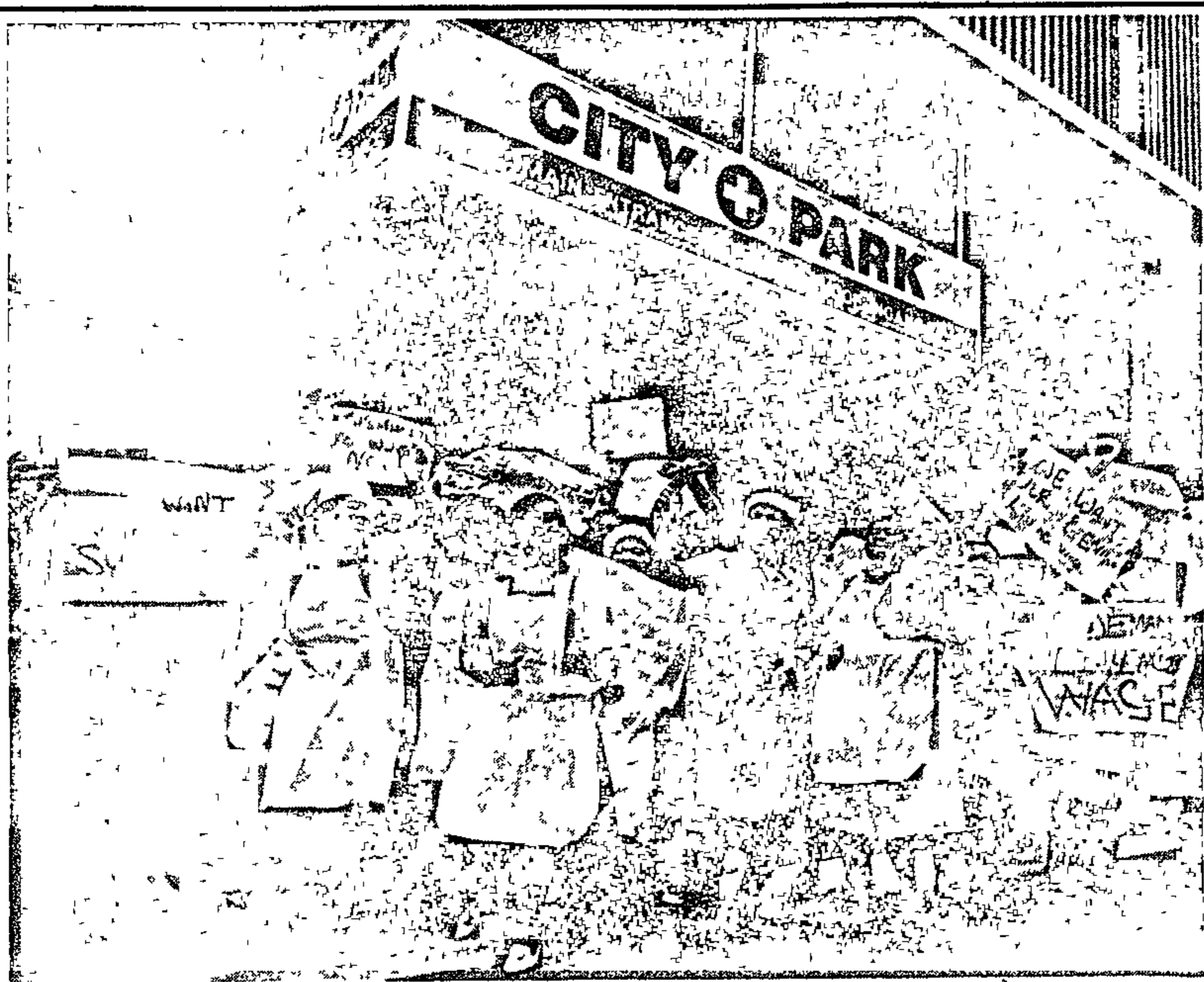
Ccawusa and the Federated Council of Retail and Allied Workers are conducting joint negotiations with Edgars.

They are scheduled to meet management tomorrow for further talks.

The unions are demanding a R230 across-the-board increase and the company has offered R130. Sowetan 23/8/84

Last week Ccawusa signed a wage agreement with Woolworths involving an across-the-board increase of R152,50 per month.

Ccawusa alleged yesterday management locked out workers in Johannesburg and Pretoria last week allegedly for poor dress. "Management claimed that workers were deliberately dressing in a shabby manner and that the unions orchestrated this. The unions have denied this allegation" - Sapa



Picture: DOUG PITHEY, The Argus

CITY STRIKERS: These singing and dancing demonstrators were part of a group of about 100 general assistants at the City Park Hospital in Longmarket Street who downed tools yesterday in support of higher wages and other grievances.

Weekend offer giving 'winner'

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International, the Cape's largest timeshare brokerage, yesterday offered Mrs Abrahams a free weekend at a timeshare resort at Sedgefield to demonstrate that coloured people could buy timeshare

"Several timeshare resorts in the Cape and in Natal are open to people of all races," Mr Spilkin said

Argus 23/8/87

Workers dismissed after City Park Hospital strike

Labour Reporter

ALL staff who stopped work at City Park Hospital have been dismissed, according to the general manager, Mr Alan Matthews.

About 100 general assistants at the hospital stopped work yesterday, citing low pay and other problems with working conditions

Mr Matthews said they had been told of their dismissal yesterday while at a police station after their arrest while demonstrating in the street. They were released later.

He said hospital management, officials from the National Education, Health and Allied Workers' Union and shop stewards met last night and a further meeting was scheduled for today.

Eveready fires 1 000 Numsa members

JOHANNESBURG. — At least 1 000 National Union of Metalworkers of SA (Numsa) members were fired by Eveready management at the Port Elizabeth plant yesterday after they ignored a return-to-work call.

And in Pretoria a Numsa national shop stewards' council meeting was held to discuss a revised offer placed on the table by car manufacturers before the adjournment of national pay talks for the motor industry in Port Elizabeth on Friday.

Eveready spokesman Mr Barry Easton said management considered employees who had not accepted the company's pay offer by 3pm yesterday as dismissed.

But he said management would meet with Numsa officials today.

CAN- Times
23/8/89 (140A)

113 held after hospital demo

By MALCOLM FRIED

ONE hundred and thirteen protesting workers were arrested and three press photographers "interviewed" by police after a demonstration outside City Park Hospital yesterday.

Police confirmed the arrests, made in Longmarket Street about 10.30am as members of the National Education, Health and Allied Workers Union (Nehawu) at the hospital waved placards, sang and chanted.

The 113 were released in the afternoon, police said, but added that a docket would be sent to the attorney-general concerning

gatherings illegal in terms of the Internal Security Act.

The photographers were Anne Laing of the Cape Times, Adil Bradlow of Associated Press and freelancer Hettie Zandman.

Police said the three were accompanied to Caledon Square, where they were "interviewed". Their film was confiscated and then returned and they were allowed to go after an hour.

"The police took more than 45 minutes just to write down our details," said Ms Laing. "And then they lost the key to the room where they were keeping our cameras."

"One policeman had to force the lock with a crowbar."

The work stoppage was staged over a pay dispute, said a union spokesman. He had no further comment.

But the manager of City Park, Mr Alan Matthews, said he had "absolutely no idea" why the stoppage had taken place.

"We have been trying to speak to the union since January and have had no response," he said.

The workers were housekeeping, laundry and kitchen staff who will be temporarily replaced by nurses and extra security personnel.

City Park was considering a general dismissal, said Mr Matthews. "But we're still waiting to hear from the union."



PROTEST... City Park Hospital workers demonstrate during a work stoppage shortly before being arrested

Picture ANNE LAING

Union considers legal action

24/9/89
Labour Reporter *SW*

The Commercial, Catering and Allied Workers' Union (Ccawusa) may take legal action to overturn the lock-out of about 500 members by the food supplier Walter A Chipkin over a wage dispute, the union said.

Ccawusa spokesman Mr Jackie Masuku said workers were locked out on Monday after failing to reach an agreement with management on wage increases for 1989.

The workers were demanding a R54/week increase and a weekly minimum rate of R195.

They also want the recognition of March 21 as a holiday.

The company is offering a bonus improvement and 10 days' compassionate leave.

Company comment was not available.

Meanwhile, Ccawusa and the Federal Council of Retail and Allied Workers have jointly applied for a conciliation board in a bid to resolve their wage dispute with Edgars management.

The unions are proposing individual increases of R230/month, while management offered R130.

1408 

140A

~~Ruling~~
~~not the~~
Spandan
answer 24/5/89
- NUM

THE National Union of Mineworkers yesterday said a Rand Supreme Court judgment nullifying potentially discriminatory mine regulations would not necessarily remove all racial discrimination in the mining industry.

The judgment followed action brought by the Chamber of Mines, challenging Government regulations introduced in the aftermath of the repeal of statutory job discrimination in the industry.

The scrapped regulations required mine managements to provide latrine and change-room facilities "after negotiation with the individual employees' organisations as to the needs and preferences of their members, and having regard to their physical, moral or social welfare".

Jobs

Managements were also required to take into account the "proven labour needs of mines and works" before permitting people to do certain jobs.

The chamber asked the court to nullify the regulations because they had not been authorised under the Mines and Works Act, and were likely to discriminate against black mine employees.

NUM spokesman, Mr Jerry Majatladi, said because of years of educational discrimination, black workers would still find it difficult to enter the more skilled jobs on the mines.

The court ruling would not necessarily resolve "the thorny question" of the hostel and migrant labour system.

Goodyear promises early response to union

ADELE BALETA

WSP

THE National Union of Metalworkers of SA has submitted revised proposals to Goodyear in an attempt to resolve the disinvestment dispute

Numsa organiser Gavin Hartford did not disclose details but said yesterday the company had undertaken to respond soon

A Goodyear spokesman in Port Elizabeth could not confirm receipt of the proposals, but said a meeting had taken place

Numsa is due to respond to motor manufacturers' revised pay offer when negotiations resume in Port Elizabeth today

The union's Eveready organiser, Lucky Dendile, said yesterday's meeting with management had not drawn the two closer to a wage settlement

He added management had turned down a proposal

the dispute should be referred to arbitration

Eveready spokesman Barry Easton said management had refused to agree to a request that the lock-out of about 1 000 workers be suspended

He said the company considered the workers, who had not met management's return-to-work call

on Tuesday, dismissed He added management was still holding talks with the union

Dendile said they were deadlocked on implementing wage increases The union wanted "the employer's offer of R1 (an hour rise) over 18 months to be implemented with immediate effect"

b/day 26/8/89

BOSSSES RESPONSIBLE TO

GAWWU: pay demands

140A

NEGOTIATIONS are underway in earnest in the Western Cape's largest industry after clothing employers delivered their reply to the wage demands of the Garment and Allied Workers' Union (Gawu) last Friday.

The response from the Cape Clothing Manufacturers' Association and Cape Knitting Industry Association followed demonstrations and work stoppages involving about 10 000 workers at 50 factories throughout the Peninsula the previous week.

The employers have offered an increase of R15 for qualified machinists and 11 percent for all other workers. They have proposed that the increases are implemented from the first pay week after the year-end shut-down.

Gawu had asked for increases of between R40 and R50. The employers have also proposed that across the board increases and the closed shop agreement both be scrapped.

They also want the right to suspend the union's dues in the event of illegal industrial action. In their reply to the union, the employers outlined constraints on the clothing industry, including the rising cost of material.

They argued that the industry was being squeezed between suppliers and customers who were unwilling to pay high prices for clothes.

Last year, Gawu won an average increase of 57 percent on the minimum wage for its members — the highest ever in the industry.

Gawu is holding a mass rally over wage demands at the University of the Western Cape stadium on Sunday afternoon.

Workers set to fight Act

WORKERS are preparing to organise action against the Labour Relations Amendment Act (LRAA) at the Second Workers Summit in Johannesburg tomorrow, as part of their campaign to get the "labour bashing" legislation scrapped.

At least 900 delegates from SA's two large black trade union federations, Cosatu and Nactu, and from the independent unions, will attend the summit at Shareworld, near Diepkloof, this weekend.

SA Consultative Committee on Labour Affairs (Saccola) chairman Bobby Godsell told the trade unions last week it would receive the response of the employers' federations to their demands over the Act before the start of the summit.

No response had been received by the unions last night.

The LRAA sparked a three-day worker stayaway — the country's largest ever — in June last year to protest at promulgation of the Act.

At its congress this year Cosatu proposed a week of protest against the LRAA, starting on the first anni-

ADELE BALETA

versary of its promulgation on September 1 until the tricameral elections on September 6.

Cosatu spokesman Neil Coleman said yesterday the summit had been called to decide on the nature of the protest. He said workers were committed to the week-long action, which was linked to the MDM's defiance campaign, and Saccola's response was unlikely to stop the action.

Blown
Demands 24/8/89

The action would only be halted if the LRAA was scrapped immediately, he said.

The union demands over the Act, sent in a document to Saccola, relate to matters such as the right to strike and picket, dismissals, recognition of majority unions, retrenchments, the use of arbitration in place of the Industrial Court and the inclusion of farmworkers, domestic workers, public sector employees and workers in the homelands under the Act.

NUM says ruling will not prevent all discrimination

By Mike Siluma, Labour Reporter

The National Union of Mineworkers (NUM) said yesterday that a Rand Supreme Court judgment nullifying potentially discriminatory mine regulations would not necessarily remove all racial discrimination in the mining industry.

The judgment followed action brought by the Chamber of Mines, challenging Government regulations introduced in the aftermath of the repeal of statutory job discrimination in the industry.

The scrapped regulations required mine managements to provide latrine and change-room facilities "after negotiation with the individual employees' organisations as to the needs and preferences of their members, and having regard to their physical, moral or social welfare".

Managements were also required to take into account the "proven labour needs of mines and works" before permitting people to do certain jobs.

The chamber asked the court to nullify the regulations because they had not been authorised under the Mines and Works Act, and were likely to discriminate against black mine employees.

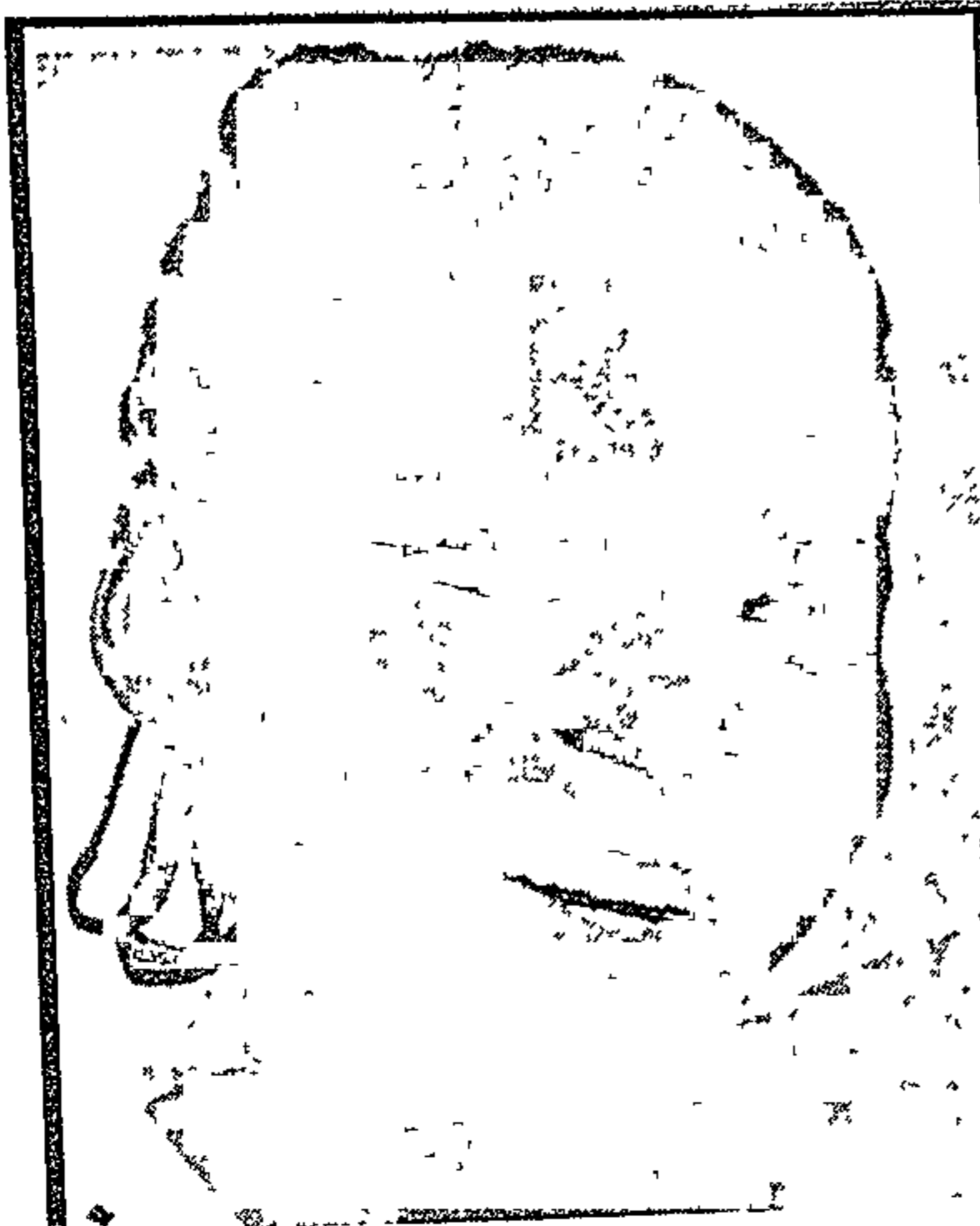
A chamber spokesman said it had taken the matter to court because talks with the Government on the matter had been unsuccessful.

He said the court's ruling removed the possibility of the regulations being used to prevent blacks from doing certain mining jobs.

Anglo American's director of industrial relations, Mr Bobby Godsell, welcomed the ruling and said Anglo would continue to consult with black and white unions on the issue.

NUM spokesman, Mr Jerry Majatladi, said because of years of educational discrimination, black miners would still find it difficult to get the more skilled jobs. The ruling would not necessarily resolve "the thorny question" of the hostel and migrant labour system whereby black workers lived in single-sex compounds with inadequate facilities, while white miners lived in company homes with their families.

The Minister of Mineral Affairs and Technology, Mr Danie Steyn, whose department introduced the regulations, could not be reached for comment today.



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Highveld beauty

Miss Thandi Mnguni hails from Embalenhle township near Secunda. Thandi hopes to go to college next year to study home economics

Ccawusa in 4 battles

140A

24/8/89 Sowetan

THE Commercial Catering and Allied Workers' Union is engaged in four wage disputes with various companies involving hundreds of workers, a union spokesman said yesterday

The companies are the Fedics Group, Edgars Stores Ltd, Benny Goldberg and Walter Chipkin.

Ccawusa official Jackie Masuku said 1500 workers at the Fedics group went on a legal strike on August 14 over wages. Workers demanded R800 as a minimum wage and a R200 across the board increase. The company offered them R400 and R90 across the board.

Dispute

Ccawusa's dispute with Edgars involves the workers' proposal for a R230 across the board increase while the company's offer stands at R130. Ccawusa has applied for a Conciliation Board hearing to resolve the matter.

The union has further declared a dispute over the company's alleged insistence that workers have to dress in fashionable clothes.

At Benny Goldberg, Ccawusa members dem-

By MOKGADI PELA

and an across the board increase of R140 to be paid retrospective to July 1 plus R30 to be effective from January 1990. The company offers an across the board increase of R105 plus R10 from January ...

Demands

About 500 Walter Chipkin workers in Industria are locked in a wage dispute. Workers demands include a R54 per week increase and R195 as a minimum while the company is offering R32 per week and R174 minimum.

Other demands include March 21st as a holiday, 85 percent Christmas bonus, 10 days compassionate leave.

The company's response is 60 percent bonus, five days paid and five unpaid compassionate leave. It has rejected a demand that March 21 be declared a holiday.

NUMSA TRY TO
close the gap

OWN CORRESPONDENT

JOHANNESBURG. —
The National Union of
Metalworkers of SA
(Numsa) have submitted
a revised proposals to
Goodyear management
in Port Elizabeth in an
attempt to resolve the
disinvestment dispute,
Numsa organiser Gavin
Hartford said yesterday.

But he did not disclose
details of the proposals
which, he said, were
given to management at
a meeting yesterday.

Numsa is due to re-
spond to car manufactur-
er's revised pay offer
when industry-wide ne-
gotiations resume in
Port Elizabeth today.

No back-pay for union workers, court orders

Court Times 24/8/89

14017

Labour Reporter

ATLANTIS Diesel Engines (ADE) has been interdicted by the Industrial Court from back-paying wages to any members of the National Union of Metalworkers of SA (Numsa) because they resigned from the union after August 11.

The order, granted on Monday, followed allegations by Numsa that at least 350 members had been misled by ADE into resigning from the union to qualify for a wage increase.

Numsa, which has about 1 100 members at ADE, has been formally in dispute with the firm over wages since late July.

Presiding officer Mr J P van Niekerk ordered ADE to pay Numsa's costs.

Mr Paul Pretorius, instructed by Ms Amanda Armstrong of Cheadle, Thomson and Haysom, appeared for Numsa. ADE was represented by Mr F P S Erasmus of Erasmus and Steyn

Round-up of labour action

1408

Sowetan 25/6/89

1408

MORE THAN 300 members of Paper Printing Wood and Allied Workers' Union were this week dismissed by Nampak Corrugated Containers, a union spokesman said.

This followed worker demands for changes in the recognition agreement, which would allow for wage negotiations to commence in September, and the alteration of shift times.

He said that the Wadeville branch of Nampak yesterday went out on a sympathy strike for three hours

By MOKGADI PELA

* The National Union of Mineworkers health and safety conference will take place this weekend at the University of Witwatersrand.

A union spokesman said 300 worker delegates and 50 guests would attend.

Among the issues to be considered are the Minerals Bill due to be tabled at the next parliamentary session, the high accident rate in the mines - especially in the Westonaria and Carletonville regions.

* About 700 Tedelex

workers in Booyens are now locked in a wage dispute with their company. The workers demand an increase of R5,50 an hour as a minimum and a R1,50 across the board increase while the company offers 56 cents an hour.

* The National Council of Trade Unions resolved at its workshop to participate in the Conference for a Democratic Future. According to Nactu general secretary, Piroshaw Camay, the federation would have two delegates at the planning stage who will then report to the organisation's Central Committee.



Workers at a rally last month prepare for this weekend's summit.

By MOKGADI
PELA

THE GOVERNMENT'S much-criticised Labour Relations Act has, ironically, acted as a catalyst to unite the entire black labour movement.

Power struggles within labour have apparently been forgotten and once-warring factions are now showing a united front. This will be seen at the second Workers' Summit scheduled for this weekend at Shareworld in Johannesburg.

Workers will come from the Congress of South African Trade Unions (Cosatu), the National Council of Trade Unions (Nactu), and independent trade unions.

Worker unity is on the horizon

Sowetan 25/8/89

Following the legalisation of black trade unions, as a result of the recommendations of the Wiehahn Commission in 1979 the question of unity

has been the most pressing issue facing them.

Attempts at unity date back to 1981. There were the talks between the Council of Unions of South Africa (Cusa), the Federation of South African Trade Unions (Fosatu) and the Azanian Confederation of Trade Unions (Azactu) five years later.

Instead of achieving unity, however, three streams became identifiable. These were Cosatu, which was later to adopt the Freedom Charter; Cusa which seemed politically non-aligned and Azactu which was oriented towards the Africanist and Black Consciousness schools of thought.

In 1986 at Broederstroom a new baby was born when Cusa and Azactu merged in what was to be known as Cusa-Azactu and later Nactu.

The LRA resuscitated joint action by Nactu and Cosatu, as demonstrated in the protest by the two federations which saw black workers staying away from work for three days in June last year.

There is still suspicion, mistrust and fear of one another in these unions. It is therefore not surprising that one of the issues on the agenda this weekend will be "the building of working class unity" which will involve analysis of why unions are divided.

Labour expert, Mandla Seleane, once said: "Black workers are divided firstly because the Government wants it so. It suits our rulers when we scratch one another instead of concentrating on what matters."

He said it was only through practical involvement with one another that suspicions would dis-

appear and workers would acknowledge each other's right to exist.

The Workers' Summit and joint campaigns against the LRA could one day give birth to one federation. When the first summit took place in March Nactu did not attend officially. Eleven of its affiliates differed with the mother body and attended. This time round Nactu's representation will be complete as the entire federation will be attending.

This weekend's summit will probably deal with some of the recommendations of the first one. Among those were the call on workers to formulate their own LRA, to find ways of not using the Industrial Court and to make recommendations on demands to Saccola and other employer organisations. The demands were to include the right to strike and picket, recognition of majority unions, the right to sympathy strikes and the right of unions to challenge dismissals made without proper hearings.

There has also been talk of the summit taking a decision on "sustained action". It is not clear whether such a decision would "action" to coincide with the elections on September 6.

Also in line with the recommendation of the first summit, 20 representatives of various political organisations will attend this weekend's event with a speaker from each ideological tendency addressing the workers.

This summit might just be the dawn of the unity that has been eluding the trade union movement for a long time.

Political comment in this issue by Aggrey Klaaste and Joe Thlolo. Sub-editing, headlines and posters by Sydney Matlhaku. All of 61 Commando Road, Industria West, Johannesburg.

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140R wmail 25-31/8/89

Labour Act: Once a safeguard, now a 'tool of oppression'

WHEN a supreme court judge this year described the Labour Relations Act as a "pernicious" piece of legislation, he may not have realised just how prophetic his words might be.

"Its (the LRA's) meaning is unclear and its effect is uncertain," said Mr Justice Curlewis "In other words, the resolution of any particular problem that comes before the industrial court will depend entirely on the length of the chancellor's foot."

That pronouncement, from a judge who is not well known for making radical statements, came as unexpected support for trade unions which have long warned that arbitrary amendments made to the LRA last year would have the effect of undermining industrial harmony.

This weekend those unions, who represent some two million workers, will rally in Johannesburg to put the finishing touches to a programme they say has been devised to "defy and demolish" the law.

And labour lawyers this week warned that, instead of laying a bed-rock for sound labour relations, the changes to the Act have already begun eroding country's system of col-

While union leaders are planning their campaign against the amended labour law, lawyers warn that the Act is eroding the system of collective bargaining. By EDDIE KOCH

lective bargaining

Said one attorney "The nature of the amendments, together with the way they have been put into practice by management and the courts, leave no doubt that they were designed to kick the hell out of the unions"

Labour lawyer John Brand reached a more considered — but very similar — conclusion in a paper presented to a seminar on industrial relations in Johannesburg last week.

The original Act, passed after the Wiehahn Commission's recommendations 10 years ago, had managed to stay scrupulously neutral between capital and labour and had earned the grudging respect of even the most militant unions, Brand said

But because of changes enacted in terms of the Labour Relations Amendment Act in September last year "a

once worthy statute has been transformed from an instrument of neutral regulation into one of oppression".

The law lays down a rigidly defined code of unfair labour practices. These dilute the procedures employers were obliged to follow before sacking workers, they emasculate protections that workers had won against victimisation during lay-offs, and they dispense with the worldwide principal that "last in first out" is the best way to select employees for retrenchment.

"Boycotts are forbidden — not even that most innocuous species of collective action, the canteen boycott, escapes the net. Forbidden too, at a stroke, are secondary, sympathy and intermittent strikes"

Such provisions, says Brand, make government claims that the law protects both employers and labour "like the laws of Paris in the famous aphorism, preventing rich and poor alike from sleeping under the bridges of the Seine".

However, a more damaging feature of the statute is the way it has been used by employers to undermine collective bargaining and to heighten conflict on the factory floor

Under the new law, parties can now apply to the industrial court for urgent interdicts against industrial action, even if a union has followed procedures required to make a strike legal

These can be granted *ex parte*, without the union even being present to state its case, and the industrial court has been lavish in awarding them.

"The industrial court," says Brand, "has tended to ignore the fact that in a market economy an inability to ultimately resort to industrial action, whether in the form of a strike or lockout, makes collective bargaining a hollow and ineffective institution. The consequence of this is an inevitable resort to industrial action particularly of the wildcat variety."

When the Act was first passed, unions complained most vociferously about a clause which allows employers to sue for production lost during a strike — and places the onus on the union to prove its innocence. However, although there have been some threats of litigation, employers have not made much use of these powers

But the mere presence of the clause in the statute has had the effect of drumming up industrial strife.

Summit to plan worker reaction

ABOUT 900 trade union members and political activists will attend the workers summit in Johannesburg this weekend to devise a plan of action against the Labour Relations Act.

The one-million-strong Congress of South African Trade Unions has already resolved, at its congress in July, to mount a week of protest against the law to coincide with the general elections.

The federation will be joined by the National Council of Trade Unions and a number of independent unions.

At their first summit, the coalition of unions promised protests and strike action if employers did not make "significant progress" in meeting their demands around the law.

These included calls for the right to strike without fear of dismissal; recognition of majority unions and no attempts to foster minority unions; the right of workers to stage strikes in sympathy with other employees; negotiations over plans to retrench and use of the "last in first out" principal during lay-offs.

Although a number of meetings have taken place between the labour alliance and the South African Consultative Committee on Labour Affairs since April, the

By EDDIE KOCH

employer organisation responded formally to the union demands late on Wednesday.

Given the lack of progress in negotiations, it is probable that the unions will go ahead with their plans to stage a mass protest in early September.

The precise form that the action will take is likely to take up most of the discussion at the summit.

But prior to the summit a number of unions have been discussing the possibility of more active forms of protest: sit-in strikes, worker marches and placard demonstrations.

The summit will be attended by 20 observers from each the main extra-parliamentary political groupings in South Africa. These are: the mass democratic movement, the black consciousness movement, the Africanist movement and the unity movement.

Each of the three union groups will send 250 delegates. These will all be rank-and-file workers and officials will not be allowed to address the gathering or vote on decisions taken.

Focus on Workers Summit

TRADE union interest this weekend will be focussed on the Workers Summit in Johannesburg

There is a dual significance to the event it's probably the first major gathering of unionists in which officials will play no part, and is also a strong indicator of the desire for a united approach to issues among groups which have often been in severe ideological and physical conflict

About 750 delegates are expected to attend, representing about 2,5 million workers from unions in the Congress of South African Trade Unions (Cosatu), the National Council of Trade Unions (Nactu) and a group of independent unions

Also attending will be delegates from the United Democratic Front, the Black Consciousness Movement, the Pan-Africanist Movement and the New Unity Movement

Each of the four political tendencies will be speaking at the opening and are expected to give unqualified support to the summit and the campaign against the Labour Relations Act

Main topic on the summit's agenda will be plans for action over the Labour Relations Amendment Act (LRAA) Allied to this will be discussion on building working class unity and state action against unions and unionists

Unionists see these issues as inter-related

The Act is seen as an attack on gains made by workers in the past decade and on the organisations they have built up Because this is viewed as an attack on the working class in general, class unity is necessary to combat it and hence the summit has drawn in as many representative organisations as possible

At the same time, action by the state, such as detentions of unionists and community leaders and restrictions on Cosatu and its allies, such as the UDF, are seen as working in conjunction with the legislative measures

Other actions by unknown elements such as the bombing of Cosatu House, the bombing of Community House, burglaries and vandalism at union offices are viewed as further attacks on the workers' movement

The growing consciousness of unity was assisted by the passage of the Act because, together with restrictions on Cosatu, it helped bring home an awareness that the matters which divided worker organisations were less important than those which united them

The past few weeks have been marked by a series of activities round the LRAA campaign, including balloting on support for planned action and a series of rallies in centres around South Africa

LABOUR AFFAIRS



DICK USHER

Miners defy racial segregation

By CONNIE MOLUSI

CONFRONTATION is looming between the National Union of Mineworkers and the Chamber of Mines over the union's defiance of segregated facilities in the workplace.

In a letter to the union, the Chamber expressed concern that the protest action might lead to polarisation, confrontation and violence in the mining industry.

The Chamber has suggested that, as an alternative, working committees address specific practices regarded as racially discriminatory.

NUM general secretary Cyril Ramaphosa said given that most South Africans were denied political rights and were racially discriminated against, the defiance was justified. "The mining industry has

greater responsibility, in this matter, than any other sections of South African society. In the interest of profit-making it has initiated and institutionalised many of the worst aspects of racialism, such as the migrant labour system, segregation in the mines and the attitude of management to free trade unionism," said Ramaphosa.

There was no economic or social justification for a system of labour utilisation "which operates like a penal institution". NUM said the Chamber had frequently complained about the shortage of skilled labour, but had done nothing to alleviate causes of the shortage.

He blamed the shortage on job reservation and refused the Chamber's claim that it had abolished job reservation. "It is intolerable that white miners should have privileges in

terms of access to cages, toilet facilities, dining provisions, and changing houses," he said.

"NUM has to oppose those structures which insult and degrade its members, which depress and destroy their economic positions, create reservoirs of cheap labour and hamper the process of unity among them."

The Chamber's senior general manager for external affairs J Liebenberg, said the Chamber and its members were opposed to racial discrimination and had "acted vigorously" to eliminate the practice.

He said these actions had included:

- Numerous representations to government and other unions to have the scheduled person definition removed from the statute books.

- Litigation initiated successfully to facilitate training col-

oured winding engine drivers.

- Successful litigation against the Minister of Economic Affairs and Technology relating to the segregation of change houses and the numbers of holders of competency certificates.

- The introduction of artisans and apprentices of all races.

- Condemnation of the Group Areas Act and other discriminatory laws.

Liebenberg said the Chamber regretted the union's rejection of a working committee.

Meanwhile, the NUM has shown an increasing number of workers defying segregated facilities.

These included workers at Springfield, who were reported to be using all facilities, Rand Leases workers using whites only change rooms and a Lyttelton worker being assaulted for not calling a white man "baas".

LAMON

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1404

Heavily armed cops watch union summit

By **CONNIE MOLUSI**

SCORES of heavily-armed police descended on Shareworld in Johannesburg during yesterday's meeting of major black trade unions there.

Although a police order restricted discussion to the Labour Relations Act and allowed only union-affiliated people to attend, about 800 delegates from the Congress of South African Trade Unions, the National Council of Trade Unions, and independent labour organisations were present.

Police armed with shotguns and teargas barricaded two exits from the meeting place.

They also filmed the proceedings.

A joint statement by Cosatu, Nactu and independent trade unions, condemning the restrictions, said: "We want to tell the Commissioner of Police and Minister of Law and Order they will not intimidate workers. On the contrary, it makes us more determined to press ahead with action against the Labour Relations Act until it is scrapped."

Sapa reports that Nactu's James Mndaweni told delegates: "We are determined to crush the Labour Relations Amendment Act.

The era of baasskap over, says Barayi

"We are also going for the final goal - that of total liberation of our country and people."

He said the outcome of the September 6 elections was irrelevant.

"The concept of negotiations between the PAC, ANC and government is on, regardless of which leader takes control."

Cosatu's Elijah Barayi said the summit ushered in a new era in the struggle against racism and bigotry.

"We say to Mr FW de Klerk: your era of baasskap is now over, we will now impose an era of peace and stability in our country."

Meanwhile acting State President FW de Klerk said at the opening of the Pretoria Show yesterday that without peace, stability and law and order, economic growth would be impossible.

A riot situation would not be allowed to arise, he warned.

While the table for peace was laid in SA, the

ANC and PAC alliance had instructed a UDF and Cosatu delegation to Lusaka to create an atmosphere of unrest until the election, Law and Order Minister Adriaan Vlok told a police generals' meeting in Pretoria yesterday.

This was to enable the ANC to force government to hold talks on ANC conditions, he said.

Lives and prosperity would be protected with the forces at government's disposal, he added.

In a statement from Harare, the ANC condemned government's crackdown on anti-apartheid opponents and said Pretoria had declared war on peacemakers.

Meanwhile, police said two people died in unrest incidents on Friday.

A delivery driver was killed at Gugulethu when his vehicle was set alight.

At Nonzwakazi, De Aar, an 18-year-old youth was shot dead by police when six people stoned police, the report said.

Two bombs were found in the ceiling of a University of Natal residence yesterday, police said.

University maintenance staff found two large coffee tins containing explosives, timing devices, detonators and batteries, police said.

11005



City Press 27/8/89

Labour summit closely monitored

JOHANNESBURG — South Africa's major labour organisations wound up their historic workers summit here at the weekend by mapping out a new strategy against the Labour Relations Amendment Act and on plans for consultations with political organisations on action related to the general election.

The close of the summit, closely monitored throughout by a large contingent of uniformed and plainclothes policemen, also saw a new initiative to further unite workers across the political spectrum through a Cosatu-Nactu and independent unions' national co-ordinating committee

A resolution adopted by the 800 delegates agreed to organise peaceful protests against the Labour Relations Amendment Act

A confrontation was averted when union legal representatives successfully negotiated with police for the release of a poet who had been arrested. Cosatu president Mr Elijah Barayi appealed to participants to be cool-headed. "Do not be provoked. If you are there will be chaos, which is exactly what some people here would like," he told delegates

It was negotiations with employer federation Saccola and others on the act would continue, progress would be monitored and "appropriate decisions on future action from time to time" would be made

● Meanwhile, in Cape Town, an estimated 3 500 people attended a report-back rally organised by the Garment Workers' Union at the University of the Western Cape. The issues discussed were opposition to the Labour Relations Act and wage negotiations

Police monitored the situation but no incidents were reported

● At the Samaj Centre in Rylands, the Thornhill Youth Congress held an anti-election meeting. No incidents were reported — Own Correspondent and Sapa

TOUGH

Sowetan 28/8/89

TALK

140A
~~140A~~

FROM

UNIONS

THE SECOND WORKER'S summit ended at Shareworld, near Johannesburg, yesterday after resolving undisclosed action against employers and the state.

By MOKGADI PELA

In terms of the composite report independent unions and Cosatu and Nactu resolved to organise peaceful protests against the Labour Relations Act until the legislation was removed from the statute books

Before arriving at the

decision they accused employers of continuing to use offensive clauses to undermine the rights of workers which had been negotiated and fought for over the years

On Saturday police ordered that the summit should end at 5pm And yesterday police moved onto the podium and

detained a man who was reciting poetry He was

● **To page 2**

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

It was a weekend of high tension with the police presence almost outnumbering the 750 delegates The summit condemned the video recording of the event by police Cosatu vice president, Mr Chris Dlamini, said workers could not have free and open discussions because of police presence.

On relations with the state, the summit noted that the Government was committed to a strategy of repression Nactu's general secretary, Mr Piroshaw Camay, said the notice restricting the summit and the subsequent police action was proof of that fact

the shop floor

The summit also resolved to continue negotiating with Saccola Closer worker unity would also be forged with local, regional and national structures to discuss unity on

● **From page 1**

action

plan

front

union

United

140A
~~140A~~

Sowetan 28/8/89

Workers 140 lauded

THE exiled Pan Africanist Congress yesterday lauded the worker summit taking place at Shareworld' Johannesburg, saying the deliberations would have a strong bearing in changing the situation in South Africa.

In a message to the summit, the PAC's secretary for labour, Mr Lesaona Makhanda, described the talks as "timeous in view of the crisis created by the regime".

Dealing with the Labour Relations Amendment Act, which the unions contend severely curtails workers's rights, Mr Makhanda said the legislation threatens the existence of labour federations as the voice of the workers.

Some time 28/1/89
Police

In another statement of support, the Black Consciousness Movement of Azania (BCMA) said it noted the provocative presence of the police despite law and order not being under threat. The movement said it wished to reiterate its support for the realisation of the aspirations of the black working class as the presence of police perpetuated what they described as "bosses' interests".

Marathon Everite wage strike ends

Labour Reporter

THE marathon Everite wage strike involving more than 2 000 workers at four plants has ended.

In a joint statement yesterday, Everite and the Construction and Allied Workers' Union (Cawu) said 1 227 of the 2 087 striking workers returned to work yesterday.

The remaining workers at the Kliprivier plant are expected to go back to work next Monday.

The legal strike began on May 29 after conciliation board hearings and mediation failed to nar-

row the gap between the parties.

Workers demanded an 85-cent across-the-board increase on the minimum hourly wage of R2,85, while the company's final offer tabled on June 22 was set at 50 cents.

The statement said the dispute ended after lengthy negotiations between Cawu and Everite.

The company's Kliprivier, Brackenfell and Durban fibre cement manufacturing plants, along with the Port Elizabeth branch, were affected by the three-month strike.

Cawu Times 24/8/81

140A

[scribble]

ANC committed to Natal talks

30/1/90
The Star Bureau

LONDON — The ANC is committed to re-starting Natal peace initiatives, according to a spokesman of the organisation

He said talks between ANC leader Mr Oliver Tambo and Inkatha head, Dr Mangosuthu Buthelezi, scheduled for August in London, failed to materialise because Dr Buthelezi insisted on laying down preconditions which had "marginalised" Cosatu and the UDF.

"Regrettably, Chief Buthelezi had started to make certain demands even before the meeting

"He said he must receive an invitation from the president of the ANC and (that) the two must work out a date and venue. This became unacceptable (because) he was seeking the isolation of the UDF and Cosatu "

The spokesman said the ANC was going to "work out out how to resume that process again".
"It is necessary to move

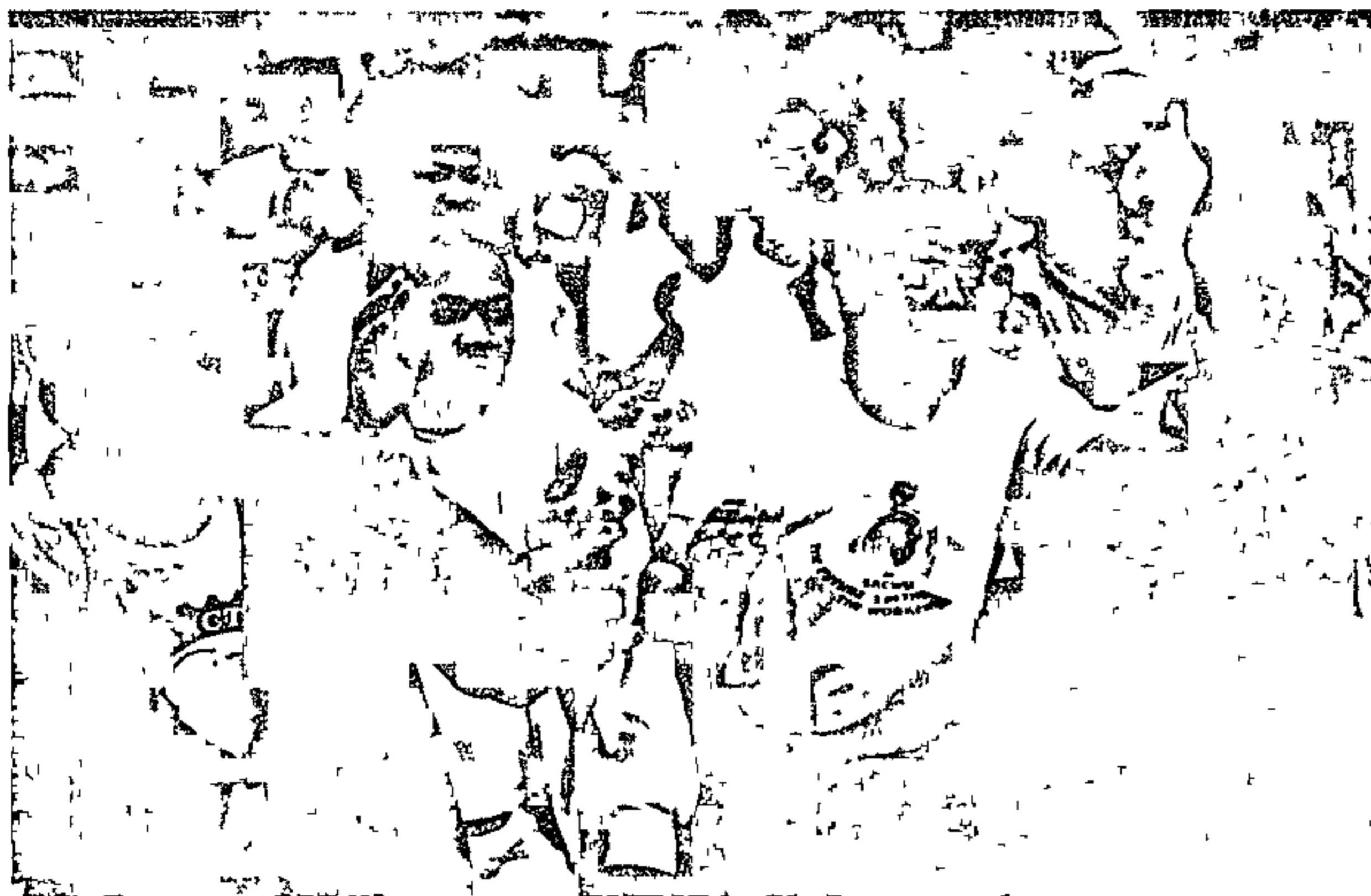
forward. We hope everyone involved will do everything possible to co-operate. Every organisation interested in peace in Natal must be able to come together to talk peace "

● The ANC has denied that it has been ousted from Zambia, and says it is moving most of its complement to Tanzania where it has been promised land.

The ANC said it was having to rent property in Lusaka and this was becoming too expensive.



Buthelezi . . . laid down pre-conditions.



Delegates at the historic Workers' Summit defied the restrictions imposed on them by displaying banners, chanting slogans and singing freedom songs

Militant mood marks summit

DELEGATES at the historic workers' summit in Johannesburg last weekend committed themselves to peaceful ongoing protest action against the Labour Relations Amendment Act

After the meeting, delegates emphasised that though the constant police presence might have prevented the summit from finalising details of the action, the commitment to action had not changed

This follows Cosatu's recommendation to the summit that all progressive trade unions undertake a week of protest action during this period

The most likely form such protest action will take seems to be a two-day stayaway probably at the beginning of next week

Scores of police descended on the summit which took place at Shreworld near Soweto

They were met by a crowd of about 800 delegates representing 2.5 million workers. The delegates had come to the summit to map out a new strategy against the controversial LRAA

Racism and bigotry

In his welcoming address Cosatu president Elijah Barayi said the summit ushered in a new era in the struggle against racism and bigotry

'We say to Mr FW de Klerk Your era is now over. We will impose a new era of peace and stability in our country'

Nactu president James Mndaweni said that it did not matter what the outcome was in the September 6 election

The election is unimportant to us as the De Klerk-Malan military clique will still oppress us

'The concept of negotiations between the PAC, ANC and the government is just not on regardless of which leader takes control. We believe our struggle must continue unabated', said Mndaweni

During the summit police dressed in protective clothing and armed with shotguns and teargas dispensers barricaded two exits from the arena where the summit took place and a police video team filmed both the speakers and the crowd

Restriction order

A confrontation was avoided when the general secretaries of Cosatu and Nactu successfully persuaded police not to enter the arena and dispersed the chanting and singing worker-delegates

Tensions continued to run high throughout the two-day conference

Last Friday the Commissioner of Police issued a last minute restriction order on the summit

Non-union members were barred from attending, discussions were confined to the LRAA campaign, the meeting could only be held between 9am and 5pm, and no flags, banners, stickers or pamphlets not related to the Labour Relations Act could be distributed









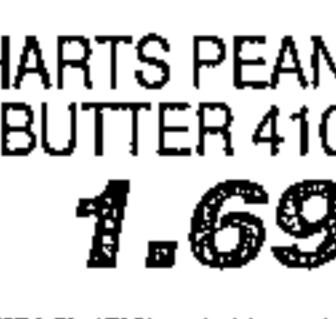
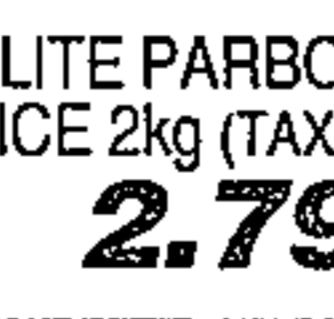


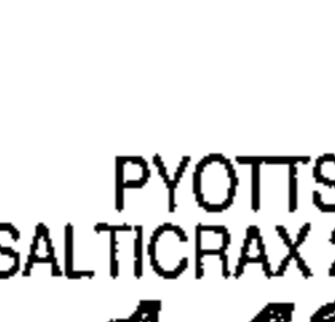
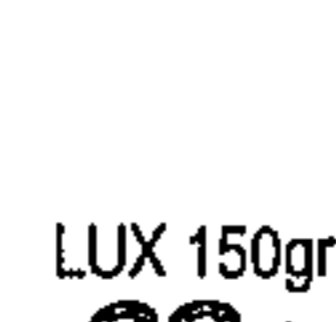
The delegates defied the stringent restrictions by displaying huge banners, waving placards, chanting political slogans and singing freedom songs

On Saturday night the Rand Supreme Court dismissed an application by Cosatu and Nactu for an order barring police from the summit

In a strongly worded resolution the summit noted that employers continued to use the offensive clauses of the LRAA to undermine rights which workers had won over the years

The delegates said the government was committed to a campaign to harass the militant trade union movement in an attempt to curb worker activities

(Report by M. Badela, of 52 Summonds St, Johannesburg)

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21/8/89

Union declares dispute with Nampak

SIPHO NGCOBO

THE Paper, Printing, Wood and Allied Workers' Union says it has declared a dispute with eight Nampak factories

Union spokesman Rob Rees added yesterday the dispute is in the corrugated division over wage negotiations, shift allocation and dismissal of 320 workers

He said the workers were sacked last Tuesday after going on strike the previous day

Rees said before the dismissals the workers had argued for changes in their recognition agreements which, among other things, would have allowed for pay talks to begin in a few days.

He added they also wanted shift times altered

"On both sets of demands management failed to make any progress in negotiations," Rees said

Nampak Corrugated said only one of its companies was in dispute with the union after the dismissal by Transvaal

Box of 320 workers last week after protracted illegal strikes

It added "All our companies have recognition agreements with their unions. These agreements have specific steps which need to be followed before a dispute can be declared. As none of these procedures has taken place at the eight Nampak companies alleged to be in dispute, there can be no dispute."

Rees said Nampak workers throughout the country were anxiously watching the situation

"We have done all we can to resolve the problems. We have contacted Nampak head office with an aim to setting up reasonable negotiating channels to resolve the dismissals as speedily as possible. We have also given ample indication that we remain open to negotiation," he added

Smith 3/18-8/9/89

SOL



TENSION: A heavy police presence marked the recent Workers' Summit in Johannesburg

AS the defiance campaign gained momentum throughout the country, South Africa's two largest trade union federations together with independent unions met in Johannesburg last weekend.

The workers' summit was convened to orchestrate organised labour's protest against the Labour Relations Amendment Act (LRAA)

And it showed the determination of the progressive trade unions to fight the LRAA, described by one unionist as "the greatest threat to the gains won by South African workers yet"

The summit also indicated how the threatening alliance of state and capital has encouraged a growing co-operation between workers from different traditions and tendencies.

Advance

The 800 summit delegates displayed T-shirts and banners bearing the insignia of unions which have previously been deeply divided in terms of ideology and approaches

The presence of Nactu was in itself a significant advance from the situation

'A step towards unity'

in February, when the federation pulled out of the first workers' summit at the eleventh hour on the grounds that it needed more time to discuss the issue

Observers thought this decision was linked to the fear of the Africanists who dominate the federation's leadership, that they might lose the one legal base which Africanism has within South Africa

Eleven unions defied the federation and attended anyway, as did several workers from other Nactu affiliates

Nactu's flagship, the Media Workers' Association of South Africa, subsequently reversed its position and came out in favour of attending the summit.

The presence of the Nactu delegates this time around indicates how the federation's leadership had to climb down when faced with a storm within its ranks

Mobilising

Meanwhile, Nactu has been working alongside Cosatu in mobilising against the LRAA. This co-operation has extended beyond that which occurred last year with the three-day stayaway

Nactu leaders have appeared alongside Cosatu speakers at mass rallies and the federation has participated in joint committees to strategise the campaign

In the Western Cape this co-operation has been sketchy, verging on non-existent. But this is probably linked to the internal problems which the federation has in this area.

Similar problems have emerged within the weaker Cosatu affiliates where the level of mobilisation has not been strong in all regions.

The establishment of a joint co-ordinating committee at the summit is indicative of the way in which the anti-LRAA campaign is building unity in action

Delegates to the summit said that they were able to talk to each other and that they saw this as the first step towards a united labour movement.

The absence of officials at the summit helped this process by excluding the rivalries that characterise relationships between many officials

But unity is more than just speaking to each other or working alongside one another

There remain serious ideological differences between the various groups which mean that Cosatu's dream of a single federation will not be achieved overnight.

Nevertheless, the anti-LRAA campaign is a move towards realising that dream

(Comment by C Carter, of 95 Sir Lowry Rd Woodstock.)

Exiled union salutes summit

INTERNATIONAL labour movements including the exiled South African Congress of Trade Unions (Sactu) supported the historic workers' summit field in Johannesburg

Sactu extended greetings to what it described as a "momentous workers' summit"

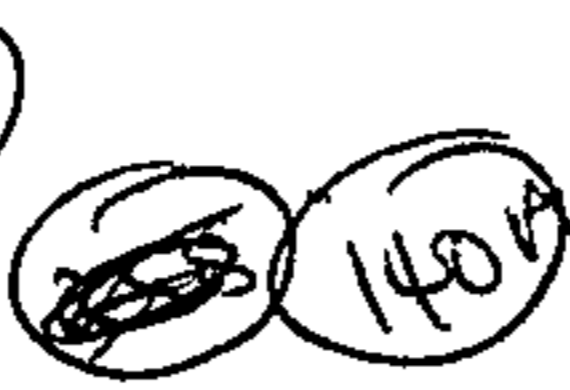
The 200 000-strong Union Communication Workers of Great Britain said in a message "Your summit marks another major step forward for black workers and we confidently expect the day will soon come when your struggle will be triumphant and there will be justice, democracy and equal rights for the people of South Africa"

The 400 000 strong Union of Shop, Distributive and Allied Workers (USDAW) based in Manchester, also sent greetings of solidarity and encouragement for the success of the second workers' summit

The National Union of Teachers, representing 180 000 teachers in England and Wales, also supported the convening of the second workers' summit

The Amalgamated Engineering Union (AEU), the biggest British manufacturing trade union and an affiliate of the International Metal Workers Federation, IMF in London, also sent fraternal greetings to delegates who attended the summit

Other messages of solidarity came from the Azanian National Youth Unity, the National Graphical Association (NGA) in the United Kingdom, the Society of Telecom Executives based in Middlesex, the Inland Revenue Staff Federation in London, The Fire Brigades Union in London, the BSS Labour Committee (University of Natal), the Association of Democratic Journalists (Johannesburg), the Black Consciousness Movement of Azania in Harare, and from the Northern Transvaal People's Co-ordinating Committee



Clothing workers reject pay offer

CAPE clothing workers have vowed to continue their tough stance over wage negotiations.

The decision was taken by about 3 500 militant Garment and Allied Workers' Union (Gawu) members who packed the student centre at the University of the Western Cape for a spirited living wage rally last Sunday.

At the meeting the workers endorsed a decision by the Gawu negotiating team to reject the wage proposals made by employers at the first round of negotiations last Friday.

They also rejected employers' demands for the union to give an undertaking that there will be peace in the industry while negotiations are taking place.

This follows large scale demonstrations and work stoppages involving about 10 000 workers at 50 factories in the Western Cape earlier this month.

The meeting was addressed by workers who are part of the Gawu negotiating team.

Several speakers called on the union's members to take protest action such as wearing T-shirts and singing protest songs at work.

"We vow to continue our militancy. We will take united protest action. A strike is our last resort," said Awatief Jacobs, a shopsteward at the Rudco factory.

"Employers won't get industrial peace until there is justice in the industry," she said.

At Friday's negotiations, employers upped their wage increase offer from R15 to R17,50 for machinists and from nine percent to 11 percent for all other workers.

Employers want to implement the increases when factories reopen next year. Traditionally, increases come into effect when the industry shuts down in December.

Employers also offered to allow workers to swap May 1 for an official public holiday.

Gawu rejected this.

The union's demands include a weekly wage increase of between R50 and R60, a 40-hour week, and May-day and Sharpeville Day as paid holidays.



UNITED: Gawu members at a rally at UWC last weekend

Gawu has also rejected employers' demands for the closed shop agreement to be abolished and for across-the-board increases to end.

● Everything is on track for the union's merger with Cosatu affiliate, the Amalgamated Clothing and Textile Workers' Union of South Africa, on September 16 and 17.

According to Gawu's regional secretary, Lionel October, about 600 delegates will attend the inaugural congress of the new union, which will be called the South African Clothing and Textile Workers' Union (Sactwu).

THE controversial Labour Relations Amendment Act - which is one-year-old today - may have been intended to curtail trade union power but instead seems to have united workers across ideological boundaries, thereby increasing their power

The two Workers Summits one on March 4-5 and the other last weekend brought rival labour federations Cosatu and Nactu together demonstrating the potential power of labour which the LRA might not be able to curb

Initially some employers thought the LRA favoured unions through such instruments as the Industrial Court which they perceived as passing questionable judgments

New law

After subsequent amendments made to it, employers welcomed the law enthusiastically hoping that unions would no longer be in a position to flex their muscle as freely as they had done in the past

The new law is likely to bring employers more shop floor problems than they have experienced before

As is presently the case political issues, which management insisted should not be mixed with labour issues have now featured a few times in negotiations with the South African Consultative Committee on Labour Affairs (SACCA)

Both labour federations protested against the legislation when it was introduced



Hundreds of delegates attended the workers Summit at Shareworld at the weekend to map out strategies against the Labour Relations Act

UNHAPPY BIRTHDAY

Unions united against Labour Relations Act

By MOKGADI PELA

FOCUS

One objectionable feature of the new law is that an interdict can be granted even without applying the *audi alteram partem* rule (both sides of the story being heard)

Another feature is that which allows employers to sue unions for lost production as a result of industrial action

Unionists have also complained that the 50 percent plus one rule which applied for union recognition has since been eroded by the new legislation. Today the Act speaks of any number

Summits

If this situation persisted it would mean that many unions could organise workers in the same company and these could be used to break union strength

The resolutions at the two workers summits showed the black labour movement was determined to fight until the act was scrapped or the controversial sections were removed

Judged by the increased militancy of black workers against the attitude of the Government and employers it seems the first anniversary of the LRAA which is today will soon be followed by interesting developments in both the labour and political fields

Bosses can sue for lost hours

In June last year there was joint action by both Nactu and Cosatu which saw black workers staying away from work for three days

Sacco's was in fact given an ultimatum to reject the LRA or face industrial action on a national scale. The new law forbids sympathy strikes

Interdicts

Another feature of the law is the way it has been used by employers to undermine collective bargaining

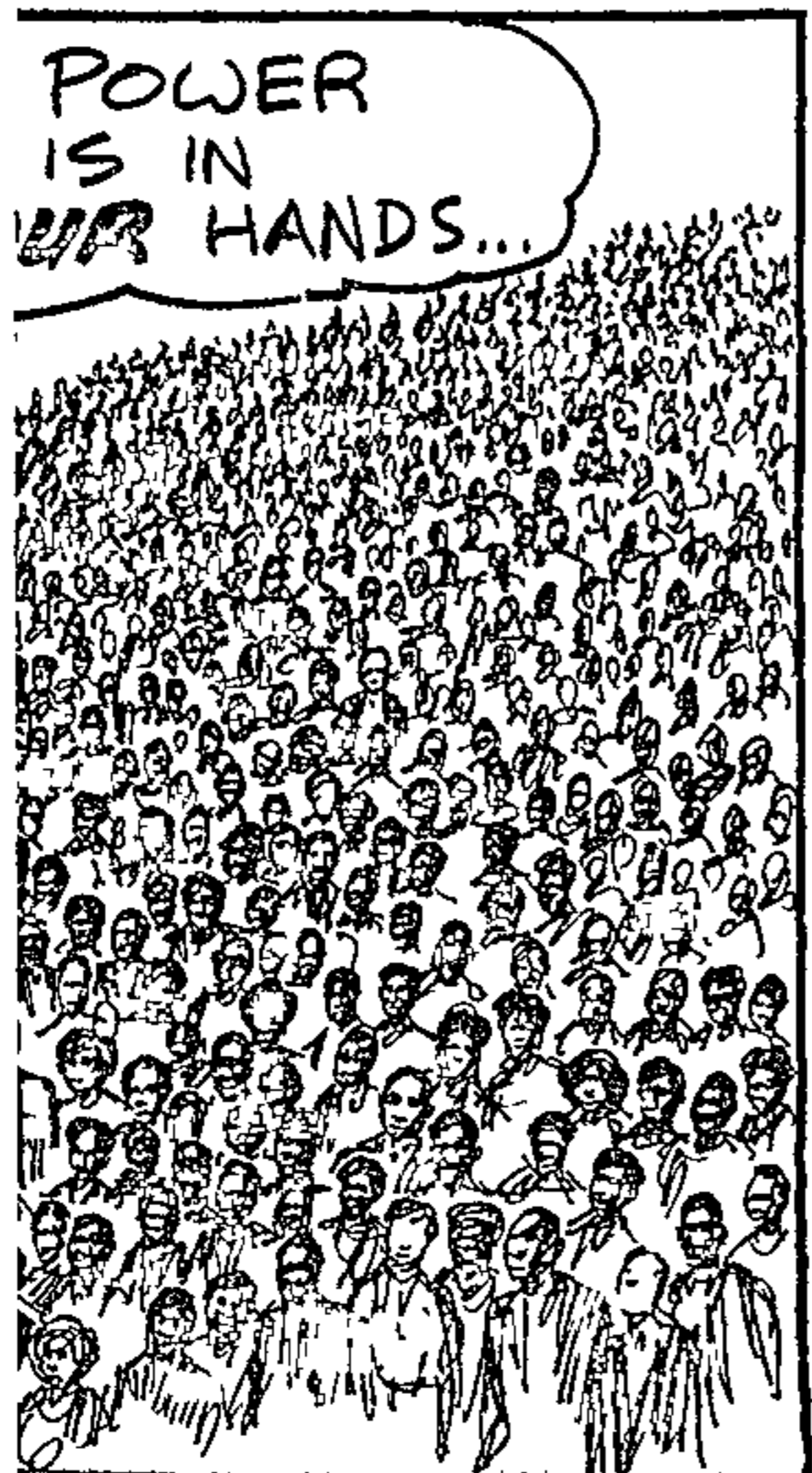
Under the new law parties can now apply to the industrial court for urgent interdicts against

industrial action even if a union has followed procedures required to constitute a legal strike

Political comment in this issue by Aggrey Klaaste and Joe Thiboloe. Sub editing headlines and posters by Sydney Mathaku. All of 61 Comandoo Road Industria West Johannesburg

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Gold Strike Oil Strike

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155
155

More than 90 staff members at Gold Reef City are on strike for higher wages, the Commercial Catering Workers' Union of South Africa said today.

In a statement Ccawusa said 93 workers at the entertainment complex, all members of the union, embarked on the strike last Saturday following failure to reach agreement on wages.

A conciliation board meeting on July 6 failed to resolve the dispute as did an attempt on August 26

The company has offered a R70 per month increase across the board and a minimum wage of R290. The union is demanding R115 and R440 pm. - Sapa.

BP Southern Africa today rejected as "untrue" allegations by the Cosatu-Affiliated Chemical Workers Industrial Union that different wage scales applied by the company were based on race.

The company was practicing racial discrimination through its slow approach to the removal of differentials within grades as well as spending less of its payroll on such moves.

The salary structure applicable to all employees within BPSA is completely non-racial," contended the company.

"The CWIU represents employees in job grades 1-7. One of the issues in the national negotiations has been the establishment of a rate for the job within each of the seven grades."

The company pointed out that the union has already agreed to the equalisation programme.

"The only difference between the two parties is the time period over which the equalisation programme should be achieved," said BPSA.

The CWIU is currently conducting a strike ballot over sticking points in the negotiations. The ballot is expected to be completed by Monday next week.-Sapa.

The company pointed out that the union has already agreed to the equalisation programme.

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The CWIU is currently conducting a strike ballot over sticking points in the negotiations. The ballot is expected to be completed by Monday next week.-Sapa.

Call for national one-day protest

Leading labour and anti-apartheid organisations yesterday announced a one-day national protest action against the election on September 6, effectively shelving ideological differences that have stymied joint action in the past. (140A)

A statement delivered to Sapa said the Congress of South African Trade Unions (Cosatu), the National Council of Trade Unions (Nactu), the Pan Africanist Movement, the Black Consciousness Movement and the UDF Alliance endorsed September 6 as a day of national protest "against the triracist elections".

"The elections are designed to co-opt sections of the oppressed and exploited majority into their own oppression. The protest is also a reminder to the working class of an undemocratic and illegitimate ruling class that passed the unpopular amendments of the Labour Relations Act."

In addition, the statement, which was issued by Nactu, the Pan-Africanist Movement and the BCM, said they were also calling for a day of national protest on September 12. *Sowetan 11/9/89*

The announcement follows meetings held between the labour federations and community organisations with the view to thrashing out a response to the general election. — Sapa.

Unions plan industrial action

By GAYE DAVIS and CASSANDRA MOODLEY

LEADERS of the mass democratic movement and the National Council of Trade Unions have both announced plans for nationwide industrial action.

After an emergency summit in Cape Town yesterday MDM representatives said the action would climax on September 6, polling day, and called for a month-long consumer boycott starting on September 13.

They said the action was aimed at bringing about the abolition of the Labour Relations Act, the repeal of apartheid laws, the lifting of the State of Emergency and the dissolution of the tri-cameral parliament.

The announcement — after the two-hour summit at the Bishopscourt residence of Archbishop Desmond Tutu — was made hours after police raided the Congress of South African Trade Union's Johannesburg headquarters.

Nationwide shop and factory floor action, ranging from sit-ins to demonstrations and overtime bans, is expected to take place today by workers protesting against the LRA.

The week's programme will climax in "two days of peaceful national

● TO PAGE 4

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Dwall
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ITE LIVES

PAGE 11

Unions reveal plan for industrial action

protest" against the elections on September 5 and 6.

Cosatu's second vice-president, John Gomomo, said he estimated between 85 and 90 percent of the federation's 1.5-million members would "fully engage" in taking action.

Cyril Ramaphosa, general secretary of the National Union of Mineworkers, said he expected mineworkers to respond to the call in various ways.

The Stand for the Truth campaign in the Western Cape was asking church leaders to spend September 6 fasting and praying "for the ending of unjust rule", said Tunu A. Vigil in Cape Town's St George's Cathedral has been planned.

The call on people to "withdraw their buying power" from September 13 forms part of a campaign against the LRA, enabling the "broader community" to show its support.

Guidelines for the action were prof-
fery Mafumadi, who said the action
right to vote and who have said noth-
It is planned to extend until October
13, but this will depend on the situa-
tion around the country.

Specific details of action to be taken
in the next week, leading up to the
October 7 Conference for a Demo-
cratic Future, would be announced
by organisations later.

According to a statement yesterday
from Nactu, a day of countrywide
protest action is being planned for
next Wednesday.

The Nactu statement was released

A DAY OF PAGE
From PAGE 1

after police prevented a press confer-
ence, called by Nactu, Africanist and
black consciousness groups to launch
the campaign in Johannesburg.

In a statement yesterday, Nactu said
the decision to declare September 6 a
"national day of protest" followed
consultations earlier this week.

At last weekend's summit, it was
decided that the different groups
would meet to decide on a pro-
gramme of action for election day.

According to the Nactu statement,
the summit unanimously agreed that

W. M. M. 1-7/9/89.

Workers would protest at plant
level on September 1.

A month of national action would
be launched against companies in
central business districts on Septem-
ber 13.

Nactu, the BCM and Africanist or-
ganisations are also calling for Sep-
tember 12 to be observed as a day of
non-violent resistance. A representa-
tive said "This will also serve as a
tribute to Steve Biko", who died in
detention on September 12 1977.

Reading from a prepared statement,
MDM representative Murphy Morobe
said the Cape Town meeting had dealt
with reports on "successful action"
taken under the defiance campaign
banner as well as the state's attempts

to "smear and distort our struggle
"Anyone with access to a full and
true picture of the campaign is able to
see that the fundamentally violent na-
ture of the regime has asserted itself
in its own response to our campaign
"A violent campaign is not in our
interests political discipline is a key
factor in our struggle.

"The regime's elections are in them-
selves disruptive calling an election
automatically results in a boycott in
most communities and we are not in-
terested enough in incremental elections
to want or need to disrupt them"

When police stayed away from
peaceful protests there was no vio-
lence, Morobe said.

There was also concern at evidence
that police were using *agents provoc-
ateur* "to spark violence and give
them an excuse to deal with dissent in
the only way they know".

...the police from performing at work ...
...the state's attempts ...
...the only way they know ...

PEOPLE AT THE TOP
ARE ON THE MOVE
SEE PAGE 17

THE NEW YORK TIMES

**MANPOWER
MIRROR by
ROBYN
CHALMERS**

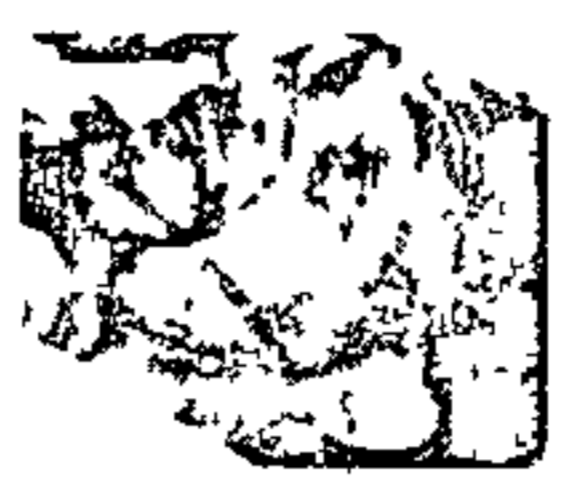


PAGES AND PAGES OF THE BEST JOBS IN SOUTH AFRICA

Industrial court irks bosses and unions

LAST weekend's workers summit did more than confirm trade-union opposition to the Labour Relations Amendment Act (LRAA)

It again highlighted union dissensus with the industrial court. One of the demands Cosatu (Congress of SA Trade Unions) and Nactu (National Council of Trade Unions) has repeatedly put to employer body Sascola (SA Consultative Committee on Labour Affairs) is that arbitration be used in



Elijah Barayt call for united trade-union action

It has become too interventionist and inhibits the bargaining process. It also appears to be severely understaffed. One can understand why — the court received 3 838 cases in 1988 compared with 2 042 two years earlier. Of the 3 838 cases last year, the court was unable to settle 1 314

It has also been involved in an increasing number of urgent interdicts. The National Manpower Commission (NMC) report tabled in Parliament in April this year shows employees and employers applied for 189 urgent interdicts last year as opposed to 76 in 1987. The increasing number of cases coming before the court reflects both the growth of clashes between employers and trade unions and a swing to the law's being used as a first and not last resort.

Labour lawyers and firms specialising in labour law have grown at an astonishing rate. Many employers and consultants are highly critical of this trend. Among them is Chamber of Mines senior general manager of external relations Johan Liebenberg. He believes

that the legal profession has benefited enormously from the Wehahn reforms. Because of the trend to legal solutions he says old fashioned emotional collective bargaining is being phased out. Recent developments appear to indicate that employers and unions are finding ways around the Industrial Court. Dorbyl's recent decision to refer dismissal cases to private arbitration is one example.

Dorbyl adopted this course only after 7 000 National Union of Metalworkers of SA (Namusa) members at 50 of its plants threatened to strike. It did however reserve its right to have recourse to the court should it be unhappy with the decision of the arbitrator.

The demand for private arbitration has been heard repeatedly at union employer meetings. Reasons put forward for this by unionists at the work ers summit included dissatisfaction with the arbitrary and inconsistent nature of court judgments. In addition high costs of litigation and the difficulty of gaining access to the court played a part. Private arbitration was pushed recently by Amalgamated Clothing and Textile Workers Union (Actwusa) general secretary John Copelyn. He says the unions believe they are unable to influence court appointments and the court is reluctant to reinstate unfairly dismissed workers as reasons for this

Although employers appear to be accepting the concept of contracting out of the LRAA, particularly on rights disputes, there are some disadvantages to private arbitration. Mr Copelyn says because arbitration awards are private they cannot set a precedent or be quoted as a guideline for other parties not involved in the proceedings. Cosatu president Elijah Barayt made it clear that he hoped united action against the LRAA would allow greater co-operation between Nactu and Cosatu, the goal being one federation for all unions. Amid the spirit of co-operation and peaceful protest, it is hoped that some clear-cut decisions will be taken on the LRAA soon. Employers and workers have lost too much both in terms of cash and in trust.

Food supplies may be affected

Mineworkers in protest actions

Thousands of mineworkers were this weekend reported to be participating in peaceful protest demonstrations against Wednesday's election and the unpopular Labour Relations Amendment Act, according to the National Union of Mineworkers (NUM).

And there are reports that supplies of milk, bread and other goods could be erratic tomorrow and on Wednesday when the Congress of SA Trade Unions' protest action peaks

Dairybelle in Cape Town expects milk deliveries to be disrupted because of stayaways. Witwatersrand suppliers have yet to clarify the situation

In a weekend round-up of protest action by Cosatu affiliates, the NUM said it had confirmed reports of protests. However, mine managements have not yet confirmed the incidents

At De Beers' Kimberley Mine, NUM said more than a hundred mineworkers staged a peaceful protest march on Saturday

"In the Witbank region, workers on at least six mines have been engaged in protest action since the night shift went down on Friday night," the NUM said in a statement

"Mineworkers are singing, dancing and carrying placards against the racist elections and union-bashing Labour Relations Act

The NUM said the mines where workers were protesting included Arnot Colliery, SA Coal Estates, Kriel Colliery, Goedehoop, Douglas Colliery, Bank Colliery and Vandyks Drift

The NUM also complained of continuing harassment

On Saturday, NUM's Empangeni regional office was visited by police looking for pamphlets and stickers relating to the Act. The Welkom office was also raided and three union organisers were allegedly detained. The Namaqualand office was raided on Friday

Workers at Waterkloof and Rustenburg Refineries were also demonstrating against the Act, NUM said. Claims of protest action on the mines come in the wake of protest action on Friday

Cosatu reported sit-ins "ranging from one hour to the whole day" at several retail stores including certain branches of Checkers, Woolworths, Pick 'n Pay, OK Bazaars and Ellerines. The sit-ins, which have not been confirmed by the stores, occurred in Vanderbijlpark, Vereeniging, Three Rivers, Meyerton and Bloemfontein

International support

Several meetings planned by Cosatu and its affiliates were restricted at the weekend. They included a meeting of the National Union of Metal Workers of SA at the Sharpeville Community Hall and a meeting of Cosatu's Western Transvaal regional congress in Vereeniging yesterday

Messages of concern and support for the protest action have been received from the International Union of Food and Allied Workers Associations in Geneva, the Commonwealth Trade Union Council, the International Confederation of Free Trade Unions, and the United Automobile, Aerospace and Agricultural Implement Workers of America — Sapa and Own Correspondent

Union claims supervisor shot activist

Workers at Rustenburg Refineries, owned by Johannesburg Consolidated Investment, have downed tools after the alleged shooting of a black worker by a white supervisor, a National Union of Mineworkers spokesman said last night.

It is claimed that the supervisor committed suicide a few minutes later

The spokesman said the worker, Mr Jeffrey Njuza, who was an NUM shop steward and member of the Mass Democratic Movement, went to work at 10 am on Saturday at the base-metals refinery section

"A white supervisor from another section asked the base-metals section supervisor to enter his section for reasons unknown to workers

"On entering the section, the supervisor pulled

out a revolver and shot Jeffrey Njuza, who died instantly. Immediately after this, workers downed tools in protest

"A few minutes later a shot was heard and the supervisor who shot Mr Njuza was found dead"

The NUM spokesman said Mr Njuza had been engaged in defiance activities at the plant since the MDM campaign began and had earlier been charged with using a chair reserved for whites in the refinery canteen.

He said management had been "victimising" workers who used whites-only facilities such as chairs, toilets, canteens and changerooms

Workers had responded by ignoring warnings from management. — Sapa

303 jobs lost as plant closes in Stellenbosch

By DICK USHER *M665*
Labour Reporter *4/9/87*
COROBRIK has closed its Stellenbosch plant with the loss of about 300 jobs

Mr Harry Voorma, managing director of the plant, said the closure had been planned as part of a rationalisation programme but had been accelerated because the economic downturn had reduced demand for bricks and other products

TWO WEEKS' PAY

He said 303 posts had been made redundant. The company had tried to find jobs for those affected elsewhere in the organisation and 279 employees had been made redundant

Production stopped on August 31

Mr Voorma said production formerly handled at Stellenbosch would be transferred to Koelenhof

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A spokesman for the Congress of South African Trade Unions (Cosatu) said it was a serious blow for Stellenbosch as Corobrik was one of the town's largest industrial employers

He said employees received a termination package of two weeks' pay for each year worked

"Some workers who had taken out home loans with the company have ended up owing money," he said

Mr Voorma said the Construction and Allied Workers' Union, a Cosatu affiliate, had been told about the closure at the beginning of August

"Negotiations are continuing with the union because it has declared a dispute with us over the retrenchment package," he said

Cosatu plans major marches

From MONO BADELA

JOHANNESBURG — Trade unions representing more than two million workers are to stage protest marches in Johannesburg and other major cities on October 14

Congress of South African Trade Unions (Cosatu) general secretary Jay Naidoo said Cosatu, the National Council of Trade Unions (Nactu) and various independent trade unions were calling the marches to protest against the controversial Labour Relations Act (LRA)

Last week, the trade union federations and the Mass Democratic Movement (MDM) launched a two-week consumer boycott of white-owned businesses throughout the country with the exception of the Western Cape and an indefinite ban on overtime by workers

The consumer boycott is to begin in the Western Cape on October 7

The main march will take place in Johannesburg with simultaneous marches occurring in other centres, according to Naidoo

Naidoo said the federations would not ask for permission to march from authorities

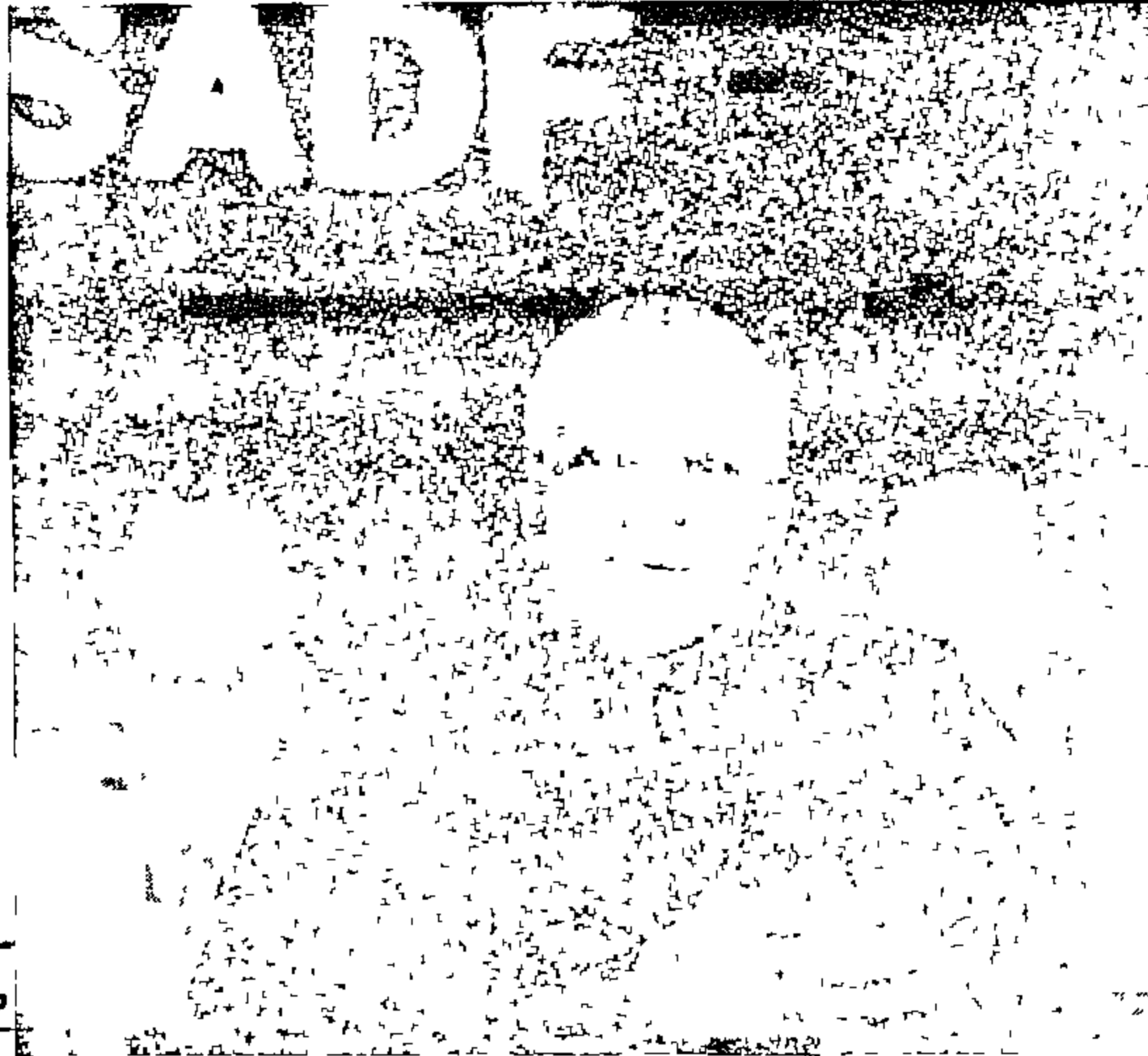
He said the protests so far had been well-disciplined, and restrained

Peaceful protests involving more than 100 000 people had taken place in four different centres recently, he said

All these marches had been characterised by a peaceful spirit and a high level of discipline and restraint

The incidents in Pretoria on Saturday seemed to indicate that the security chiefs had taken "the silk gloves off the steel fists"

The government was incapable of dealing with peaceful protest marches, said Naidoo.



ANTI-CONSCRIPT: The Archbishop of Cape Town, Desmond Tutu, addresses a press conference in Cape Town in support of the refusal of more than 700 people to adhere to their SADF call-up. It was announced that a delegation will present a petition at the Castle on October 3 after a prayer service at the Methodist Church on Greenmarket Square

Meanwhile, a march is due to take place today in Kimberley

A Cosatu spokesperson said the march was to protest against repression and that the protesters intended to deliver a list of demands to the local police commissioner

In East London, an estimated 40 000 people marched through the city centre on Wednesday in protest against repression in the area. A memorandum was handed to the po-

lice by a delegation of the marchers led by Bishop David Russell of Grahamstown

And in Cape Town, an anti-apartheid beach protest will again be held at The Strand on Saturday under the auspices of the Standing for the Truth campaign.

The protesters are expected to be led by church leaders including Archbishop Desmond Tutu and Dr Allan Boesak

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Message for FW . . . some of the Congress of SA Trade Unions demonstrators who greeted the Acting State President and National Party leader, Mr FW de Klerk, at the Johannesburg City Hall last night when he wound up the party's election campaign

CINDI MAROLENG

Women in NUM

A MACHO male in tin hat, heavy boots and a pickaxe. Yes, a tough man with muscles to withstand the rigour of ferreting deep down the bowels of the earth. But to champion their cause are a group of women working for the National Union of Mine Workers.

Miriam Mashaba grew up in Saarplaas Mines near Virginia where her family lived in the married quarters. She is the fifth child in a family of 10.

She saw the abhorring conditions at the mines at a very early age. Now 26 years old, Miriam works as an organiser of NUM to try and correct some of these irregularities.

The single sex hostels

should be abolished. They are not human. Men are separated from their families for a long time. And this creates many problems. In 1987 NUM made a resolution as part of their agreement to do away with these hostels. But so far nothing has been done.

Matric

After completing her matric at Mopedi Bapedi High school in Potgietersrus in 1981, she worked as a computer operator at the same mines where she grew up.

When NUM was established in 1983, her personnel officer encouraged her to join the new union. The conditions they

worked under then were very difficult, she said. They had no offices then. But operated under a tree.

The union is established now, judging by their plush offices in the centre of Johannesburg. Recruiting members then was not easy. Trade unions were not yet so well known to the mine workers. It was difficult to explain the need for trade unions. Today NUM boasts a membership of 350 000. And the number is still swelling.

Because of her hard work, she was promoted to national administrator. Her main duty is to see to the smooth running of officers all over the country. Solidarity she says plays a

big part in any trade unions, thus their slogan, "An injury to one is an injury to all".

Their solidarity extends to other countries. They are the affiliates of MIF (Miners' International Federation) which recently had a conference in Harare.

Enjoying

Miriam seems to be enjoying her job as an administrator. She is taking a course in industrial psychology through Unisa.

Nomsa Nkwaca is secretary to Cyril Ramaphosa, NUM's general secretary. Nomsa was born in Mofolo North in Soweto 24 years ago. She completed her high

school education at Mncube High in Soweto in 1983. Her father died in 1978. This affected the family a great deal.

Nomsa was in Standard 8 then. She did part-time jobs at a chain store in Johannesburg to help her widowed mother. She failed to continue with her studies after matric, because of these financial difficulties.

She worked full time for Edgars stores where as a shop steward she had her teething in trade unionism. It is during the Edgars strike in 1985 that she came to know people from the mine union.

"These comrades", she says, "came to give us moral support."

During that time she came to learn of some of the difficulties that mineworkers encountered. She felt determined to give a helping hand.

Retrenchments: Boland workers seek court aid

CAT. 7-14-57/139 Labour Reporter 1407

NEARLY 300 workers at Corobrik's Stellenbosch brick-making plant have applied for an urgent Industrial Court order restraining the company from retrenching employees before an existing dispute is resolved

The plant was set to close down on August 31, affecting about 320 manual and more than 300 casual workers, according to papers before the court

A Stellenbosch attorney acting for the workers said the parties had agreed to postpone the matter till tomorrow, with management undertaking to join talks aimed at resolving the dispute

About 290 workers, all members of the Construction and Allied Workers' Union (Cawu), are affected by a dispute over the nature and effects of the plant's closure

Star 6/9/89

(140A) (2)

57 000 NUM members down tools in protest

By Mike Siluma, Labour Reporter

About 57 000 members of the National Union of Mineworkers at more than 28 mines and refineries downed tools yesterday, the first day of protest action against the Labour Relations Amendment Act and today's election, the NUM said.

It accused management of forcing workers to go to work at gunpoint at Anglo's Elandsrand and Western Deep Levels gold mines on Monday night. Union spokesman Mr Jerry Majatladı claimed that at President Steyn gold mine, security personnel had surrounded compounds with Casspirs and herded workers underground.

Court interdict

Management served workers and the NUM with a court interdict to compel workers to resume work at Anglo-owned President Brand, President Steyn and Kriel mines.

Mr Majatladı said preliminary NUM figures showed night-shift workers at the Arnot, Kriel, Matla, Coal Estates, Bank, Blinkpan, TNC, Douglas, Van Dyk's Drift and New Largo collieries had refused to start work. Workers stayed away at Optimum, Goedehoop, New Denmark, Stitzkop, Ermelo and Usuthu.

About 11 000 workers downed tools at the Namaqualand, Finsch, Kimberley, Geology and Premier diamond mines, and 20 000 miners stopped work at Kinross, President Brand, Bracken, Marievale and Winkelhaak gold mines. Refineries affected were Impala, Rustenburg, Rand and Ergo.

An Anglo spokesman said 2 507 (28,5 percent) stayed away at the group's coal mines. The only gold mine affected was President Steyn, where 3 370 workers stayed away. About 33 percent of workers stayed away at Ergo Brakpan, 16 percent at Simmergo and 59 percent at Daggafontein.

Gold Fields of SA reported normal turnouts. A Rand Mines spokesman said the Douglas mine had an 80 percent stayaway and Van Dyk's Rus 100 percent.

The Anglo spokesman denied allegations that workers were forced to work at gunpoint and that Casspirs were used. He said eight workers were taken away by mine security after "preventing employees from going to work".

De Beers said about 2 000 workers stopped work at Koffiefontein, Finsch and Geology mines.

Genmin said the entire morning shift at the Bracken gold mine stayed away yesterday, 94 percent at Kinross, 53 percent at Marievale, 10 percent at Leslie and 1 percent at Winkelhaak. About 44 percent of workers did not report for work at the Impala Refinery.

There was a total stayaway at Usuthu, Ermelo and Kilbarchan collieries and 80 percent at Matla. About 80 percent stayed away at Samancor's Witbank plant.

Cuba 'keeping to agreements'

BELGRADE — Cuba assured the non-aligned summit yesterday that it remained committed to the agreements on Angola and Namibia, and was following its troop withdrawal timetable "in strict detail".

The Cuban commitment was made by the first vice-president, Mr Raul Castro, brother of Cuban leader Dr Fidel Castro.

Dr Castro announced at the last moment that he would not be going to the Belgrade summit. His brother said economic and political tasks and international duties were the reason — Special Correspondent

No-take

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LIZ ABRAHAMS became aware of the plight of Boland workers when, as a small child, she would listen to her mother complain about conditions at the food factory where she worked.

Abrahams, affectionately known as "Nana", herself became a factory worker when she left school after her father became an invalid, but in her youth she was not interested in union activities

"I took no notice of attempts to organise the workers. While others attended lunchtime meetings, I would sit in the sun and knit or play dominoes," she recalled

It was when she was chosen to represent her department on the factory grievance committee that Abrahams first began to think about exploitation at the factory

Struggles linked

"I saw that the bosses did not care about people but about productivity. Whatever one said to the boss, he would reply that we must try to work harder," she recalls

She was drawn into the Food and Canning Workers' Union and was elected to the branch executive in Paarl

"In those early years youth and workers did not consult each other but from the 1960s an awareness developed that our struggles were linked"

For most of this period the FCWU was the only progressive union in the area. The textile union in the area was a Trade Union Council of South Africa (Tucsa) union from which African workers were excluded

In the early 1960s, the State cracked down on activists hit the FCWU hard and several unionists, including Ray

ONE of the guests invited to the Food and Allied Workers' Union (Fawu) congress is veteran Boland trade unionist Liz Abrahams who organised Boland workers from the early days of Fawu's predecessor, the Food and Canning Workers' Union (FCWU). Her memories span several decades of the struggle of Boland workers.

Alexander and Becky Lan, were banned

Abrahams, who was herself later banned, was elected to replace Johnny Mentoor as general secretary

This meant she had to operate from the union head office in Cape Town and commute by train from her Paarl home every day

She recalls it was unheard of for officials to be late for work

"Ray Alexander used to say that if workers had to be at work when the hooter blew, then we should also be punctual for work"

Abrahams and her colleagues worked under constant harassment from the authorities

"We were detained in most areas where the union operated. The gov-

ernment tried to hamper us in every way possible"

One such occasion was when she was refused a permit to enter East London's African location. The union relocated its meeting and persuaded an Indian hotelier to allow them to use his building as a venue

The FCWU was the first union to affiliate to the non-racial trade union federation, the South African Congress of Trade Unions (Sactu)

Abrahams remembers Sactu did not have any paid organisers and each affiliate was expected to help the federation

"One day a week we would put aside our union work to do Sactu tasks

"The FCWU played a prominent role in Sactu campaigns

"There was a huge demonstration in the streets of Paarl in support of the Pound-A-Day campaign

"We also worked hard on the 'potato boycott' which started after we heard terrible tales of the hardships which workers suffered on potato farms

"Many of these workers had no skin left around their knuckles because they had to use their bare hands to dig potatoes out of the ground

"Sactu, the ANC and the Coloured People's Congress worked together on the campaign. We went from cafe to cafe in Paarl and spoke to

Veteran 'Nana' has paid her dues to food union



Workers at a rural co-op head home after a hard day's work

shopowners to persuade them to support the campaign

"Another big battle in our area was when Elizabeth Mafikeng was ordered to move to a remote part of Natal with only her youngest child

"There was a huge protest meeting in Paarl and we smuggled her out of the country to Lesotho

"Unrest erupted that evening in Paarl and a man who was on his way home from work was shot dead by the police. The State attempted to prosecute us but our lawyers, Albie Sachs and Sam Khan, proved that the State witnesses had committed perjury and the case was dismissed"

Although legislation forced FCWU to form a parallel union for its African members the two structures co-operated closely and the unity was reflected in the Paarl community — until Africans were moved to Mbekweni

Colour differences

"We lived alongside each other — were not aware of colour differences. The imposition of the Group Areas Act had a divisive effect but over the past few years the links between the communities have again been built," she said

Her commitment to the workers' struggle affected her personal life. Her husband objected to her continual absences and on several occasions she had to slip away from him

The issue was finally resolved when she told her husband that it was a choice between him and the thousands of workers she would have to choose the workers

She says he backed down and the topic was not mentioned again

A guiding principle throughout her life has been Oscar Mpetha's dictum: "We must get it right."

"Often we would suffer defeats, especially in the 1970s when the union went into a steep decline but always remembered what Oscar said and tried once more. And the effort paid off," Abrahams said

SOUTH AFRICAN CONGRESS OF TRADE UNIONS — FOOD AND ALLIED WORKERS UNION PRESS COMMUNIQUE

A SACTU — FAWU Consultative Meeting took place in Lusaka, the capital city of Zambia on 26 and 27 August 1989.

The meeting took place at a very historic period, with the apartheid regime in deep all-round political, economic and ideological crises. Our meeting enabled an exchange of frank discussions around common perspectives of a united, non-racial, non-sexist, democratic South Africa. We in this Consultative Meeting believe that every effort must be made by the food workers and all other workers in the trade union movement and the mass democratic movement to find a lasting political solution to the situation in our country.

Our shared objective is to build a society in which all our people will be treated equally, enjoying full political rights; and bringing an end to poverty, hunger, malnutrition, and shortages of housing, schools and health services.

Both delegations meeting here wish to express their indebtedness to comrade President Dr Kenneth Kaunda, the Party, the Government and the people of Zambia for their hospitality. We believe in the solidarity of workers of all countries and therefore feel the urgent need to make contact with the Southern African, African and international food unions, with the view to examining the present problems in our region.

We re-affirm our belief that there can be no peace in our country or the world until all forms of racial discrimination, oppression and exploitation are completely abolished.

We condemn the continued imprisonment of the father of modern trade unionism, 80-year-old Oscar Mpetha, founder member and leader of Sactu, last elected Cape President of the ANC, who has remained in the forefront of our struggle. The continued imprisonment of Mpetha, despite his age and ill-health, reflects the inhumanity of apartheid, under the leadership of FW de Klerk.

We demand the immediate and unconditional release of our militant and courageous leader, who has throughout refused to compromise with his apartheid jailers.

We totally reject the September 6 racist tri-cameral elections aimed only at further entrenching racist oppression, exploitation and repression against the majority. We have every confidence that the MDM, with the trade union movement as its core, shall intensify its campaign rejecting without reservation apartheid rule in our country.

The meeting welcomes the ushering in of a free and independent Namibia under the leadership of SWAPO and National Union of Namibian Workers. We pledge solidarity with the people and workers of Namibia.

**LONG LIVE FAWU! LONG LIVE SACTU!
LONG LIVE THE NATIONAL LIBERATION MOVEMENT!
LONG LIVE THE MASS DEMOCRATIC MOVEMENT!**

By CHIARA CARTER

POLITICAL policy and a programme of action is likely to dominate discussions at the annual Food and Allied Workers' Union (Fawu) congress in East London this weekend.

About 300 delegates are expected to attend.

In its three-year history Fawu, one of the first industrial unions formed under Congress of SA Trade Unions (Cosatu) policy, has been bedevilled by internal differences and a concerted attack from employers.

Differences between individuals and branches have tended to dominate past congresses

But Fawu president Chris Dlamini said the debates this year would be different because the union was determined to focus on the road ahead, especially the union's role in the struggle in South Africa.

The report by Fawu's general secretary, Mandla Gxanyana, which will include discussion of the union's political position, is likely to provide direction for such debate.

The report will include the ANC's constitutional guidelines, recent recommendations of the Organisation for African Unity and the ANC's position on negotiations.

Also covered in the report is the Namibian independence process and peace initiatives in Natal.

An important debate is likely to be the effect of peace initiatives abroad on the working class struggle at home.

The congress takes place days after the climax of the anti-LRAA campaign and Gxanyana is expected to include an assessment of the campaign and the workers' summit in his report.

The assessment will provide important markers for greater unity between Fawu and its Nactu counterpart, the Food and Beverages Workers' Union.

The focus of Mass Democratic Movement energies for the next month will probably be the anti-apartheid conference and Fawu delegates are likely to discuss this in some detail.

Another key issue is the union's relationship with international organisations, including the international food trade secretariat and food unions in Southern Africa.

Fawu has come out strongly this year on the issue of political prisoners and detainees and the congress agenda includes the advancement of the campaign for the release of jailed trade unionist Oscar Mpetha and restricted Fawu official Fikile Kobese.

In line with the union's new emphasis on mass participation, congress decisions will be presented to members at a rally on Sunday.

Determined to move forward



Committed to democracy — not only in the union

Q: There are many different industries which produce food. How is the union structured to organise these industries?

Dlamini: The union has three major sectors. These are milling and baking, drinks and beverages, and meat, dairy and poultry. There is a national organiser for each of these sectors. There are also co-ordinators for other more regionalised sectors such as fruit and vegetables, sweets and snacks and sugar.

Shop-steward committees, elected by workers at each factory, form the basis of our union.

Two shop-stewards from each committee represent the factory on the branch committee.

Branches in turn send representatives to the regional executive.

The union has five regions, each of which sends delegates to the national congress each year.

The congress elects the national executive which consists of the president, vice-president, treasurer, general secretary, education officer and a representative from the accounting, administrative and media departments.

Q: The slogan for this year's congress is "Organise, Mobilise and Fight for a Democratic Future". Could you explain what this means?

Dlamini: Our members as South Africans have suffered exploitation as a class and oppression as a nation. They see no difference between these two struggles. As workers we are part of the Mass Democratic Movement and are engaged in the national liberation struggle.

Apartheid has allowed capital to make gigantic profits by suppressing any struggle waged against the state and employers.

Ministers have dubbed the Living Wage campaign a "communist plot" and used state machinery in attempts to destroy the campaign.

Our members feel it is important to play a key role in the struggle for democracy in South Africa.

We understand democracy to mean a government ruling by the will of the majority so that we can begin to work towards setting up a socio-economic order that satisfies the needs and as-

pirations of all.

Madlala: People are geared up to fight but they cannot do that without organisation. Organisation is the necessary weapon of our people.

While Fawu has grown from 66 000 to 89 000 members, we still need to organise more workers. We hope to reach our target of 100 000 members this year.

It is not enough just to organise. We must also mobilise our members. Here education plays a vital role and our education department is a pillar of our struggle.

For an organisation to survive and to move forward unity is essential.

Perreira: The underlying theme of the congress is to solidify our political position and define the role we intend to play within the MDM.

After Fawu's mass rally in the Eastern Cape earlier this year and the Cosatu congress, Fawu has widely been dubbed as a "populist union". Do you agree with this label?

Madlala: Much depends on your understanding of the term.

Whoever termed us that on the basis of our role at the Cosatu congress was naive. Fawu is grounded in the structures set up by our members and whatever the Fawu delegation said at the Cosatu congress was based on mandates from our members.

Malepe: Food workers have a long tradition of being part of the freedom struggle.

Leaders such as Oscar Mpetha and Ray Alexander played an important role in both community and trade union struggles. This tradition is being carried forward by our members.

Food workers were a strong grouping within the South African Congress of Trade Unions. Sactu never saw the workers' struggle as separate from the freedom struggle but rather as intertwined.

Dlamini: If workers see themselves in isolation from the MDM they are heading for class suicide.

Accepting that workers play the leading role in the struggle, how can they lead themselves?

Workers' organisations must fight



Fawu president Chris Dlamini

within the trenches of struggle alongside all progressive organisations.

Not everyone within Fawu shares the same political views. How does the union view political dissidents within its ranks?

Malepe: When you organise workers you don't ask their political affiliation. In the process of organising, workers receive political education. They are free to discuss issues openly.

A certain political viewpoint is dominant because it is supported by most of our members. Other tendencies in the union are a drop in the ocean.

If you believe in democracy, then the majority gives direction to the union.

Dlamini: Our guiding principle is majority rule. Even if I don't agree with a certain line, I am guided by the majority decision.

We do not wish to suppress minority views because we believe in freedom of expression. It is through rigorous debate that ideas have solidified in the union.

One of the items on the congress agenda is international links. What stance does Fawu hold on such links?

Perreira: Fawu believes in working class internationalism.

We wish to build links abroad but not to be aligned to any particular

THE Food and Allied Workers Union hopes to reach its target of 100 000 members this year and get deeper into the trenches of struggle alongside all progressive organisations while promoting greater democracy within the union. And all this despite the Labour Relations Amendment Act, threats of being sued for loss of production and numerous interdicts, CHIARA CARTER discovered in an interview with Fawu president Chris Dlamini; vice-president Peter Malepe; secretary Mandla Gxanyana; assistant secretary Mike Madlala, and treasurer Irwin Perreira.

grouping. Instead we intend to steer the middle course with the right to associate with whoever we choose.

Dlamini: We want to work towards our ultimate objective of worker unity by building solid links between workers in Africa and especially in Southern Africa.

Not being aligned does not mean we have no stance. Instead it can best be described as being "positively neutral".

Fawu is one of the unions which has done the most to mobilise its members against the Labour Relations Amendment Act (LRAA). How has the act affected the union?

Dlamini: The LRAA has affected our members in many disturbing ways. We have suffered interdicts, three companies have threatened to sue us for loss of production and cases have been repeatedly referred to court, which is a financial drain on us. Companies have not gone into negotiations this year in good faith.

Employers want to reverse the gains won by workers over years of struggle.

Malepe: The way employers are trying to break us is indicated by the demands put forward by Premier at this year's wage negotiations. The company now wants us to negotiate at plant level rather than nationally. This will have the effect of dividing workers and weakening their collective strength.

Dlamini: We think employers have miscalculated. Our members are determined to defend their gains and surge forward towards democracy. Workers are on the march to freedom.

Malepe: The fight against the LRAA is part and parcel of the Defiance Campaign. Many of our members are involved in the campaign through community organisations.

At the Cosatu congress Fawu motivated strongly for unions to be financially self-sufficient. Why does the union regard this as so important?

Perreira: Self-sufficiency is a guiding principle of our union. This goes back to the pre-Fawu days of the Food and Canning Workers Union and the Sweet, Food and Allied Workers Union.

We have a proud record of our organisational costs being covered entirely from subscriptions.

This has become more important than ever because of the (Disclosure of) Foreign Funding Act.

No-one can tell us that money does not have strings attached.

No money is ever given without a donor having a political agenda. One often doesn't know where the money comes from. For example the ICFTU channels funds via other organisations.

Our belief in self-sufficiency is linked to our belief that workers must control their own organisation.

There has been much talk about deep divisions within Fawu. What is the situation now in the Eastern Cape where there was a split in the union after two officials refused to support the Workers' Summit?

Gxanyana: The divisions in the Eastern Cape were the result of the actions of a few individuals. While there was some initial confusion among our members in the region there is no division as such. The two officials concerned were dismissed and workers in East London and Port Elizabeth now understand the situation. It is only in Queenstown that there is still considerable confusion.



By CHIARA CARTER
A LANDMARK inaugural congress due to take place at the University of the Western Cape next weekend marks the formation of a giant new union for clothing workers.

The new union, to be called the South African Clothing and Textile Workers' Union (Sactu), is being formed from a merger between the Garment and Allied Workers' Union and the Amalgamated Clothing and Textile

Giant union for clothing workers

Workers Union of South Africa (Actwusa). With about 190 000 members, Sactu will

be the third largest affiliate of the Congress of South African Trade Unions (Cosatu). About 600 delegates are

expected to attend the inaugural congress which follows the signing of a historic merger agreement in Johannesburg last month by the presidents of the

two unions

The draft constitution of the new union has already been finalised and will be discussed at the congress where officebearers will

also be elected.

The merger marks the first time in more than a century that there is one national union in an industry which has been

plagued by regionally based unions

It was originally hoped that the new union would include leatherworker unions but these unions have remained outside the merger.

A Gawu spokesperson said that both Actwusa and Gawu have been organising workers in the leather industry and that the new union would continue this process.

He said Actwusa already had a seat in the national council for the leather industry in the Transvaal.

Curbs defied



Handwritten signature or initials.

Union battle with Da Gama

A bitter trade union-recognition battle has erupted at the Da Gama Textile Company, the last major textile firm in South Africa to resist unionisation, according to Cosatu's Amalgamated Textile and Clothing Workers' Union (Actwusa).
Accusing the firm of "union-bashing" and warning that it would become the focus of a major union campaign, Actwusa said more than 1 200 workers, an overwhelming majority, had balloted for strike action at the company's East London factory.

140A

Star 8/9/89

(140A) BR

wmail 8-14/9/89.

STAYAWAY AND A NATION-WIDE STAYAWAY ON POLLING DAY

Stayaway: Not as long as last year, but as sweeping

STAYAWAYS in South Africa are becoming less frequent but bigger, better organised and part of a sustained programme of protest by organised labour.

That's the conclusion of the Labour Monitoring Group (LMG) in the wake of this week's protest by up to three million workers around the country to register their opposition to the elections and the Labour Relations Act

While it did not last as long as the marathon three-day work boycott against the labour law in June last year, this month's stay-at-home was comparable in size

And like last year's protest it was marked by co-operation and growing solidarity between the Congress of South African Trade Unions (Cosatu), the National Council of Trade Unions (Nactu) and a number of independent unions

A novel feature of the stayaway was that it was conceived as part of a sustained campaign against the Labour Relations Act (LRA), rather than a one-off display of collective muscle. The wider campaign includes calls for an indefinite ban on overtime from September 13 and a one-month consumer boycott of stores in the CBDs of white cities

Another characteristic was the relative absence of intimidation and violence — methods used frequently by township youth to enforce stayaways in the insurrectionary period between 1984 and 1986

An in-depth survey by the LMG, an academic monitoring group, indicated an 80 percent stayaway in both the Eastern Cape and Durban and a 70 percent stayaway in the PWV area on Wednesday. Surprisingly the stayaway in Cape Town, the area which has become the centre of defiance, was less successful — only some 40 percent of workers did not go to work

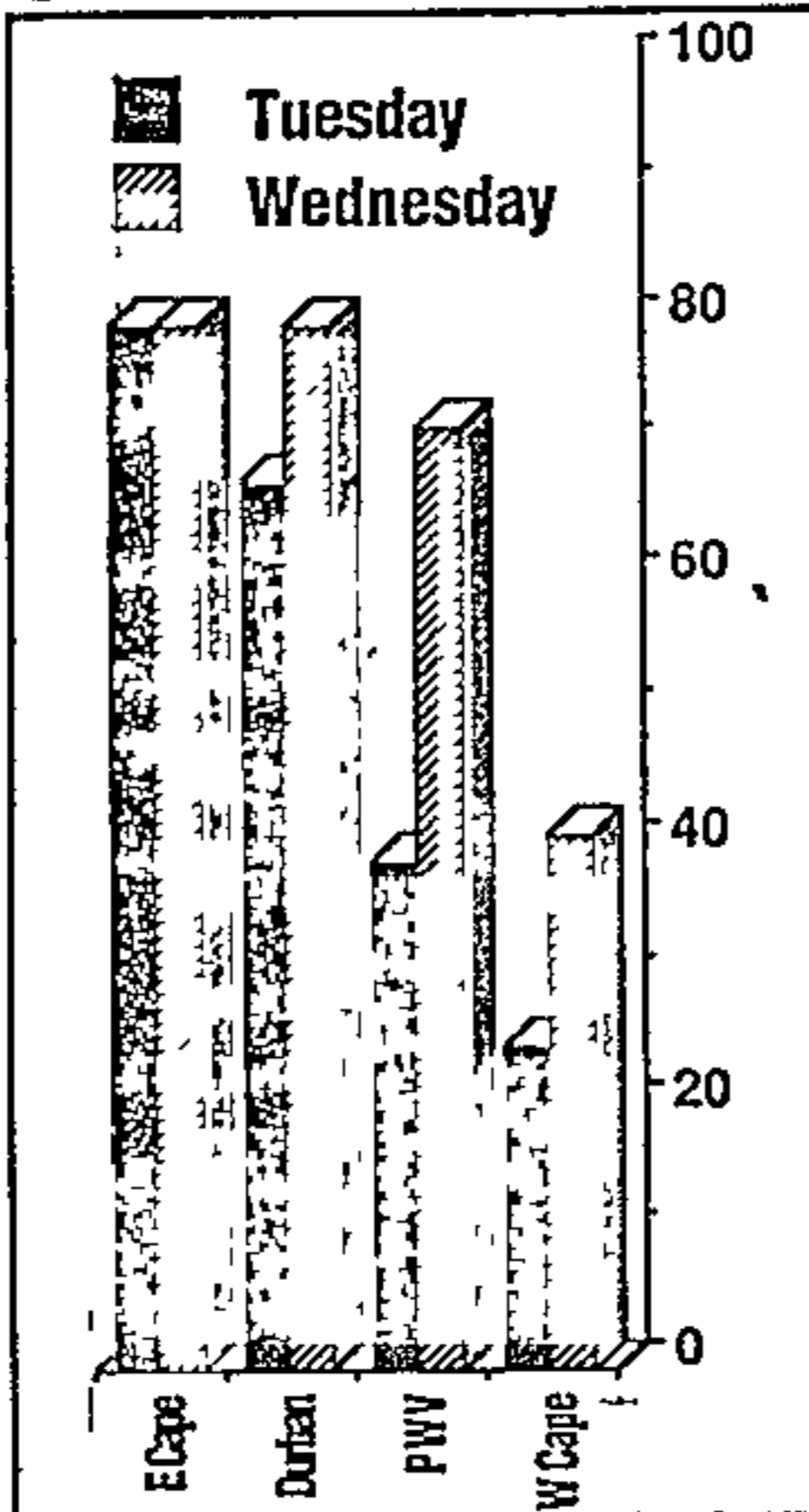
The mass democratic movement said in a statement this week that LMG figures were likely to be conservative as they were based on management sources

"These protests must be seen against the backdrop of worker action against the LRA," the statement said. "This massive national action demonstrated our people's determination to commit themselves to and intensify a programme of united mass defiance which will result in the eradication of the crime of apartheid and the creation of a new South Africa"

Nactu general secretary Piroshaw Camay said the stayaway had been almost 100 percent firm on the PWV

"The response to the stayaway call was marvellous and indicated that the vast majority is firmly committed to

The labour stayaway was overshadowed by the elections, but observers believe that at least three million workers chose to stay away in protest. By EDDIE KOCH and CASSANDRA MOODLEY



Stayaway percentages by region, according to figures compiled by the Labour Monitoring Group

developing a government for the people and by the people"

The LMG noted that the economic sectors most affected by the stayaway were the chemical, textile and clothing, and motor and metal industries. The food sector was hit to a lesser extent and there were indications that a higher proportion of miners responded than during the 1988 protest. The LMG said preliminary figures indicated a six percent stayaway on collieries and gold mines, Cosatu claimed 100 000 workers had taken part in the largest political protest ever in the industry.

Negligible action took place in the rural towns of the Orange Free State and the Transvaal. "Although there was no widespread stayaway in Rustenburg a few companies were severely affected and in the Eastern Transvaal 19 percent of workers stayed away," the LMG said

"On Wednesday, a 12 percent stayaway was reported in the Transvaal country districts while towns in the Orange Free State experienced a stayaway of less than 10 percent"

The stayaway was the outcome of a call, made at a workers summit in Johannesburg a fortnight ago, for trade

unions and community organisations to consult on a programme of action against the September 6 elections and state repression.

Last week Cosatu called for a national stayaway on September 5 and 6, while Nactu urged that only September 6 be observed as a day of protest against the elections.

Confusion over the dates may have accounted for the extent to which the stayaway was observed — patchy on day one and escalating on election day. Compared to the 80 percent stayaway on Wednesday, Durban recorded only a 68 percent stayaway on Tuesday. The PWV figure for absent black workers was 39 percent on Tuesday but rose to 72 percent on Wednesday

The LMG listed additional reasons for this pattern as

● The fact that Wednesday was election day gave a clearer political reason for the stayaway

● Difficulty with public transport on Wednesday because Putco buses were not operating. However, taxis were less frequent on both Tuesday and Wednesday

An LMG representative said the small response in the Western Cape was that the region comprised smaller factories organised by more conservative unions. "The workforce also comprised a considerable number of 'coloured' workers who were less supportive of the protest than other black workers"

A National Union of Mineworkers representative said workers in Western Deep Level, Saaplans and President Steyn goldmines had been forced underground by mine security. At Western Deep, mine security were assisted by the South African Police, said NUM press officer Jerry Majatladi. Chamber of Mines representative James Duncan categorically denied the allegations

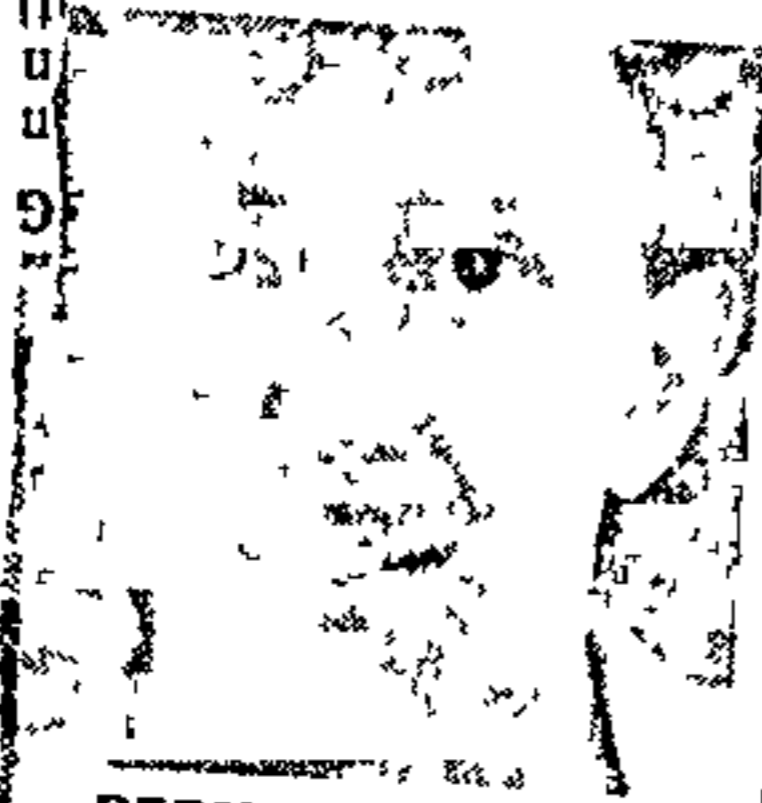
Management responses in the LMG survey indicated a general policy of no work/no pay/no penalty, the LMG said. However, "a small percentage of employers indicated they would be taking a harder line on absent workers"

Bobby Godsell, chairman of the SA Consultative Committee on Labour Affairs (Saccola), said it was unclear to employers whether the stayaway was aimed at the elections or the labour law. He did think the action would strengthen the bargaining power of unions in negotiations with the employer body

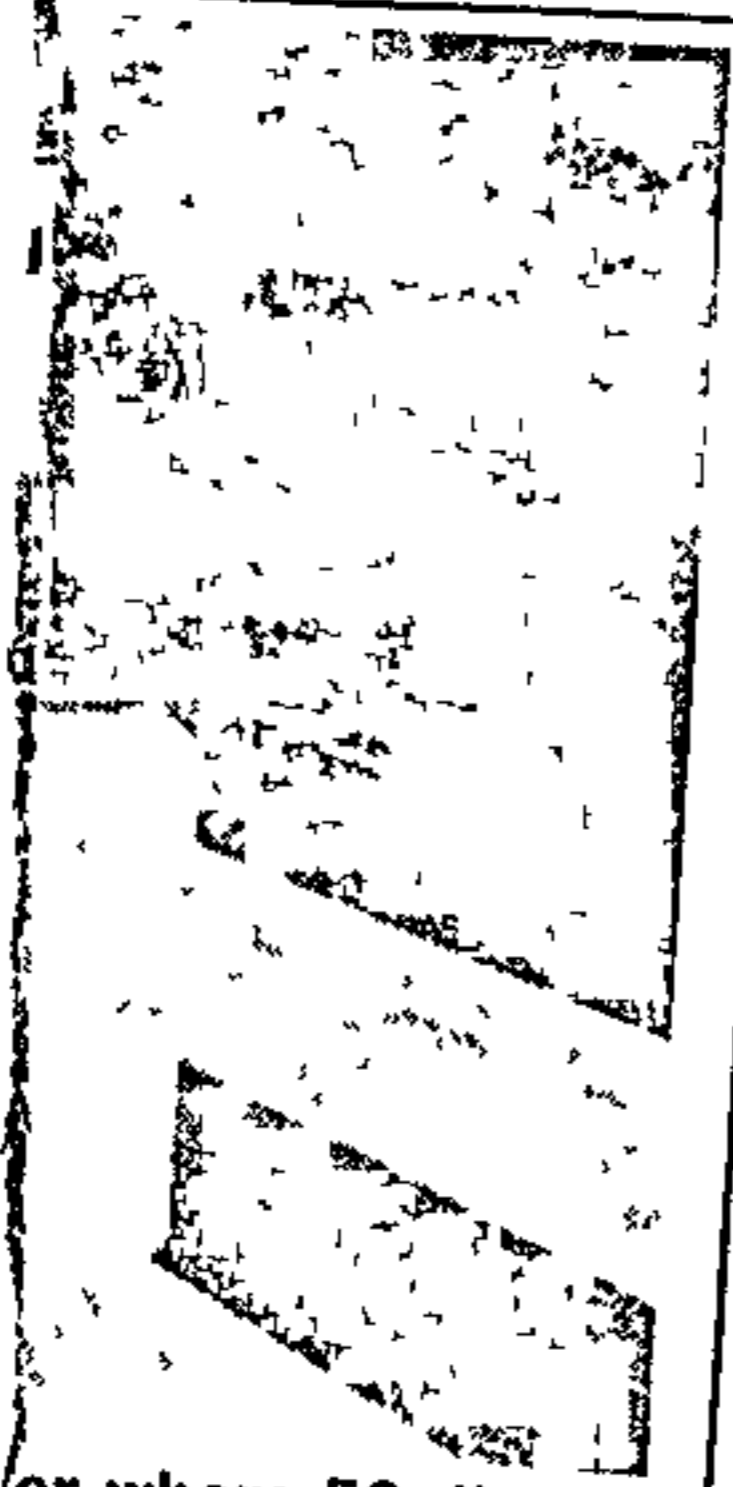
"Saccola is totally committed to negotiations with unions on the subject of the LRA and does not need to be pressurised into talks by a stayaway. We are ready to meet at Nactu and Cosatu's convenience," he said

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BERNARD LEVINE
Don't be greedy in bed



er where 53 died

140A
~~140A~~

Two die over a white teacup

By CHARIS PERKINS
and ANDREW GILLINGHAM

THE National Union of Mine Workers has claimed that a miner was killed because he defied apartheid by drinking from a teacup reserved for whites. In a Weekly Mail advert, the NUM "saluted the memory" of union shaft steward Mr Jeffrey Njuza — who was shot by a production supervisor at Johannesburg Consolidated Investments' Rustenburg Refineries last week. The supervisor, Mr Ockert Vermeulen, was found dead minutes later with a gun at his side. Workers at the refinery downed tools in protest. The NUM said in the advert that Mr Njuza was shot "because he had defied apartheid by drinking from a cup reserved for whites". "At Rustenburg Refineries JCI has refused to abolish segregation". The company is investigating the incident.

2/9/88
5 Times

Union condemns deaths at mine

THE National Union of Mineworkers has condemned "in the strongest terms" the killing of three mine-workers by security staff at Kinross Mine near Evander on Friday night.

A NUM spokesman has said the union viewed

the killings of workers as "a gross violation of human rights and a threat to the good human relations presently prevailing. "Basically, Gencor used live bullets to intimidate union members who had been involved in protest action against the general election."

South Africa 11/19/89

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~~140.11~~

Cosatu march puzzles council

8/27 11/9/89 (1409)
A Germiston City Council spokesman said he could not understand why about 50 Cosatu members staged a march at Germiston Lake yesterday, as the facilities had been opened to all races for some time.

A Cosatu spokesman said the group was marching in protest because the lake should be open to all.

A Parks Department official told the group they could go into the lake provided they paid a 20c levy which all pedestrians entering the lake had to pay.

Bus strike ends in settlement

Star 17/9/89
By Drew Forrest

Settlement has been reached in the three-and-a-half week Durban municipal bus strike, one of the largest and longest strikes of its kind in SA labour history

The dispute, which has reportedly cost the Durban Transport Management Board (DTMB) R4 million and which affected more than 200 000 commuters daily, paralysed municipal bus services in Durban's white suburbs and the neighbouring black townships

Workers have accepted a deal hammered out in mediation and agreed at a mass meeting at the weekend to return to work today, said the general secretary of the Transport and Gen-

eral Workers Union, Ms Jane Barrett

Involving 1200 drivers and workshop staff, the strike centered on demands for a 20 percent pay rise and later the reinstatement of dismissed strikers

It was marked by a "remarkable degree of unity and discipline" according to Ms Barrett.

PAY NEGOTIATION (140A)

While over half the drivers belonged to Cosatu's TGWU, 350 are Indian members of the Durban Integrated Municipal Employees Society and 250 members of the Inkata-linked Natal Municipal Transport Employees Association

The strike took off on August

16 after deadlock had been reached in pay negotiations. The unions rejected the DTMB's 16 percent wage offer, demanding the 20 percent recently awarded to other council employees in a wage arbitration

Although the final agreement reached in the early hours of Saturday stipulated that the terms of the settlement may not be disclosed, it is understood that all the fired workers are to be taken back

Although by law municipal disputes must be referred to the courts for arbitration, Mr Barrett said the workers had taken direct action because they could not accept the delays entailed in using the courts



Union in historic pay accord

The Argus Correspondent

JOHANNESBURG — The National Union of Metalworkers (Numsa) has reached a historic pay and working conditions agreement with six motor industry manufacturers affecting about 30 000 workers, a union spokesman said

Numsa spokesman Mr Les Kettledas said the agreement would "eliminate differences in the benefit packages among the different manufacturers, and has laid the basis for

greater uniformity of conditions of employment within the automobile industry in South Africa".

The agreement, effective until June next year, provides for

● New minimum rates of pay ranging from R5,50 an hour for an unskilled workers to R9,66 an hour for skilled workers

● The establishment of a joint union/management sub-committee to review the different job grading systems appli-

cable within the industry, with a view to setting up an alternative and uniform system of grading

● Individual increases on actual earnings of R1 an hour up to R1,60 an hour, backdated to July 1 this year.

● A 40-hour working week.

● The recognition of March 21 (Sharpeville/Langa Day), May 1 (May Day) and June 16 (Youth Day) as paid holidays

● A 13th cheque from January next year

... said no one was suffered serious injury during the stampede, when the angry

Mkwane said police were called on to end the trouble. - Sapa.

Sasol strike escalates

STRIKE action over pay escalated at Sasol's four plants in Secunda yesterday amid a welter of conflicting intimidation claims by both management and the Chemical Workers' Industrial Union (CWIU).

Sasol's media manager, Jan Krynauw, said more than half the 3 200 at Sasol 1 and 2 and the company's explosives and fertiliser plants had failed to turn up for work yesterday.

Sowetan 12/9/89



(140A)

011-13000000
Dunlop Building, 1st Floor

Consumer action delay

CONSUMER action called by Nactu, Cosatu and independent unions - and which was to have taken place today, has been postponed to September 22 according to spokesmen of these organisations

By postponing it to next week the consumer action will coincide with the ban of overtime work by members of unions affiliated to the two federations

By **LEN MASEKO**

Another shift from the resolutions taken at the second Workers' Summit held at Shareworld about three weeks ago will be on the length of the action

Planning

It will only last for two weeks, between September 22 and October 6,

not for a month as had been originally planned.

Cosatu's general secretary, Mr Jay Naidoo, said the decision to postpone the action was taken at a meeting between his federation and Nactu last Friday. The two federations had met to discuss further action against controversial amendments to the Labour Relations Act (LRA)

He said "It was agreed (by Cosatu and

Nactu) that we go ahead with the summit's recommendations for a withdrawal of purchasing power and an overtime ban

"However, the date for the commencement of these actions was postponed from September 13 to 22 for two reasons

(1) To give Saccola and other employers the opportunity to meet our

● To page 2

Sowetan 12/9/89

140A

From page 1

demands on the LRA (2) To give our members adequate time to prepare and discuss guidelines for these actions," he added.

Nactu official Mr Cunningham Ngcukana said the overtime ban would end on the same day as the consumer action. The action would be reviewed "from time to time", he said.

Sowetan 12/9/89

Government said yesterday... executive said...

Union federations disagree on stayaway

B Day 12/9/89

140A

182

181

NACTU and Cosatu publicly disagreed yesterday on a possible work stayaway today, as the two federations geared up for the resumption of their negotiations with employer federation Saccola on the Labour Relations Act

Nactu, which did not support last Tuesday's work stayaway, announced today's planned action "against the LRA" Today is also the 12th anniversary of the death in detention of black consciousness movement (BCM) leader Steve Biko Nactu said the August 26 worker summit had resolved on such action

However, Cosatu general secretary Jay Naidoo said there was no truth in "rumours" that Cosatu or the mass democratic movement had called for a stayaway today

The Nactu/BCM protest got underway yesterday with a picket by about 100 chanting Azapo support-

ALAN FINE and SIPHO NGCOBO

ers outside a Johannesburg branch of First National Bank against the bank's sponsorship of the recent international rugby tour

The demonstrators, all waving anti-FNB posters and placards, had earlier gathered at the Johannesburg city library to mark the start of commemoration services for the late Steve Biko

Companies

They dispersed after a police warning that the gathering was unlawful

Saccola chairman Bobby Godsell said yesterday companies with which he had been in contact "do not expect a stayaway of any size"

Both Cosatu and Nactu announced they had postponed for nine days to September 22 other anti-apartheid and anti-LRA

protests

Cosatu said the delay was, to give Saccola and other employers the opportunity to meet union demands on the LRA, and to give members adequate time to prepare for these actions

Godsell and Nactu general secretary Piroshaw Camay confirmed a meeting between Saccola and the unions was scheduled for Thursday, with a further two days set aside for talks next week.

Camay said at Thursday's meeting unions would seek clarification on Saccola proposals and, where it existed, would confirm areas of agreement

Saccola has proposed urgent joint submissions to the National Manpower Commission on the deletion of section 79(2) of the LRA

The SA Agricultural Union, the NMC, the Commission for Administration and Sats have been invited to attend Thursday's meeting



A protest against First National Bank in Johannesburg yesterday included a placard protest to mark the death of black activist Steve Biko.

Picture BRIAN HENDLER

Petroleum
workers on
strike at

BP, Sasol

140A
12/9/87
ALAN FINE

ABOUT 2 000 petroleum sector workers, all members of the Chemical Workers' Industrial Union (CWIU), at Sasol, Secunda, and BP SA, were on strike yesterday in support of disputed wage demands

The companies said production and deliveries were unaffected at this stage

Sasol and the CWIU, who agreed that more than half of the 3 200 Secunda workforce were on strike, charged each other with acts of intimidation in the action which began in a small way a week ago

A Sasol spokesman said management had met 500 workers on Sunday to discuss methods of safeguarding them against intimidation. He said employees were assured Sasol would strive to ensure that loyal employees were allowed to continue with their work.

A CWIU spokesman said Sasol security was going from room to room in company hostels urging employees to report for work, and trying to force members to make false statements alleging intimidation against strikers

The union said it was open to further negotiation, and was attempting to set a meeting with management for this purpose

CWIU members at a number of BP work sites began their strike on Friday. The parties are to meet today in an attempt to resolve the dispute. Issues in dispute include the equalisation of wages within job grades, maternity and paternity leave, hours of work, sports sponsorship, educational assistance for employees and their children and job security proposals

The CWIU puts the number involved at 350, while a BP spokesman said 200 were on strike

Industry-wide wage agreement

B/Day 12/9/89 (2/3) (1/20/89)

NUMSA and six of SA's motor manufacturers yesterday concluded their first industry-wide wage agreement after several weeks of talks which included the two-week stoppage last

month at four plants
Numsa official Les Kettleidas said the "historic" negotiations had resulted in the elimination of differences in the benefit packages among the different manufacturers, and "laid the basis for greater uniformity of conditions of employment within the industry SA"

ALAN FINE
into line with the 40 worked at other companies
May 1, June 16 and March 21 are to be paid holidays, employees with long service will receive up to an additional six days annual leave, and from 1990 all workers will become entitled to a 13th cheque

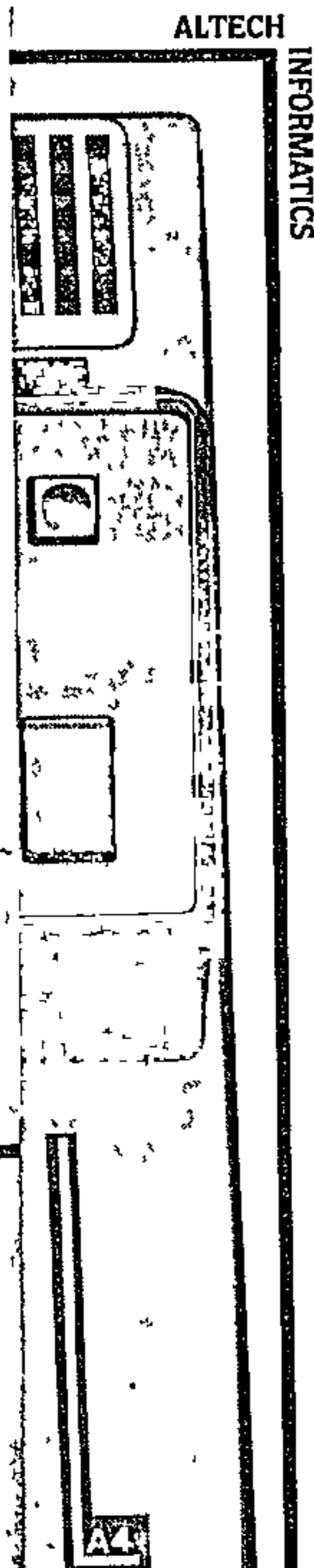
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He said the agreement, which affects 30 000 employees, took the minimum hourly wage up by R1 to R5,50 Across-the-board increases of R1 to R1,60 were also agreed At Samcor, Pretoria, an additional 50c an hour would be paid to all workers so as to create parity with the other companies, Kettleidas said

The agreement also provides for the creation of a joint union/management training board for the industry, designed to ensure equal and increased technical and vocational training for women and youth. All pension funds are to be transformed into provident funds

It was also agreed that hours of work at Toyota and Nissan, the two manufacturers at which a 45-hour week is worked, would bring their weekly hours

Another joint committee is to be established to review the different grading systems used by the different manufacturers "with a view to recommending an alternative and uniform



Final offer made to 'talks-stalling' Fawu

ALAN FINE (1409)
SOUTH African Breweries (SAB), accusing the Food and Allied Workers' Union (Fawu) of attempting to stall wage talks until the peak summer season, announced yesterday it had made a "final offer" to Fawu of a 16% wage increase for union members in 1989

This follows the failure of the parties to reach agreement after two conciliation board hearings and mediation

The SAB offer includes a R1 063 monthly minimum wage, while Fawu's latest demand stands at R1,80 an hour, or 38%, with other demands including paternity leave and various bonuses, taking the overall demand to 150%, according to an SAB estimate

Fawu national organiser Rajen Naicker denied it was the union's intention to delay the conclusion of talks and said the union's position remained negotiable He said Fawu had already substantially reduced its initial proposal, which represented the "true and actual needs" of its 6 000 members at SAB

Meanwhile SAB human resources director Rob Childs said the original 300% overall demand was "ludicrously high", and management assumed that its intention was to delay negotiations

SHAI
301
FAX

Industry-wide wage agreement for motor makers

13/Dec 12/9/89 11:07 AM

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ALAN FINE

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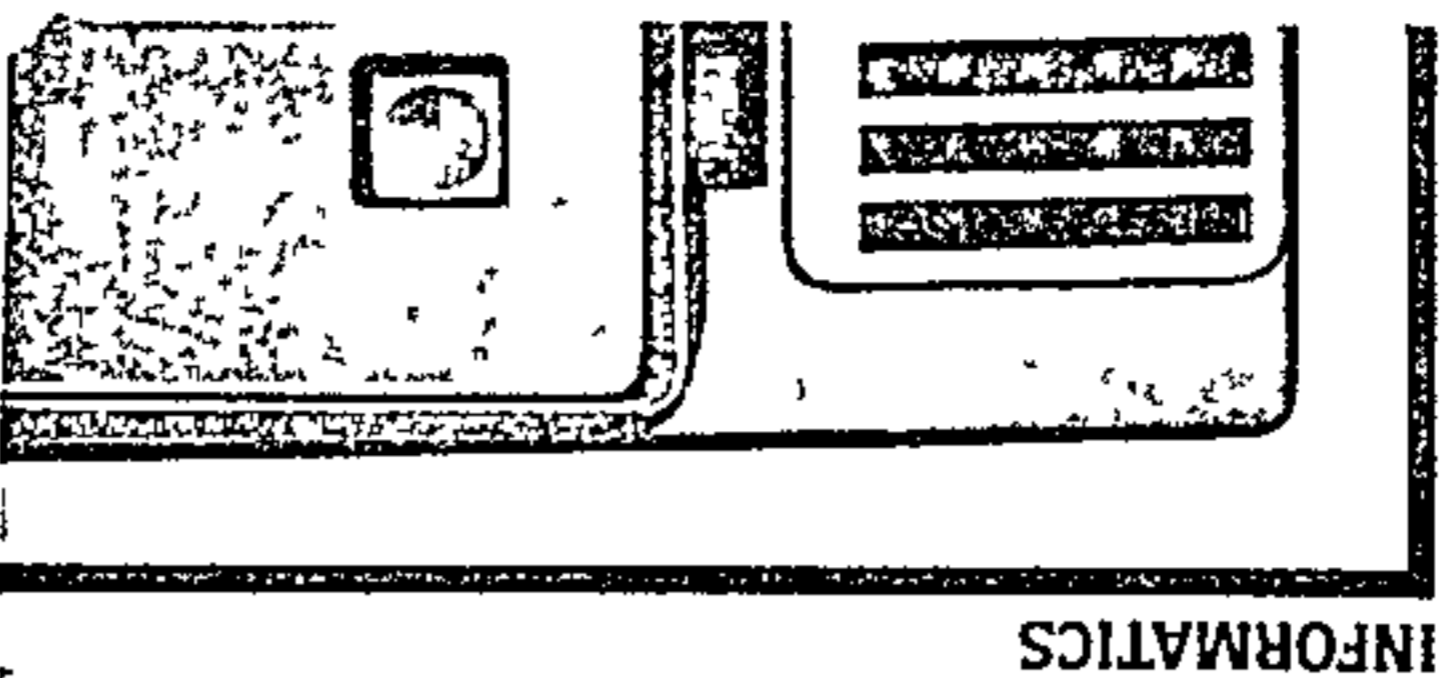
grading system"

All female employees are to become entitled to six months unpaid maternity leave. During the first three months, the employers would contribute to employees' pension and medical aid funds.

Finally, the agreement sets out formula's for severance and other payments

in the event of retrenchments, temporary lay-offs and short-time work.

Numsa and Goodyear are to continue talks today in attempt to resolve the 10-week-old strike involving 1 200 employees backing demands for compensation related to the disinvestment by the company's former parent



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Industry-wide wage agreement

B/Day 12/9/89

1407

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ALAN FINE

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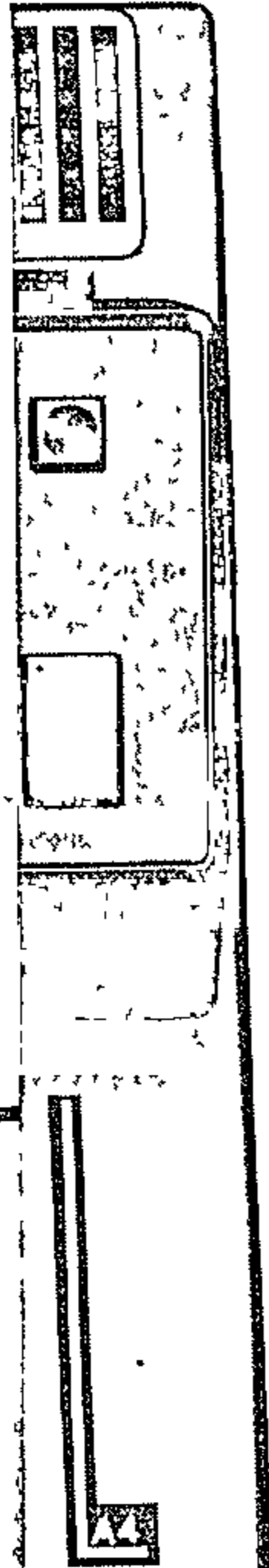
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INFORMATICS



Final offer made to 'talks-stalling' Fawu

ALAN FINE

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This follows the failure of the parties to reach agreement after two conciliation board hearings and mediation.

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SHAF
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FAX

Cosatu denies stayaway 'rumour'

CAPC Tuis
12/19/89
(1401)

JOHANNESBURG. — Nactu and Cosatu publicly disagreed yesterday on purported plans for further protests timed for today, as the two federations geared up for the resumption of their negotiations with employer federation Saccola on the Labour Relations Act

Nactu, which did not support last Tuesday's work stayaway, announced today's planned action "against the LRA" Today is also the 12th anniversary of the death in detention of black consciousness movement (BCM) leader Steve Biko Nactu said the August 26 worker summit had resolved on such action However, Cosatu general secretary Jay Naidoo said there was no truth in "rumours" that Cosatu or the mass democratic movement (MDM) had called for a stayaway today

The Nactu/BCM protest got underway yesterday with a picket by about 100 chanting Azapo supporters outside a Johannesburg branch of First National Bank against the bank's sponsorship of the recent international rugby tour

Saccola chairman Bobby Godsell said yesterday companies with which he had been in contact "do not expect a stayaway of any size"

Both Cosatu and Nactu announced they had postponed until September 22 other protests, including a two-week "withdrawal of purchasing power from white business" and an overtime ban

SAB'S FINAL WAGE OFFER

THE South African Breweries' beer division has made a final minimum monthly wage offer of R1 063 to all members of the Food and Allied Workers Union, which has been conducting wage negotiations with the company (140A)

13/9/87
SAB said in statement that the final offer, which represented a 16 percent increase had been made as a result of the union refusing to back down on its demand for as 38 percent increase in wages and 150 percent hike overall

We are reluctant to make a final offer, but have no choice in view of Fawu's delaying tactics, said human resources director Mr Rob Childs

Childs accused the union of "persistent lack of movement" and said its original demand for a 300 percent overall increase was aimed at stalling negotiations into the peak summer season when demand for beer was high

Details of the final offer have been circulated to all employees the SAB director said

Fawu spokesman could not be reached for comment yesterday

Police stop ^{140A} buses going to Sasol demo in Jo'burg ~~1~~

Star 13/9/84
By Drew Forrest

A trade union demonstration planned to take place outside Sasol's offices in Rosebank, Johannesburg, was thwarted yesterday when police stopped buses carrying workers in Leandra, according to the Chemical Workers Industrial Union (CWIU)

The planned protest is a sequel to the pay dispute at Sasol's four plants in Secunda, which has sparked a week-long strike now involving about 1 600 workers, or 50 percent of the workforce. Police confirmation that demonstrators had been turned back could not be obtained.

Sasol's media manager, Mr Jan Krynauw, confirmed the strike continued yesterday. Management and union representatives were locked in negotiations.

INTIMIDATION

Workers are demanding a R150 a month across-the-board increase. Management has offered R120 on the minimum wage scale for unskilled recruits.

Yesterday, both parties to the dispute accused each other of intimidating workers. Mr Krynauw said a meeting called by workers to discuss alleged intimidation had drawn 500 employees at the weekend.

In a counterblast, the CWIU's Mrs Chris Bonner said workers wishing to meet on hostel premises had been threatened with arrest under the emergency regulations, while Sasol security had tried to force workers to make statements falsely implicating colleagues in intimidation.

Three workers had been arrested and charged with intimidation, she added.

Numsa (140A) talks stalled

WAGE talks between the National Union of Metalworkers of South Africa and employers in the motor industry have deadlocked over increases.

Numsa demands a 20 percent across-the-board increase while management is offering a 12.5 percent rise subject to certain conditions.

Numsa official Mr Les Kettlelas said some of the conditions put forward by the employers were that petrol attendants should be granted a five percent increase only and that clerical employees, shop assistants and salespeople in small towns should be given no pay hike.

Union clinches historic pay deal

By Mike Siluma,
Labour Reporter

The National Union of Metalworkers of SA (Numsa) has reached a historic pay and working conditions agreement with six motor industry manufacturers affecting about 30 000 workers, a union spokesman said

Numsa spokesman, Mr Les Kettle-das, said the agreement would "eliminate differences in the benefit packages among the different manufacturers, and has laid the basis for greater uniformity of conditions of employment within the automobile industry in South Africa."

Unskilled workers

The negotiations were the first ever held at a national level between the union and car manufacturers

The agreement, effective until June next year, provides for:

- New minimum rates of pay ranging from R5,50 an hour for unskilled workers to R9,66 an hour for skilled workers
- The establishment of a joint union/management sub-committee to review the different job grading systems applicable within the industry, with a view to setting an alternative and uniform system of grading
- The recognition of March 21 (Sharpeville/Langa Day), May 1 (May Day) and June 16 as paid holidays.
- A 13th cheque from January 1990.
- Improvements to maternity leave and retrenchment benefits

More than 12 000 workers engaged in a week-long strike at several car factories to express dissatisfaction with the progress of the talks last month, leading to the closure of Samcor, Toyota and Volkswagen plants.

'Intimidators' now use adverts

Killing of two colliery workers investigated

ALAN FINE

140A

MINE management, the SAP and the NUM have launched investigations into the murders of two employees at Anglo American's New Vaal Colliery in the northern Free State on Monday evening.

The killings occurred after a period of tension at the colliery. Events included a brief bus boycott and the dismissal of two NUM shop stewards for, according to the NUM, allegedly intimidating workers into supporting the boycott.

A New Vaal spokesman said one of the deceased was an employee who had given evidence at the disciplinary hearing which led to the dismissals.

He said it was believed a group of employees assaulted individuals which resulted in the death of the two employees and injuries to others.

"This incident again highlights the importance of a code of conduct to ensure both the prevention and peaceful resolution of conflict," he added.

A NUM spokesman said the union would be in contact with Anglo head office soon to discuss the matter.

Seven employees were questioned by police but, an SAP spokesman said, no arrests had been made yet.

The NUM spokesman said it appeared the deaths occurred as workers were being dispersed by police. They had been waiting for a report back on a meeting between shop stewards and management.

Yesterday's police unrest report on the incident said blacks had clashed at a hostel at Viljoensdrift, resulting in the death of a man and serious injuries to three others (One of the injured later died).

Stayaway call ignored after disagreement

SIPHO NGCOBO

A WORK stayaway called by the Black Consciousness Movement (BCM) and Nactu did not materialise yesterday as a handful of the movement's members celebrated with low-key commemorations the 12th anniversary of the death in detention of BCM leader Steve Biko

The failure of yesterday's stayaway followed public disagreements between Nactu and Cosatu, with Cosatu dissociating itself from Nactu's position

Nactu had called for a stayaway yesterday in protest against the Labour Relations Act (LRA), while the BCM had called for the observance of the death of Biko

Yesterday's stayaway failure was a repetition of September 5 which saw Cosatu's stayaway call failing as a result of Nactu's refusal to participate *B Day 13/9/89*

Meanwhile, confusion reigned in the Reef townships over the stayaway as bickering continued between the two major union federations

(140A)
(J.S.) Normal *(K.S.)*

Major employer organisations reported normal work attendance by their employees yesterday and hundreds of taxis from Reef areas like Soweto, Alexandra and the East and West Rand did business as usual

Putco spokesman Robin Duff said business was normal for the organisation and Adrian Botha of SA Breweries said there were no stayaways at the brewery's major food and beverage sections

AECL's Andre Botha also said his department had not had reports of stayaways

Meanwhile, police remained in the background as about 100 people gathered at Soweto's Regina Mundi Church in what was supposed to be the main commemoration service

BCM speakers said Biko's pronouncements gave rise to a new thinking that sparked off the June 16 uprising in Soweto in 1976

"His body may be dead, but his spirit will live on in spite of attempts from various quarters to minimise his contribution," said one speaker

B10 am 13/9/87
'Poll violence sparked confession to spying'

CAPE TOWN — Gregory Flatt, 21, of Mitchells Plain yesterday claimed he had been a security police informer since 1987 but that the killings on the Cape Flats on election night had influenced him to confess

Police spokesman Col Vic Haynes said last night police were aware of Flatt's allegations, which had been passed onto the security police for comment

Flatt appeared at a Press conference in Athlone wearing a "June 16" T-shirt, a UDF badge and shoes still stained purple from last week's protest march in Cape Town

He said security police had suggested he play the role of agent provocateur "This is done by inciting crowds and encouraging and actively participating in unrest They suggested being particularly brave at barricades and throwing stones" Flatt said he had supplied security police with video recordings, including one of the service on August 20 in St George's Cathedral where various organisations had "unbanned" themselves

"In the election campaign, (Law and Order) Minister (Adriaan) Vlok quoted extensively from this recording My security police handler subsequently conveyed Vlok's congratulations to me" He said the handler had told him Vlok wanted to display Archbishop Desmond Tutu's "clown-like" behaviour on TV to discredit him — Sapa

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Epol court action settled

SUSAN RUSSELL

A R105 500 claim for damages brought in the Rand Supreme Court against Epol by racehorse trainer-owner Charles Maree and Dr C A Hyams was settled out of court yesterday

The claim was instituted after seven of their horses allegedly became unsuitable for racing after eating contaminated feed

The claim of Maree and Hyam represented the total value of the seven horses One of the conditions of settlement was that the terms would not be made public

Maree's horses were among those poisoned at several Transvaal racing stables in February 1985, after eating Epol horse cubes from a batch which had been contaminated by salinomycin — a substance fatal to horses

Immediately after the incident, Epol set up a panel of vets and experts to test and monitor affected horses

When the case began before Mr Justice Van der Walt on Monday, Epol conceded that horses passed as normal were subsequently diagnosed as unsuitable for racing However, it disputed what the cause of this had been

B10 am 13/9/87
Cosatu hearing postponed

SUSAN RUSSELL

THE Rand Supreme Court yesterday postponed to next week the hearing of an urgent application brought by Cosatu and its general secretary Jay Naidoo against Law and Order Minister Adriaan Vlok

Naidoo and the union federation are seeking an order setting aside the warrants used by police during a search of the trade unionist's home on August 31 this year, and directing the authorities to return confiscated documents

They are also seeking an order directing the police to either destroy or refrain from using videos and photographs taken of Naidoo's home

NATAL UNREST DEATHS

September 1987 to January 1989	668
February 1989 — September 11 1989	218
Past 24 hours' official toll	4
TOTAL	890

The seven have since been released

... students on September 8 and university authorities last Monday.

Deal on wages

(140A)
~~3223~~

Sowetan 14/9/89
THE National Union of Metalworkers of South Africa and six car manufacturers have concluded negotiations for wage increases and improved working conditions affecting about 30 000 workers in the industry.

By LEN MASEKO

A Numsa official, Mr Les Kettleidas, said the agreement between the two parties was "historical in the sense that it is the first time manufacturers in the automobile industry got involved negotiations on wages and conditions of employ-

ment at the same time and a national level".

Under the agreement, the industry's employees will be granted new rates ranging from R5,50 an hour (unskilled worker) to R9,66 an hour (skilled) and across-the-board increases between R1 and R1,60.

An additional increase of 50 cents an hour will be given to employees at Samcor's Pretoria plant to raise their pay to the same level with that of other companies in the industry.

Star 14/9/89



Strikes at Sasol, BP over wage demands settled

140A

By Drew Forrest

Labour peace returned to the fuel industry yesterday when the strike at Sasol's four Secunda plants and the long-running dispute at BP Southern Africa were settled.

The 10-day Sasol strike, which at its peak involved more than 1 600 workers but which did not affect production, was settled after management improved its wage offer for workers in the middle grades from R110 to R120 a month, said Chemical

Workers' Industrial Union (CWIU) national organiser Mr. Muzi Buthelezi.

The union's opening demand in Sasol's annual wage talks had been for a R150 a month across-the-board rise.

The BPSA settlement followed a two-day strike by up to 350 workers at sites across the country.

At the heart of the dispute were union demands for equality of wages within particular job categories, said the CWIU's Mr Martin Jansen.

BPSA chairman Mr Ian Simms said the company had agreed "to move towards remuneration on a rate-for-the-job basis".

Mr Jansen said the deal also featured a unique management undertaking to give equal consideration to all applications for sports sponsorships.

"The company has favoured non-political bodies like the National Soccer League, mainly for marketing purposes," Mr Jansen said.

"We wanted funds redirected more closely to the demands of the politically oppressed."

The package also includes improved maternity, paternity and compassionate leave benefits.

STW 14/9/89

Sapa editor ordered to appear in court

The editor of the South African Press Association (Sapa), Mr Edwin Linington, has been ordered to appear before a Johannesburg magistrate in terms of Section 205 of the Criminal Procedures Act to give information the State wants about alleged offences by the Congress of South African Trade Unions (Cosatu)

~~140A~~ ~~327~~
INFORMATION

The order, issued on Monday, states that Mr Linington is "a person who is likely to furnish material and/or relevant information as to the alleged offences" allegedly committed by Cosatu during its third national

Congress from July 12 to 16 this year

The order calls on him to appear today and to produce books, papers and documents regarding the Cosatu congress and issued or distributed during the congress

The order refers to alleged offences by Cosatu of contravening the emergency regulations by continuing the activities of a restricted organisation, and of contravening the Internal Security Act by furthering the aims of an unlawful organisation and possessing publications of an unlawful organisation. No details are given

Mr Linington is to apply for a postponement of the hearing — Sapa

THE CLOSER THE POLLING DAY CAME, THE MORE THE PROTESTS ESCALATED

Barricades and boycotts in the run-up to the elections

DEMONSTRATIONS, school boycotts and sporadic violence in the Transvaal marked the final days running up to this week's elections.

Schools in many of the black townships as well as in the Indian and "coloured" areas were closed following a protest call against the election by the mass democratic movement.

Students stayed away from five schools in Lenasia while in Eldorado Park and Kiptown, near Johannesburg, pupils set up barricades of burning tyres in protest against Wednesday's elections.

In Actonville, Benoni, more than 2 000 students boycotted classes from Monday, objecting to their school being used as a polling station. And more than 3 000 residents signed a petition calling on the Department of Education to withdraw permission for the school to be used as a polling station.

As protest action intensified, Wednesday's police "unrest" report for the 24-hour period listed 30 incidents around the country, from Vosloorus on the East Rand to Nyanga and Mannenberg in the Cape and Port Shepstone in Natal.

In Actonville placards saying "Do not use our school for your gain and our loss" and "This is a place for education not voting" were put up at the Liverpool High School.

On Tuesday, about 200 placard-carrying students from nearby Williams Hill High School marched to Liverpool High School chanting "Don't use our schools". There they

joined fellow pupils sitting on the school premises as security police patrolled the area.

Students formed a human wall blocking a delivery truck which had arrived to offload a tent to be used on polling day.

On Tuesday night an effigy of Acting State President FW de Klerk was burnt at an open air gathering in Lenasia. Effigies of the chairman of the House of Delegates, Dr JN Reddy, and Labour Party leader Allan Hendrickse were also set alight at the gathering organised by the MDM.

Said a representative of the MDM: "Here lies the remains of the tricameral system. A system which is a farce will lie in ashes."

On Wednesday Lenasia was tense with a heavy police presence. The South African Defence Force patrolled in army trucks, while the police — members of the riot squad and *kitskonstabels* — moved around the township on foot.

In the morning more than 200 people, wearing "Don't Vote" suckers, gathered at the civic centre to demonstrate against the elections. Police ordered a crowd near the Milky Lane shopping complex to disperse and two people were reportedly detained.

The protests, burning barricades and boycotts spread from the Western Cape to the Transvaal during the week before the elections. PHIL MOLEFE and THANDEKA GOUBULE report

South African Police representative Major R Crewe said he had not received reports of the arrests.

Johannesburg journalist Mono Badela was detained near a Lenasia polling booth. A *Weekly Mail* reporter saw him being led to the Lenasia police station by two security policemen. He was later released.

A Soweto police liaison officer said neither he nor the security branch had any knowledge of the arrest.

In Laudium, near Pretoria, 15 people were arrested and police dispersed about 200 protesters who attempted to march to polling stations.

Later in the evening, protesters carrying candles marched to the polling booths. Scores of people were injured after the police let dogs loose. One person was arrested.

The SAP public relations division in Pretoria confirmed that a group of people gathered near a mosque were ordered to disperse. Police arrested

14 people when the crowd regrouped about an hour later. According to the police, six men, three women and five youths were arrested after stones were thrown at a police vehicle. Two policemen were injured and the police used "aerosol-type cans of tear smoke to disperse the crowd."

In Reiger Park, Boksburg, the rector of the University of the Western Cape, Professor Jakes Gerwel, on Monday called on "coloured" people to boycott the elections. Addressing more than 1 500 people he said a vote in the election would "legitimise an illegitimate government."

By this week more than 1 300 Reiger Park residents had signed a petition saying they would not vote.

In Lenasia hundreds of students from various schools marched through the streets on Monday to protest against the House of Delegates involvement in Indian education.

They shouted "Open our schools to all!" The children of Lenasia filed into the MH Joosub Technical High School where they held an anti-election meeting in the school hall.

And in Eldorado Park heated confrontations occurred between police and students protesting against the elections. On Monday afternoon

youths staged a placard demonstration. Stones were thrown at police as they arrived. The police then drove through a line of about 100 demonstrators. Teargas was fired and the police sjambokked youths and arrested 10 people.

Crewe confirmed that 10 people were arrested for holding an illegal gathering but denied that sjamboks were used.

On Tuesday pupils joined by students from Kiptown Extension whose protest was broken up by police earlier that day staged a demonstration. Police arrived in a Casspir and again broke up the protest. Two people were arrested.

After demonstrators were dispersed, barricades of burning tyres were erected.

The police public relations division said they could not comment on the allegations as they had not received a report.

Police and demonstrators clashed this week in several other incidents around the Reef.

In Krugersdorp's Factoria township a man was arrested after residents staged a placard demonstration protesting against the elections.

A police spokesman in Pretoria confirmed that one man was arrested after an illegal gathering was held in the area where placards were displayed.

Three youths were arrested in Sebokeng after police broke up a community protest meeting. This was confirmed by the SAP in Pretoria who said the three were arrested after stones were thrown at the police.



Defiance in the Western Cape — police were given a taste of their own purple dye when a protestor turned the hose on them during a march in Cape Town on Saturday and, right, Stellenbosch workers and students showed their anger at Security Force behaviour on Monday. Police broke up both protests.

Pictures: ROGER MEINTJIES and ERIC MILLER, Afrapix

Factories halt as E Cape workers stay out

THE widespread resistance to the elections in the Eastern Cape has been met by an equally widespread crack-down.

Factories ground to a halt as thousands of workers stayed at home in protest, activists were detained, meetings banned and polling booths deserted.

In Port Elizabeth, a work stayaway culminated in a church service in St Augustine's Cathedral attended by thousands and closely watched by police. The service, which went off without incident, was the only mass democratic movement meeting in Port Elizabeth over the election period that wasn't banned.

A student rally planned to urban student organisations was "self-banned" before it started.

A Northern Areas Youth Congress and National Union of Metalworkers of South African (Numsa) rally was restricted to workers only. The rally was to discuss the problems at the lo-

cal Eveready factory, where 800 people were dismissed. Marching workers were dispersed by police.

Another rally organised by the Congress of South African Trade Unions and Numsa, intended to be a report-back on the workers' summit, was also restricted to workers only.

Four people were arrested and police took action when they ordered crowds to disperse.

Shortly before the elections began, Labour Party posters were ripped down and police dispersed a group that marched on polling booths.

In Grahamstown, there was also a virtual total work stayaway and police confirmed that five people were detained.

Those detained were Edgar "KK" Papiyana, Elijah Ntentele, Tembokozi Ngeleza, David Sandi and Zalisile

Mkhontwana

Journalist Peter Auf der Heyde was banned from the Grahamstown's Rhuu township for 24 hours in terms of Section 9 of the Blacks (Urban Areas) Consolidation Act of 1945.

Police also banned an election day meeting organised by the Grahamstown Soccer Association. Journalists were told they would be detained under the Emergency regulations if they entered the township.

Two clergymen were held over the weekend. Reverend Lulama Ntshingwa of Stutterheim and Reverend Zolile Mkhontwana of Adelaide were both part of the churches Standing for the Truth campaign.

East London was quiet over the election period. The Chamber of Commerce estimated that up to 60 percent of workers stayed at home.

A schools boycott in the East London area followed police disruption of student defiance marches last week — Einwe

GRAFFITI artists were quick to respond to Saturday's events in the heart of Cape Town. An Observatory wall now bears the legend "The purple shall govern."

But Democratic Party workers were even quicker. In a deserted Burg Street, its mauve-tinted buildings testimony to the panic which had prevailed only hours before, they hoisted posters saying "No politics cause conflict. Vote DP."

I did not see the police water cannon, pumping powerful jets of purple water, inch its way down Burg Street towards defiant figures kneeling in its path.

I had been arrested minutes before, after watching police plunge, whips and batons flailing, into a column of several hundred marchers making their way past St George's Cathedral.

Along with the 51 other journalists, television crew members and photographers eventually rounded up by police that morning, I spent the several hours in a police recreation hall.

As journalists were brought in, they gave eye witness accounts of events.

Drenched in purple dye, Visnews cameraman Jimi Matthews described events in Burg Street, where hundreds of marchers faced the water cannon before being routed with teargas and pursued by

Power to the purples in the watery wars

sjambok wielding police

He described how a young white protester leapt atop the water-cannon and directed the nozzle away from the marchers, drenching instead the building housing the National Party's headquarters.

We learned how police had first dispersed a group of marchers making their way from District Six before taking action against those marching past St George's Cathedral and those in Burg Street, two blocks away.

Later we heard how, after the Burg Street rout, people fled to the sanctuary of St George's Cathedral where Archbishop Desmond Tutu led a service.

When he asked worshippers to show him what they had in their hands, they shouted "nothing!"

"Why are they so scared of empty hands?" Tutu asked.

Gonye Davis

**Cosatu: Sapa
editor for court**

AP 16/12/89
JOHANNESBURG —
The Editor of the South African Press Association (Sapa), Mr Edwin Linington, has been ordered to appear today before a Johannesburg magistrate to give information on alleged offences committed by the Congress of South African Trade Unions (Cosatu) during their 1989 congress

Mr Linington is to apply for a postponement of the hearing —
Sapa

CAPE TIMES 14/7/87

Pay rise after Sasol strike

JOHANNESBURG —
The 10-day strike by more than 2 000 workers at four Sasol plants in Secunda has ended, with the Chemical Workers' Industrial Union accepting a revised wage package from management.

In a statement yesterday, Sasol management said the wage deadlock ended after two days of negotiations with the union

The CWIU's national organiser responsible for Secunda, Mr Muzi Buthelezi, told Sapa the minimum wage for the lowest grade remained the same as originally offered, but the rest of the grades received an extra R10, raising the offer from 13 to 14,1%

The average increase stood at 17,4% — Sapa

Durban bus strikers talk about terms ..

DURBAN — Officials of unions representing 900 striking Durban bus drivers spent yesterday explaining to their members details of a re-employment agreement with the Durban Transport Management Board (DTMB) *BIDW 14/9/89*

A spokesman for the Durban Integrated Municipal Employees' Society said its members had accepted the conditions of the agreement *(S)*

It is understood the same applies to the Natal Transport Employees' Association *(S) (140A)*

But the Transport and General Workers Union, which represents about two-thirds of the workers in the month-old strike, appeared to be having problems explaining the terms of the agreement to its members, according to the deputy GM of the DTMB, Manuel Sampaio — Sapa

Better pay packages end strikes at Sasol and BP

140 A
TWO petroleum strikes ended yesterday after the Chemical Workers' Industrial Union (CWIU) reached agreement with Sasol and BP

The 10-day strike by more than 2 000 workers at four Sasol plants in Secunda ended after the CWIU accepted a revised wage package from management 8/Dec 14 1989

Sasol management said the wage deadlock ended after two days of negotiations with the union

"Both parties were prepared to make concessions for the benefit of the workers. Sasol amended their wage offer on the middle scales and the CWIU has accepted all conditions of service," the company said in a statement

The CWIU national organiser responsible for Secunda, Muzi Buthelezi, said the minimum wage for the lowest grade remained the same as originally offered, but the rest of the grades received an extra R10, raising the offer from 13% to 14,1%. The

Business Day Reporter

average increase stood at 17,4%

"It is a clear victory as we have won increases when management was saying they would not budge at all," said Buthelezi

Sasol said production had not been affected

BP chairman Ian Simms said BP and the CWIU reached agreement on a 1989 wage package, ending a strike by at least 200 workers which began on Friday. The parties settled on increases of 15% or R160 a month, whichever was higher

Simms said the parties also committed themselves to move towards remuneration based on a rate for the job basis. Provision was also made for maternity, paternity and compassionate leave for employees.

"BP salaries and conditions of employment, already among the best in the country, have thus been further enhanced," Simms said.

Wage dispute hits Game

SIPHO NGCOBO

THE Commercial, Catering and Allied Workers' Union of SA (Ccawusa) has declared a dispute with the retail and wholesale giant Game Discount World (Natal), Ccawusa spokesman Bukani Mngoma said yesterday.

Mngoma said a pay negotiation meeting on Monday between Game Discount management and Ccawusa ended in deadlock.

The union was demanding a monthly increase of R160 across the board and a minimum wage of R680 a month; he said. The company was offering R117 across the board, a minimum of R652 and a starting rate of R620 a month, he said.

Game Discount Stores' management could not be reached for comment yesterday.

Mngoma said other issues in dispute were the annual bonus and a staff discount.

He said the union was preparing to file an application to the Manpower Department for establishment of a Conciliation Board to hear the dispute.

□ Sapa reports that Ccawusa has referred the dismissal of 65 Sun International employees to its lawyers.

The union members were allegedly dismissed after taking part in a protest against the Labour Relations Amendment Act on September 1.

Confusion over
(LDA) Cosatu boycott

Star 14/9/89
EAST LONDON — Consumers boycotted East London retail stores yesterday despite a decision by the head office of the Congress of South African Trade Unions (Cosatu) on Monday to postpone consumer action

There were few black shoppers in most of the bigger retailers in the city

Cosatu had planned the boycott would run from September 22 to October 6, not September 13 to October 13 — Sapa

due to their campaign for
sanctions against South Africa?"
Mr G Godfrey, Gardens: "This summer we wish
to peace walk our dogs unleashed on our beach-

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Goodyear workers get cash bonanza

CME Times
15/9/87

140A

Own Correspondent

JOHANNESBURG. — Goodyear employees have won a cash bonanza which could average R6 000 each, and the company has also agreed to write off, over five years, housing loans to employees worth R3 000 to R5 000.

The deal arises from the settlement, announced yesterday, of the 11-week-old strike by 1 200 Numsa members over the terms of disinvestment of Goodyear's former US parent.

It also includes guarantees on employment conditions, jobs and union contracts, and effectively nullifies the dismissals during the strike.

The agreement provides that employees should return to work by Monday, although a number began streaming back to the Uitenhage factory yesterday.

According to Numsa, the cash payments are to be paid out through the company pension fund.

Each employee is to receive a one-off R1 000 payment as "compensation". Goodyear said it was to pay this money into the fund.

In addition, employees will be entitled to withdraw double their own contributions plus interest back to the date of their last entry into the fund. Numsa national organiser Mr Gavin Hartford said this would average R4 500 to R5 500 per person.

● Goodyear disinvestment was thinly disguised "corporate camouflage", Numsa said yesterday.

Lambasting the company and other large corporations, the union said in a statement that multinationals disinvesting from SA had tried to portray themselves as allies of the anti-apartheid struggle.

Numsa's experience with Goodyear had, however, revealed that this was not true.

Edging closer

If there is a lesson to be learnt from the current wage negotiations between SA Breweries and the Food & Allied Workers Union (Fawu) it is that, unless the unions are prepared to go for broke, there seems little point in making extremely high pay demands.

After almost three months of haggling the union has dropped its demand for R10/hour to R6,50/hour

FINANCIAL MAIL SEPTEMBER 15 1989

Final 13/9/89

The possibility of an agreement being reached has improved after last week's concessions on both sides. On Friday SAB made a final offer of R5,45/hour. This is up 75,3c (16%) from the current R4,70.

SAB says the union's initial overall demand amounted to 300% including ancillary benefits.

Thus far the talks have been characterised by much across-the-table fist-thumping on the part of the union — and threats to seek fresh mandates from union members — while SAB has adopted a position of refusing

to be "milked" simply because it is a progressive employer.

The company has also accused the union of wanting to extend the negotiations into the peak summer season when demand for beer is high, playing on fears of a "dry" summer.

SAB human resources director Rob Childs says SAB's minimum wage, taking in the current final offer, is R1 063 a month. Public affairs manager Gary May says SAB is among the top three payers in the food industry. "It is against this backdrop that we reached a breakdown. If we were notoriously

low payers, the situation would be different."

The union denies it has been stalling and blames the company's intransigence for the deadlock.

National organiser Rajen Naicker says Fawu based its demands on SAB's current profitability and the needs of its members. He says an agreement reached with SAB is significant because it tends to set a trend for food sector wages.

Union members are also threatened by diminishing annual increases. They also feel a need to assert themselves or to be "trampled."

The union has until Monday to accept SAB's final offer or lose out on an offer to backdate it to July 3.

During the second of two conciliation board hearings last Friday, the union also dropped its demand for 12 weeks' bonus leave to six weeks, and cut by half its demand of four weeks' paternity leave.

Both parties are to return to mediation started three weeks ago.

~~140A~~ ~~140A~~ 140A Fmail 15/9/89.

DURBAN BUS STRIKE

All aboard?

After a brief respite on Monday — when striking bus drivers began to fill in application forms following a mediated settlement between union officials and the Durban Transport Management Board (DTMB), the month-old transport strike was on again.

Having extracted from DTMB a 17,6% increase and an agreement to retain many long-term benefits, reinstatement rather than re-employment became the issue, particularly within Cosatu's Transport & General Workers' Union.

When drivers filed back to work on Monday morning to re-apply for jobs, union members claimed they had been misled by the DTMB and believed they were to be reinstated, not re-employed. They claimed they would lose sick and annual leave allowances — and soon the dissatisfaction spread. This sparked the walk-out from DTMB

premises (where about 50 drivers had already completed their job applications) and the longest bus strike in SA history was on again.

Amid the confusion arose the possibility of a split between the three unions representing the 900 drivers and 200 related workers.

As the *FM* went to press, union officials were flying from Johannesburg to Durban for an emergency meeting with their Natal counterparts on the two other unions representing DTMB employees.

It is understood all union officials are committed to the settlement struck at the weekend, as are about half of the strikers.

While there was still a chance of the strike ending by the end of the week, it might only be members of the Durban Integrated Municipal Employees Society (Dimes) and the Natal Municipal Transport Employees Association who return to work. Union officials are concerned that if the agreement is not adhered to, they will be open to legal action by the DTMB. ■

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Paper union attacks 'bid to break workers'

Star 15/9/89 By Drew Forrest 140A

Cosatu's paper affiliate has accused management of trying to break worker resistance to the Labour Relations Act (LRA) after the arrest of 43 workers at the Mondi group's New Scotland sawmill, near Ermelo, during a strike this week.

Paper, Printing, Wood and Allied Workers Union spokesman Mr Ernest Masala said the strike, by about 300 employees, followed the dismissal of three members after a stayaway last

week in protest against the elections

The arrested workers appeared in the Ermelo Magistrate's Court on Tuesday, apparently in connection with allegations of assault.

In addition to calling in the police, management had brought an interdict against the strike

● Sun International's (SI) George Lazley said management would be meeting the Commercial, Catering and Allied Workers Union over the firing of 65 workers who staged a sit-in at the Riviera Hotel as part of last week's stayaway

Strike over disinvestment settled

Employees at Goodyear win cash bonanza

B/Dam 15/9/89

140A

GOODYEAR employees have won entitlement to a massive cash bonanza which could average R6 000 each, and the company has also agreed to write off housing loans to employees worth R3 000 to R5 000 over five years

The deal involving 2 600 employees arises from the settlement, announced yesterday, of the 11-week strike by 1 200 Numsa members over the terms of disinvestment of Goodyear's former US parent

It also includes guarantees on employment conditions, jobs, and union contracts, and effectively nullifies the dismissals technically carried out during the strike

A union spokesman says Numsa members have "succeeded in defending and advancing the gains made at Mobil" where 2 800 employees won a R6,5m disinvestment package in June

The agreement provides that employees return to work by Monday, although a number have begun streaming back to the Uitenhage factory. The company expects to be back to full production within a week

A company spokesman said the guarantees were given, and housing scheme improvements proposed, at the time of the announcement in June of the sale of the company to Consol

According to details supplied by Numsa, the cash payments are to be paid out through the company pension fund. Each employee will receive a once-off R1 000 payment as "compensation". Goodyear says it will pay this money into the fund

In addition, employees will be entitled to

ALAN FINE

withdraw double their own contributions plus interest back to the date of their last entry into the fund. They may alternatively transfer their benefits to a new provident fund whose establishment was agreed to in principle before the dispute

Numsa national organiser Gavin Hartford says this will average R4 500 to R5 500 a person. A Goodyear spokesman has been unable to supply an estimate, but says he doubts the figure is that high

Furthermore, it has been agreed the actuarial reserve, which includes pre-1985 employer contributions, will be calculated for employees back to the date of their first entry into the fund. These amounts will then be transferred to a new provident fund still to be established

Most black Goodyear employees withdrew their contributions from the fund in the mid-1980s, and then rejoined

A Goodyear spokesman says the company has become "increasingly concerned about the future welfare and retirement plans of some employees who have made two withdrawals from the pension fund in recent years"

The R1 000 payment is apparently a bid to discourage further withdrawals

The other major financial benefit for employees will derive from improvements to Goodyear's housing scheme

The company spokesman was unable to say last night how many employees already participated in this scheme

□ To Page 2

Goodyear bonanza

B/Dam 15/9/89 From Page 1

Beneficiaries of the scheme, which is open to all employees, will be required to pay only 8% interest on the outstanding amount with the company bearing the capital repayments.

Employees have been guaranteed no re-trenchments for 12 months, and that wages, benefits, other employment condi-

tions, and social responsibility programmes will be maintained at at least their present levels for the same period

Hartford maintains Goodyear's disinvestment cannot be seen as an anti-apartheid move since Ohio-based Goodyear is maintaining a licensing contract and will continue to transfer technology

CME 16/6/81
Temp.
(140/1)

Black Mountain miners on strike

Labour Reporter

ABOUT 1 000 workers at a Namaqualand mine have been on strike since last Tuesday in support of higher wages

The legal strike at the Black Mountain mine, jointly owned by Gold Fields of SA and American copper corporation Phelps Dodge, followed many rounds of wage talks, a conciliation board hearing and a strike ballot, a National Union of Mineworkers (Num) spokesman said yesterday

Workers revised their initial demand for a minimum monthly wage of R356 to R296, but management was sticking to its final offer of R271, the spokesman said.

Demands for increases between R59 and R214, or 25% across-the-board, were aimed at moving the mine's wage levels up towards the range now being paid by the bulk of the mining industry

The mine, which is about 120km north-east of Springbok, produces lead, zinc, copper and silver

Gold Fields of SA spokesman Mr Attie Roets confirmed the strike

'Super-union' to be launched at UWC

*CME 1988
16/9/89
140A*

Labour Reporter

A NATIONAL super-union representing an estimated 185 000 workers in the garment, textile and leather industries is to be launched at the University of the Western Cape this weekend.

The new SA Clothing and Textile Workers Union (SACTWU) will be forged by the amalgamation of the Garment and Allied Workers Union (Gawu) and the Amalgamated Clothing and Textile Workers Union of SA (Actwusa).

Both unions were affiliated to Cosatu, and the merger will therefore rate SACTWU as the third-largest Cosatu affiliate after the National Union of Metalworkers of SA (Numsa) and National Union of Mineworkers (NUM).

Cosatu assisted in mediating the often acrimonious merger process which was finally ratified by agreement at the end of August.

In a statement issued yesterday,

Gawu and Actwusa said a joint national executive committee meeting in Johannesburg on August 25 had finalised a draft constitution, a proposed structure and guidelines on policies.

These would be discussed by 600 elected worker-delegates at the launch.

While the National Union of Leatherworkers had been reluctant to become party to the protracted merger talks, "thousands" of leatherworkers had joined Gawu and Actwusa — which had won a seat on the Industrial Council for the Leather Industry, the statement said.

"While the history, culture and experiences of the merging unions may differ, both unions are committed to the long and arduous task of restructuring and building a new national union.

"Only by merging the best traditions of both unions will it be possible to consolidate the structures of SACTWU in the months ahead," Gawu and Actwusa said.

S/Times
17/9/89

Pension folly

By Robyn Chalmers

GOODYEAR employees may not benefit as much as they hope from a settlement in their favour

Pension industry spokesmen call it extremely dangerous

The agreement ended an 11-week strike in protest against Goodyear SA's American parent company selling its majority share ownership to Consol, a member of the Anglovaal group

The National Union of Metalworkers of SA (Numsa) and Goodyear reached a compromise this week

The agreement has been likened to one reached at Mobil whose employees gained a R6,5-million disinvestment package

Goodyear will pay R1 000 for each of the 2 600 employees into the pension fund. They will be entitled to withdraw this amount, plus double what they have already accumulated in the fund, and either transfer it to a provident fund or use it

Goodyear is thus paying R2,6-million into the fund. Workers will not receive a bonanza when they withdraw their funds because they will really receive only their own money

Spokesmen in the pensions industry warn that using the pension fund for a payout is a dangerous practice, and could leave employees virtually penniless when they retire

Although the actuarial reserve, which includes employer contributions before 1985, will be calculated and transferred into the provident fund, pension experts believe employees are

playing with fire. One spokesman describes it as madness, and says pen-

sion funds are governed by strict rules to prevent this type of thing from happening

The rand's world value

	R1 equals		One foreign unit equals (R)	
	15/9 /89	15/9 /88	15/9 /89	15/9 /88
US \$	0 3539	0,4072	2 8252	2 4552
UK £	0 2275	0 2430	4 3947	4,1160
Deutschemark	0 6988	0 7663	1 4310	1 3067
Japanese yen	51 92	54 76	0,0193	0,0183
Swiss franc	0 6030	0 6454	1 6584	1 5494
French franc	2 3561	2 6037	0 4244	0 3841
Canadian \$	0 4194	0 4988	2 3843	2 0048
Italian lira	501 47	570 73	0 0020	0 0017
Zimbabwean \$	0 7877	0 7655	1,2695	1,3236
Australian \$	0 4549	0 9134	2,1983	1,9478
Trade weighted value of rand, % change against 1974 base				37/68

Domestic interest rates

MONEY MARKET			
	Friday 15/9 /89	Friday 8 /9 /89	Friday 1 /9 /89
	%	%	%
SARB accommodation rediscount rate TBs	17 00	17 00	17 00
Treasury bill tender rate	17 14	17 12	17,19
Basic call of discount houses	17 00	17 00	17 76
Three-month banker acceptances	17 35	17 40	17,40
Three-month NCDs	18 25	18 35	18 35
Three-year RSA stock	15 73	15 94	15 88
Prime overdraft rate	20 00	20 00	20,00
All-in yield of finest acceptance credits	18 34	18 40	18 40

CAPITAL MARKET		
SECONDARY MARKET	RATES ON MOST TRADED STOCKS	
	Average Previous Month	As on Friday
Long-term RSA stocks	17,17	16 79
Long-term Escom stocks	17 08	16 72

Best sections this week

	Av % Mv	Av D/Y	Av E/Y
Food	2 9+	4 7	13 8
Insurance	1,0+	4 7	12,0
Banks and Fin Serv	1 4+	7 3	18 4
Development Capital	1,1+	5,2	14 7
Coal	0 8+	5,2	14 6

Overall market this week

(Ordinary Shares Only)			
	Mining	Non-Min	Total
Volume	9 152 383	24 791 443	33 943 826
Value traded	R205 384 812	R109 708 719	R315 093 530
Up	27	136	163
Down	77	155	232
Unchanged	49	296	345
Number traded	135	483	618
New highs	2	40	42
New lows	5	19	24

London gold

	am	pm
Monday	\$358 10	\$358,35
Tuesday	\$358,95	\$358,60
Wednesday	\$358,80	\$358,50
Thursday	\$359,80	\$361,60
Friday	\$359,65	\$355,75

JSE Actuaries Index

	THIS WEEK	LAST WEEK	WKS% MOVE		THIS WEEK	LAST WEEK	WKS% MOVE
OVERALL	2731	2767	1 3-	FINANCIAL	1629	1644	0 9-
MINING PROD	2732	2765	1 2-	BANKS&OTHER	1385	1402	1 2-
COAL	2301	2278	1 0	INSURANCE	1191	1185	0 5
DIAMONDS	10704	10903	1 8-	INV TRUSTS	1827	1907	4 2-
ALL GOLD	1559	1570	0 7-	PROPERTY	378	377	0 3
				PROP TRUST	161	160	0 6
HAND&OTHERS	491	497	1 2-	INDUSTRIAL	2735	2769	1 2-
EVANDER	1425	1465	2 7-	IND HOLDING	2837	2929	3 1-
KLERKSDORP	5016	5027	0 2-	BEV HOTEL LES	4772	4725	1 0
OFS	768	790	2 0	BUILD&CONSTR	1917	1932	0 8-

Shorter hours for more pay

THE National Union of Metalworkers (Numsa) scored something of a coup this week by achieving an industry-wide wage agreement with six of the seven motor manufacturers.

Apart from Delta manufacturers agreed to lift the minimum hourly wage by R1 to R5 50 and gave across the-board increases of between R1 and R1 60. They also granted May 1, June 15 and March 31 as paid holidays.

The wage negotiations in July leaving the industry was too disjointed to pull off a centralised bargaining system. It awarded employees a 50c-an-hour increase from August 1 and will grant another 50c from February. This was in line with the initial offer by employers.

The agreement has been hailed by Numsa organiser Les Kettleidas as an important gain for workers and he appears to be right. Not only has the union managed to pull off the first industry-wide agreement — many employers objected to it — but it has gained pay parity.

The agreement will bring about big changes in the industry and employers are not without reservations. Many believe the new system could be inflationary and fear that industry-wide strikes could occur.

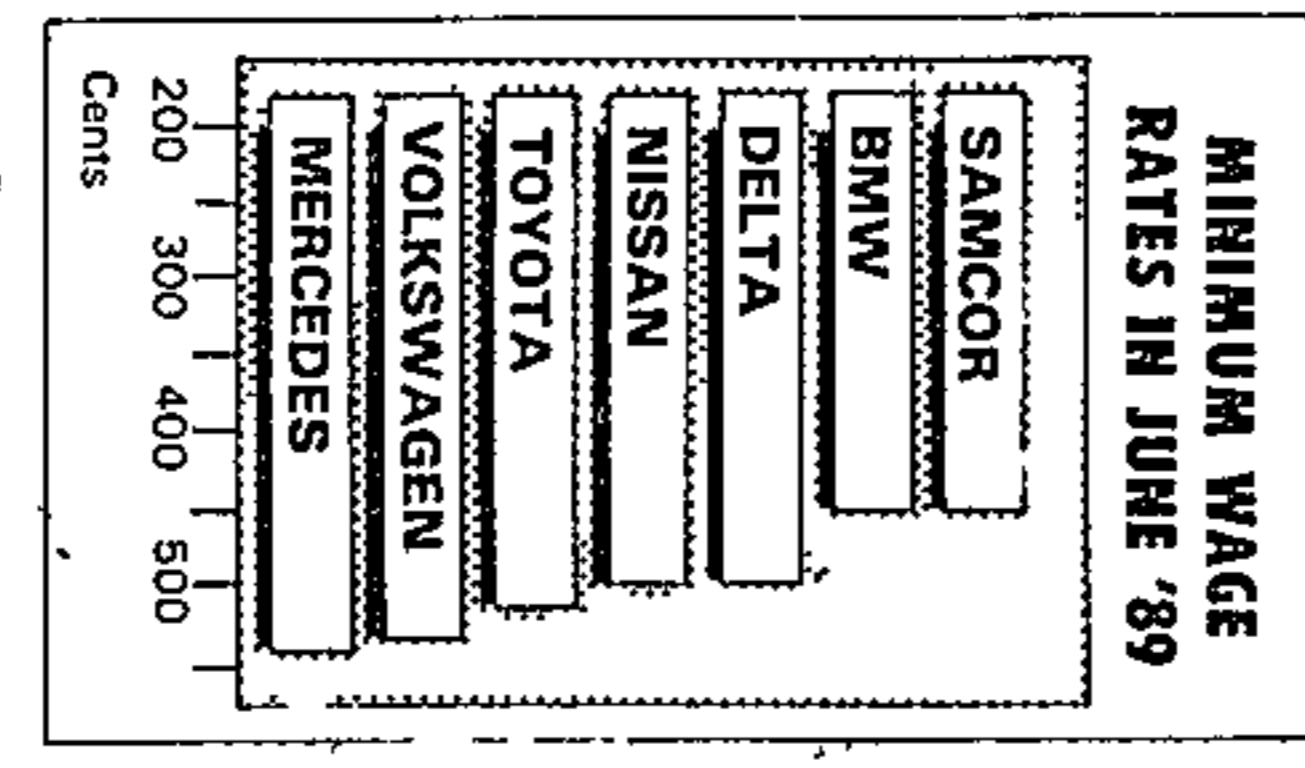
They say that the previous system of plant-level bargaining tended to isolate a strike. It was unlikely for a work stoppage at Mercedes, for example to spread to other manufacturers unless it was about a national issue.

The fact that Delta has stayed out of the national forum means that Numsa is still stuck with a two-tier system of bargaining.

It will allow co-operation among the parties and give a much needed boost to training, especially of women and young workers.

1409

51 Times 17/9/87



New national trade union is third largest in Cosatu

By ANDREA WEISS, Staff Reporter

A NEW national trade union for garment, textile and leather workers, the third largest in the Congress of South African Trade Unions (Cosatu) affiliates, has been launched at the University of the Western Cape

Membership of the new union is in the region of 185 000 throughout South Africa and the homelands, in an industry among the most widely unionised in the country

The new union, called the South African Clothing and Textile Workers' Union (Sactwu), is a merger of the Garment Workers' Union (Gawu) and the Amalgamated Clothing and Textile Workers' Union of South Africa (Actwusa)

THIRD LARGEST

With both Gawu and Actwusa already affiliated to Cosatu, the new union becomes the third largest Cosatu union after the National Union of Mineworkers (Num) and the National Union of Metal Workers' of South Africa (Numsa)

According to a joint statement from Gawu and Actwusa, the formation of Sactwu is an "historic occasion for unionised workers in an industry that has been plagued for almost 70 years by the formation and continued existence of regionally based unions"

The formation of the new union falls in line with Cosatu's principle of "one union, one industry"

Although the National Union of Leather Workers has been reluctant to join merger talks, thousands of leather workers have joined Gawu and Actwusa with Actwusa already having won a seat on the industrial council for the leather industry, according to the joint statement

CPA Tint 18/9/89
140A

Unions in call for 'SA unity'

Labour Reporter

THE launch of a giant clothing and textile workers union at the weekend was marked by keynote speakers calling for maximum shopfloor unity and working class leadership of the "national democratic struggle"

More than 600 worker-delegates, representing over 185 000 workers nationwide, attended the two-day inaugural congress of the new SA Clothing and Textile Workers Union (Sactwu) at the University of the Western Cape

Sactwu unites about 75 000 members of the former Amalgamated Clothing and Textile Workers Union (Actwusa) and another 112 000 members of the Garment and Allied Workers Union (Gawu).

Messages of support were received from the ANC, exiled SA Congress of Trade Unions, British Trade Unions Congress, the National Union of Mineworkers and other South African unions

Super-union will make impact on industry

8-2
19/9/89

By Drew Forrest

140A

The emergence of a giant new trade union in the textile and clothing sectors suggests a mighty river growing out of many smaller tributaries.

The 185 000-strong SA Clothing and Textile Workers Union (Sactwu), formed from Cosatu's Amalgamated Textile Workers Union (Actwusa) and Garment and Allied Workers' Union (Gawu) at a merger conference in Cape Town at the weekend, is South Africa's third largest union.

As it represents some 80 percent of textile and clothing employees, Sactwu is also the only Cosatu union with a majority of members in the sectors it organises

The merger is the climax to a long process of union consolidation. Actwusa has its roots in the 1973 Durban general strike, while Gawu incorporates the Cape and Natal clothing affiliates of the now-defunct Trade Union Council of SA (Tucsa).

Also absorbed on the way to unity was the National Union of Clothing Workers, once the domain of Mrs Lucy Mvubelo

In addition, thousands of leatherworkers were members of the new union, a Sactwu statement said — despite the reluctance of the National Union of Leatherworkers to join the merger initiative

The new general secretary is Mr Lionel October, formerly of Gawu, while Actwusa's Mr John Copelyn will be his assistant

Given its size and the divergent traditions it embodies, Sactwu could have a major impact on Cosatu's internal politics

Actwusa is strongly socialist and in favour of worker independence from the broader anti-apartheid movement, while Gawu's Cape-based leadership is understood to have close links with the restricted United Democratic Front.

Industry is also likely to feel the impact of the merger

Two issues on Sactwu's immediate agenda are a demand for centralised bargaining, which employers are said to be resisting, and a major campaign for union recognition at the Da Gama Textile Company's East London plant

Ppwawu meeting 'only for members'

(140A)



By Drew Forrest

Aug 17/9/57

Emergency curbs slapped on a meeting of Cosatu's Paper, Printing, Wood and Allied Workers Union at the weekend called into question the Government's new approach to political dissent, the union has said.

Mr Siphon Kubheka, Ppwawu's general secretary, also said police had had been present at the meeting, which was held at Shareworld to report back to members after the union's national congress.

The order restricted the rally to union members, required speakers to deal only with issues on the Labour Relations Act and banned posters and banners not related to labour matters, he said. Similar curbs were imposed on August's "workers' summit".

Confirming the restrictions, a police spokesman said a police presence had been necessary at the meeting to ensure the order was followed.

Super-union will make impact on industry

19/89 By Drew Forrest (140A)

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Cuyler now chief of Bushveld RSC

Pretoria Bureau (140A)

A former Johannesburg city councillor and member of the President's Council, Mr Eben Cuyler, has been appointed chairman of the Bushveld Regional Services Council

The Administrator of the Transvaal, Mr Danie Hough, said in Pretoria yesterday that Mr Cuyler would take up his appointment from tomorrow

Mr Cuyler was elected to the city council in 1951 After moving to Nylstroom, he was elected a member of the Nylstroom town council and served as

chairman of the management committee until last year

He was a member of the Economic and Welfare committees of the President's Council, and is a director of the South African Development Trust Corporation as well as being chairman of the Local Advisory Board for Small Claims Courts

Mr Cuyler succeeds Mr Fanie Ferreira as chairman of the Bushveld RSC Mr Ferreira was recently appointed a Member of the Executive Committee of the Transvaal Provincial Administration



Mr Eben Cuyler ... former Johannesburg city councillor appointed head of Bushveld RSC.

Cosatu goes to court to ^(140A) recover seized documents ~~(140A)~~

Story
14/9/89
By Mike Siluma,
Labour Reporter

The Congress of SA Trade Unions (Cosatu) and its general secretary, Mr Jay Naidoo, will ask the Rand Supreme Court today to order the return of documents and other articles seized by security police about two weeks ago

The action is a sequel to a security police search at the Johannesburg home of Mr Naidoo and a search at Cosatu's city head office, in which a large number of items were taken by police

The searches occurred on August 31

DECLARE INVALID

In its application, Cosatu is asking the court to

- Declare invalid two search warrants upon which the searches were based
- Direct the police to return articles seized during the searches to Cosatu and to Mr Naidoo
- Refrain from showing video recordings and photographs taken by police during the searches
- Direct the police to either surrender to Mr Naidoo the video recordings and photographs, or to destroy them

Num protests against officials' detention

Sowetan 20/9/87



AN official of the National Union of Mineworkers has been detained under emergency regulations, a Num spokesman said yesterday.

He is Mr Jerry Majatladi, the union's press officer. He was arrested in Johannesburg last Saturday, according to the Num.

Num general secretary

By **LEN MASEKO**

Mr Cyril Ramaphosa said Majatladi's detention followed raids at the union's offices in Kimberley, Natal, Namaqualand and

140A

Rustenburg over the past weeks. Seven Num organisers were also being held, he said.

A police spokesman said police did not confirm or deny detentions through the Press under emergency regulations.

140A
star 20/9/89

Catering labour strike intensifies

By Drew Forrest

Labour conflict in the Fedics contract catering group — where 1 000 workers have been on strike for six weeks — appeared to deepen yesterday with the workers' trade union accusing management of "stubbornly" refusing its mediation demand.

Mr Kaizer Thibedi, branch secretary of the Commercial, Catering and Allied Workers Union, said management and the union had agreed to mediation in respect of three strike-bound Fedics' operations.

However, the employers' insistence that strikers at Fedics Food Services (FFS) return to work as a condition of mediation was a major obstacle to settlement, he said.

The strike centres on demands for pay increases — Ccawusa is calling for a R850 minimum wage, as against the R650 offered by the company — and centralised bargaining.

Fedics' personnel director, Mr John Moore, said only the strikes involving Jan Smuts Airport and two in-flight operations were lawful.

He stressed that the complexity of the group's operations countrywide precluded centralised wage negotiations.

SACKED OVER STAYAWAY

OVER a thousand black workers have either been sacked or given warnings by management for staying away from work on September 5 and 6.

They heeded a call by the National Council of Trade Unions (Nactu), the Congress of South African Trade Unions (Cosatu) and independent unions to stay at home on those days in protest against the white elections.

Spokesmen for the two federations said the majority of employers had decided to apply the principle of "no work, no pay" in response to the stayaway - as suggested by Assocom.

Nactu official Miss Dale Tiffin said at least 1 500 workers belonging to the federation's unions had been given warnings. Nactu unions intended to contest the action, she said.

By LEN MASEKO

Among companies which took disciplinary action against their workforce were Murray and Roberts (950 workers) and Pieteria Portland Cement (500).

At least 135 members of Cosatu-affiliated unions were dismissed by various companies after participating in the two-day protest, a spokesman for the federation said.

Cosatu official Mr Neil Coleman said 36 of the dismissed workers were later reinstated after union officials intervened.

Of those dismissed, 81 were employed by the Grahamstown municipality.

B/pan 20/9/89 140A

Bid to prevent collapse of the Industrial Council

COSATU'S Paper, Printing, Wood and Allied Workers' Union (Ppwawu) has applied to the Industrial Court for an order barring the SA Printing and Allied Industries Federation from withdrawing from the Printing Industrial Council

The federation's withdrawal, announced in June and effective at the end of the year, would cause the collapse of the Industrial Council and the end of national bargaining in the industry

The federation's announcement followed shortly after Ppwawu's application to join the council. The union represents some 6 800 of the industry's 47 000 employees

According to papers placed before the court in Pretoria on Monday, Ppwawu, through its national organiser Robin Rees, argued in an affidavit the federation's motive in withdrawing was to avoid legitimate collective bargaining between the two parties

The federation's conduct, he argued, was unfair and might have the effect of creating labour unrest and preventing

ALAN FINE

the union from properly representing its members

Rees's affidavit was supplemented by the confidential minutes of a meeting of the federation's Midlands branch, in which federation executive director Chris Sykes outlined what he saw as the negative implications of Ppwawu's membership of the council

Voluntary

The meeting decided unanimously the federation should withdraw from the council

In his replying affidavit, Sykes said membership of an industrial council was completely voluntary, and the court had no power to compel anyone to join one. He added the federation's conduct did not fall within the definition of an unfair labour practice

He said the federation's decision to withdraw from the council was based on a number of factors. These included

the diverse nature of firms covered by the council, diversity in region, and disparity in size

This diversity made it difficult for employers to negotiate as a single unit, and council agreements hampered them in achieving the most efficient operation of their businesses

The council, he said, had also become inefficient in resolving disputes

Sykes further argued Ppwawu's recognition agreements with firms allowed for plant level negotiations, and the union was thus able to effectively represent its members where it enjoys majority representation. Overall, he said Ppwawu was representative in a relatively small section of the industry

Sykes said while there was nothing illegitimate in unions setting as goals the achievement of national bargaining, there was equally nothing illegitimate in employers formulating strategies they perceived to be in their own best interests

Judgment in the matter is anticipated within the next few weeks

Police stop march by workers

SIPHO NGCOBO

140A

RIOT police yesterday dispersed a march by about 1 500 Johannesburg General Hospital workers in central Johannesburg

The workers, most of whom were members of the Cosatu-affiliated National Education, Health and Allied Workers' Union (Nehawu), were trying to march to the Rand Supreme Court to attend the hearing of an application for an interdict to stop them demonstrating on hospital premises

Police confirmed they stopped the march in terms of the emergency regulations and that they told the marchers the march was illegal until they had permission for it from a magistrate

The workers had then turned back of their own accord, police said.

Ordered

A Nehawu spokesman said police armed with teargas canisters and batons blocked the march.

He said journalists were ordered to one side but were not told to leave the scene

The police spokesman said the situation differed from march to march and such decisions regarding journalists were up to the officer at the scene

SAP policy was that journalists were only ordered to leave if the officer anticipated that teargas or other forms of violence might be deemed necessary

The march was a sequel to a number of placard demonstrations on hospital premises by the workers against racially segregated health facilities and corruption which they alleged was prevalent among the hospital's personnel staff.

Offers for Iscor shares infuriate govt

Call Trans 20/9/89

14009

Own Correspondent

JOHANNESBURG — In a move which has infuriated government's Privatisation Unit, two financial institutions have approached Numsa with offers to take over the 12m Iscor shares to which its 10 000 members at the company are entitled

Numsa's Bobby Marie confirmed yesterday that the union had been approached by stockbrokers Mechiel du Toit, Solms & Co and by the Rand Merchant Bank with proposals

RMB senior manager Rory Kirk said yesterday it was "not bank policy to confirm or deny deals before they may or may not have occurred"

Mechiel du Toit's James MacMillan confirmed an approach had been made to Numsa. But, he added, the proposed deal had been called off because of Business Day's inquiries

The Privatisation Unit's Eugene van Rensburg said yesterday the offers "go against the whole grain of the employee share scheme, which was designed to give workers an opportunity to participate"

He said he was "very upset" to hear of these approaches which were seemingly intended to abuse what the institutions seemed to believe were uninformed employees

Each employee is entitled to a free allotment of 200 shares, plus — in the case of Numsa members — an average of about 1 000 shares at a 20% discount on the R2 issue price

Financing the purchase of these shares would therefore amount to some R16m. Assuming the shares came on to the market at around R2,50, the Numsa members' holdings would be worth R30m — a R14m profit equivalent to an average of R1 400 a member

Marie said the union had no mandate at this stage to negotiate any deals on behalf of Iscor members

He said, the union was seeking further information and would meet with members at the weekend to discuss various options

Members, he said, were suspicious of, and reluctant to participate in, the

scheme. But, he added, "we are concerned that there are large amounts of money due to workers and we want to protect their interests"

It is understood RMB offered to finance the purchase of Numsa members' share entitlements, on condition that the shares were sold to RMB within a week of the Iscor listing on November 8

The Mechiel du Toit's offer was also to be based on financing the employees' purchase of shares, but with a guaranteed R2 a share purchase offer immediately upon listing. MacMillan said, however, it had been planned that the offer price was negotiable

On Monday the firm told Business Day it was mainly a jobbing firm and the bulk of the approximately 12m shares would be for its own book

Yesterday MacMillan denied this, saying it was an offer made on behalf of a client. When the client was informed the deal may receive publicity, he had said he would rather go another route to acquire Iscor shares

Macmillan said the cancelation of the proposed transaction was a great disappointment to the firm

"The deal, which would have meant a great deal to us, is dead. We have lost this business unless the client changes his mind," he said

He said the firm had spotted the possible opening on reading a Numsa statement that members at Iscor wanted cash rather than shares

Van Rensburg said the complex employee share offer, which includes, effectively, interest free loans financed by the state and repayable over three years, was designed to permit all employees to benefit

For the same reason, shares not taken up this year would be held in trust allowing people to take up at least portions of their unallocated option over the next two years

He said the Privatisation Unit's view was that employees, as responsible individuals, were entitled to deal with their share entitlements as they chose, on a well-informed basis

Hospital workers lawsuit must wait

JOHANNESBURG — Some 1 500 Johannesburg Hospital workers will have to wait till November 7 to find out whether an interdict restricting them from industrial action is to be made permanent or set aside

The case of Mr Jeaneth Mpenyane and others versus hospital superintendent Dr Reginald Broekmann received a brief hearing in the Rand Supreme Court yesterday afternoon

The proceedings were a sequel to a temporary interdict granted to Dr Broekmann on August 18, restricting hospital employees from industrial action. Workers are challenging that interdict while the superintendent is seeking to have it made permanent.

About 200 workers in court to hear the postponement decision were the remnants of 1 500 who gathered on the premises of Johannesburg Hospital early yesterday morning in preparation for a march to the Rand Supreme Court, where they were to "meet head-on with their management", according to the National Education, Health and Allied Workers' Union

But a kilometre from the hospital most of them were turned back by police, who said that till they had permission from a magistrate their march was illegal.

Brokers tout for Numsa business

(140A)

Offer for Iscor worker shares outrages govt

B/Day 20/9/89

IN A move that has infuriated government's Privatisation Unit, two financial institutions have approached Numsa with offers to take over the 12-million Iscor shares to which its 10 000 members at the company are entitled.

Numsa's Bobby Marie confirmed yesterday that the union had been approached by stockbrokers Mechiel du Toit, Solms & Co and by the Rand Merchant Bank with proposals

RMB senior manager Rory Kirk said yesterday it was "not bank policy to confirm or deny deals before they may or may not have occurred"

Mechiel du Toit's James MacMillan confirmed an approach had been made to Numsa. But, he added, the proposed deal had been called off because of Business Day's inquiries.

The Privatisation Unit's Eugene van Rensburg said yesterday the offers "go against the whole grain of the employee share scheme, which was designed to give workers an opportunity to participate"

He said he was "very upset" to hear of these approaches, which were seemingly intended to abuse what the institutions seemed to believe were "uninformed employees"

Each employee is entitled to a free allotment of 200 shares, plus — in the case of Numsa members — an average of about 1 000 shares at a 20% discount on the R2 issue price

Financing the purchase of these shares would therefore amount to about R16m. Assuming the shares came onto the market

ALAN FINE

at around R2,50, the Numsa members' holdings would be worth R30m — a R14m profit equivalent to an average of R1 400 a member.

Marie said the union had no mandate at this stage to negotiate any deals on behalf of Iscor members. He said the union was seeking further information and would meet members at the weekend to discuss various options

Members, he said, were suspicious of, and reluctant to participate in, the scheme. But he added "We are concerned that there are large amounts of money due to workers and we want to protect their interests"

It is understood RMB offered to finance the purchase of Numsa members' share entitlements, on condition that the shares were sold to RMB within a week of the Iscor listing on November 8

The Mechiel du Toit offer was also to be based on financing the employees' purchase of shares, but with a guaranteed R2 a share purchase offer immediately on listing. MacMillan said, however, it had been planned that the offer price was negotiable

On Monday the firm told Business Day it was mainly a jobbing firm and the bulk of the approximately 12-million shares would be for its own book

Yesterday MacMillan denied this, saying it was an offer made on behalf of a client. When the client was informed the

□ To Page 2

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□ To Page 2

said yesterday the Lady Dudley's man-

others unless they conspired with the

Iscor shares

deal might receive publicity, he had said he would rather go another route to acquire Iscor shares

Macmillan said the cancellation of the proposed transaction was a great disappointment to the firm.

"The deal, which would have meant a great deal to us, is dead. We have lost this business unless the client changes his mind," he said.

He said the firm had spotted the possible opening on reading a Numsa statement that members at Iscor wanted cash rather than shares

B/pur 20/1/89. From Page 1

Van Rensburg said the complex employee share offer, which includes, effectively, interest-free loans financed by the state and repayable over three years, was designed to permit all employees to benefit. For the same reason, shares not taken up this year would be held in trust allowing people to take up at least portions of their unallocated option over the next two years.

He said the Privatisation Unit's view was that employees, as responsible individuals, were entitled to deal with their share entitlements as they chose, on a well-informed basis

From Page 1

Cosatu documents seized again

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Bl Day 28/7/84
(40A) *(327)*
PRETORIA — The SA Police yesterday confirmed they had confiscated documents from Cosatu in terms of a warrant issued by a Johannesburg magistrate, after they returned the documents in terms of Tuesday's Rand Supreme Court ruling

A statement from the SAP said the documents were handed over to Cosatu's legal adviser

After returning the documents, the police confiscated all the documents — except for one — in terms of a new warrant issued by a Johannesburg magistrate

"These documents are necessary for investigation," the statement said

A Cosatu statement yesterday said the tax-paying public paid the costs of failed legal defence by the police

"Every attack on Cosatu is an attack upon the fragile system of collective bargaining and labour relations in this country

"These are frivolous adventures that SA can ill afford

"This morning the security police were told that their new search warrant was also invalid. Instead of obtaining clarity on this they persisted in their actions and we shall again be compelled to go to the Supreme Court to ensure the return of our documents," Cosatu said — Sapa

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Judgment reserved in Cosatu action

20/9/89 Stew 140 A

By Cathy Stagg

Judgment has been reserved in the case brought by the Congress of South African Trade Unions and its general secretary, Mr Jay Naidoo, against the Minister of Law and Order and a Johannesburg magistrate

The application was heard by Mr Justice Roux in the Rand Supreme Court yesterday

A photographic survey

Mr Wim Trengove, SC, submitted that search warrants, used by the police when they searched Mr Naidoo's home and Cosatu's offices on August 31, were invalid and everything done as a result of them was therefore unlawful

Even if the warrants were valid, the police were not entitled to use the occasion to make a video and photographic survey of the inside and outside of Mr

Naidoo's home

Mr Hans Bornman, who appeared for the Minister, submitted the warrants were valid. But even if there was something technically wrong with them, the police were entitled to act without a warrant in terms of the emergency regulations

In an affidavit Mr Naidoo said at about 7 am on August 31, about 10 policemen under the command of Captain C A Zeelie of the Security Branch arrived at his home in Bellevue East, Johannesburg

His attorney, Mr Peter Harris, arrived about 45 minutes later and told Captain Zeelie the search warrant was invalid but the policeman insisted on proceeding with the search

Mr Naidoo said he was particularly concerned about the video recordings and photographs taken during the search because there had been attacks on persons or property belong-

ing to organisations opposed to government policies

"For instance in 1987 Cosatu's premises in Johannesburg were badly damaged by a powerful explosion. The person or persons responsible for this act have not been found," he said

Mr Naidoo said if the widely held suspicion that elements of the police may be involved in attacks was true, the videos could be seen by such persons and may be used to plan an attack on him or his home

He did not know what the police had done with the video recordings and photographs and was afraid they may be copied and fall into wrong hands

The search at Cosatu's offices lasted from about 11 am until 4 30 pm. He said trade unions which were Cosatu affiliates had about one million members and the articles which were removed were needed for the day to day running of Cosatu

Cosatu-Vlok case judgment reserved

APR 21/9/89 (1401) ~~1401~~

The Argus Correspondent

JOHANNESBURG — Judgment has been reserved in the application brought by Mr Jay Naidoo and the Congress of South African Trade Unions (Cosatu) against the Minister of Law and Order, Mr Adriaan Vlok, and a Johannesburg magistrate

The application was heard by Mr Justice Roux in the Rand Supreme Court yesterday

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VIDEO SURVEY

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emergency regulations, he submitted. Mr Naidoo is the general secretary of Cosatu

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JSE's Norton warns on Iscor/Numsa share deals

CAF 714E
2/19/89

140A

Own Correspondent

JOHANNESBURG. — JSE members may not deal in Iscor shares with Numsa or any other prospective shareholder or agent until the corporation is listed on November 8, according to JSE president Tony Norton

Norton was commenting on yesterday's report that Numsa had been approached by a broker and a merchant bank with proposed deals regarding the share entitlements of its Iscor members

He said the JSE rules proscribed dealings in the period between the date on which a company's listing application goes up and the date of listing, so as to avoid a "pre-market" In Iscor's case, the application officially went up last Friday morning

This restriction applies only to JSE members and not to banks and

other institutions, Norton said

Meanwhile Paul Browning, author of the recently-published book *Black Economic Empowerment* criticised the nature of the Iscor privatisation plan and said the Privatisation Unit was "naive" in its anger at the proposed deals

He said the offer to employees was inadequate, and it would be unrealistic to expect them to treat the offer as anything more than a chance to cash in on a once-off opportunity

Browning's view, as expressed in his book, was that the "greatest opportunity for rapid, even dramatic, promotion of black economic empowerment comes from the transfer of ownership of state corporations to majority black ownership"

He proposed the creation of a trust which would purchase the majority of shares in state corporations.

cap. 11/15 21/9/87
**Boycott
on white
businesses**

1408
Own Correspondent

JOHANNESBURG — A national consumer boycott of white-owned businesses is to be officially implemented from tomorrow in line with the decision of last month's Worker Summit proposing "sustained action" against the Labour Relations Act (LRA)

The summit was attended by delegates of Cosatu, Nactu and independent unions which together represent about 1,2 million workers

Employer federation Saccola secretary Mr Friede Dowie yesterday said employers considered the planned action a breach of good faith bargaining. The matter would be raised at the next round of LRA negotiations with the unions scheduled for tonight

Nactu general secretary Mr Piroshaw Camay said yesterday that the consumer boycott was being supported by the Mass Democratic Movement

Clinic for job ailments

A WORKERS' clinic was launched at Community House in Salt River this week by the Industrial Health Group

The clinic is for people who have work-related illnesses and is open to workers who belong to a trade union affiliated to the Congress of South African Trade Unions (Cosatu), the National Council of Trade Unions (Nactu) or any unaffiliated trade union.

It will operate from the Salt River Methodist church in Durham Avenue on Thursday evenings between 4pm and 7pm; the Nactu offices in Atlantic House, Corporation Street on the second Saturday of the month between 10am and 12 noon, and the Cosatu offices in the Metropolitan Building, Kasselsvlei Road, every Monday evening between 4pm and 7pm.

Workers wishing to attend the clinic must make arrangements through their shopstewards

The clinic aims to help unions keep a record and train shopstewards regarding work-related illnesses

Future plans include opening a properly-equipped and established clinic as well as a mobile one

21-27/9/89.

~~140A~~

140A

Birth of a giant

THE formation of a giant new union for South Africa's clothing workers last weekend brought to a close a chapter of bitter conflict and inter-union rivalry in the industry.

Its formation was historic because it is the first time in more than 60 years that there has been a single national union in the industry.

But it was evident at the union's inaugural congress in Cape Town that there remain divisions which will have to be overcome if proper unity is to be forged.

The new union — the South African Clothing and Textile Workers' Union (Sactwu) — was formed from a merger between former rivals, the Garment and Allied Workers' Union and the Amalgamated Clothing and Textile Workers' Union of South Africa.

With 185 000 members, Sactwu is the third largest affiliate of the Congress of South African Trade Unions.

About 620 delegates attended the inaugural congress at the University of the Western Cape last weekend.

It is the first time a major union has been launched in the Western Cape.

Sactwu officials have acknowledged that the path to the merger was not



FACING THE FUTURE: Cosatu's Jay Naidoo (left) links hands with the Sactwu executive

easy.

A joint Gawu-Actwusa press statement issued last week said that "months of lengthy unity talks" preceded the signing of the merger agreement by the presidents of both unions last month.

The agreement did not end all differences between the two groups.

Contentious

Prior to the congress, a joint merger committee had drawn up a constitution and decided on the structure and name of the union, but the two unions tabled separate resolutions on several issues including political policy — probably the most contentious issue within the new union.

A Sactwu spokesperson said that several resolutions, including ones around political policy, could not be debated because of "time constraints" and had been referred to the national executive committee which meets later this year.

Political policy

Meanwhile, the union will presumably be guided by Cosatu's political policy since delegates resolved to affiliate to the federation as well as to the International Textile, Garment and Leatherworkers' Federation.

Also referred to the NEC are the national portfolios of media organiser, collective bargaining, education, administration and legal.

Gawu's regional secretary in the Western Cape, Lionel October, was elected general secretary against Desmond Sampson, Gawu's general secretary.

It is understood that Sampson, who was general secretary of Gawu, was backed by Actwusa delegates against October, the regional secretary of Gawu (Western Cape).

Ideological

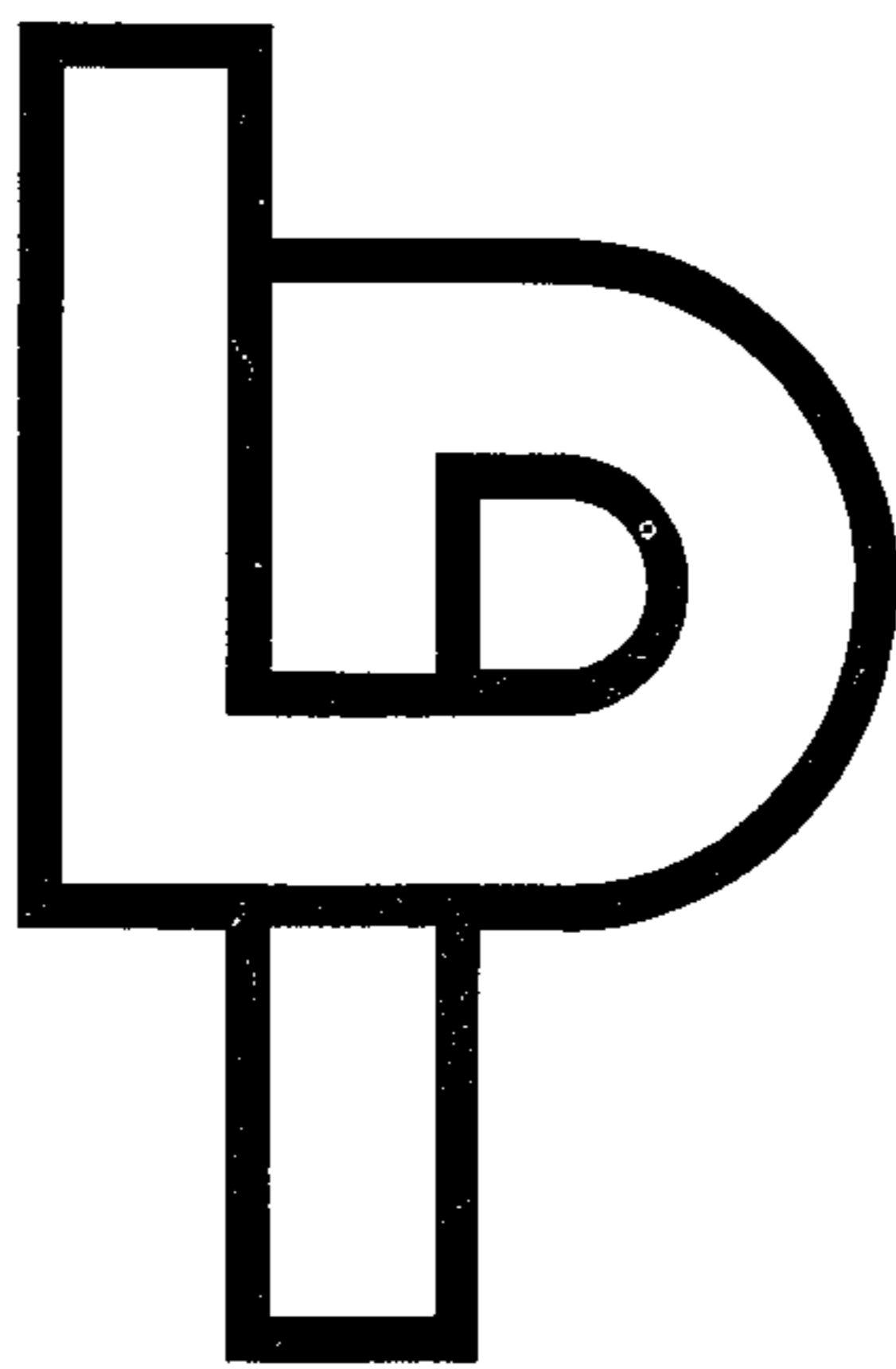
Actwusa general secretary, John Copelyn, was elected assistant-secretary and Actwusa president, Amon Ntuh, was elected president. The first vice-president is Ellen Beaumont of Gawu and second vice is Actwusa's Bert Pitts.

Joel Ndongeni from Gawu was elected treasurer.

Aside from ideological differences, the new union will have to make concerted attempt to bridge cultural differences between the union's members in different regions.

The union will have to build links between Gawu's largely Indian membership in Natal, the "coloured" members who make up the backbone of the clothing industry in the Western Cape and Actwusa's mostly African membership.

It will also have to continue its attempts to win workers in the leather industry after leather workers refused to be part of the merger.



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wishes

GAWU and ACTWUSA

well on their merger and formation of

SACTWU

Birth of a new union ... and a bouncing girl!

SEPTEMBER 16 is a date the newly elected general secretary of the South African Clothing and Textile Workers' Union, Lionel October, will always remember

Not only was he elected to the key post in the country's third-biggest union, but he also became the proud father of a bouncing baby girl, Tracy

As delegates met in the main hall of the University of the Western Cape to bring to birth a new union for clothing workers throughout South Africa, October was with his wife at the labour ward of the Mowbray Maternity Home

Union officials had to dash to the hospital with nomination forms for October to sign

Commenting on the merger, October said it marked the first time in more than 60 years that workers throughout the clothing and textile industry were united in one union

He said it was also important that more than 80 per-



Sactwu general secretary Lionel October
cent of workers in the industry were already members of the union — the highest of any Cosatu affiliate



Natal delegates concentrating on the speeches

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The face

By CHIARA CARTER

THE formation of the South African Clothing and Textile Workers' Union (Sactwu) shows what a new South Africa would be like, says Cosatu general secretary Jay Naidoo

"What we see before us is the face of a new South Africa — face marked by its non-racial character, unity and strong spirit of the working class," he told delegates at the Sactwu inaugural congress at the Uni-

versity of the Western Cape at the weekend

Naidoo said the merger between Gawu and Actwusa was "an historic occasion"

Appealing for unity within the new union he said "You are from different traditions and come from unions which had different policies

"What this merger has shown is that there is more that unites workers than divides them," he said

Compromises

"You have to forge the unity that will transform the new union into a weapon of struggle against great exploitation We hope the necessary

compromises

unity of work

Naidoo said

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WARMEST WISHES
TO GAWU &
ACTWUSA**

**We hope the
merger between
your unions
SOARS TO
NEW HEIGHTS**



Natal delegates toy-toying during the congress



Quiet moment at the Industrial House social

Quickstep - giant new ur



Western Cape delegates show their zeal and zest



Transvaal delegates singing the national anthem

PICS YUNUS MOHAMED

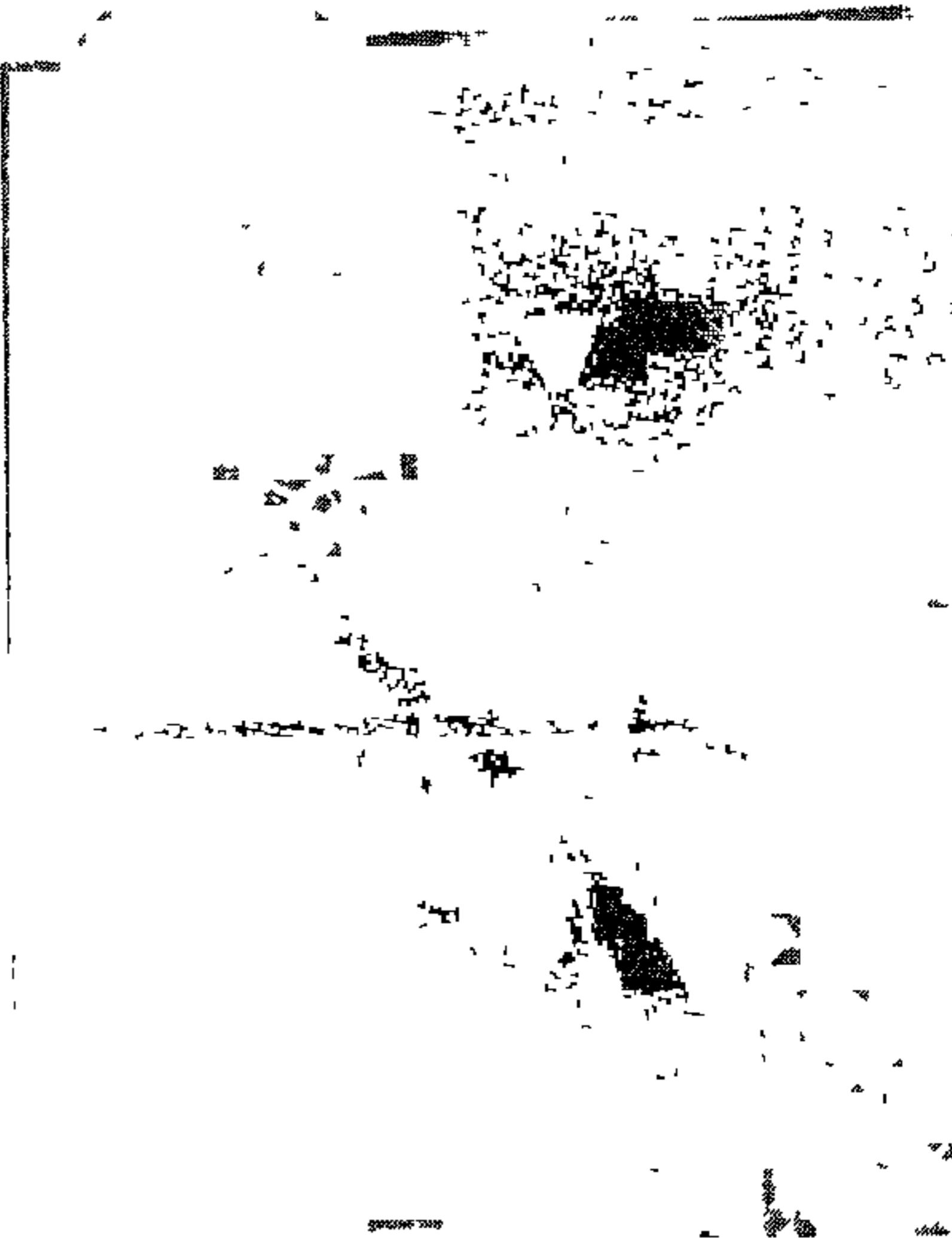
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the broader struggle within society and he called on workers to join the broad liberation struggle
"If we want working class leadership of organisations, we must win that leadership through our involvement in the broader struggle," he said
"Workers must help build all mass organisations in our country
"The Mass Democratic Movement (MDM) is an alliance of all patriotic forces committed to building a new South Africa
"For us as part of the working class, the role we play in the MDM will shape the face, form and content of a new South Africa

"Trade unions are one of the most organised weapons the working class has but the working class is much broader. There are millions of unemployed, housewives, youth and rural dwellers who form part of the working class
"As the trade union movement we are a federation with certain priorities and the way we achieve our political goals is to forge alliances with those organisations whose goals coincide with ours
"This is why the MDM was formed
"One of the central MDM campaigns has been the defiance campaign. We have seen the De Klerk regime retreat in the face of massive opposition from people throughout the country
"The Conference for a Democratic Future is another initiative by the MDM which aims at isolating the reactionary core of apartheid

It was important that those who led organisations shared workers' aspirations and directed them towards realisation
A major point of difference between the working class and other organisations was whether society should be free of capitalist exploitation
While certain shopfloor issues were exclusively trade union questions, others such as housing and education involved trade unions and community organisations
While joint action over such issues was important it should not be forgotten that Cosatu had resolved to be an independent organisation
He called on workers to develop their own independent structures, political demands and political programme



Jay Naidoo delivering the opening address

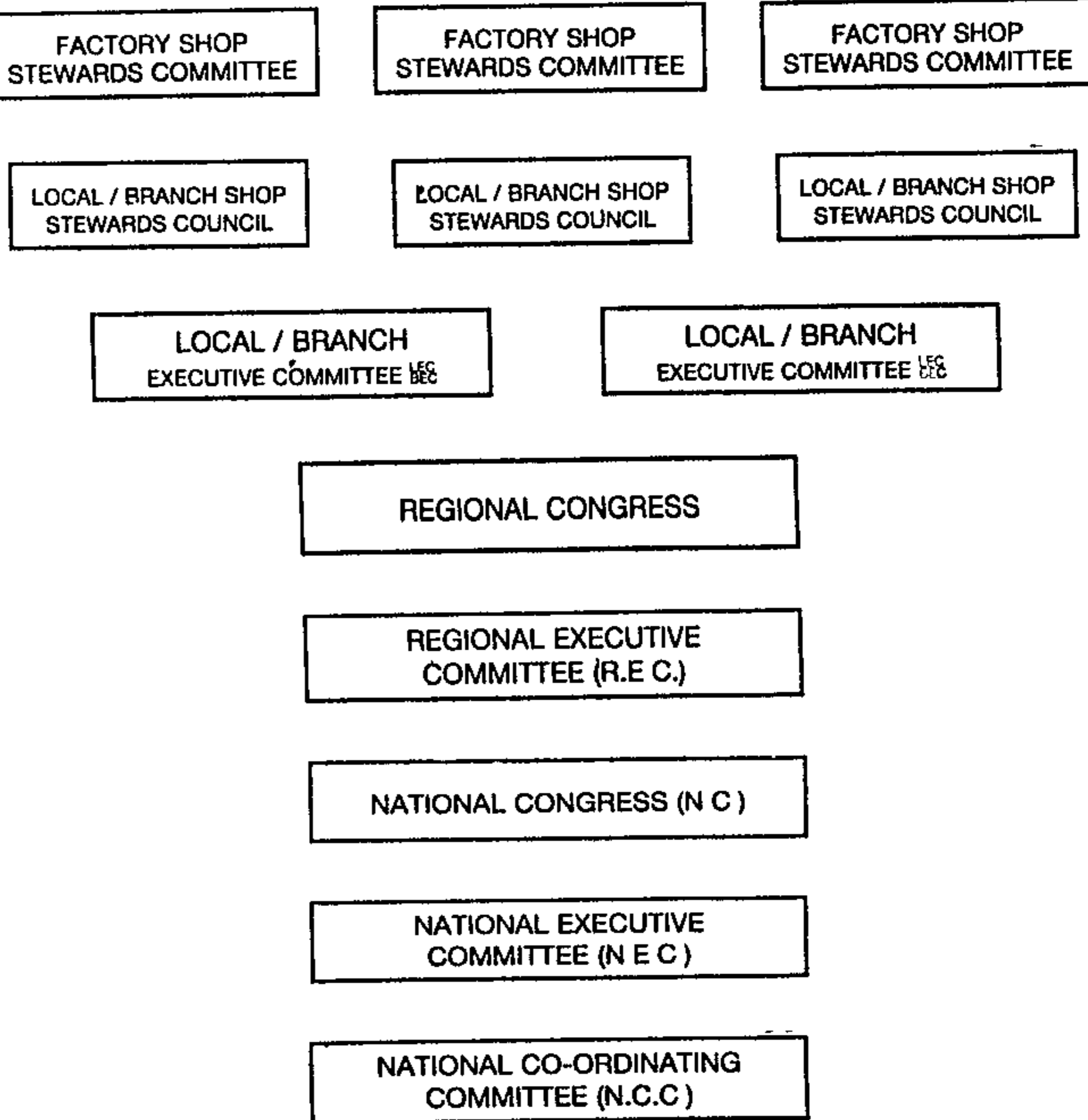
Consolidate

"We must discuss the ANC's constitutional guidelines to give them the content of the working class
"As part of Cosatu, Sactwu's task will be to consolidate its factory floor structure to build one union, industry and federation
"At a political level, the key task is to build the MDM — not just through slogans but through action
"One of our key tasks is to discuss what workers want in the new LRA. This is why discussion of the workers' charter is important," he said.
Outgoing Gawu president Ismail Muckdoom called on workers to discuss within their ranks the new South Africa they wanted. Discussion of the ANC's constitutional guidelines and the workers' charter was important in this debate, he said.
"What kind of SA do we want for workers? Our answer will determine the quality of life of workers' children still to be born"

Difficult

He said the path to the merger had been long and difficult
"We never gave up our dream of one union in one industry. Our grand attempt to unite the industry has ended today."
Actwusa president Amon Ntuli said the merger of the two unions was "an historic day for worker control in our industry"
He said there should be greater working class leadership in community organisations
"A major failing of the liberation movement in our country is that leadership of organisations is not in the hands of workers"

HOW WILL THE STRUCTURES OF SACTWU BE FORMED?



...into an exciting future? Supporters of the
...on, Sactwu, enjoying themselves at the social



Actwusa and Gawu executive members at the inaugural conference

Breaking with 'years of subservience'

THE formation of the South African Clothing and Textile Workers' Union (Sactwu) had transformed the clothing industry and was of "major political significance"

This was said by the South African Congress of Trade Unions (Sactu) in a lengthy message of support to Sactwu's inaugural congress

"We congratulate the militancy of workers in

this sector, particularly those who have broken with years of subservience and reactionary trade unionism," the message said

Sactu said the new union would have "tremendous political impact" and is the potential for creating greater unity, particularly in the Western Cape.

Guidelines

The message said that Sactu "noted with concern" that unions in the leather industry had not participated in the merger and called on Sactwu to continue organising leather workers

Sactu also called on rope and canvas workers to form part of the new union

The message called on Sactwu to pay "special attention" to the problems which working women faced and to work towards full participation of women workers at all levels of the union

It called on Sactwu to put forward its demands when discussing the ANC's constitutional guidelines and for the workers' charter to be discussed at all levels in Sactwu, the Congress of South African Trade Unions, the National Council of Trade Unions and unaffiliated unions

Contribution

Sactwu also received a message of support from the African National Congress which said the formation of Sactwu had "the potential of making a mighty contribution to the unity in action of the working class and to the creation of one non-racial democratic trade union federation"

The National Union of Mineworkers said the formation of Sactwu took place at a time when "the oppressed masses were locked in a life and death struggle"

Num said that "united mass action" was the weapon against apartheid

The South African Municipal Workers' Union (Samwu) said the formation of Sactwu was "a massive step forward in the liberatory struggle of the working class"

Messages of support were received from several other organisations including the United Womens' Congress, the Trades Union Congress of Great Britain and the British Transport and General Workers' Union...

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Birth of a new union ... and a bouncing girl!

SCOTT MIBER is in India, the world's first general secretary of the South African Clothing and Textile Workers Union. Lionel October will also be remembered.

Not only was he elected to the key post in the union, he also became the first South African to hold the post of International Secretary of the International Textile Workers Union. He was elected to the post of International Secretary of the International Textile Workers Union in 1987. He was elected to the post of International Secretary of the International Textile Workers Union in 1987. He was elected to the post of International Secretary of the International Textile Workers Union in 1987.



SACTWU general secretary Lionel October. At the union — the highest of any South African.

ZENZELENI WORKERS ARE PROUD TO BE PART OF THE ACTWUSA-GAWWU MERGER: SACTWU

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Natal delegates concentrating on the speeches.

The faces

By CHIARA CARTER

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"What we see before us is the face of a new South Africa — a face marked by its non-racial character, unity and strong spirit of the working class," he told delegates at the SACTWU inaugural congress at the University of the Western Cape at the weekend.

Naidoo's bid to merge between Gawu and Actwusa is an historic occasion.

Applying for unity within the new union he said "You are from different traditions and come from unions which had different policies."

What this merger has shown is that there is more to unions workers than in divides them, he said.

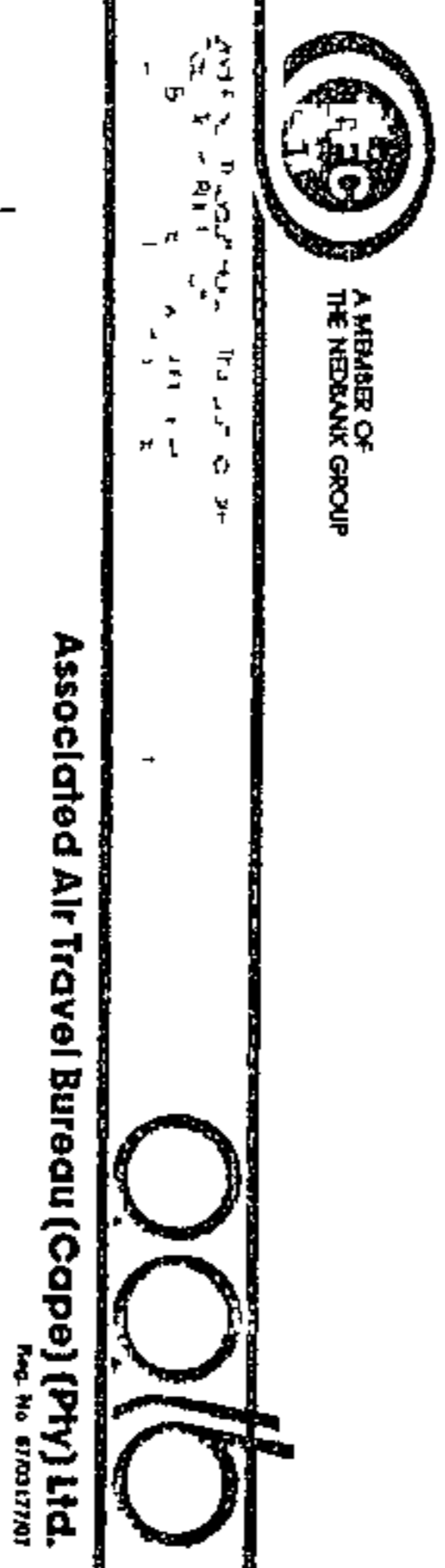
Compromises

You have to give the unity that will transform the union into a new South Africa, he said.

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EXTENDS THEIR WARMEST WISHES TO GAWWU & ACTWUSA

We hope the merger between your unions SOARS TO NEW HEIGHTS



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Natal delegates trying to enjoy the congress.

Quiet moment at the Industrial House social.



Western Cape delegates show their zeal and zest.

PICS: YUNUS MOHAMMED



Transvaal delegates singing the national anthem.

of a new SA

Trade unions are one of the most important organisations in our society. They are the backbone of the working class and the most powerful force for social justice.

At the time of the apartheid struggle, the trade unions were the only organisations that stood up to the apartheid government. They were the only organisations that stood up to the apartheid government.

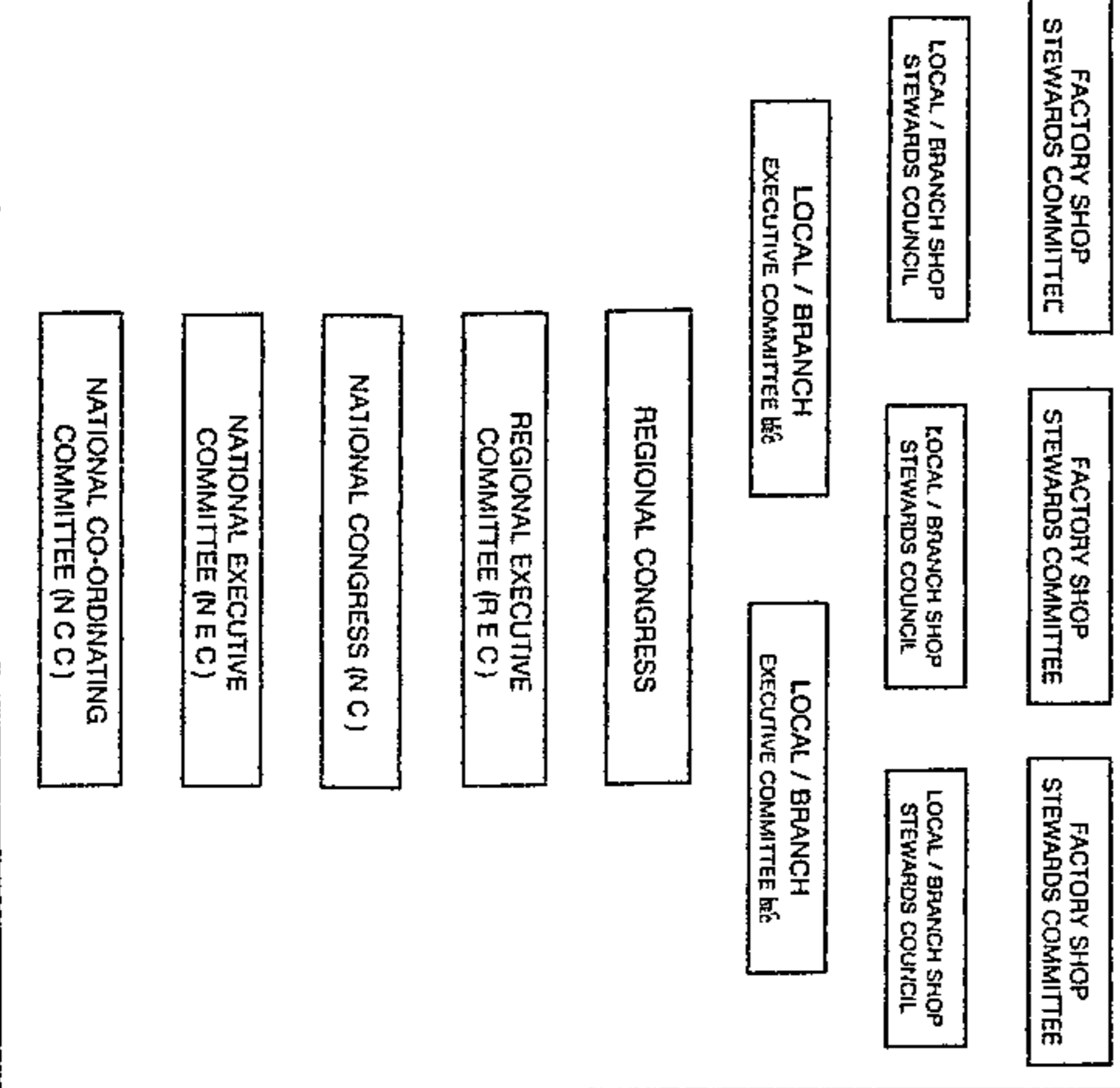
At the time of the apartheid struggle, the trade unions were the only organisations that stood up to the apartheid government. They were the only organisations that stood up to the apartheid government.

It is important that those who led the struggle should be remembered. They are the backbone of the working class and the most powerful force for social justice.

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Jay Naidoo delivering the opening address.

HOW WILL THE STRUCTURES OF SACTWU BE FORMED?

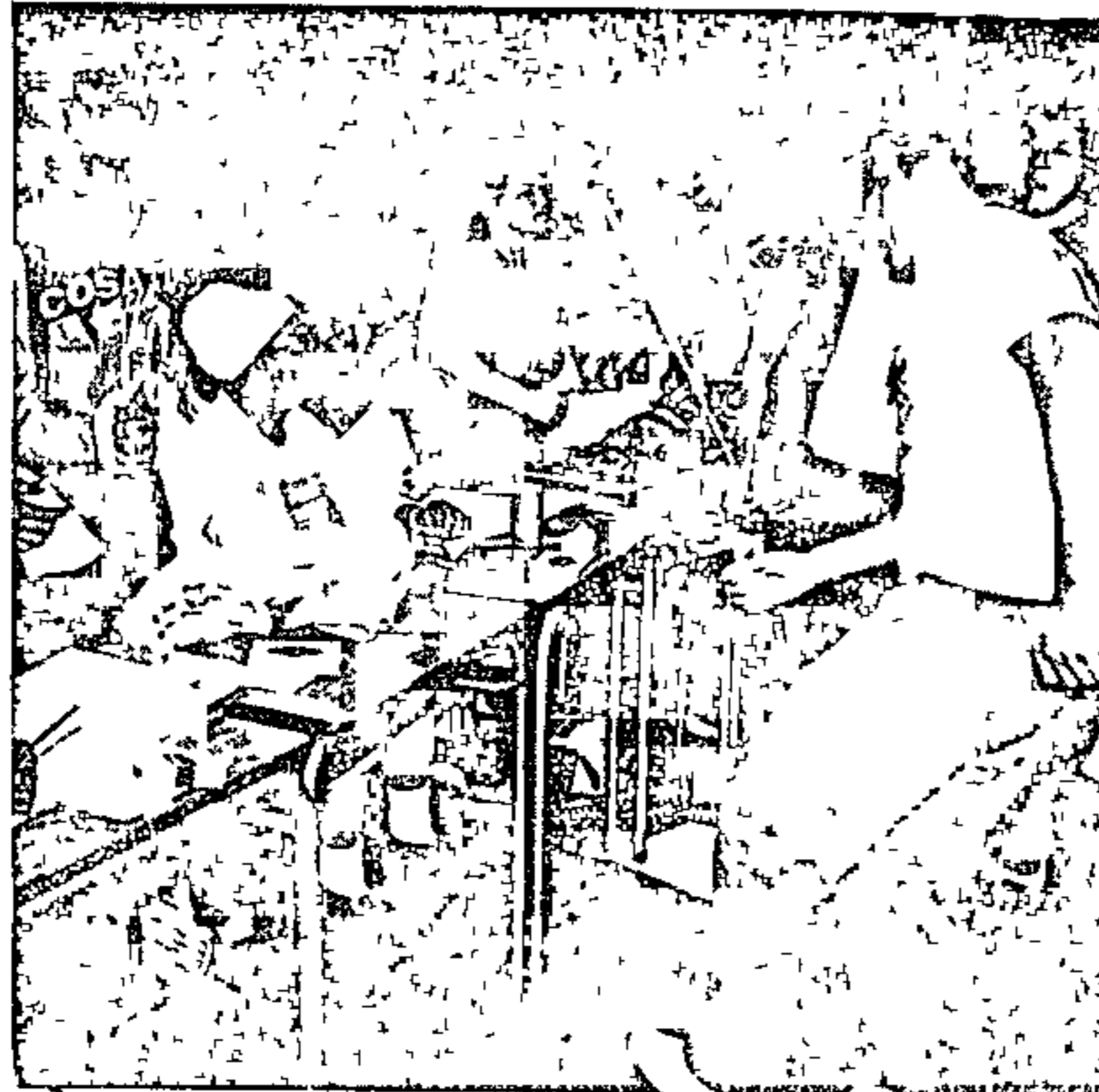


At a political level, the key tasks are to build the SACTWU through a process of unity and strong spirit of the working class.

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Quickstep, giant new!



Delegates show their zeal and zest

PICS YUNUS MOHAMED



Transvaal delegates singing the national anthem

a new SA

the broader struggle within society and he called on workers to join the broad liberation struggle

"If we want working class leadership of organisations we must win that leadership through our involvement in the broader struggle" he said

"Workers must help build all mass organisations in our country

The Mass Democratic Movement (MDM) is an alliance of all patriotic forces committed to building a new South Africa

"For us as part of the working class the role we play in the MDM will shape the face, form and content of a new South Africa

Trade unions are one of the most organised weapons the working class has but the working class is much broader. There are millions of unemployed, housewives, youth and rural dwellers who form part of the working class

"As the trade union movement we are a federation with certain priorities and the way we achieve our political goals is to forge alliances with those organisations whose goals coincide with ours

This is why the MDM was formed

"One of the central MDM campaigns has been the defiance campaign. We have seen the De Klerk regime retreat in the face of massive opposition from people throughout the country

The Conference for a Democratic Future is another initiative by the MDM which aims at isolating the reactionary core of apartheid

Consolidate

"We must discuss the ANC's constitutional guidelines to give them the content of the working class

"As part of Cosatu, Sactwu's task will be to consolidate its factory floor structure to build one union, industry and federation

At a political level the key task is to build the MDM — not just through slogans but through action

One of our key tasks is to discuss what workers want in the new LRA. This is why discussion of the workers charter is important" he said

Outgoing Gawu president Ismail Muckdoorn called on workers to discuss within their ranks the new South Africa they wanted. Discussion of the ANC's constitutional guidelines and the workers charter was important in this debate, he said. "What kind of SA do we want for workers? Our answer will determine the quality of life of workers children still to be born

Difficult

He said the path to the merger had been long and difficult

"We never gave up our dream of one union in one industry. Our grand attempt to unite the industry has ended today

Actwusa president Anon Ntuli said the merger of the two unions was an historic day for worker control in our industry

He said there should be greater working class leadership in community organisations

A major failing of the liberation movement in our country is that leadership of organisations is not in the hands of workers

It was important that those who led organisations shared workers aspirations and directed them towards realisation

A major point of difference between the working class and other organisations was whether society should be free of capitalist exploitation

While certain shopfloor issues were exclusively trade union questions, others such as housing and education involved trade unions and community organisations

While joint action over such issues was important it should not be forgotten that Cosatu had resolved to be an independent organisation

He called on workers to develop their own independent structures political demands and political programme

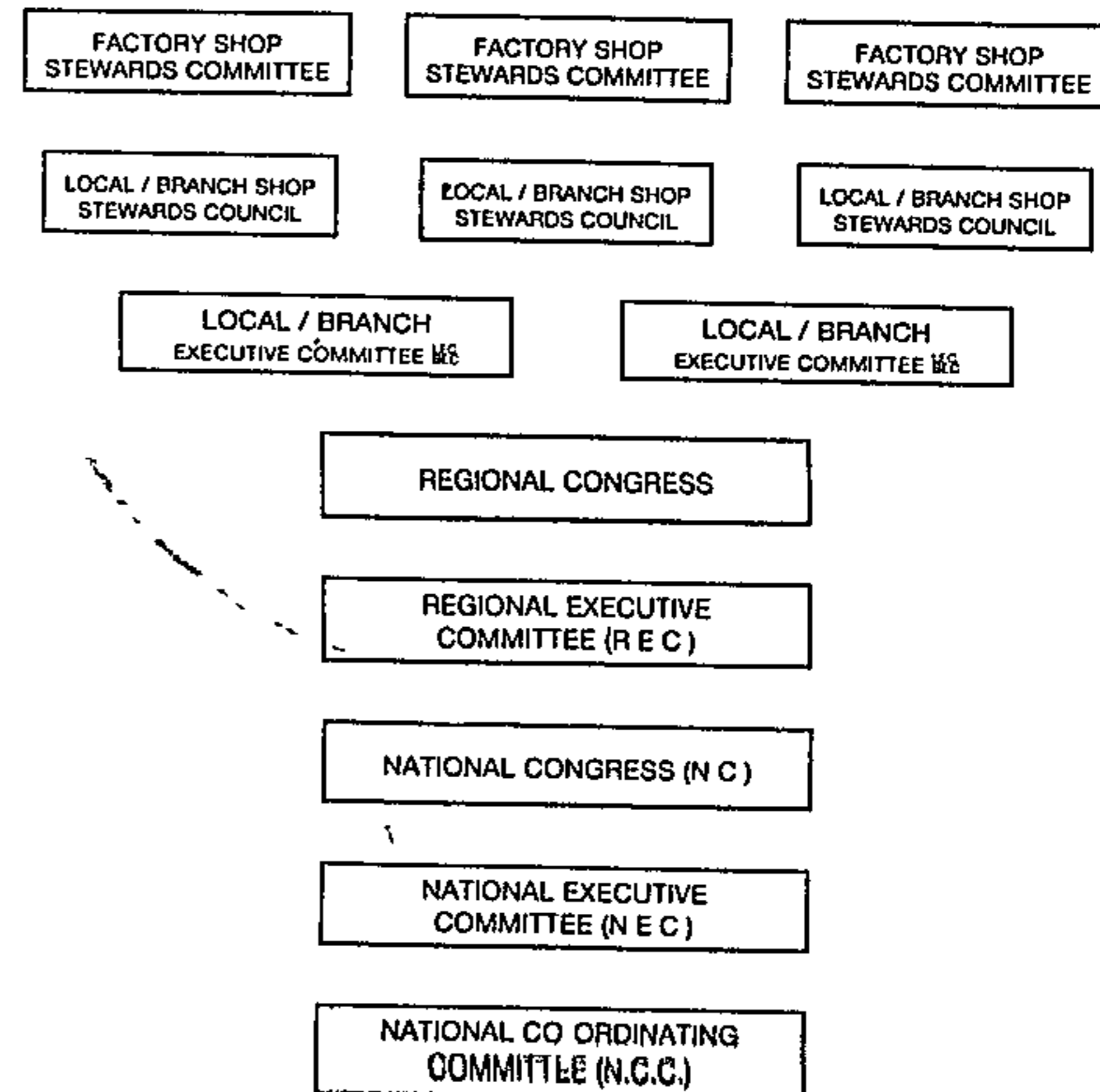


Jay Naidoo delivering the opening address



Supporters of the future? Supporters of the social themselves at the social

HOW WILL THE STRUCTURES OF SACTWU BE FORMED?





Natal delegates concentrating on the speeches



Western Cape

The face of

By CHIARA CARTER

THE formation of the South African Clothing and Textile Workers' Union (Sactwu) shows what a new South Africa would be like, says Cosatu general secretary Jay Naidoo

"What we see before us is the face of a new South Africa — face marked by its non-racial character, unity and strong spirit of the working class," he told delegates at the Sactwu inaugural congress at the Uni-

versity of the Western Cape at the weekend

Naidoo said the merger between Gawu and Actwusa was "an historic occasion"

Appealing for unity within the new union he said "You are from different traditions and come from unions which had different policies"

What this merger has shown is that there is more that unites workers than divides them, he said

Compromises

You have to forge the unity that will transform the new union into a weapon of struggle against great exploitation We hope the necessary

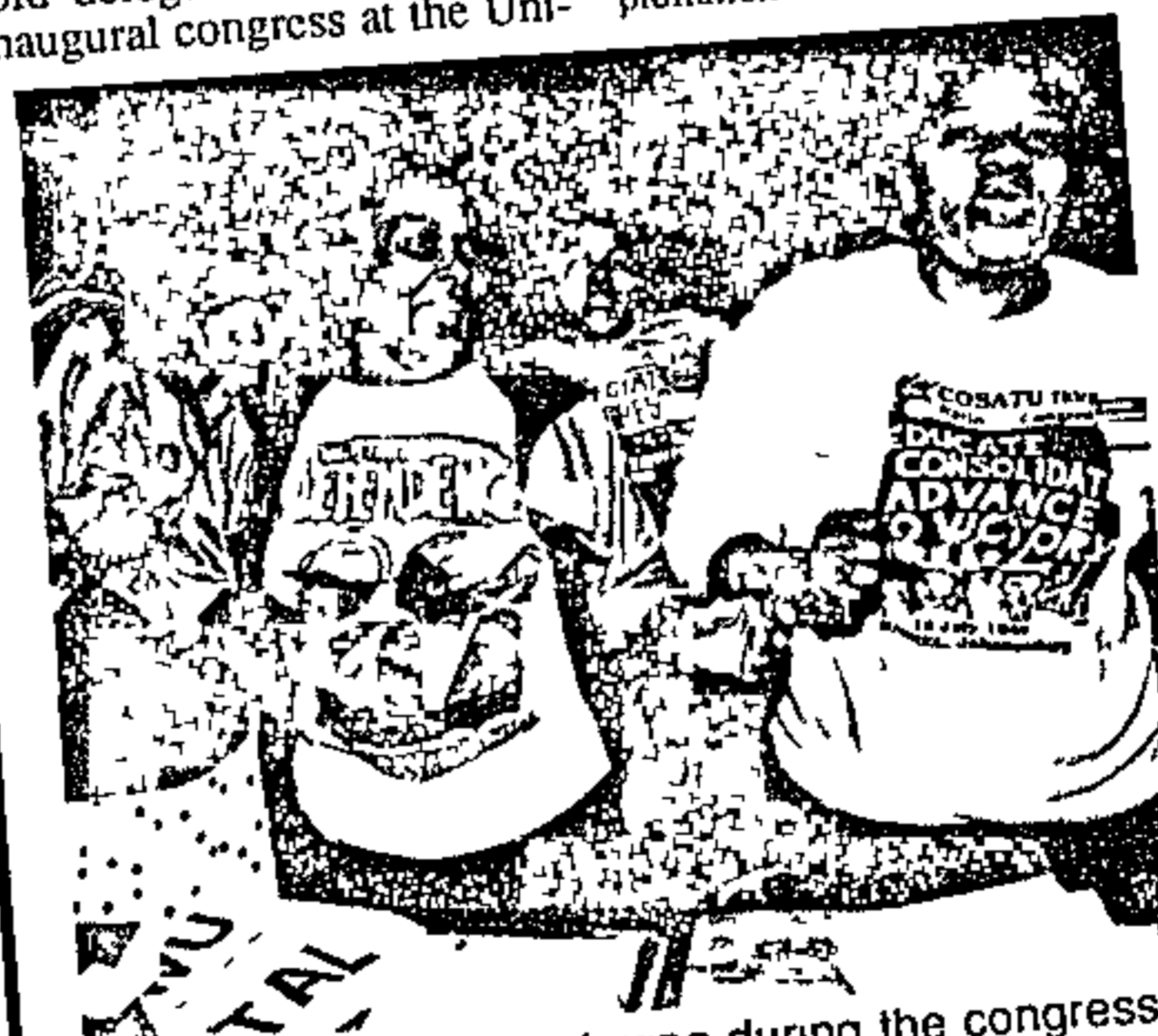
compromises will be made to ensure unity of workers in this sector

Naidoo said the fight against apartheid was part of an uninterrupted struggle for socialism

"Our society is one wracked by civil conflict. Apartheid is the form capitalism takes. For the working class apartheid does not mean the Mixed Marriages Act but laws which affect the cost, supply and demand of labour"

Mass resistance led by the working class had created apartheid's greatest crisis and Cosatu had grown into one of the most militant union federations in the world, he said

The struggle on the factory floor should not be seen as separate from



Natal delegates toyi-toying during the congress



Quiet moment at the Industrial House social



Quickstepping into an exciting future giant new union, Sactwu, enjoying

140A South
21-27/9/89.

Tile workers invited back

NINETEEN workers dismissed from the ItaTile Centre in Observatory after a wildcat strike at the beginning of the month are still without jobs

The workers, members of the Commercial, Catering and Allied Workers' Union of South Africa (Ccawusa), downed tools on September 1 in support of wage demands

According to a Ccawusa spokesperson, the stoppage continued the following day

The workers then stayed away from work on September 5 and 6 in support of the nationwide protest action against the Labour Relations Amendment Act

They were dismissed when they returned to work

Mr G le Roux, ItaTile spokesperson, said the company had issued written requests and warnings to the dismissed workers on five separate occasions

The company had not taken into consideration their absence on September 5 and 6 when making the decision to dismiss them, and all 19 workers had been given the opportunity to reapply for their jobs, he said

Meanwhile, the Construction and Allied Workers' Union (Cawu) plans to go to court over the retrenchment of 279 Cawu members from Corobrik in Stellenbosch last month, a Cawu spokesperson said

One struggle

Get involved in community workers told at Fawu meet

140A

South
21-27/9/89

By CHIARA CARTER

HIGH school pupils sat among delegates during the annual congress of the Food and Allied Workers' Union (Fawu) in East London's Duncan Village last weekend.

Their presence was part of Fawu's strong emphasis on trade union involvement in "community struggle".

Fawu general-secretary Mandla Gxanyana said the union's 84 000 members should belong to community organisations otherwise they were "selling out on the union's principles".

The five-day congress was characterised by a strong spirit of unity.

The entire Fawu executive was re-elected unopposed and most motions were passed unanimously.

Delegates said there were few differences of opinion and these were largely resolved before resolutions were discussed.

Negotiation

Said Fawu president Chris Dlamini "The congress demonstrated a unity unprecedented in the history of this union."

In line with the Cosatu resolution on Namibia, Fawu resolved to support Swapo and to immediately begin collecting R1 from each member to swell Swapo's election coffers.

It will also share media, administrative, organisational and negotiating skills with the Namibian Food and Allied Workers' Union.

The congress expressed support for the Organisation for African Unity's guide-

lines for negotiation and called on the South African government to renounce violence.

There was lengthy discussions about peace initiatives locally and internationally and the union resolved to deepen understanding of these initiatives among its membership.

It voted for September 1 to be commemorated as a day of Peace and Solidarity.

It also decided to focus on women in the union and to ensure that women are represented at all levels within the union.

Delegates resolved to intensify Fawu's campaign for the release of veteran trade unionist Oscar Mpetha and to continue with Cosatu's campaign against the Labour Relations Act.

As a cost-cutting measure, Fawu will in future hold its congress every two years.

Ccawusa's bid to end dispute

THE Commercial, Catering and Allied Workers' Union of South Africa (Ccawusa) has appealed to catering giant, Fedics, to agree to mediation in an attempt to resolve the 39-day-old wage dispute between the union and the company.

The dispute affects 1 500 workers

Following a meeting between the union and management on Monday, Fedics agreed to mediation for three companies in the Transvaal

But the company has refused to consider mediation at Fedics Food Services until staff return to work

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September 27 1989

140A South 21-27/9/89.



The Eastern Transvaal Grassroots Cultural Group performs at the Ppwawu rally

Mbeki honoured by print union

From MONO BADELA

JOHANNESBURG — ANC stalwart Govan Mbeki has been made the patron of the 40 000-strong Paper, Print, Wood and Allied Workers' Union (Ppwawu) at its third annual congress in Soweto last weekend.

Last month, the newly launched Association of Democratic Journalists (ADJ) honoured 79-year-old Mbeki by making him one of its three patrons.

Ppwawu's congress proceedings were hampered after the police imposed stringent restrictions on a

closing rally at Shareworld outside Soweto on Sunday.

Only unionists were allowed to attend or address the meeting.

Police also occupied the hall where the meeting was held and taped-recorded proceedings.

Riot police were stationed outside the hall for most of the day and a police officer Captain Marx threatened to close the meeting on several occasions.

An address prepared by veteran trade unionist Harry Gwala was read. Gwala, who is receiving medical treatment in London, is listed and

cannot be quoted in South Africa.

The union reaffirmed its political policy regarding the Freedom Charter.

It called for discussion of the ANC's constitutional guidelines and expressed support for Swapo.

Other resolutions were on self-sufficiency and support for the Save The Patriots campaign.

Messages of solidarity were received from the African National Congress and the South African Congress of Trade Union, among others.

1100A



BIRTH of a giant

THE formation of a grant new union for South Africa's clothing workers last weekend brought to a close a chapter of bitter conflict and inter-union rivalry in the industry.

Its formation was historic because it is the first time in more than 60 years that there has been a single national union in the industry.

But it was evident at the union's inaugural congress in Cape Town that there remain divisions which will have to be overcome if proper unity is to be forged.

The new union — the South African Clothing and Textile Workers' Union (Sactwu) — was formed from a merger between former rivals, the Garment and Allied Workers' Union and the Amalgamated Clothing and Textile Workers' Union of South Africa.

With 185 000 members, Sactwu is the third largest affiliate of the Congress of South African Trade Unions

About 620 delegates attended the inaugural congress at the University of the Western Cape last weekend

It is the first time a major union has been launched in the Western Cape Sactwu officials have acknowledged that the path to the merger was not



FACING THE FUTURE: Cosatu's Jay Naidoo (left) links hands with the Sactwu executive

easy
A joint Gawu-Actwusa press statement issued last week said that "months of lengthy unity talks" preceded the signing of the merger agreement by the presidents of both unions last month

The agreement did not end all differences between the two groups
Contentious

Prior to the congress, a joint merger committee had drawn up a constitution and decided on the structure and name of the union, but the two unions tabled separate resolutions on several issues including political policy — probably the most contentious issue within the new union

A Sactwu spokesperson said that several resolutions, including ones around political policy, could not be debated because of "time constraints" and had been referred to the national executive committee which meets later this year

Political policy
Meanwhile, the union will presumably be guided by Cosatu's political policy since delegates resolved to affiliate to the federation as well as to the International Textile, Garment and Leatherworkers' Federation

Also referred to the NEC are the national portfolios of media organiser, collective bargaining, education, administration and legal

Gawu's regional secretary in the Western Cape, Lionel October, was elected general secretary against Desmond Sampson, Gawu's general secretary

It is understood that Sampson, who was general secretary of Gawu, was backed by Actwusa delegates against October, the regional secretary of Gawu (Western Cape)

Ideological
Actwusa general secretary, John Copelyn, was elected assistant-secretary and Actwusa president, Amnon Nhlil, was elected president

The first vice-president is Ellen Beaumont of Gawu and second vice is Actwusa's Bert Pitts

Joel Ndongem from Gawu was elected treasurer

Aside from ideological differences, the new union will have to make a concerted attempt to bridge cultural differences between the union's members in different regions

The union will have to build links between Gawu's largely Indian membership in Natal, the "coloured" members who make up the backbone of the clothing industry in the Western Cape and Actwusa's mostly African membership

It will also have to continue its attempts to win workers in the leather industry after leather worker unions refused to be part of the merger

140A south



Actwusa and Gawu executive members at the inaugural conference

Breaking with 'years of subservience'

THE formation of the South African Clothing and Textile Workers' Union (Sactwu) had transformed the clothing industry and was of "major political significance"

This was said by the South African Congress of Trade Unions (Sactu) in a lengthy message of support to Sactwu's inaugural congress

"We congratulate the militancy of workers in

this sector, particularly those who have broken with years of subservience and reactionary trade unionism," the message said

Sactu said the new union would have "tremendous political impact" and the potential for creating greater unity, particularly in the Western Cape

Guidelines

The message said that Sactu "noted with concern" that unions in the leather industry had not participated in the merger and called on Sactwu to continue organising leather workers

Sactu also called on rope and canvas workers to form part of the new union.

The message called on Sactwu to pay "special attention" to the problems which working women faced and to work towards full participation of women workers at all levels of the union

It called on Sactwu to put forward its demands when discussing the ANC's constitutional guidelines and for the workers' charter to be discussed at all levels in Sactwu, the Congress of South African Trade Unions, the National Council of Trade Unions and unaffiliated unions

Contribution

Sactwu also received a message of support from the African National Congress which said the formation of Sactwu had "the potential of making a mighty contribution to the unity in action of the working class and to the creation of one non racial democratic trade union federation"

The National Union of Mineworkers said the formation of Sactwu took place at a time when "the oppressed masses were locked in a life and death struggle"

Num said that "united mass action" was the weapon against apartheid

The South African Municipal Workers' Union (Samwu) said the formation of Sactwu was "a massive step forward in the liberatory struggle of the working class"

Messages of support were received from several other organisations including the United Womens' Congress, the Trades Union Congress of Great Britain and the British Transport and General Workers' Union

It's good to know you're getting more than just a good wage.

When you're protected by a Metropolitan Life Group Scheme, your job means a lot more than money.

It means peace of mind through financial security for you and your family.

It means a real saving in money, by giving you this financial security at the lowest possible rate. And it means there's no chance of losing your security, because payment of premiums is made regularly and reliably, by your organisation.

In short, it means you're actually a lot better off.

Numsa, SEC reach agreement

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THE National Union of Metalworkers of South Africa and the Steel Engineering Company have reached agreement on the proposed retrenchment of 250 workers at the Roodepoort firm, a spokesman for the company said yesterday

The company spokesman said the affected employees had now accepted the firm's retrenchment package after talks between their representatives and management yesterday.

Initially the Boart subsidiary and Numsa had been involved in a row over the proposed retrenchments.

According to management, 80 employees had already accepted the retrenchment package, 50 others accepted early retirement and another 50

By LEN MASEKO

offered - without loss of pay - "menial jobs elsewhere within the company"

The company spokesman said a further 70

workers had now accepted proposed retrenchments, resolving the row between management and Numsa

Earlier, Numsa had ac-

cused Boart management of embarking on a relocation scheme of its subsidiaries to the KwaNdebele homeland, a union-free zone, to take advantage of what it termed cheap labour in the area.

The union said the company had already opened a new plant there, employing 560

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Unique meeting over Labour Act changes

Star 22/9/87

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Like much else in South Africa, the current talks between bosses and workers over a new labour law dispensation have a quality of uniqueness. In effect, historic enemies are jointly supplementing the law-making process.

The talks — between the SA Consultative Committee on Labour Affairs (Saccola), representing most employer bodies, and the Congress of SA Trade Unions (Cosatu), the National Council of Trade Unions (Nactu) and other worker bodies representing over a million workers — aim to produce joint submissions to the National Manpower Commission on changes to the Labour Relations Act (LRA). Some changes are planned for the next session of Parliament.

Much is at stake. Union fury over last year's LRA amendments has already sparked two stayaways, and today the unions launched an overtime ban to protest against the Act.

Joint employer-worker proposals would be a major influence on the legislators, but full consensus is unlikely. What can the talks achieve?

Five problem areas

In a letter asking the State to hold back certain of the amendments last year, unions and employers singled out five problem areas. Rapid progress is possible in four, says Saccola chairman Mr Bobby Godsell.

Chief among them is the LRA's infamous section 79(2), which broadens unions' liability for damages by creating a presumption of union "agency" in illegal strikes. Meant to deter wildcat stoppages, it has deterred union involvement in settling them, and most big employers agree it has to go.

Other key areas of consensus, according to Mr Godsell, are on the restrictive time limits for dispute resolution and racial union registration procedures.

But all is not sweetness and light. There are marked differences over the definition of unfair labour practice in the Act — specifically over the fairness of sympathy strikes, which unions consider

Trade unions and employers are meeting again this week over the controversial Labour Relations Act. What are the possibilities — and limitations — of their highly unusual encounter? **DREW FORREST** reports

a vital weapon, but which employers reject. In addition, unions broadened the battlefield in June this year by shifting their focus from the amendments to the entire Act. Calling for a new LRA, covering workers in the homelands and in the farming, domestic and public sectors, they demanded that the SA Agricultural Union (SAAU), SA Transport Services (Sats) and the Commission for Administration (CA) join the Saccola debates.

Employers doubt the merits of one Act for all, adding that only when Sats privatises are its employees likely to fall under the LRA, and that political pressures rule out full union rights for farmworkers in the short term.

The CA has shunned the talks, and while Sats and the SAAU have attended, sources say they are unlikely to reappear.

The broad union demands have highlighted other differences. In a recent document, Saccola said employers should be able to recognise minority worker bodies — a major union bugbear — and reacted to union demands for statutory job security and maternity and redundancy rights by saying these belonged in the collective bargaining arena.

Such seem to be the short-term prospects — the question is: are they good enough to keep the unions talking?

Employers fear that an "all-or-nothing" approach could lead unionists to abort the Saccola talks. "If you insist on agreeing everything before you agree on anything, you don't usually agree on much," says Mr Godsell.

The unions respond that it is unrealistic to expect indefinite worker tolerance of the existing LRA. "We want a very clear and definite response to our demands," warns Cosatu's Mr Jay Naidoo.

BLACK consumers deserted shops and commercial centres in East London and other towns in the Border region on Thursday as the nation-wide boycott called by the Congress of South African Trade Unions and the Mass Democratic Movement got off to an early start in the area

Shops in Queenstown, Stutterheim and King William's Town were virtually deserted for the whole day and major chain stores in East London, including Ackermans, PEP, Checkers, OK Bazaars and Jet were empty of black shoppers

The boycott has been called in particular to protest against the Labour Relations Amendment (LRA) Act and Cosatu and MDM officials said yesterday they expected black consumers throughout the country to follow the example of shoppers in the Border area

The boycott, part of the MDM's broader defiance campaign, is due to run from Friday September 22 until Friday October 6, except in the Western Cape, where the protest will run from October 7 to October 20. Organisers in the various regions will also discuss extending their boycotts at the end of the two-week period

In the Border region store managers said they had begun laying off casual staff in response to the drop in customers and some stores had told full-time workers to take their annual leave now

The region's boycott co-ordinating committee has also told black hawkers to pull out of white commercial areas to avoid the possibility of white owned stores recruiting blacks to sell goods on the streets

The boycott in the Border region started earlier than in the rest of the country after the region's co-ordinating committee failed to receive a message from Cosatu headquarters saying the protest had been postponed to give organisers more time

A Cosatu spokesman said the early start had not caused any problems and the success of the boycott there would serve as an inspiration for activists in other parts of the country

By Thursday there were no visible signs that consumers in the Pretoria Witwatersrand Vaal area would heed the boycott call, but Cosatu officials were confident the campaign would be a success

On Thursday Cosatu and its fellow trade union organisation Nactu issued a statement saying the National African Chambers of Commerce and Industry (Nafcoc) and the SA Black Taxi Association (Sabta) had pledged their full support for the boycott

"We are calling on our local and regional structures to meet with shop owners and taxi associations to work out further details of implementation of the boycott," the statement said

Cosatu officials said the organisation and its affiliated Consumer Boycott Committee had also "consulted with the masses" to ensure that consumers understood the aims of the campaign

Pamphlets distributed in the townships by the committee called for the total boycott of all white-owned businesses and township-based businesses owned by "collaborators"

Border's empty shops herald nation-wide consumer action

While the consumer boycott, launched in protest against the amended Labour Relations Act, has already started to affect towns in the Border area, shoppers throughout the country are gearing up to join the campaign

By THUMIDA MAISTRY, VUSI GUNENE and GAYE DAVIS

The committee called for restraint in organising support for the boycott, which should be implemented in the current spirit of discipline and peaceful protest

In guidelines aimed at organisers, the committee urged them not to coerce consumers to take part in the boycott, as this would "only benefit the system and the criminal element". "It is the responsibility of activists to stop such elements," the pamphlet said

Similar concerns about the effects of coercion led to organisers of the Western Cape boycott deciding to only start their campaign on October

7. During the total consumer boycott called in 1985 widespread intimidation and assaults on shoppers led to a right wing backlash in the form of vigilante squads

The "total" nature of the boycott also meant that consumers found they had virtually nowhere to shop, and support dwindled

This time specific companies have been targeted and their names will go on to a list being drawn up at present and which will be widely distributed ahead of October 7

Listed companies will include those who have used the LRA against their

workers who have acted against staff taking part in the September 5 and 6 stayaway or who are deemed guilty of 'union bashing'

A spokesman for the MDM in the Cape said companies could get their names off the list by publicly agreeing to a range of demands and demonstrating their good faith "by actually doing something"

The demands formulated during lengthy discussions between Cosatu and MDM affiliates call on managements to

- Recognise trade unions,
- Unconditionally reinstate workers dismissed after the September 5 and 6

stayaway or for protest action against the LRA

● Commit themselves not to use the LRA and publicly call for objectionable clauses in the legislation to be scrapped

● Meet worker's demands for a living wage and back their call for a freeze on the price of basic foods and transport fares,

● Apply pressure on the government to release all detainees lift the State of Emergency and stop all hangings

● Call for an independent commission of inquiry into alleged police brutality,

● Put pressure both on the Cape Town City Council and central government to build more houses and halt evictions forced removals and the suspension of electricity and water supplies to rent defaulters,

● Back workers' demands for rent arrears to be scrapped and a freeze on rents and rates

"We see the consumer boycott as much more than merely a symbolic action, the MDM representative said

"We have made many gains in recent weeks and mobilised thousands of people. Now we need to consolidate. The work done for the consumer boycott will lay the basis for this"

Tombstone vandalism sparks 'buy local' campaign

By GAYE DAVIS
Cape Town

APARTHEID in the southern Cape town of Oudtshoorn extends beyond life itself. Whites get buried in one section of the local cemetery, blacks and "coloured" people in another

In the black section of the cemetery, three tombstones were recently unveiled, marking the final resting places of three youths killed by police gunfire during 1985

During the week of the tri-cameral elections, all three headstones were vandalised beyond repair, while other graves around them remained untouched

It is to register protest against this outrage in particular that residents of Oudtshoorn's black and "coloured" townships of Bongoletu and Bridgeton intend marching on Friday

And as preparations for the march got

under way this week, white-owned businesses in the conservative town began feeling the effects of a "Buy Local" (that is, in the townships) campaign launched last weekend

"People are very angry about the tombstones being destroyed," one of the march's organisers told the *Weekly Mail*. "It took five years for the money to be collected to pay for them"

He said between 10 000 and 20 000 people — not only from Oudtshoorn but also from other southern Cape towns such as George, Knysna and Mossel Bay — were expected to take part in the march, which would be preceded by a

service in Brodgeton's Catholic Church.

Several hundred teachers — all members of the Cape Teachers Professional Association — had pledged their support and Dr Allan Boesak, University of the Western Cape rector Jakes Gerwel, Peninsula Technikon rector Franklin Sonn and Call of Islam co-ordinator Moulana Faried Esack would be travelling from Cape Town to take part, the organiser said

An application to Oudtshoorn's chief magistrate asking permission for the march to be allowed to go ahead was made this week and a copy sent to the head of the local security police, he said

Led by clergymen, the marchers would proceed to Oudtshoorn's municipal offices "about five kilometres away" and deliver a list of demands before moving

on to nearby police headquarters and doing the same

"The cemetery is administered by the municipality and we want to get an assurance from them that such a thing won't happen again," he said

Other demands would also be presented that the State of Emergency be lifted, organisations unbanned, that a moratorium be imposed on hangings and that restrictions on former detainees be lifted

Three Bongoletu residents, sentenced to death for the 1985 mob killing of a community councillor, are among those currently on death row, while three former detainees, Reggie Oliphant, Derek Jackson and Mbulelo Grootboom — all connected with the community newspaper, *Saamstaan* — are presently defying their restriction orders.

Matters of Fact

IT was incorrectly reported last week that the editor of Sapa, EH Linington, had appeared in court on charges under the Criminal Procedure Act

Linington was ordered to appear before a magistrate as a potential witness to offences allegedly committed by Cosatu. He appeared before the magistrate in a private office and the matter was postponed to October 3

● In a report on Natal peace talks last week, it was said that King Goodwill Zwelithini was the uncle of KwaZulu Chief Minister Mangosuthu Buthelezi. In fact, Buthelezi is the king's uncle

● A story in the WM Film Festival supplement stated that the film *The Great Pretender* was inspired by events in the life of artist Helen Sebidi. Sebidi says she merely acted in the film

"We are outraged at the murder of Anton Lubowski and mourn the death of a friend who fought for a new Namibia based on reconciliation."

Anti-Apartheid-Bewegung in der Bundesrepublik und West-Berlin
Antimperialistisches Solidaritätskomitee für Afrika, Asien und Lateinamerika
Arbeitskreis 'Kein Geld für Apartheid'
Arbeiterwohlfahrt-Bundesjugendwerk

SJD - Die Falken
Sozialistische Deutsche Arbeiterjugend
Sudafrika-Projektgruppe der Evangelischen Frauenarbeit
Terre des Hommes
Zentrum für Afrika-Studien/Namibia



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BUSINESS

Numsa strikes disinvestment deals with Goodyear SA

By HILARY JOFFE

TRADE unions in the Congress of South African Trade Unions fold have been campaigning since 1987 for companies pulling out of South Africa to negotiate with them the terms of disinvestment. It's not often that they have won their demands.

The settlement reached last week between the National Union of Metalworkers (Numsa) and Goodyear South Africa — sold to Consol by United States parent company Goodyear Tire and Rubber in June — is only the fourth such agreement but it provides the most substantial cash benefits for employees.

Numsa last year negotiated disinvestment deals on behalf of its members at Samcor (Ford) as well as at Mono Pumps, while the Chemical Workers' Industrial Union reached a settlement with Mobil earlier this year following a strike by the oil company's workers when the US parent company decided to pull out.

Goodyear SA agreed last week to pay workers substantial cash sums via the company pension fund and has guaranteed workers' job security for a year. It will uphold all existing agreements with the union, which has negotiated a substantial housing benefit for workers.

The settlement at Goodyear followed a bitter 11-week strike by the company's workers, in the course of which workers at Mercedes Benz, Volkswagen and Nissan acted to support the strikers by refusing to handle Goodyear tyres. At one point production at Volkswagen had to stop briefly because of the tyre shortage.

The 1 200 strikers at Goodyear's Uitenhage plant returned to work on Monday — the company reinstated them without loss of benefits despite the fact that it had locked out and dismissed them, bringing in "scab" labour during the strike.

In terms of the agreement, Goodyear has guaranteed wages, benefits, terms and conditions of employment, manning levels and social responsibility programmes for one year from the date of disinvestment.

The housing package agreed on allows workers to take housing loans of between R3 000 and R5 000. They do not have to pay off the capital amount — the company does that over five years — just the interest, which they pay at eight percent, less than half the market rate. Goodyear's housing scheme previously enabled loans of only up to R4 000 and obliged workers to pay off the capital amount of the loan.

Goodyear had conceded a union demand to establish a provident fund but in terms of the latest agreement it will now transfer to the new fund the full actuarial reserve — including the employer's contributions — for each worker from the existing pension fund. It previously agreed only to transfer employees' contributions.

Cash payments to employees as compensation for the disinvestment will be routed through the company's pension fund. Many of Goodyear's black workers had withdrawn from the pension fund and then rejoined it in 1981 and again in 1985.

The company has now agreed to pay employees the equivalent of double their contribution to the pension fund back to the date of their last entry into the fund. Numsa estimates this as an average R4 500 to R5 500 per worker. In addition to this, each employee will receive R1 000.

Numsa organiser Gavin Hartford said he believed the Goodyear strike "is a clear warning to all multinationals to negotiate with representative unions prior to disinvestment so that terms can be secured whereby the wealth created by the workers remains their property when the company leaves".

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Textile unions merge to form a powerful trade union

By EDDIE KOCH

A SUPER-UNION of clothing and textile workers, which was launched in Cape Town last weekend, is likely to have a profound influence on the political direction of South Africa's labour movement

The 185 000-strong South African Clothing and Textile Workers' Union (Sactwu), the result of a merger between two major unions operating in the sector, is now ranked among the three biggest and most militant unions in the country

The new union, which has signed up about 70 percent of the labour force in the clothing and textile industry, is poised to expand into the rural areas and the leather industry. It has the potential to become the most powerful in the country.

Sactwu is the product of a series of unity talks between two affiliates of the Congress of South African Trade Unions (Cosatu). These were the Amalgamated Clothing and Textile Workers' Union (Actwusa), which brought some 85 000 members into the merger, and the Garment and Allied Workers' Union (Gawu), which had over 100 000 members.

Each of the unions occupied positions on the opposing ends of Cosatu's ideological spectrum, with Actwusa being characterised as "workerist" and Gawu as "populist".

While Actwusa has participated in joint campaigns with political organisations — as demonstrated by the large number of textile workers that have taken part in work stayaways — it was strongly in favour of trade unions retaining their independence from outside political movements.

Gawu, a former affiliate of the now-defunct Trade Union Council of



The making of a super-union ... Sactwu members celebrate

South Africa (Tucsa), now has a militant new leadership. It believes trade union struggles are part of the fight for national democracy and aligns itself with the Freedom Charter and the Constitutional Guidelines of the African National Congress

The merger congress ran out of time at the weekend and discussion of draft political resolutions was put off until early next year. But it is plain that the way the different strands are eventually woven together will have a impact on the political texture of the country's biggest labour federation.

Sactwu, with 185 461 members, is roughly the same size as the National Union of Metalworkers of South Africa (Numsa). It is surpassed in size only by the National Union of Mine-workers which has an official membership of more than 200 000.

Sactwu provides by far the biggest proportion of organised workers in Natal and the Western Cape. For example, at Cosatu's regional congress

in Natal due to be held this weekend, Sactwu will alone send 160 delegates while the 13 remaining unions will jointly send 90 people

Given the clout that the union will yield within Cosatu and the fact that Cosatu is a senior partner in the Mass Democratic Movement the new union will soon be a major influence in extra-parliamentary resistance

It is not yet clear what direction the Sactwu will go in. Both sides appear to be evenly balanced. The former Gawu leadership can count on a bigger mass base while the former Actwusa leadership has more experience of factory floor organisation and has been through some complex mergers with smaller unions in the past.

While there were reports of some bitter struggles in the run-up to the launch of Sactwu, both sides have, so far, managed to avoid allowing political differences to torpedo the unity process. Unlike an abortive merger in the retail sector three years ago, which resulted in the fragmenta-

tion of the Commercial Catering and Allied Workers' Union (Ccawusa), neither group within Sactwu has pushed for the early adoption of political policy

The National Union of Leatherworkers, another former Tucsa affiliate with some 45 000 members, was invited to join the merger but withdrew from talks at an early stage. Sactwu, which was recently given membership of the industrial council for the leather industry, says it has recruited 5 000 workers in the sector and is set for an intense recruitment drive. The union has also targeted decentralised industrial areas in Natal, kwazulu, the Eastern Cape and Ciskei as areas for quick expansion

Amos Ntuli, former president of Actwusa, was elected as the new president. Ellen "Bubbles" Beaumont, former Gawu office-bearer, is the vice-president. Lionel October, formerly of Gawu, is the new general secretary, while Johnny Copelyn, formerly of Actwusa, takes the post of assistant general secretary.

Fawu boosts membership by 12 000

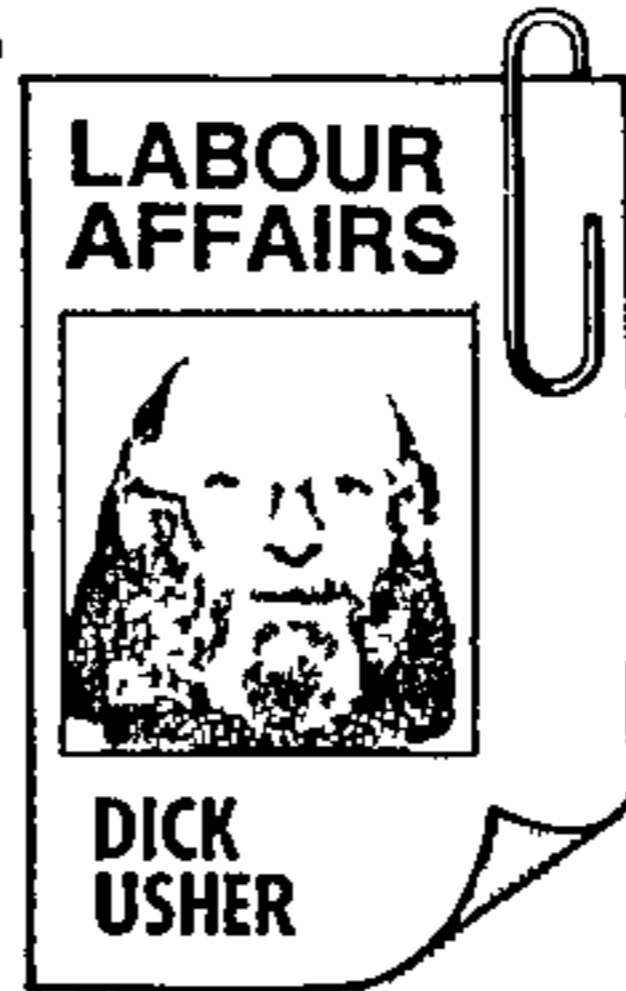
MEMBERSHIP of the Food and Allied Workers' Union (Fawu) has grown 12 000 in the past year to 84 000

This is in spite of a split in the union earlier this year in the Eastern Cape over the March workers' summit with the regional chairman breaking away and forming a new union

It was reported at the Fawu national congress in East London that most of the members who had left and joined the breakaway union had rejoined Fawu. According to a union spokesman only the Queenstown branch remained problematic.

The congress passed resolutions calling for the release of political prisoners, the unconditional return of exiles, the unbanning of organisations and the lifting of restrictions on organisations and individuals.

Congress called for the South African government to get out of Namibia and also resolved to fall in line with the Congress of South African Trade Unions (Cosatu) resolution on Namibia and to collect R1 from each member to support the Swapo election campaign. The union would also share administration, media and other skills with the Namibian Food and Allied Workers' Union.



The union spokesman said congress also resolved to resist participation in "wars or conflicts initiated by capitalists in defence of profits", to struggle towards eliminating the root causes of war — oppression and exploitation, and called on the government to renounce violence immediately and to speak to the country's authentic leaders to establish a just peace.

It was decided to observe September 1 each year as a day of union action for peace and solidarity.

He said the congress came out "quite strongly" in support of involving Fawu in political campaigns and from this flowed a decision to participate in the forthcoming anti-apartheid conference, to intensify the campaign for the release of Oscar Mpetha and to call on members to participate in the defiance campaign.

In line with a resolution at the Cosatu congress Fawu committed itself to financial self-sufficiency.

On this, the spokesman denied recent reports which claimed the union was in serious financial trouble.

He said Fawu covered running costs from subscriptions, which had been increased to R1,50 earlier this year, and only legal costs and part of the educational programme were funded from outside.

On negotiations with the government, congress adopted the document drawn up by the ANC and MDM and later adopted by the Organisation of African Unity and the Non-Aligned Movement.

The document lays out conditions under which negotiations should take place and Fawu decided to distribute the document as widely as possible and to use it for education of members.

820 people have died

Strike forces shut down

PORT ELIZABETH — Production operations were shut down yesterday at Volkswagen in Uitenhage after an unprocedural strike by workers in support of a demand for the unconditional reinstatement of a dismissed shop steward

COPY 7:45 23/9/89 *140A*
Cops raid unions' offices

JOHANNESBURG — Police in search of documents related to the well-publicised national consumer boycott of white-owned businesses due to commence yesterday raided 11 Congress of South African Trade Union (Cosatu) offices and other trade union premises countrywide

New power in clothing

8 Times 24/9/89

(140A)

A NEW trade union in the clothing and textile sectors will strengthen Cosatu's presence in the Western Cape and have an impact on its internal policy.

The 185 000-strong SA Clothing and Textile Workers Union (Sactwu) was formed in Cape Town last weekend with the merger of the Amalgamated Clothing and Textile Workers Union (Actwusa) and the Garment and Allied Workers Union (Gawu)

It is the third-largest trade union in SA after the National Union of Mineworkers and the National Union of Metalworkers. With the inclusion of the National Union of Leatherworkers, Sactwu will cover almost all major factories and organisations in the garment, textile and leather sectors. This means its impact on industry will be large and it will also have a major say in Cosatu policy. The new union faces many challenges, however, because the merger has brought together various degrees of militancy, cul-

tures and political traditions.

The Cape-based Gawu has developed a militant consciousness, especially among its Indian and coloured workers, who constitute most of its membership.

It organised the first major strike in the clothing industry in the Western Cape when 2 000 workers at Rex Trueform refused to work for three weeks in support of the union's living wage campaign.

Gawu tends to agree with the policies of the United Democratic Front and there is support for the

Freedom Charter, although it has not adopted it.

Actwusa, on the other hand, is more socialist in its outlook and has come out in support of a workers charter. Although it is quick to point out that this does not necessarily mean it is opposed to the Freedom Charter, it believes a workers charter offers a broader base for unity.

There has been a long history of conflict between the two unions, and it may be some time before they sort out their differences.

Natal peace talks shaky - Buthelezi

KWAZULU Chief Mangosuthu Buthelezi called for his Inkatha central committee's guidance in the light of serious obstacles to continuing the peace initiative between Inkatha and the ANC/UDF/Cosatu alliance.

In his presidential address to a special meeting of the committee, he disclosed that the future of the peace talks was being bedevilled by certain factors.

One problem related to differences between Inkatha and the alliance over the composition of delegations who would attend proposed peace talks between presidents of the organisations.

Another related to questions of the alliance's peace *bona fides* following a recent strong attack on Buthelezi by leading ANC spokesman Mr Thabo Mbeki and a document purporting to be an instruction to alliance members to use the talks to undermine the Inkatha leaders.

Outnumbered

Buthelezi said the original composition proposal was for Inkatha, the ANC, the UDF and Cosatu each to send five delegates to the meeting of presidents.

Inkatha had rejected this on the grounds that it would be outnumbered virtually three to one because the ANC/UDF/Cosatu alliance was what he called "one political conglomerate."

It had counter proposed therefore that it and the alliance should each appoint 20 delegates.

The UDF/Cosatu group's Dr D Mji and Mr A Erwin had then proposed that Inkatha, the ANC and Cosatu could each send as many delegates as it wished, with a minimum of 10.

1409 Southern 25/1/87

SA Police take action outside Cosatu offices

Star 25/9/89

140A

By McKeed Kotlolo,
Pretoria Bureau

Police took action outside the Congress of South African Trade Unions (Cosatu) offices after two right-wing protest meetings in Pretoria's Church Square and the abortive march to the Union Buildings by Women Against Repression (WAR) at the weekend

Trouble started outside the Cosatu offices near the Bloed Street taxi rank after 1 pm when a group of union members was dispersed

Witnesses to alleged assaults said a group of union members gathered outside the Cosatu office block

They started chanting freedom songs

when police arrived in several vehicles

The witnesses said onlookers had gathered in front of the offices and a contingent of police arrived in a number of vans

One of the victims said most of the union members had entered the office block when police took action

People who had gathered outside the taxi ranks were ordered to leave, and when reporters arrived, crowds were dispersed

All the taxis inside the ranks, and the commuters, were ordered out and the premises were occupied by three police vans

Own Correspondent

JOHANNESBURG — Employer federation Saccola has suspended its participation in talks on the Labour Relations Act with Cosatu and Nactu because of the union-initiated anti-LRA overtime ban and consumer boycott of white business

A major retailer said at the weekend that it was still too early to measure the impact of the actions officially launched on Friday. However, it has clearly taken a grip in the Eastern Cape, where a boycott began prematurely 12 days ago.

Saccola told the unions at meetings on Thursday night and Friday that it was unwilling

Employers halt talks with unions over ban

to continue negotiations on the act

The employer federation has resolved to seek mandates from its constituents — 11 of South Africa's largest employer organisations — as to whether it should continue talks in the face of these actions.

Saccola secretary Mr Friede Dowie said last week that employers considered the ban and

boycott an act of bad faith, coming as they did in the middle of negotiations.

At the weekend, Nactu general secretary Mr Piroshaw Camay defended the union initiative. "They (Saccola) want us to lay down our weapons while they retain the ability to use the act against us," he said.

He said the overtime ban would be reviewed on October 6. He warned that the only way of ensuring that it ended was for employers to either reach agreement with the unions on amendments to the act by then, or to place a moratorium on the use of its repressive provisions.

The boycott is scheduled to end on October 6.

CAM-TMP 25/9/89
1604

Saccola suspends labour talks

(140A) (143) (142)
ALAN FINE

EMPLOYER federation Saccola has suspended its participation in talks on the Labour Relations Act with Cosatu and Nactu because of the union-initiated anti-LRA overtime ban and consumer boycott of white business

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Saccola secretary Friede Dowie said last week employers considered the ban and boycott an act of bad faith coming as they did in the middle of negotiations.

Saccola told the unions during meetings on Thursday night and Friday it was unwilling to continue negotiations on the Act.

At the weekend Nactu general secretary Piroshaw Camay defended the union initiative. "They (Saccola) want us to lay down our weapons while they retain the ability to use the Act against us," he said.

The employer federation has resolved to seek mandates from its constituents — 11

He said the overtime ban would be re-

□ To Page 2

Talks suspended

(140A) (143) (142) □ From Page 1

viewed on October 6. The boycott is scheduled to end on October 6.

He felt it was disappointing the "generally liberal" Border area appeared to have been singled out by the boycott planners.

The retailer, who did not wish to be identified, said it would be possible to assess the effect of the boycott only later this week.

He called for immediate negotiation with the organisers and described the implementation of the boycott against the East London CBD as "an arbitrary" way of tackling a problem. Retailers were keen to meet with the people or groups behind the boycott, he said.

He said tighter economic conditions had caused a substantial decline in consumer spending over the last six to eight weeks, and it was difficult to tell whether the boycott had played any part in this.

"The buzz word these days is negotiation. But we have a problem because we do not know who the organisers are. As an association we were never told what problems the organisers had with us," said Bishop.

It was clear, though, sales in the Eastern Cape had suffered significantly more, when compared to the national pattern.

□ In a statement yesterday the Chemical Workers Industrial Union (CWIU) said all its members at BP's East London and Cape Town plants have embarked on an overtime ban as part of the Cosatu/Nactu anti-labour relations act campaign.

East London's CBD Association Chairman, Frank Bishop said at the week-end the consumer boycott of businesses has hit retail trading in the area by about 10% in less than a fortnight.

Bishop said most businesses affected were furniture trading outlets and chain stores with a large percentage of black customers.

He said East London's CBD was one of the first trade areas to desegregate.

CWIU said management was attempting to persuade workers to call off their action.

COSATU SIX VISITING SOVIET UNION

MOSCOW — A delegation of six Cosatu leaders is currently on a friendly visit to the Soviet Union, on invitation of the All-Union Central Council of Trade Unions (AUCCTU)

The delegation includes Justice Xaba (Transport and General Workers Union), Blake Mosley (Chemical Workers Industrial Union), Papi Kganare (Commercial, Catering and Allied Workers' Union of SA), Strike Tchwale (National Union of Mineworkers), Levy Mambolo (National Union of Metalworkers of SA) and Isaac Suluwaman (Printing Paper Allied Workers' Union)

The Cosatu delegation was received by AUCCTU vice-chairman T Yanayev. During discussions between the two trade union movements, the sides exchanged information on trade union activity and discussed AUCCTU-Cosatu cooperation in the international trade union movement.

The Soviet side reaffirmed the Soviet working people's solidarity with the consistent struggle in which the SA people and Trade Union Movement wage for the uprooting of apartheid in SA. (140A)

Besides Moscow, the Cosatu delegation also visited Kiev and Sochi, inspected factories and farms and met with various trade unionists and working people — ANO. (140A)

B/day 26/9/89.



Goodyear: R7,5m withdrawn

140A

ALAN FINE

MORE than 1 500 Goodyear employees have withdrawn an estimated R7,5m from the company's pension fund, in terms of the deal struck with Numsa two weeks ago to end an 11-week disinvestment strike

A Goodyear spokesman said yesterday said more than 60% of the 2 500-strong workforce — including a large number of non-Numsa members — had so far made the decision, although employees had until November before the offer closed

The agreement included a provision that employees were entitled to withdraw double their own accumulated contributions plus interest, and the company paid into the fund another R1 000 per worker

The pension fund declined to give the total value of the withdrawals, but it was estimated the individual entitlements would average R5 000. It appeared many were withdrawing to service arrear mortgage payments

The settlement also included guarantees on job security, working conditions and union contracts, and an improved housing scheme whereby employees are liable to repay only 8% interest on loans while the company writes off the capital amounts of

To Page 2

INEVVO

Goodyear

140A

From Page 1

R3 000 to R5 000 over five years

The spokesman said the company was bringing in outside insurance experts to give counselling to employees on what would be the best course of action for them

At the time of the settlement Goodyear management expressed concern about the future welfare and retirement plans of employees

It had previously been agreed in princi-

ple that the pension fund be converted to a provident fund. In the settlement the parties agreed that the actuarial reserve of the pension fund following the withdrawals is to be used as initial financing for the provident fund, the rules of which are still to be negotiated

The Ohio-based Goodyear corporation sold its SA subsidiary to Consol in a R176m deal which took effect on July 1

26/7/87

VW will remain shut indefinitely

PORT ELIZABETH — VW's Uitenhage production operations will remain closed indefinitely after Saturday's Port Elizabeth Supreme Court order against Numsa. (140A)

The company had applied for an urgent interdict and was granted an order which declared the "unprocedural strike" action by some employees illegal. The return date was reserved for October 4 1989.

Employees are restrained from entering the company premises until the matter is resolved. Yesterday, several workers converged around the locked gates of the VW plant, but later dispersed.

Eastern Cape police liaison officer Capt Bill Dennis said VW employees had not held the rumoured protest march yesterday. They had gathered at the company gates but soon dispersed.

A VW spokesman said some workers went on strike last Thursday after the dismissal and subsequent conditional reinstatement of a Numsa shop steward.

He said management had been forced to take action after a group of employees refused to follow procedure or to adhere to an agreement between the company and Numsa regarding the conditional reinstatement of the dismissed worker — Sapa

Boycott

Boycott begins to bite in retail sector

140A

B/Dam
26/9/89
SIPHO NGCOBO
and ALAN FINE

THE trade union backed consumer boycott of white-owned businesses, designed as a protest against the Labour Relations Act, was beginning to affect major retail stores, leading retailers said yesterday. Stores that confirmed they were beginning to feel the effects of the boycott included Pick 'n Pay, Checkers, Dion and the Edgars Group.

Employer organisations and Cosatu and Nactu said the impact of the simultaneous call for an indefinite, national overtime ban was still being assessed.

At least one company has won an Industrial Court interdict against the ban, while other applications may be in the pipeline.

Cosatu Witwatersrand regional secretary Ariel Mahalane said it had been decided the boycott on the Reef would continue for an extra seven days beyond the scheduled two weeks. He added it had been decided to defy interdicts granted against the overtime ban.

Pick 'n Pay chairman Raymond Ackerman said the effect of the consumer boycott varied from slight to medium. Staff purchasing had dropped in a lot of areas and customer purchasing in some. He was unable to give figures of turnover losses.

Checkers MD Clive Weil said the effects of the boycott were noticeable only in East London and other eastern Cape areas. He said it was contrary to Checkers policy to divulge statistics.

Dion MD Jannie Els said his company's stores suffered an overall 10% loss in turnover on Friday and Saturday when the boycott began. He said he would be in a position to give yesterday's figures today.

Edgars Group MD Vic Hammond, whose group of stores includes Sales House and Jet, said the consumer boycott was noticeable in the Johannesburg CBD. "I do not have figures yet but from the look of things some people are adhering to the boycott. I was in the Johannesburg CBD on Saturday

Boycott

and noticed that it was empty." Meanwhile, East London's CBD Association chairman Frank Bishop said his organisation was still prepared to negotiate with the boycott planners but said the task was almost impossible since the planners were faceless.

"Wanting a meeting with these guys is like wanting a meeting with God. Just like God, they do not have telephone numbers nor offices where they could be contacted," said Bishop.

Spokesmen for the FCI and Seifsa said they were still awaiting reports from

B/Dam
26/9/89. □ From Page 1

members on the extent of the overtime ban. And Cosatu and Nactu officials said they were awaiting feedback from their regions and affiliates.

Transvaal Mattress was granted an interdict last week against the Paper, Printing Wood and Allied Workers' Union.

Industrial Court spokesmen said another four notices had been received in respect of urgent applications against overtime bans. However, these had not been carried through and it was possible the matters had been settled out of court.

140A

Ccawusa on strike at Dion

Sowetan 26/9/87

A NUMBER of Dion stores on the Reef and in Pretoria were hit by strike action yesterday, apparently over demands for the recognition of the Commercial, Catering and Allied Workers' Union (Ccawusa).

Mr Howard Davison, Dion human resources director said about 200 workers had downed tools at the Johannesburg City, Wynberg, Randburg, Springs and Arcadia (Pretoria) outlets, and at a warehouse in Denver.

The strike was partial and the stores remained operational, he said. Union comment was not available.

Davison said management considered the strike unlawful, and would be seeking to interdict it. The workers had been told they faced disciplinary action, including dismissal.

Reacting to Ccawusa's recognition demands, Davison said the union had failed on eight occasions to prove it was representative, while a recent validation exercise had shown it represented only 18 percent of the workforce.

Cosatu men in USSR

some Jan 26 (a) 87
MOSCOW - A six-person delegation of the Congress of South African Trade Unions (Cosatu) is currently on a friendly visit to the Soviet Union on invitation of the All-Union Central Council of Trade Unions (Aucctu)

The Cosatu delegation includes Justice Xaba of the Transport and General Workers' Union, Blake Mosley (Chemical Workers' Industrial Union), Papi Kganare (Commercial, Catering and Allied Workers' Union of SA), Strike Tchwale (National Union of Mineworkers), Levy Mamabolo (National Union of Mineworkers, SA) and Isaac Suluiaman (Printing Paper Allied Workers' Union). (140A)

Cape Times
sday, September 26, 1989

VW closed for indefinite time

PORT ELIZABETH. — Volkswagen production operations in Uitenhage will remain closed indefinitely following a Port Elizabeth Supreme Court order against the National Union of Metalworkers

The company had applied for an urgent interdict and on Saturday was granted an order which declared illegal the "unprocedural strike" action by some employees, with the return date reserved for October 4

Employees would be restrained from entering the company premises till the matter was resolved

Today, several militant workers converged around the locked gates of the VW plant, but later dispersed

A spokesman for VW's public affairs department confirmed that the situation remained unchanged and that the plant would remain locked for an indefinite period, while negotiations be-

tween Numsa and management continued

Captain Bill Dennis, SA Police liaison officer for the Eastern Cape, said there was no march procession by VW employees yesterday. He said they had gathered at the company gates but soon dispersed

There had been rumours in Uitenhage that workers were going to march to the town centre, Capt Dennis said

Earlier, a VW spokesman had said some workers in the press shop had gone on strike on Thursday, following the dismissal and subsequent conditional reinstatement of a Numsa shop steward

He said management had no option but to take action, after a group of employees had refused to follow agreed procedures or to adhere to an agreement between the company and Numsa shop stewards regarding the conditional reinstatement of the dismissed worker — Sapa

VW in Uitenhage close following court order

1408
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VOLKSWAGEN production operations in Uitenhage will remain closed indefinitely following a Port Elizabeth Supreme Court order against the National Union of Metalworkers, granted recently

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RMB gives guarantees to Numsa

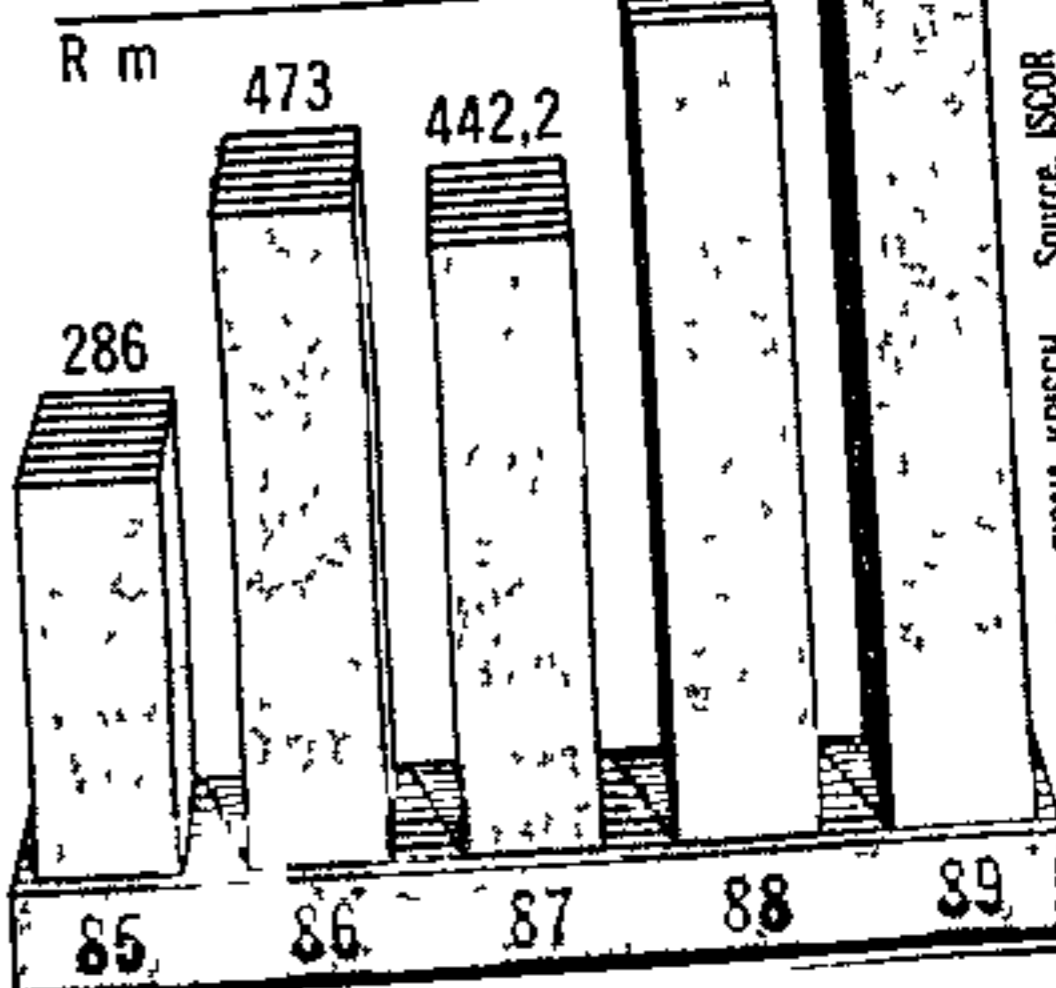
R36m offer to aid purchase of Iscor shares

140A

Business Day 27/9/89

ISCOR

Net income attributable to ordinary shareholders historical cost basis



Source: ISCOR

RAND Merchant Bank (RMB) has disclosed details of an estimated R36m offer to finance the purchase by 10 000 Numsa members of the Iscor shares to which they are entitled in terms of the employee share scheme.

The offer, which was disclosed yesterday, included a guarantee that no Numsa member would lose money on the issue even if trading in the shares occurred at below the listing price.

This would occur through offering each subscriber a right to sell his shares to RMB at a price which covered the issue price, interest and underwriting costs.

RMB chairman G T Ferreira also criticised what he called ill-informed and speculative Press reports which had created the impression RMB intended to exploit uninformed employees and which had caused the bank to suffer embarrassment and a loss of goodwill locally and internationally.

RMB said it had offered to make a short-term facility available to Numsa members to take up shares, on which interest would be charged at the prime overdraft rate, plus 1%.

RMB said it would also charge a 2,5% underwriting fee to cover brokerage, administration costs and costs of hedging against market risk. Numsa members wanting to take up the offer would apply individually through the union.

In addition to the free 200 shares being offered to each Iscor employee as part of the privatisation process, each Numsa member was entitled to an average 1 000 shares at a 20% discount on the R2 issue price and a further, equivalent, preferential allocation at the full listing price.

A Numsa spokesman yesterday refused to comment on the offer, saying members

ALAN FINE

had asked the union to conduct a series of discussions with them on the entire Iscor share scheme.

RMB said each member would have until November 15 — a week after the listing — to decide whether to sell or hold any or all of his shares. If he decided to sell this would be done by asking Numsa to instruct RMB's transfer secretaries to sell the desired number at market prices. The surplus would then be paid over to him.

If he decided not to sell, he would have to arrange his own financing and settle his indebtedness to RMB by November 30.

The guarantee would give participants the right to sell their shares to RMB at R2,085 at any time in the first week after listing. However, no one would be forced to sell shares to RMB. The offer would not apply to the free shares.

Ferreira said the offer had been made in August after Numsa had made known its reservations about the Iscor employee share scheme.

This was before details about the share price and the state's special financing scheme (which included deferred repayments over three years for the discount shares) for employees had become known.

He said RMB was well aware that the intention of the employee share scheme was to encourage employees to become long-term holders of such shares.

In this regard, he said, RMB and Numsa had originally discussed the establishment of a trust to hold the shares on an ongoing basis.

RMB had done its utmost to provide Numsa members with the facility to gain full benefit from their share entitlement

To Page 2

RMB R36m offer

with a guarantee of no loss. The bank stood to gain only the underwriting fee and about 0,5% of the interest.

The bank had no intention of taking over the shares. Business Day 27/9/89

Ferreira objected to insinuations about "taking 'candy from kids' (the headline of a Business Day editorial on the matter) and premature Press reports", as well as what he called "shoot-from-the-hip frontier

140A

From Page 1

journalism"

He said RMB had previously refused to comment on its proposals to Numsa because the dealings were confidential.

Details had been revealed now with the bank's client's consent.

Before publishing the initial article on the matter last Wednesday, Business Day put its information to an RMB spokesman who refused to comment.

Court rejects SAB appeal in major test case on union overtime bans

(L.O.A.)

8/1 Oct

2 7/18 7

ALAN FINE

IN A major labour relations test case on the legalities of overtime bans, the Appellate Division yesterday rejected an appeal by SA Breweries (SAB) in the matter involving the Food and Allied Workers' Union (FAWU).

Mr Justice J A Smalberger found an overtime ban did not constitute a strike.

The decision comes in the wake of a number of contradictory judgments by divisions of the Supreme Court and the Industrial Court.

SAB contended the ban on overtime amounted to a strike and that, if this was correct, such a strike would, pursuant to

the terms of the Act, and particularly section 65, be unlawful.

Mr Justice Smalberger's judgment — with Chief Justice Corbett and Judges van Heerden, Milne and Steyn concurring — hinged on whether the collective refusal to work overtime to pursue a demand constituted a strike as defined by the Act.

"What is essentially at issue is whether the refusal to work overtime by the employees amounted to a refusal or failure by them 'to continue to work or to resume their work,'" Mr Justice Smalberger said. He said it was common cause that, though employees regularly worked over-

time, they were not contractually obliged to do so.

Though the definition of a strike was not limited to breaches of contract, it would be impossible to define what constituted work "normally or usually" performed.

Furthermore, he said, the term "work" should be narrowly interpreted because under common law no employee can be compelled to perform work he is not contractually obliged to do.

"The right of workers to withhold labour they are not contractually obliged to per-

form is an important weapon they possess in the bargaining process. It assists them to organise their labour power effectively in negotiations," Mr Justice Smalberger said.

Although there were cogent arguments that could support a contrary view, Mr Justice Smalberger said the principles and considerations he had mentioned were, in his mind, decisive.

Future decisions of the Industrial Court will have a crucial bearing on the effects of this decision.

Fawu attorney Kuben Pillay said it remained to be seen whether the court would

override this decision by determining that overtime bans could be unfair even if they were not unlawful.

Fawu assistant general secretary Madhala lauded the judgment. However, SAB human resources director Rob Childs said the judgment highlighted a loophole in the LRA. SAB hoped it would not now be forced to make overtime contractually compulsory to overcome it.

He said any collective action to induce an employer to meet a union demand "should be preceded by negotiations and conciliation." He hoped unions would agree to do so before invoking overtime bans

8 000 De Beers miners begin strike ballot

THE National Union of Mineworkers (NUM) is to begin a strike ballot tomorrow among more than 8 000 of its members employed at five De Beers mines after yesterday's deadlock in annual wage negotiations. *B 10cm 27/1189*

De Beers spokesman Neville Huxham said the deadlock had been reached at the second conciliation board meeting. The company offered 16% to 17%, while the NUM was demanding 19% to 37% increases. *(140A)*

He said the employer's offer would take the minimum monthly wage up to R647,

ALAN FINE

and would represent R1 858 in the top job category covered by the negotiations.

The NUM represents more than 80% of the workers in the bargaining units.

Huxham said the union had requested, and would be granted, balloting facilities on company premises.

He said the wage offer was "fair and reasonable" and well above that agreed to by the NUM and the Chamber of Mines.

The NUM could not be reached for comment.

Fedics and union hit a stalemate over wage rise

Johannesburg 27/9/87

THE strike by about 1 000 Fedics employees continued earlier this week, with both management and the workforce still locked in a wage stalemate

The industrial action revolves around the union's demand for pay increases of R850 a month, against the R600 offered by the catering company. The union, in addition, demands a centralised bargaining forum for all Fedics subsidiaries

Fedics management has rejected centralised bargaining, saying the complexity of the group's operations precluded such a structure.

A Cawusa spokesman said: "The bosses at Fedics, as a way of dividing and making our struggle more difficult, have insisted that we bargain with individual plants

"This would mean, for example, in Fedics Food Services' case, we would have to negotiate with over 500 plants. The company has canteens in many commercial, mining, chemical and manufacturing companies," he said.

Meanwhile Cawusa's Johannesburg branch is locked in dispute with Main Paper, a spokesman for the union said.

Cawusa members employed by the company demand a minimum wage of R180 a week while management is offering R130 a week, according to the union.

A demonstration by the union's members at the company's Johannesburg plant was stopped by police last Thursday

Cawusa official Mr Jackie Masuku said the dispute revolved around a wage deadlock between the two parties. The dispute has led to a strike by the union's members two Main Paper plants in Johannesburg and Pretoria

Court ruling Star 27/9/89 strengthens unions' hand

By Drew Forrest

In a watershed ruling, the Appellate Division yesterday upheld workers' right to impose a boycott on overtime where there is no contractual duty to perform it

The judgment, on an appeal by SA Breweries, will greatly strengthen the hand of the trade unions in their current national overtime ban. It has prompted SAB to call for changes in the Labour Relations Act "in the interests of labour peace".

Binding on all ordinary courts, it is likely to influence the Industrial Court in deciding whether to grant employers interdicts against the ban, lawyers said

The appeal was against a Rand Supreme Court judgment last year. This had rejected an SAB application for an overtime ban by Food and Allied Workers Union members to be declared an unlawful strike.

Upholding that decision, the Appellate Division ruled that an overtime ban was not a strike and that employers could protect themselves against such action only through contracts with employees

Reacting to the ruling, SAB said it hoped employers would "not now be forced to make overtime contractually compulsory". It called for amendments to labour legislation to plug the "loophole" highlighted by the ruling

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Cosatu wins case

140A
Sowetan 27/9/89

Mr Jay Naidoo and the Congress of South African Trade Unions yesterday won their urgent application against the Minister of Law and Order and a magistrate for the return of all goods seized during a Security Police raid on his home and the union's offices in August

Naidoo, general secretary of Cosatu, had his home searched and filmed on August 31

Seizures

Cosatu's offices were searched later that day and various items seized from the two addresses

Handing down judgment in the Rand Supreme Court yesterday, Mr Justice Roux declared the two search warrants, issued in terms of a new section of the Criminal Procedure Act, were invalid and that everything done as a result of them was unlawful

Concerned

He ordered the Minister, through members of the South African Police, to return the items seized in terms of the warrants, plus any copies made of the documents

Naidoo had expressed concern about video recordings and photographs taken during the search falling into the wrong hands

The judge interdicted the Minister and the police from showing these to anyone

Option

He gave the Minister the option of giving the originals and any negatives or prints to Naidoo or having them destroyed and swearing under oath that that had been done

The Minister was ordered to pay costs including the costs of the two counsel

After the judgment Naidoo said "We have been vindicated"

Court upholds overtime ban

Sowetan 27/9/89

(140A)

THE Appellate Division yesterday upheld the right of the South African Breweries' employees to refuse to work overtime - giving impetus to the current national overtime ban by more than a million workers countrywide.

The judgment follows an appeal by the SAB against a Supreme Court ruling which dismissed with costs an application by the company

that an overtime ban by its employees be declared illegal

The court held that under the common law "no employee can be directly or indirectly compelled to perform work he is not contractually obliged to do, no matter whether in refusing to do such work he acts individually or collectively with others, and irrespective of the reason or purpose for such refusal"

Mr Justice Smalberger, concurring with four other judges, added "The right of workers to

withhold labour they are not contractually obliged to perform is an important weapon they possess in the bargaining process that underlies the theory of modern labour law"

The case stems from the decision by members of the Cosatu-affiliated Food and Allied Workers' Union to institute an overtime ban at SAB in an effort to force management to accede to their wage demands in September 1987

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Cosatu praises 'watershed judgment' Overtime: Choice lies with workers

CMA T/its 27/9/89

JOHANNESBURG — Cosatu has lauded as a "watershed judgment" a decision by the Appellate Division of the Supreme Court to uphold the right of workers not to work overtime

In its decision handed down yesterday morning, the Appellate Division in Bloemfontein ruled in favour of the Cosatu-affiliated Food and Allied Workers' Union (Fawu) and found that South African Breweries (SAB) could not force workers to work overtime if they were not contractually bound to do so

A year ago, SAB took the union to the Supreme Court here, but lost the case. The company then appealed to the Appellate Division.

"Under the common law,

no employee can be directly or indirectly compelled to perform work he is not contractually obliged to do, no matter whether in refusing to do such work he acts individually or collectively with others, and irrespective of the reason or purpose for such refusal," said the judgment

The court said this right not to work overtime was an important weapon workers possessed in the bargaining process

Cosatu said the watershed judgment "vindicates our position on the overtime ban"

"The decision to call a national overtime ban taken at the second Workers' Summit was taken against the backdrop where the majority of workers are disenfranchised and many members

victimised through the new LRA (Labour Relations Act)"

Cosatu said it wished to warn employers who threatened legal action to heed yesterday's judgment

Earlier, SAB said the ruling highlighted a loophole in labour legislation

"We believe that any collective refusal to work, including voluntary overtime, to induce an employer to meet a union demand, should be preceded by negotiations and conciliation," said Mr Adrian Botha, a company spokesman

"We hope the labour law will be amended in the interests of labour peace. We also hope that until it is amended, trade unions will agree to negotiate and conciliate before invoking overtime bans" — Sapa

' SAP ordered to return seized goods

CAT Tails
2-2/9/87
1409

JOHANNESBURG — The Rand Supreme Court yesterday ordered the police to return all goods seized during a raid on the home of Cosatu general-secretary Mr Jay Naidoo and at the labour federation's headquarters on August 31.

The court also ordered the police to return or destroy all videos and photographs taken during the raid. This must be done within seven days.

Delivering judgment, Mr Justice Roux said the two search warrants empowering the police to raid Mr Naidoo's home and offices were fatally flawed.

The judge also granted an interdict against the Minister of Law and Order restraining the police from showing all videos or photographs of police action to anyone.

Responding to the judgment, an elated Mr Naidoo said the labour federation had been vindicated.

"We always believed that the police had acted outside their authority. The judgment will not end harassment of us and our members, but it shows the police cannot just do as they please," he said.

The authorities were ordered to pay all costs of the application, which was launched by Cosatu last week.

E Cape boycott affecting many white stores

By Jacqueline Myburgh

Retailers in parts of the Eastern Cape are beginning to feel the effects of the consumer action promoted by Cosatu and the Mass Democratic Movement.

The action, which began last Thursday, was called in protest at the Labour Relations Act and is due to run until October 6, except in the Western Cape where the protest will run from October 7 to 20.

It seems the "nationwide" action is chiefly affecting the Eastern Cape and Border area.

Major chain stores in Queenstown, King William's Town and East London reported that black customers were shopping in Bisho in the Ciskei or buying groceries from traders in the townships.

star 27/9/87 LAY-BY SYSTEM

Blacks still came into some shops, such as Ackermans in King William's Town, but the manager said none bought any goods because they were afraid. Mrs Genny Birkholtz said some black customers had bought articles on a lay-by system and would collect them once the action was over.

Some blacks did shop at Clicks in Queenstown, the manager said, but they all removed the price and other identifying tickets before they left the store.

No intimidation of shoppers has been reported in the towns, but in Stutterheim one trader said children were checking people's parcels before they entered the townships.

He said white and black traders outside the town were being supported.

Black traders are having to cope with more customers than usual. One such trader complained of increased theft in his store because of the large number of people shopping there.

(140A)

Cosatu wins appeal on SAP raid

By Cathy Stage

Mr Jay Naidoo and the Congress of South African Trade Unions (Cosatu) yesterday won their urgent application against the Minister of Law and Order and a magistrate for the return of goods seized during Security Police raids on his home and union offices in August.

Mr Naidoo, the Cosatu general secretary, had his home searched and filmed on August 31. Cosatu's offices were searched later that day. Various items were seized at both addresses.

Handing down judgment in the Rand Supreme Court yesterday, Mr Justice Roux declared that the two search-warrants, issued in terms of a new section of the Criminal Procedure Act, were invalid, and everything done as a result of them was unlawful.

He ordered the Minister, through the SAP, to return the items seized under the warrants.

Mr Naidoo had expressed concern about video recordings and photographs taken during the search falling into the wrong hands. The judge interdicted the Minister



Mr Jay Naidoo . . . won urgent application for return of seized goods.

and the police from showing these to anyone. He gave the Minister the option of returning the originals and any negatives or prints to Mr Naidoo, or having them destroyed and swearing under oath that this had been done. After the judgment Mr Naidoo said: "We have been vindicated."

UDF leader

Reject inquest

released from

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H uqoJ

Rebels storm Zambian clinic

Aex-wielding Renamo rebels stormed a rural State clinic in Zambia on Sunday night, killing four patients and wounding six others, officials said yesterday. The gang first looted pharmaceuticals from the clinic near Nyumba village in the Petanke district of south-east Zambia before crossing the Mozambican border, said the officials — Sapa-AP.

Striking student nurses fired

A total of 151 striking student nurses have been dismissed from the Garankuwa Hospital. The students, who have been striking since September 19 because they were allegedly dissatisfied with hostel food, were warned to be back at work by 7 am on Monday. A Transvaal Provincial Administration spokesman said they would have to vacate the nurses' residence by tomorrow — Sapa.

First woman advocate dies

South Africa's first woman advocate, Miss Gladys Steyn (98), died in the National Hospital in Bloemfontein on Monday. She had undergone a hip operation. Miss Steyn, born on December 12 1890, was the daughter of President M.T. Steyn and an aunt of Appeal Court judge Mr Justice M.T. Steyn — Sapa.

Exchange control: 2 fined

Two British citizens were fined R5 000 (or two years) each by a Johannesburg Regional Court magistrate yesterday for failing to disclose that they had

Unions to stage protest marches in major cities

570
27/9/84
By Drew Forrest

Trade unions representing more than a million workers are to stage protest marches in Johannesburg and other major cities on October 14

Speaking at a press conference in Johannesburg yesterday, Congress of SA Trade Unions general secretary Mr Jay Naidoo said Cosatu, the National Council of Trade Unions and non-aligned unions were calling the marches to protest against the Labour Relations Act.

The marches come after the launch of a two-week national consumer boycott and an indefinite overtime ban by the unions in protest against the Act.

Mr Naidoo said the main march would take place in Johannesburg with simultaneous protests in other major cities

The unions' current view was that

they should not ask for permission, he said

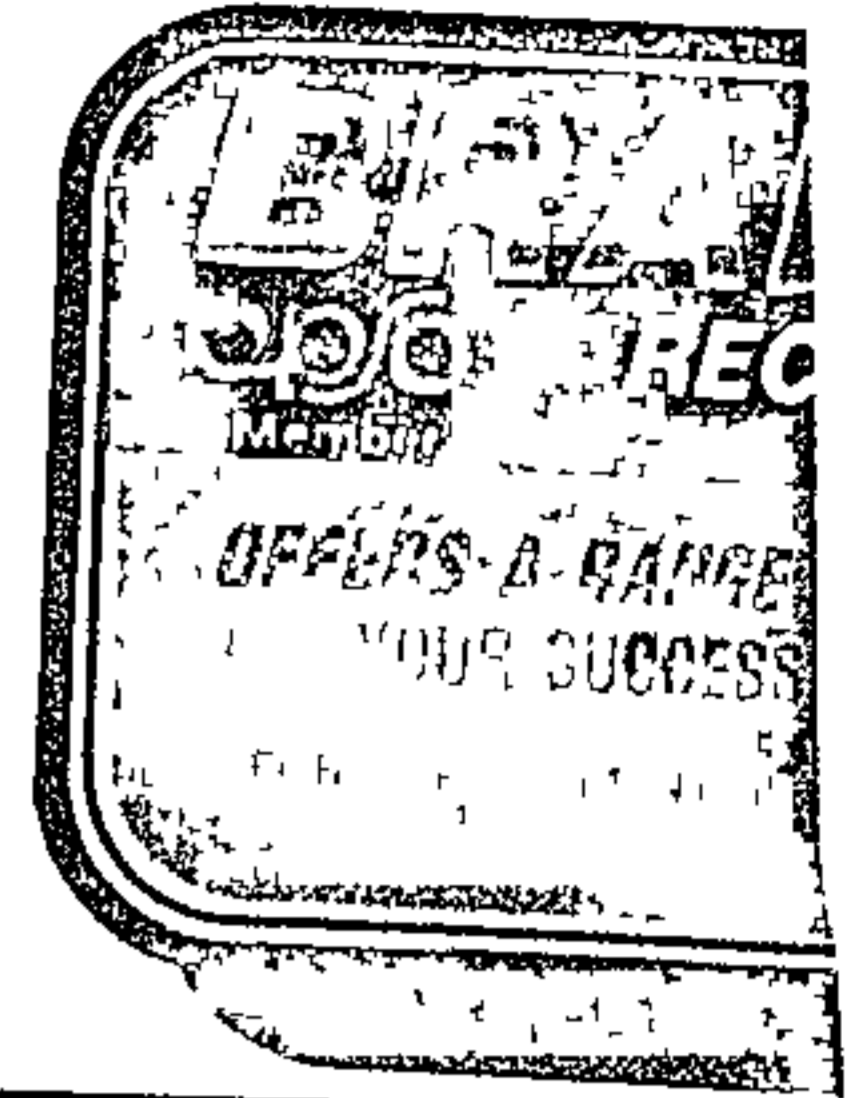
Challenging a Government statement that the authorities were being forced to act against protest marches because they were illegal and crimes were being committed, Mr Naidoo said the protests had been disciplined and restrained. The violent incidents which followed the recent Maritzburg march appeared to be the work of criminal elements or provocateurs, he said

The indications were that the State, shaken by the demonstrations, had instructed them to be stopped "by whatever means".

Mr Naidoo said that while police had acted against peaceful women marchers in Pretoria at the weekend, no action had been taken against armed rightwingers who had threatened and attacked passers-by

Business Report

WEDNESDAY, SEPTEMBER 27, 1989



R36m Numsa/Iscor deal

Own Correspondent

JOHANNESBURG — Rand Merchant Bank yesterday disclosed details of an estimated R36m offer to finance the purchase by 10 000 Numsa members of the Iscor shares to which they are entitled in terms of the employee share scheme

The offer included a guarantee that no Numsa member would lose money on the issue even if trading in the shares occurred at below the listing price. This would occur through offering each subscriber a right to sell his shares to RMB at a price which covers the issue price, interest and underwriting costs.

RMB chairman G T Ferreira also criticised what he called ill-informed and speculative press reports — which had created the impression RMB intended to exploit uninformed employees and which had caused the bank to suffer embarrassment and a loss of goodwill both locally and internationally.

RMB said it had offered to make a short-term facility available to Numsa members to take up shares, on which interest would be charged at the prime overdraft rate

Share plan disclosed by RMB

plus 1% RMB said it would also charge a 2,5% underwriting fee to cover brokerage, administration costs and costs of hedging against market risk. Numsa members wanting to take up the offer would apply individually through the union.

In addition to the free 200 shares being offered to each Iscor employee as part of the privatisation process, each Numsa member is entitled to an average 1 000 shares at a 20% discount on the R2 issue price and a further, equivalent, preferential allocation at the full listing price.

A Numsa spokesman yesterday refused to comment on the offer, saying members

had asked the union to conduct with them a series of discussions on the entire Iscor share scheme.

RMB said each member would have until November 15 — a week after the listing — to decide whether to sell or hold any or all of his shares. If he decided to sell this would be done by asking Numsa to instruct RMB's transfer secretaries to sell the desired number at market prices. The surplus would then be paid over to him.

If he decided not to sell, he would have to arrange his own financing and settle his indebtedness to RMB by November 30.

The guarantee would give participants the right to sell their shares to RMB at R2,085 at any time in the first week after listing. However, no one would be forced to sell shares to RMB. The offer would not apply to the free shares.

Ferreira said the offer had been made in August after Numsa had made known its reservations about the Iscor employee share scheme.

This was before details about the share price and the State's special financing scheme (which includes deferred repayments over three years for the discount shares) for employees had become known.

6 500 workers barred from plant

Three-day lock-out at VW should end today

By Drew Forrest

The three-day lock-out of the 6 500-strong workforce at Volkswagen's Uitenhage plant is set to end today.

VW said, after talks with National Union of Metalworkers shop stewards, that it had agreed to lift a Supreme Court interdict barring workers from the plant

'Violent intimidation'

The lock-out followed a strike over a dismissal last week, which management said was accompanied by "violent intimidation". Union comment could not

be obtained

● Dion Stores has agreed to start recognition talks with the Commercial, Catering and Allied Workers' Union once it establishes that it represents company workers.

A "validation" exercise to test union membership is to start shortly. It follows Monday's strike by 550 workers at Dion's Johannesburg city, Wynberg, Randburg, Springs and Arcadia stores, and at its warehouse in Denver.

● National Union of Mineworkers members begin a strike ballot at five De Beers diamond

mines on Monday, after dead-lock in annual wage talks. About 7 500 workers are affected.

Mr Neville Huxham of De Beers said the stalemate was mainly over wages for the lower-paid.

37 pc demand

De Beers had offered 17 percent at the bottom, as against the union's 37 percent demand.

● The Rand Water Board has given 400 workers fired after last week's strike at its Zuikerbosch pumping station, near Vereeniging, until October 6 to apply for re-employment.

NUM lists 'acts of defiance'

140A

By Drew Forrest

Black miners defying racial segregation made an interesting discovery at the Springfield Colliery, near Secunda, according to the National Union of Mineworkers — liquor was cheaper in the white workers' recreation club.

The NUM makes the claim in a report released last week on its campaign against discrimination on the mines and in mining towns. Anglo, which owns Springfield, says it is not policy to sell liquor at different prices at different outlets.

Dedicated to Mr Jeffrey Njuza — a Rustenburg Refinery employee shot dead by a white supervisor, allegedly after using a "whites only" teacup — the booklet lists a range of acts of defiance by black miners in the two-month-old campaign. They include.

● The use of white worker change-rooms at Anglo American's President Steyn and Vaal Reefs mines, and its Ergo plant.

Anglo says it does not separate facilities by race, but according to the "worldwide practice of differentiation on the grounds of skill and seniority"

● White workers allegedly assaulted NUM members trying to board "whites only" buses at Springfield. Anglo says no such incident took place.

● At Genmin's Grootvlei mine, black workers used the white cage and at Vaal Reefs South made whites join an underground queue.

Management says cages at Grootvlei

are not segregated, while on the queue incident, Anglo has accused NUM members of threatening violence and seeking to undermine supervisors' authority

● At Impala Refinery workers using segregated toilets were allegedly assaulted by mine security and white workers carrying pick-handles

Management says isolated assault allegations are being investigated. It adds that it is negotiating to open "historically" segregated facilities

● At Anglo's Arnot Colliery, management allegedly locked toilets and change-rooms to stop black miners from using them. Anglo denies this

● Disciplinary measures were taken against workers using the white change-house at Rand Mines' RM3

RM3 says its change-rooms are divided by rank, not race, and that the workers concerned were merely counselled

Elaborating, NUM press officer Mr Jerry Majatladi said whites were exempt from the "repeated" searches to which black miners were subject. Compound room searches — conducted "in military style and without notice" — were a special bugbear, he said.

Employers say acts of defiance have been rare.

Said the Chamber of Mines' Mr Peter Bunkell "The Chamber has repeatedly said it is opposed to racial discrimination of any kind and has done much to get rid of discriminatory practices."

20/9/85

Wage deal pending

By DICK USHER
Labour Reporter

WAGE negotiations in the Western Cape clothing industry are delicately poised following deadlock and mediation

In three days of mediation last week a package was hammered out between employers and what is now the South African Clothing and Textile Workers' Union (Sactwu), following the recent merger between clothing and textile unions.

Mr Colin McCarthy, secretary of the Cape Clothing Manufacturers' Association (CCMA) said the package had been through CCMA and the Cape Knitting Industry Association (CKIA) structures and received conditional approval.

But it was dependant on the package being accepted by Sactwu shop stewards and members.

Deadlock was reached when the union rejected the employer offer of a R21,50 a week increase for grade B machinists and 16,5 percent for all other grades.

Employer sources said they understood Sactwu proposed taking the package to factory meetings to be mandated and said they were uncomfortable with this. They feared rejection at one plant sparking rejection at others.

The negotiations affect about 55 000 employees in the industry and about 400 employers, about half of whom are members of the CCMA and the CKIA.

Ccawusa under strain again

FRESH cracks appeared yesterday in the ranks of the Commercial Catering and Allied Workers Union of SA (Ccawusa) as about 200 members protested against branch officials in what could be a repeat of the strains that split the union in 1987.

The union members, holding placards and chanting slogans against the Johannesburg branch executive, marched up and down Kerk Street for 20 minutes before entering a building where they held a meeting about their grievances.

Union official Vuyani Mthembu said the workers were dissatisfied with the recent dismissal of union organisers who "dared question" the authority of the 15-member branch executive.

"Our branch executive is acting like a private company. Whenever workers question the bureaucracy of the branch or reject what we believe are negotiations without the executive receiving a mandate, the officials then summon us, institute an in-

quiry and we are dismissed or disciplined.

"Recently, the catering section of the union questioned our branch secretary, Kaizer Thibedi, on his holding merger talks with the Hotel and Restaurant Workers Union (Harwu) without a mandate. Instead of dealing with the issues, he began a witchhunt of union officials who disagreed," said Mthembu.

The last straw, he said, was a summons issued to a further two officials to appear before a disciplinary committee.

"The branch executive does not allow us to question their activities in any way. They have also refused to deal with us on the most basic rights a worker should enjoy. They maltreat us and then institute disciplinary hearings when we air our grievances. This is an unfair labour practice," charged Mthembu.

He said they had not approached the national executive on the issue as it was still at branch level, but if the matter was not sorted out they would do so — Sapa

B 10 day 24/9/87

(140A)

VW still has 'relationship' problems

VOLKSWAGEN'S Uitenhage plant, shut down due to industrial action since Friday, is to reopen today after the conclusion of lengthy negotiations between management and Numsa shop stewards

However, both parties agreed serious "relationship" problems at the factory would have to be solved over the next few weeks. The plant has suffered at least four unprocedural stoppages costing 18 days production in the last two months

VW human resources director Brian Smith said agreement had been reached on the strike issues — disciplinary action against a shop steward

He said that based on these agreements, and an undertaking that workers would

ALAN FINE

refrain from the conduct that gave rise to the Supreme Court interdict last Friday, VW had agreed to lift the interdict against Numsa and its members

Numsa regional secretary Les Kettleidas confirmed the settlement of the dispute, but said the use of court interdicts was not conducive to resolving problems

The union's motor department secretary Fred Sauls said the court action and subsequent lock-outs were a worrying symptom of a new "hardline" management attitude

Smith responded that violent acts on Friday had left the company with no choice but to use the courts

(140A)

B/pay 28/9/16

140A

28/09-4/10/89

South LABOUR

Court asked to rule on off-shore oil workers

By CHIARA CARTER

DOES South African law apply to all labour disputes which arise in the country or is it only applicable if the workplace is in South Africa?

This was the central issue in a landmark case argued in the newly-formed Labour Appeal Court in Cape Town on Monday

The case arises from a section 17 application to the industrial court last year by the Chemical Workers' Industrial Union (CWIU) against Sopelog, an oil-drilling outfit contracted by the parastatal Soekor to search for oil along the South African coast

The dispute is over changes in conditions of employment including a changeover from fortnightly to monthly payments made in Cape Town

The industrial court found that it had no authority over Sopelog because its employees work on rigs outside South Africa's 10 km territorial zone

The court referred the matter as a question of law to the Labour Appeal Court

This week, lawyers acting for the CWIU argued that the dispute arose in South Africa and should therefore

fall under the jurisdiction of South African courts

This is consistent with the ruling of a full bench of the Eastern Cape Supreme Court in a dispute between the Ciskei bus company, which moved its headquarters from East London to Bisho, and two employees. That court had ruled that the central issue was where the dispute had arisen.

The CWIU argued that the case should be under the jurisdiction of the South African courts because the workers were South African citizens and their employment had been on the basis of South African work conditions

Advocate WC Burger, who appeared for Sopelog, argued that because the company provided services outside South Africa's boundaries, the South African courts had no jurisdiction over the dispute

Judgment was reserved

CWIU has been trying since 1987 to get recognition from Sopelog, a subsidiary of the Paris based company, Forasol Former.

The case has broad implications for workers employed by South African companies but working abroad

This includes workers who are employed in the homelands

1989

SOUTH LABOUR

By CHIARA CARTER

WHAT'S a nice white working class boy from Weton doing demonstrating against the Labour Relations Act and why does he have a National Council of Trade Unions T-shirt in his wardrobe?

The answer lies in Chemical Workers' Industrial Union (CWIU) member Mike Ryan's experiences as a fighter and turner during the 1976 national uprising

"In 1976 I was conscripted to serve in Angola nine days after the birth of my first child," he says

"I felt bitter at having to fight a war I did not believe in. And South Africa was burning. The events of that year made me think hard, just as the photograph of a man stoned to death in Crossroads made me think

"I realised that violence by the state to suppress the majority of South Africans was not the solution. The answer lay in a peace based on justice in this country.

His work experience over 15 years led him to support the Mass Democratic Movement and socialism

"Because I was oppressed as a worker, I noticed the oppression of others, not only as workers but as black South Africans

"I come from a very ordinary working class background. I grew up in Weton which is a solidly lower-income area. Reaching a point where I see myself as an MDM activist did not happen overnight.

But Ryan's views have resulted in

Breaking Out of the Lager

him being shunned by relatives, his neighbours in Ottery, other white workers at the Metal Closures Group in Paarden Eiland and his employers

While his wife and children share his views, the rest of his family do not speak to him

"My family are conservative and have rejected me"

At work, management has accused him of "orchestrating" the September 6 stayaway and he fears his job is at stake

When he joined the CWIU, management warned him that he would "lose the respect of the labourers".



Mike Ryan: "Most of the white artisans are openly hostile to me"

Then the racist graffiti appeared. After a swastika was painted on his locker and most of his white colleagues at the Metal Closures Group refused to speak to him, Ryan moved to the main mess used by the black workers

"The white workers are totally unsympathetic," Ryan said

"On September 1 we marched through the streets of Paarden Eiland to protest against the Labour Relations Act. After we were hit with quarts, I overheard one of the white artisans say that the police should have shot us

"But the exact opposite has been

true of my black comrades at MCG. Their attitude towards me has been absolute acceptance and friendship."

"There is a tremendous political gap between where most whites are at and the Mass Democratic Movement.

"For example, I invited a few of the white workers at my factory to attend a CWIU meeting. Everything was fine until the other workers began singing a freedom song

"They asked what it meant and I told them a rough translation was 'Boha is crying because Tambo is coming'. They never attended another meeting."

However, Ryan says, a harsh economic reality is pushing white workers into Cosatu unions

"Traditionally white workers have been protected by management, as a way to divide the workforce. This is no longer the case. Their protection has been taken away and they are losing all their privileges

"The alienation of white workers from capital and its ally, the government, has created a political space. If the progressive movement does not strategise how to win these workers, the right wing will"

Last year, he was an active member of Cape Democrats, but was frustrated by the organisation's concentration on "middle-class liberal suburbs"

He also felt uncomfortable that most members came from middle class homes and backgrounds which were alien to him

At the time Ryan was an organiser for the National Union of Furniture and Allied Workers, a job he left because he became "absolutely disillusioned with the way Nufaw operated"

While at Nufaw, he attended the second Nactu conference which he says was a "tremendous experience" despite some racist hostility

"At the conference those who were supportive outnumbered those who were hostile. There is always more that unites workers than divides them," he said

It is his belief that has inspired him to brave the hostility of most whites and to join the progressive trade union movement.

28/09 - 4/10/89
South

Labour
briefs

ADE strike stalemate



THE National Union of Metalworkers of South Africa has appealed to management at Atlantis Diesel Engineering (ADE) to agree to further negotiations with the union

More than 400 strikers have been locked out from the Atlantis factory since last week after they downed tools following a dispute over annual wage negotiations.

A Numsa spokesperson said that shortly after the legal strike began, the workers informed management that they were prepared to revise their demands, but were told that management's offer of a 56 cents/15 percent increase was final

The workers had demanded an increase of 90 cents/24 percent on the minimum wage

Other issues in dispute are public holidays and retrenchment.

Meanwhile, the company has claimed that the strike is almost over

A company spokesperson said that more than 40 percent of the strikers had returned to work

Sixteen percent of the total workforce were still locked out, he said.

The Numsa spokesperson said that a "small number of workers" had accepted the company offer

He said that strikers were this week warned that their increases would not be backdated to July 1 if they did not accept management's offer

Industrial court hears overtime ban case

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By Drew Forrest

The SA Clothing and Textile Workers Union (Sactwu) is to meet a Pretoria firm in the Industrial Court today on the vital question of the fairness of an overtime ban

This week the Appellate Division gave an indirect boost to the labour movement's national overtime boycott by ruling that the refusal to do overtime was not a strike

The current case, in which Silverton Tannery is seeking an interdict against an overtime ban by Sactwu members, is the first to go before the Industrial Court since the Appellate Division ruling

DISPUTE DECLARED

The tannery's managing director, Mr Glen Manley, said the company would argue that the overtime ban was an unfair labour practice

In a related development, Sactwu this week declared a dispute after industrial council talks with Western Cape cotton employers over demands that employers bypass controversial clauses in the Labour Relations Act (LRA) Sactwu's Mr Ebrahim Patel said demands included a management undertaking not to use section 79 (2) of the Act, which creates a presumption of union involvement in illegal strikes

Sactwu has put the demands in over 150 bargaining forums More than 20 000 members are already covered by agreements bypassing the LRA, it says

1 000 on strike

Sowetan 29/9/89

MORE than 1 000 Coke employees yesterday embarked on a work stoppage at plants in Pretoria and Johannesburg apparently triggered by a row over the current national overtime ban.

A m a l g a m a t e d
Beverage Industries'

By LEN MASEKO

plants affected by the stoppage were Midrand, Devland and Benrose.

ABI managing director Mr Alex Reid confirmed the industrial action but said only part of the workforce at Benrose were involved in the strike.

The company's employees, all members of Food and Allied Workers Union, were protesting against management's decision to "discipline certain drivers for not conducting their work in the manner in which they were employed to do," Reid said.

Fawu official Mr George Nene said the Coke employees would only return to work if

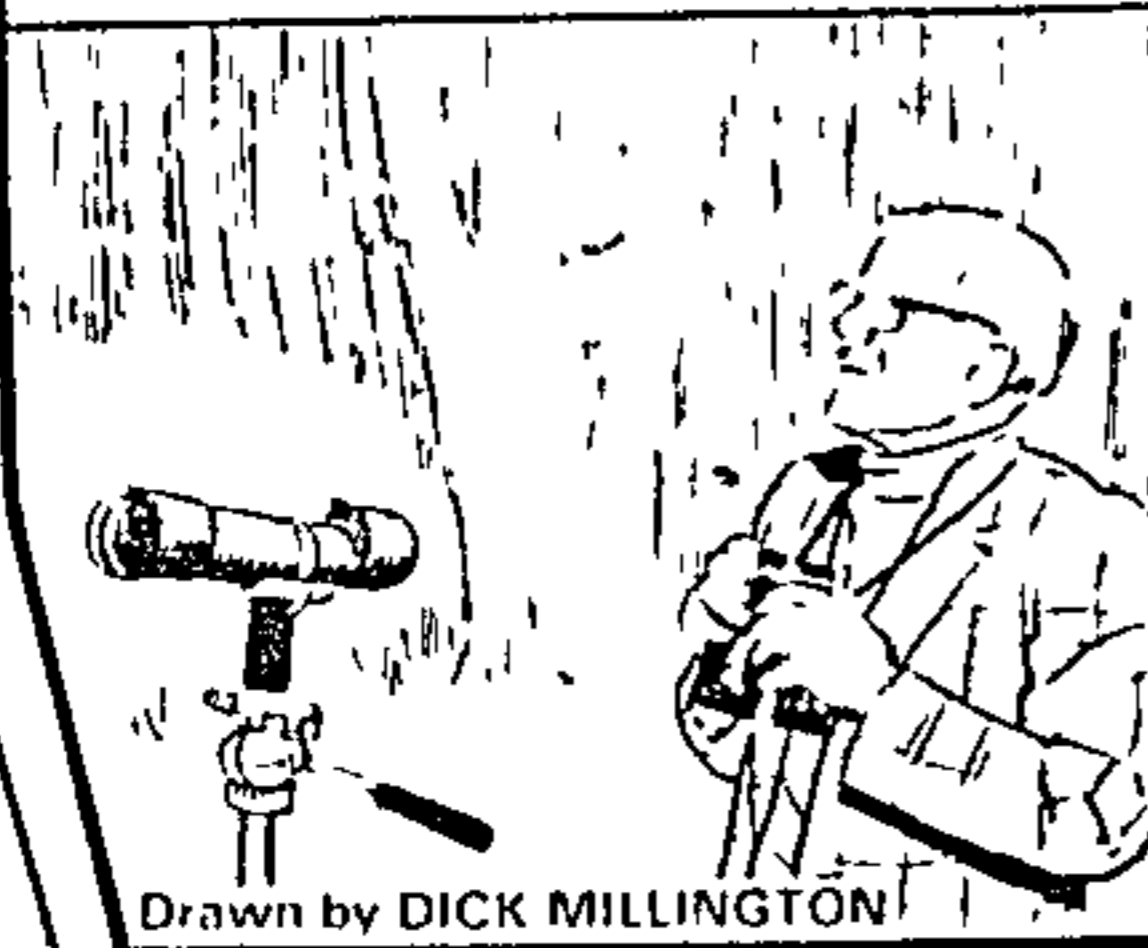
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their grievances were attended to.

Fawu members demanded that management "recognise" the overtime ban called for by Cosatu and Nactu; reinstatement of 300 Sparletta employees fired by ABI after it took over the firm; cancel pending disciplinary hearings against union members.

*Scores of members of the Black Health and Allied Workers Union of South Africa (Bhawusa) have embarked on a go-slow strike at American company Warner-Lambert in protest against management's alleged refusal to reinstate a dismissed worker.

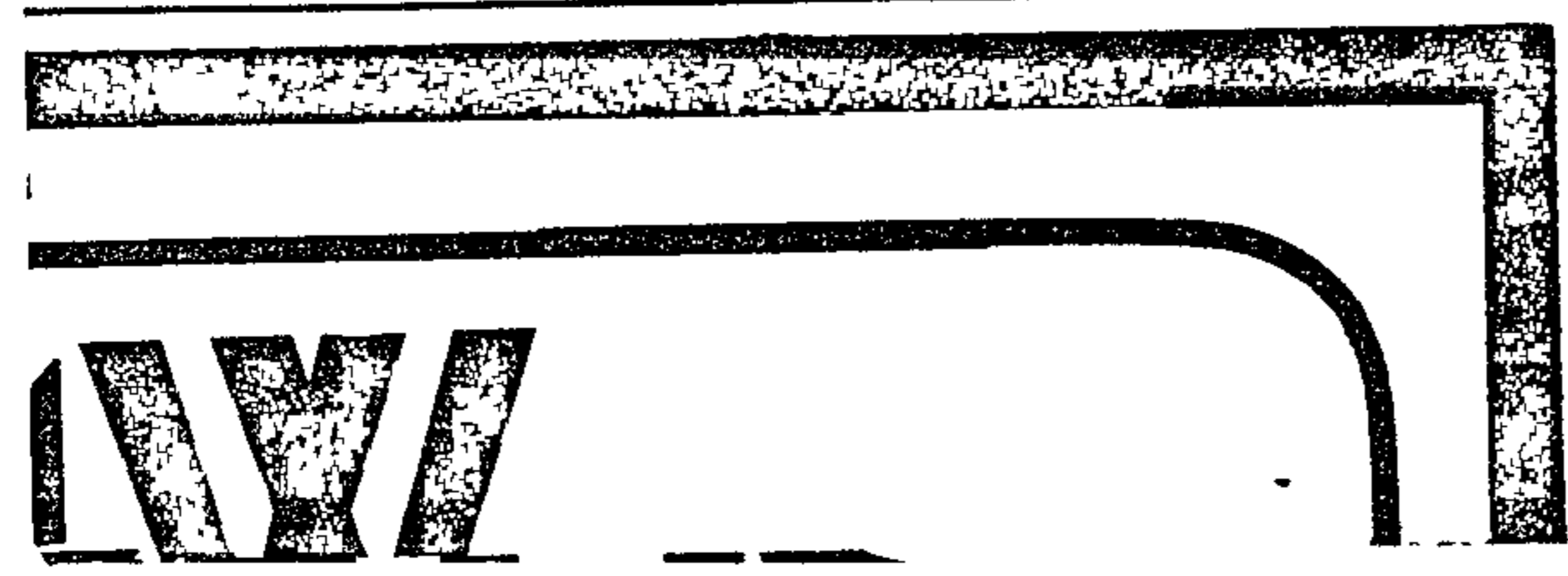
A Bhawusa spokesman said the union members wanted management to unconditionally reinstate their colleague, dismissed after he was alleged to have been involved in a theft. The said worker was later acquitted of theft charges by a magistrate, he said.

ONE OF THE WORLD'S MOST SUCCESSFUL BIRD POTTERS IS NORMAN CHESTERFIELD (CANADA) WHO BY MARCH 1987 AT THE AGE OF 74 HAD LISTED 6 220 SPECIES. YET HE DID NOT BUY HIS FIRST PAIR OF BINOCULARS UNTIL HE WAS AGED 42



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Textile industry hit by stoppages

WPA By Drew Forrest

Success in the recent Hextex, Worcester, strike has sparked a wave of industrial action in the western Cape textile industry, says the SA Clothing and Textile Workers' Union (Sactwu).

In its latest newsletter, the union says that since the July settlement of the seven-week Hextex strike, the longest in the sector, more than 20 stoppages have occurred.

● About 325 National Union of Metalworkers of SA members on strike at Atlantis Diesel Engines had accepted management's pay offer and returned to work, the company said.

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Chemical workers may strike over retirement benefits

THE Chemical Workers' Industrial Union is in dispute with several large industry employers over their refusal to join an industry-wide provident fund

The union was conducting legal strike ballots this week at drug multinational Ciba Geigy, as well as at PDC (previously Pretoria Wholesale Druggists) and US-owned chemical manufacturer SA Cyanamid, following conciliation board meetings which reached deadlock, with employers rejecting the union demand that they join the Chemical Industries National Provident Fund (CINPF).

The union is also in dispute over the issue with Shell, the Pilkington Glass group, Reckitt and Coleman and Unilever and plans further strike ballots next week

The fund, founded by the CWIU in 1987 and controlled jointly by shop stewards and participating employers, now has nine plants participating with around 450 fund members. Another five plants, two of them large national employers, have agreed in principle to join the fund. First to join it was Natal-based Nicholas Kiwi, the shoe polish company

The fund is unusual in that it is national. Trade unions with majority black membership, particularly those affiliated to the Congress of South African Trade Unions, have in recent years scored significant successes in negotiating with individual employers to establish company-level provident funds, governed jointly by worker and employer representatives. These have replaced existing pension funds or have provided retirement benefits for black workers who previously had none.

With an industry-wide fund, the CWIU wants to "use its members combined buying power to lower the costs of insured benefits which are linked to most provident funds and to maximize asset earnings", according to union general secretary Rod Crompton. Provident funds generally provide insured benefits such as death, disability and funeral benefits along with retirement cover

Crompton points out a national fund is particularly necessary in the chemical industry where 77 percent of factories employ less than 100 workers and 98 percent employ less than 1 000 workers.

The fund is professionally administered by commercial administrators

Confrontation looms in the chemical industry as workers reject employers' proposals regarding a nationwide provident fund. By HILARY JOFFE

and its assets invested by one of the life insurers in a guaranteed fund

It is designed to maximise both plant level participation and the economies of scale of a national fund — contribution and benefit levels are negotiated by shop stewards and employer representatives in each plant where there are members

Ciba-Geigy and Shell indicated this week they wanted in-company provident funds and would not join the national fund

Pointing to multinationals which had taken a "viciously anti-CINPF stance", Crompton said Shell subsidiaries were "some of the worst offenders"

He said some had unilaterally introduced their own provident funds, others like Cera Oil refused to budge despite a recent strike in which the fund was one of the issues, and Reef Chemicals, which had initially agreed to participate, withdrew its support after being taken over by Shell

A Shell spokesman said the group was "not in favour of a general industry fund which would be subject to interests and pressures far removed from the needs of employees at the workplace".

He said Shell had established pension or provident funds at all of its operations, which differed "according to employee wishes and operational circumstances. It has therefore confirmed to the CWIU that it is ready and willing to negotiate with the union on the particular retirement benefits for any group of employees whom it represents".

Ciba Geigy human resources manager Chris van Staden said the company understood the workers' need for a provident fund — it would establish an internal company fund, where management and workers would have equal representation on the board of trustees. But, he said the company was not willing to make contributions to a body outside Ciba Geigy. He said the main board of

trustees of the national fund comprised 24 people, including 12 management representatives from various companies and 12 worker representatives. The chances of Ciba Geigy being represented on this board on either the management or worker side were slim "Our social responsibility would be taken away from us," Van Staden said

He said there were about 200 CWIU in the group's two plants at Spartan and Brits, representing 25 percent of total employees

SA Cyanamid human resources director Pat Rademan confirmed that the company was in dispute with the CWIU. The company had applied for a conciliation board and this was due to meet next Thursday. He said he would not comment on the dispute with the union prior to the meeting

The CWIU represents about 37 percent of SA Cyanamid's total workforce of 750 — or over 70 percent of hourly-paid workers, Rademan said

The CWIU is also in dispute with Caltex Oil, which, along with Pilkington and Unilever, "unilaterally changed their pension fund rules to try and undermine the union's provident fund", Crompton said. The union has brought unfair labour practice charges against Pilkington and Caltex, but Caltex this week proposed a settlement which the union is considering, he said

Crompton described employer opposition to the CINPF as "paternalism and the maintenance of white privilege".

"The bottom line is money and power and whether or not black workers are going to have a say in their own futures and in the future of the economy of the country," Crompton said.

He said more than a third of the value of the stock exchange and gilt market is attributable to retirement fund investment and of that approximately 65 percent of the money belongs to blue collar workers

Through the national provident fund, the union hopes in the longer term also to influence the insurance industry to design products with consumers interests in mind. Crompton said life insurance products tended to cater primarily for white middle class lifestyles rather than black working class lifestyles and there was a need for more appropriate products.

Union action off to slow start

By CASSANDRA MOODLEY

THE nationwide consumer boycott and overtime ban launched by unions last weekend made a slow start in most parts of the country this week, except in the Eastern Cape where there was a reported 90 percent drop in sales figures.

The launch of the boycott and an overtime ban followed a resolution passed at the workers' summit last month to protest against the Labour Relations Act.

The campaign appeared to get off to a patchy start this week but was given a boost when the appellate division of the supreme court in Bloemfontein ruled that the overtime ban was a legitimate form of industrial action. The decision was the outcome of a lengthy legal dispute between the Food and Allied Workers' Union (Fawu) and SA Breweries.

Most unions were still assessing the success of the overtime ban and the consumer boycott. However, the Chemical Workers Industrial Union reported successful implementation of overtime bans in the Eastern Cape, Transvaal and the Western Cape.

In the paper industry, the Paper, Printing Wood and Allied Workers' Union (Ppwawu) said the overtime ban was strongest on the Witwatersrand and in the Eastern Cape.

On the Highveld the National Union of Metal Workers of South Africa has successfully implemented bans at all organ-

ised plants except for Highveld Steel and Ferrometals, where workers have to work continuous three-cycle shifts.

A Nactu representative said employers in Potchefstroom and Klerksdorp visited union offices on Tuesday to establish why workers were not doing their overtime shifts.

Nactu affiliates in the metal, chemical, construction and food industries have been threatened with interdicts against the holding of overtime bans.

The Federated Chamber of Industries (FCI) said that according to reports from eight regional chambers and 50 companies, employers had little difficulty getting employees to work overtime. The overtime bans were partly effective only where there was a strong union presence.

The Associated Chamber of Commerce (Assocom) reiterated that the consumer boycott had made no drastic effect on retail sales — but said it had not yet received a full report from all regions.

Assocom's Bill Lacey said that last Saturday a 30 percent drop in sales was recorded in Pretoria.

"This could have been related to the planned marches and the fact that streets were closed to the public," he added.



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Metalmen consider accepting Iskor share offer

BLACK metalworkers at Iscor held a series of union meetings this week to decide whether to take up Iscor's offer of discount shares to employees when the company is privatised

Bobby Marie, organiser for the National Union of Metalworkers of South Africa (Numsa), told the *Weekly Mail* that union members were adamant that they would not participate actively in the share-ownership scheme

However, Numsa has calculated that its 9 000 members at Iscor could make a combined profit of up to R12-

By EDDIE KOCH

million if they took up the maximum number of discount shares offered to them and then sold these one week after the company's public listing in early November

For this reason workers were discussing an offer by Rand Merchant Bank to put up R36-million to finance the shares that Numsa members are entitled to, said Marie

"But workers are clear that prolonged participation in the scheme amounts to co-optation and will have

the effect of preventing workers from using the strike weapon to back their wage demands."

For this reason the union was not prepared to take advantage of the government's incentive scheme which allows Iscor employees to borrow state funds to buy the shares and to repay what would amount to interest-free loans over three years

The union is wary of the amount of confusion and division that the issue could cause and is holding a series of seminars and meetings before taking a decision based on a clear mandate from the workforce

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