

IND. RELATION - COSATU

1989

OCT — NOV

& DECEMBER

Strikes loom over call for central fund

3/16/89 STAR
By Drew Forrest, Labour Reporter

Widespread labour unrest looms in the chemical industry over demands that employers join an industrywide provident fund

Chemical Workers Industrial Union general secretary Mr Rod Crompton said strike ballots would be completed by the end of this week after disputes with a range of firms, including Ciba-Geigy, SA Cyanamid and two Shell subsidiaries

Because of the many small firms in the sector, the union wanted to bring all employers into the Chemical Industries National Provident Fund, an industrywide fund under joint management-union control

This would bring administrative savings and make it possible to maximise asset earnings

Mr Crompton said management reluctance to move away from in-house funds had already triggered one strike. Completed ballots showed an overwhelming desire for industrial action

Star 31/10/89

Overtime ruling a setback for unions

~~By Drew Forrest~~ 145A

In a setback for the trade unions, the Industrial Court has granted an urgent interdict against an overtime ban at Silverton Tannery in Pretoria.

As reasons were not given for the order — which falls against the backdrop of a national overtime boycott — lawyers say its full significance cannot be assessed.

It was hoped that the case, heard last Friday, would highlight the Industrial Court's stance on the fairness of overtime bans in the light of an earlier Appellate Division ruling that a non-contractual overtime ban was not a strike.

The SA Clothing and Textile Workers Union argued that the Silverton Tannery ban could thus not be an unfair labour practice. The return date for the case is October 11.

5 000 at Sasol vote to strike

~~22~~ ALAN FINE ~~13~~

(140A)

THE Chemical Workers' Industrial Union (CWIU) said yesterday 5 000 members at Sasol's Secunda mines had voted to strike over demands for a food allowance for miners living outside hostels and because of "exorbitant" penalties when workers lost their company badges

The union also expressed concern about members' allegations that certain hostel managers and indunas had asked another group of workers to arm themselves so they could attack union members should a strike take place.

A Sasol spokesman said after a meeting with union representatives on Monday a search had not turned up any dangerous weapons. Allegations about the hostel managers had been investigated and found to be unfounded. B1 Day 4/10/89

He said Sasol recovered R20 — the replacement cost — for lost badges.

He refused to comment on union allegations about management condoning certain action against strikers, saying they could be regarded as libellous.

No new split in union Ccawusa spokesman

BIDAM
4/10/69

ALAN FINE

140A

COMMERCIAL, Catering and Allied Workers' Union (Ccawusa) official Oscar Malgas had been dismissed because of serious charges against him, and this was not an indication of new divisions in the union, Wits branch secretary Kaiser Thibedi said yesterday.

He was reacting to reports last week of a demonstration by 200 union members outside Ccawusa's offices in support of Malgas.

Thibedi said Malgas had refused an invitation to defend himself at an inquiry conducted by the branch committee three weeks ago. The 14 charges ranged from disrespect for union structures to undemocratic behaviour.

He said Malgas had attempted to obstruct the implementation of union resolutions supporting unity moves in the commercial and catering sectors.

Thibedi said Ccawusa believed in freedom of expression, and that members who had been picketing were entitled to voice their dissatisfaction. Malgas, he said, had a right to appeal to a higher union structure against his dismissal.

Wage disputes blamed as strike-action trigger

WAGES were the trigger for nearly two-thirds of the 847 170 workdays lost through strike action in the first nine months of 1989, figures released yesterday by consultants Andrew Levy, Johan Piron and Associates show.

The figures were based on a survey of 168 strikes recorded in this period.

After wage strikes, responsible for 64,4% of workdays lost, the next most prevalent triggers were retrenchment and recognition (11%), discipline and dismissals (5,8%) and grievances (3,1%).

81 Dec 4/10/89
ALAN FINE

Numsa was the most strike-prone union, accounting for 31% of workdays lost and involved in 28% of the 168 strikes

Next came the Commercial, Catering and Allied Workers' Union which contributed 17% of workdays lost and the Construction and Allied Workers' Union, 15%

Chemical Workers' Industrial Union members participated in 10% of the

total number of strikes while Paper, Printing, Wood and Allied Workers' Union was involved in 9%. (140A)

This is the first year the company has provided quarterly statistics, so comparisons with the first nine months of 1988 are unavailable

The 847 170 workdays lost are more than double the 348 000 midyear figure, probably largely due to the large numbers of wage negotiations

The total in lost workdays for 1988 was about 1,5-million.

Council ^{STATE}
4/10/89 (140A)
says no to
NUM bid
for march

Labour Reporter

The Johannesburg City Council has refused permission for a march by mineworkers in protest against the Chamber of Mines' 100th anniversary festivities.

The National Union of Mineworkers (NUM), which is planning the march, said it would challenge the ban in court tomorrow.

CELEBRATIONS

"We plan a peaceful protest. Given the council's response we wonder whether we will apply for permission in future," said NUM press officer Mr Jerry Majatladi.

The JCC deputy city secretary, Mr Gerhard van der Merwe, confirmed that council permission had been refused for an NUM march through central Johannesburg on Saturday.

The protest is designed to coincide with centenary celebrations of the Chamber of Mines.

The NUM is also understood to have approached the Johannesburg chief magistrate for permission to march in terms of the Internal Security Act.



It's not sport!

Company: Sacos Support for strike unfair

By CHIARA CARTER

A TELEVISION company under fire from its workers for sponsoring rebel sports tours has called "foul" over the involvement of non-racial sports organisations in a labour dispute.

In a unique development, National Panasonic has told the Electrical and Allied Workers Trade Union (Eawtu) that it intends declaring a dispute with the union for seeking the support of the South African Council on Sport (Sacos) for striking workers at the company's Parow Industria factory.

The involvement of a third party in the seven-week-old strike is an unfair labour practice, said the company.

The strikers want National Panasonic to sponsor non-racial sport, instead of rebel tours.

"From the money it donates to rebel tours, the company gets back about 65 percent as a tax deduction. The workers feel management can spend

that money on wage increases and non-racial sport," an Eawtu spokesperson said.

He said the 186 strikers were also demanding a minimum wage of R1,50 an hour but the company was holding out for 80 cents.

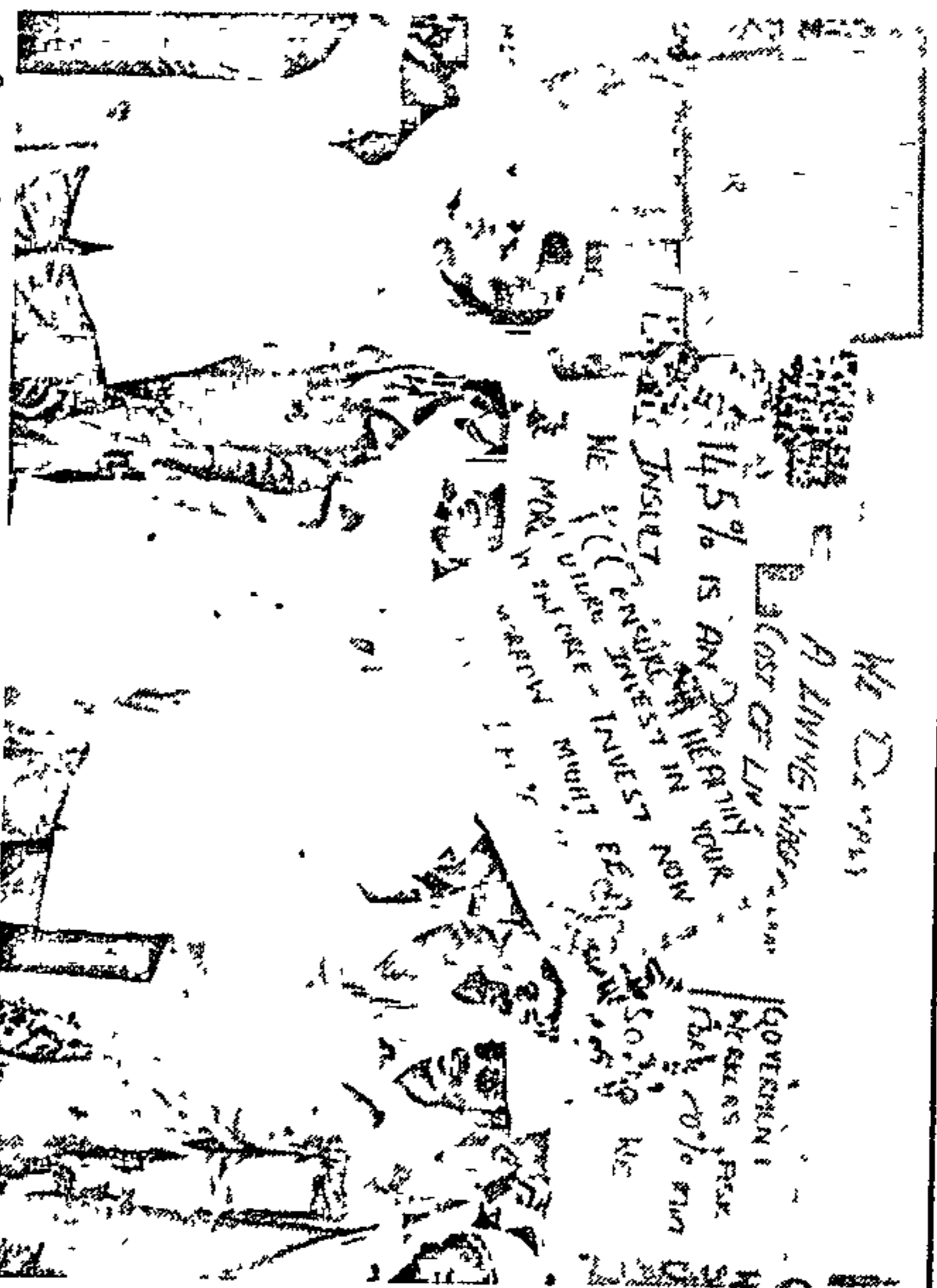
The strikers have been picketing outside the factory since the strike began six weeks ago. They were unable to enter the premises because the company had erected a security fence and had employed security guards.

Workers also marched through the area last month, the union spokesperson said.

National Panasonic manufacturing director Mike Tiffin confirmed that the company was negotiating with the union over the involvement of Sacos. He said the matter was reaching the dispute stage.

Tiffin said about 140 workers were on strike at the factory and the company was not prepared to budge from its wage offer.

Security measures at the factory were normal and the union had agreed to remain off company premises during the strike, he said.



Wage protests at chemical firm

ABOUT 140 chemical workers took part in lunchtime demonstrations in Epping this week.

The demonstrations, which followed two work stoppages at the Fine Chemicals factory by members of the Chemical Workers' Industrial Union (CWIU) last month, were in support of demands for a 29 percent wage increase.

A CWIU spokesperson said management had offered 11 percent which workers rejected as "way below the inflation rate".

Management increased their offer to 14.5 percent last Thursday at the third round of negotiations. Workers were unhappy at the pres-

ence of Larry Palk, a consultant from Andrew Levy and Associates, whom the workers regard as a "union-bashing outfit", said the union spokesperson.

Fine Chemicals is part of the SA Druggist group where CWIU has made considerable inroads over the past year.

CWIU has won increases of between 25 and 30 percent at other companies in the group.

Meanwhile, in Transvaal about 300 CWIU members at six plants of drug distributors PDC Trading downed tools last Friday in a strike over wage increases.

B/Day 5/10/89

140A

Union wage settlements run ahead of inflation

ALAN FINE

UNION-negotiated wage settlements for the first nine months of the year are running ahead of inflation, but the level of real increases has declined appreciably compared with the previous two years

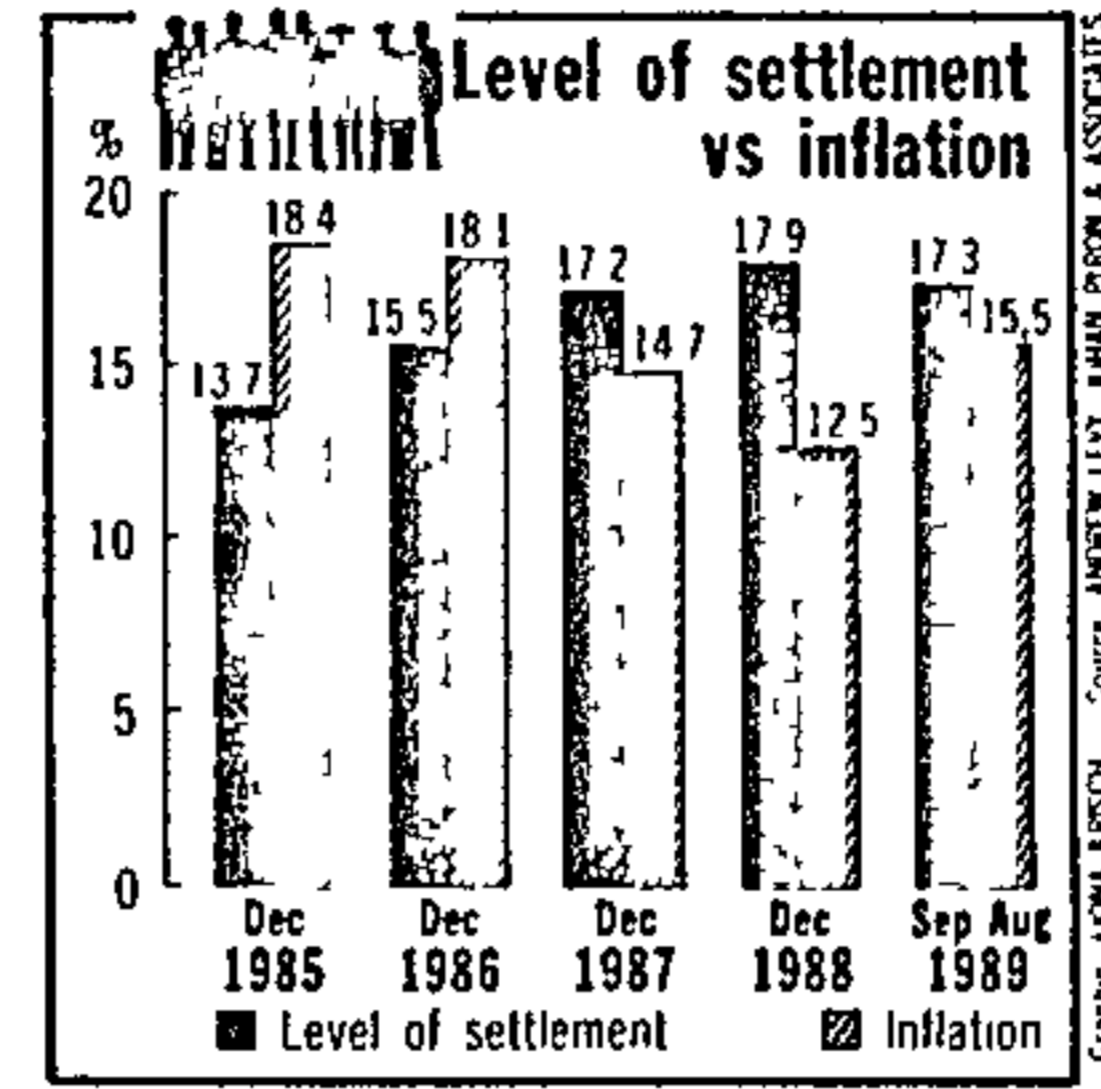
This was one of the findings of two surveys released yesterday by the Institute for Industrial Relations (IIR) and consultants Andrew Levy, Johan Piron and Associates respectively

With the annual inflation rate — as measured by the CPI — running at 15,5% in August, Levy found this year's settlements averaged a 17,3% increase on payrolls, while the IIR put the figure at 16,7%

The 1,2 (IIR) or 1,8 (Levy) percentage point differential between wage increases and inflation — the real increase — compares to 5,4% last year and 2,5% in 1987 (see graph)

But, IIR senior professional officer Adrian Hersch pointed out, workers in the lowest-paid job categories won increases averaging 19,2% — still firmly above the inflation rate

In some instances, he said, workers



above the lower grades had attained, or were in sight of attaining — "some form of moderately respectable standard of living for themselves and their families"

The pressure emanating from them for higher increases was therefore not as great as it was in respect of their counterparts at lower levels, and this had contributed to the lower average increases

While wage rates had increased

sharply in the post-Wiehahn era, much pressure remained for fairly large increases to be made in the lower job categories, Hersch said

Levy's survey found that the unions achieving the highest increases were Cosatu's Commercial, Catering and Allied Workers' Union and Nactu's Building, Construction and Allied Workers' Union. Both unions, which operate in traditionally low-wage sectors, won increases averaging 19,3%

At the other end of the scale, the Food and Allied Workers' Union achieved 15,9% increases

The IIR survey, which measured increases by sector rather than union, noted the highest increases in the paper/printing/wood sector (19,3%) and commerce (18,9%)

Of the sectors surveyed, which excluded agriculture, lowest increases were paid in the financial (15%) and food (15,2%) sectors

The IIR found that the motor and pharmaceutical sectors paid the highest average minimum monthly wages of R1 021 and R1 018 respectively. The mining industry, at R417, and construction (R535) paid the lowest

B/Dam 5/10/89.

140A

Mineworkers take city council to court over right to march

THE National Union of Mineworkers (NUM) is to bring an interdict against the Johannesburg City Council over its refusal to permit miners to march

Union members plan to march on Saturday to protest against the Chamber of Mines Centenary celebrations

A NUM source said yesterday the interdict was scheduled to be heard in the Rand Supreme Court at 10 am today

THEO RAWANA

The NUM, reacting to a recent newspaper advertisement marking the chamber's centenary, said it saw no reason to celebrate the event and if the chamber wanted to thank mineworkers it should do away with racism, low wages and poor working conditions on the mines

The advertisement said "As long as

SA's strength and future prosperity are built on mineral wealth, it has one very special person to thank the miner"

The NUM said far from thanking mineworkers, the chamber had been excessively harsh on them recently.

The NUM alleges mines took action against workers protesting against the elections and the Labour Relations Act

Hawker tells of sjambokking

CAPE TOWN — A 21-year-old Mitchell's Plain fruit and vegetable hawker described yesterday how he had been attacked by sjambok-wielding riot police while in the middle of a transaction with a customer

Clive White was giving evidence at the trial of Maj Charles Brazelle and Lt David Roos who have pleaded not guilty to a charge of assault arising from riot squad action at a square near the Mitchell's Plain town centre on September 5. The square has been referred to as "Rockman Square"

He told the Wynberg Regional Court that he had been at his stall outside the town centre on that day. He had heard that children were "running amok" at a demonstration inside the centre but had not gone inside himself. At some point during the morning, Lt Rockman, whom he knew, had arrived in a vehicle. A short while afterwards four or five police vans arrived.

The police ran into the centre. A half-

hour later, while he was serving a woman customer, he saw police and other people running in his direction

When the police were virtually on top of him, two of them began hitting him and the woman

"I tried to stop them, saying I was a hawker, but they carried on hitting me. My whole arm was full of blows. I had to run away. They were continually hitting me."

Earlier Patricia Terry told the court she was one of a group of UCT law students who went to the town centre to monitor a protest by schoolchildren and possible police action

She said that after a policeman with a loudhailer told the group to disperse, several youngsters and shoppers gathered around a policeman — Rockman

They asked him questions and he answered them. The conversation continued in a "bantering" style

Terry said riot police arrived about 9 45am and formed up in a line near the

square. They were armed with quirts. No warning was given by the riot police. When the last member of these policemen joined the group, he yelled, "Kom ons vat hulle" (Roughly "Come, let's get them")

"The police charged straight into the crowd, flailing with their quirts"

Shortly afterwards she and six of her fellow para-legal monitors were arrested and put in the back of a "Mellow-Yellow" (police van)

From the window, she saw a young girl and "Committed Christian" in a black dress who had earlier been speaking to an officer about non-violent protest

Two riot policewomen and at least one riot policeman ran up to her. The policewomen grabbed hold of her and held her.

The policemen hit her across her breasts. She struggled free and started to run towards a shop. The policewomen and the man pursued her, hitting at her ankles with quirts as she was running — Sapa

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Cargo hit by national strike

By Drew Forrest

Road transport giant Cargo Carriers has been hit by a national strike involving 700 workers at 24 depots, says the Transport and General Workers Union

Cargo's industrial relations manager, Mr Nick Pretorius, said some branches were hit by "unprocedural sympathy action" yesterday.

The union says workers are demanding the reinstatement of 280 colleagues at the Vanderbijlpark depot, fired in August after striking.

Mr Pretorius said management was arranging a meeting with shop stewards.

NUM seeks court order on protest

EMC 10-15 5/10/88
1908
Own Correspondent

JOHANNESBURG — The National Union (NUM) of Mineworkers is to bring an interdict against the Johannesburg City Council over its refusal to grant permission for a mine workers' march

Union members planned to march on Saturday to protest against the Chamber of Mines centenary celebrations

A NUM source said yesterday the interdict was scheduled to be heard in the Rand Supreme Court today

The NUM, reacting to a newspaper advertisement recently marking the chamber's centenary, said it saw no reason to celebrate the event. If the chamber wanted to thank mineworkers, it should do away with racism, low wages and poor working conditions on the mines

Diamond industry may see pay strike

Labour Reporter

Between 8 000 and 10 000 black miners are poised for the first national strike on the diamond mines, following deadlock in pay talks between De Beers and the National Union of Mineworkers.

The NUM said yesterday that 85 percent of its members had voted to strike at De Beers' Finsch, Premier, Namaqualand, Kimberley and Koffiefontein mines.

It said the union had explored all the legal avenues in an attempt to win a minimum wage of R761 a month, as against the corporation's current minimum of R553.

In an interview last week, De Beers' Mr Neville Huxham said the dispute centred on wages for the lower paid.

The company is offering a minimum wage increase of 17 percent at the bottom, while the NUM is demanding 37 percent.

● The NUM has also announced that 3 000 miners are on strike over pay at two Messina Development Corporation mines.

Thousands on strike at Premier Food Industries over pay increase

By Drew Forrest
Premier Food Industries was hit yesterday by a national pay strike involving 5 700 workers in the group's milling, edible oils and animal feeds divisions

Premier said most of

the affected plants would continue operating using casual labour

The strike is the sequel to five months of pay talks between the company and the Food and Allied Workers Union. These culminated in con-

ciliation board hearings, which included mediation

In a statement, the union said workers were demanding a R33 minimum pay increase and the inclusion of a Transkei operation, Tanda Milling, in the national agreement.

It said the company had offered different increases in the three divisions, ranging from R23 to R28 a week.

Premier said its offer for the milling division, by far the largest in the group, would bring the average minimum wage to R247 a week.

This approximated to rates in the motor and pharmaceutical industries, considered South Africa's highest payers.

The union had rejected a management proposal of further meetings

NUM to march on Chamber's 100-year party

By VUSI GUNENE
and EDDIE KOCH

THE Supreme Court ruled late last night that a planned march by some 10 000 National Union of Mineworkers members (NUM) to protest against the Chamber of Mines' centenary celebrations could go ahead at the end of the month.

The union had planned to stage the march through the streets of Johannesburg tomorrow. But the Johannesburg city council prohibited the protest earlier in the week.

"Any march of such magnitude in the central business district will cause total disruption of the normal business activity," the council said.

The court decision that the march could go ahead on October 28 was the outcome of an urgent application by the NUM against the ban. Union press officer Jerry Majatladi said the union would accept the new date as this fell within the period of the Chamber's celebrations.

NUM executive members, including president James Motlatsi and general secretary Cyril Ramaphosa, will lead the march from the University of the Witwatersrand to the Chamber's Hollard Street offices.

NUM says the Chamber has spent thousands of rands on newspaper and television advertisements "to glorify the supposed economic wonder performed by it." yet earlier this year the refused to increase mineworkers' wages on the grounds that it could not afford to do so. "Mineworkers have nothing to celebrate since their experience in the past 100 years has been that mass retrenchments, mass dismissals, assaults by mine security, union bashing, working in unsafe places."

Since its inception the chamber has practised wage discrimination, with white miners earning 11 times more than their black counterparts from as early as 1911, it said.

The Chamber of Mines said in a statement last night: "On the basis that while the Chamber does not agree with what the NUM says but defends its right to say it, the Chamber welcomes the fact that it appears the NUM will be allowed to hold a protest march."

But the organisation rejected union claims of racism on the mines. "These allegations have no credibility when tested against the successful record of action by the Chamber over the past decade especially to eradicate discrimination in employment."

The Chamber noted that this week it had won an industrial court case challenging the white Council of Mining Union's refusal to admit black em-

140A 6-12/10/87

W. M. M. M.

Ccawusa rejects rumours of another split in the union

THE Commercial Catering and Allied Workers Union this week denied reports that "new cracks were appearing" in the union saying the dismissal of a union organiser stemmed from his misconduct rather than bureaucracy in the Johannesburg branch.

Last week rumours of another split in Ccawusa began circulating when workers demonstrated outside the Johannesburg office in protest against the "bureaucracy of the branch executive and the dismissal of union officials".

A major split was caused in the union two years ago when one faction insisted on adopting the Freedom Charter.

It was also reported that branch ex-

ecutive member Kaiser Thibedi had approached the Hotel and Restaurant Workers Union on merger talks without receiving a mandate from workers.

By CASSANDRA MOODLEY

Thibedi said a resolution encouraging unity talks in the catering sector was endorsed at the Congress of South African Trade Unions' congress in July this year.

The dismissed organiser Oscar Mal-

In a press statement the branch said they were "not going to tolerate any destructive and undemocratic behaviour from any official".

Malgas is accused of 14 counts of misconduct, including:

- Arranging a workers seminar without consulting any union structure.
- Alleging corruption in the executive committee and accusing Ccawusa officials of attending the third Cosatu congress "without a mandate".
- Urging workers attending a catering council meeting of stopping check-off facilities Ccawusa had gained at companies.
- Persuading catering workers not to attend local meetings.

gas told the *Weekly Mail* the branch executive had dismissed him because "he differed politically from them". He refused to elaborate on what the political differences were.

Malgas, added that "a branch executive meeting had taken a decision to fire him during his absence".

The Ccawusa Johannesburg branch responded to the allegations saying the few workers who picketed last week were entitled to voice their dissatisfaction

Sacwu case breaks new ground

B/day 6/10/89

ALAN FINE

AMID the football analogies (the red card) and colourful metaphors (ostriches, Achilles heel and Rip van Winkle), this week's Sacwu vs Sasol and Natref Industrial Court judgment contains an important discourse on the right to strike in SA

Court member M A E Bulbulia has added substantially to the body of court opinion on the protection from dismissal of strikers

However, his views differ from those in the previous key judgment on the subject, leaving for managements and unions some uncertainty as to their rights and obligations

Bulbulia's main conclusion is that "it is unfair to peremptorily dismiss, on the shortest of ultimatums, strikers who strike for higher wages or better working conditions, have observed the conciliatory procedures of the (Labour Relations) Act, and have conducted themselves peacefully"

In Sacwu vs Sentrachem, delivered in February 1988, member David John seemingly made protection from dismissal for lawful strikers absolute

John, who recently rejoined the court as a full-time member, argued that, since the law grants unions and strikers immunity from penal and civil sanctions if legal conciliatory procedures are followed, "it would be anomalous if workers were nevertheless penalised by dismissal for striking"

The key word in Bulbulia's judgment is "peremptorily" — a partial

retreat from the Sentrachem judgment — suggesting that dismissals may, at some stage, become justified

The question is When? What is clear is that it is impossible arbitrarily to set a time limit Bulbulia has, however, tried to set out certain basic principles

Possible options

He does this by quoting from an article by prominent advocate John Myburgh SC who, as it happens, appeared for Sacwu in this case

Dismissals, says Bulbulia, may take place only after all other possible options have been exhausted

The judgment, and Myburgh's article, suggest a number of such options These include, firstly, an obligation to continue negotiations, suggesting a preparedness to improve on the pre-strike offer Mediation is another possibility

Myburgh also proposes efforts to lessen the impact of the strike, including more overtime by those not on strike and the use, where feasible, of temporary labour

Attempts can be made to persuade strikers to return to work either through propaganda or the imposition of a lock out, although the latter carries with it its own problems

But eventually, the judgment says, quoting from Myburgh, "the day will

dawn when, despite the steps I have mentioned, the strikers are steadfast in their determination not to return to work while their demands remain unsatisfied and the employer is no longer willing or able to tolerate a strike

"The employer's level of tolerance will be exceeded when, for example, loss of production and concomitant loss of profits become unbearable"

Of course, an objective definition of the word "unbearable" is not easy to come by, and one can envisage future cases fought on this principle becoming battles between accountants

Bulbulia, in line with John before him, refused to throw out Sacwu's case on the grounds of the alleged "unreasonableness" of the union's demand for R200-a-month wage increases But he did give some attention to the parties' pre-strike proposals — which may provoke criticism from that school of thought which believes it is not the court's function to pronounce upon the merits of substantive proposals made in disputes of interest

Bulbulia says he could not find that the union demand was a "final" one And Sasol's refusal to negotiate after the strike began on October 1 1987, made it impossible for the union to moderate its demand

He added Sasol's R100 offer for the affected Sasol 1 plant was lower than that paid by other comparable companies in the region, and also compared unfavourably with offers at its Secunda plants



Wage strike by 5 000 hits top SA food producing company

Areas 6/10/69

140A

By DICK USHER
Labour Reporter
WORKERS at plants of Premier Food Industries, one of the big three food producers, have gone on strike to back wage demands.

The strike has affected three divisions of Premier — milling, oils and fats and animal feeds — at plants of Premier Milling, Epic Oils and Epol in Cape Town, the Transvaal, Port Elizabeth, East London and Durban.

A spokesman for the Food and Allied Workers' Union (Fawu) said at least 5 000 employees were involved

Deadlock
He said deadlock occurred with the union demanding increases of R33 a week across-the-board for workers on the grades and 16 percent for those above the grades

The company's milling division offered R28 a week, Epic Oil offered R24 a week and Epol R23

He said the minimum at Epol ranged from R152 to R182 a week, depending on region, month

and Fawu wanted to close that gap. The minimum at Epic was R182 a week and in the milling division R184

Another point in the dispute was that Fawu wanted a Premier operation in Transkei, Tanda Milling, to be included in the national agreement

The Fawu spokesman said Premier had refused this. Premier said in a statement that the strike followed five months of negotiation, including a conciliation board and mediation

Premier said the milling division had offered 16,3 percent on the minimum, which would have brought the minimum in urban areas to R214 a week. If the offer had been accepted, the average minimum would have been R247 a week, approximating wages paid in the motor and pharmaceutical industries, considered the highest payers

The overall average wage for unionised workers in the division was R1 163 a month, in oils and fats R1 131 a month and in animal feeds R1 099 a month

officer, residents and police said.

AP 7/11/89 6/10/89 (1602)
NUM win march action

JOHANNESBURG. — Thousands of mineworkers will march through central Johannesburg on Saturday October 28. The Rand Supreme Court yesterday ruled in favour of a National Union of Mineworker's application to hold the mass protest march brought after the city council refused to allow the march.

Reports by Staff Reporter, Own Correspondent, Sapa Reuter AP and UPI

Miners strike



ABOUT 8000 mineworkers downed tools at Sasol's Secunda mines on Wednesday night, the Chemical Workers Industrial Union said in a statement yesterday.

OVER 2000 miners at Messina's copper mines are on strike over wages, a spokesman for the Black Allied Workers Union of South Africa announced yesterday.

Sowetan

Sacwu case breaks new ground

8/Day 6/10/89

140A

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But eventually, the judgment says, quoting from Myburgh, "the day will

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It's unfair, say workers in wheelchairs

A LINE of men in wheelchairs on the pavement outside a hotel in downtown Johannesburg last weekend served a grim reminder that 12 000 workers are injured on the country's gold mines each year — and that about 100 of these will remain paralysed for life

The paraplegics were among a group of injured workers bussed into the city by the National Union of Mineworkers (Num) to attend a conference on the problems experienced by victims of underground accidents

A major grievance expressed by the delegates, who came from gold mines around the country as well as rural villages in Lesotho and the Transkei, related to compensation and job security

Disability grants in the industry are calculated according to the wages received by workers before being injured. The vast gap in wages for skilled and unskilled mineworkers means that the average black paraplegic will receive about R254 a month while a white worker in the same position will get about R1500

"If you look at the white miners who are disabled like we are you will see a vast difference," said an old man from the Hartbeesfontein mine

"They are paid high wages, but does a black man in a wheelchair not have the same needs as a white man?"

Compensation payouts failed to take into account the need for paraplegics to make alterations to their houses, and people in wheelchairs often incurred excessive transport costs because of relying on taxis and buses to get around in rural areas

Although most mines provide modern rehabilitation and training facilities for injured workers, delegates complained they were almost always given jobs paying lower wages than those received before an accident. Most delegates complained that they were seldom paid while spending time — often months — in hospital after their accidents. "In the wards the shifts are not paid," said one delegate. "That is why many people try to hide the pressure sores in hospital"

Many paraplegics noted that their injuries prevented them from qualifying for long service bonuses, and made them vulnerable when their mines retrenched workers

A range of other grievances — including threats of dismissal by some mine managers, an insensitivity on the part of union organisers, and fears of being deserted by their wives at home — created a situation which, according to one old man, "makes us, the people of the wheelchairs, sometimes wish that we should have died in that accident"

The conference resolved that the Num should deal with the problems of disabled workers in future wage negotiations with the Chamber of Mines

Union demands are likely to include increased compensation, job security, guarantees that wages and conditions of employment will remain constant after an accident, and payment for the costs of all medical treatment and alteration to houses

Num's health and safety department plans to highlight the plight of paraplegics in union education courses so that organisers and shaft stewards will be encouraged to pay attention to

Paraplegic miners believe they are the forgotten victims of South Africa's most dangerous industry. A conference in Johannesburg looks at the problems these workers experience
EDDIE KOCH reports

them

The union is also involved in planning a project that will deal with the problems faced by the disabled in their villages and townships

"We are not only fighting for our own rights," said a delegate to the conference, "but for those who come after us — many of those who will get injured will be our own children"

Research by industrial sociologist Shelley Arkles and Witwatersrand University researcher Jean Leger shows that the mining industry accounts for two thirds of all workers permanently injured each year in industrial accidents

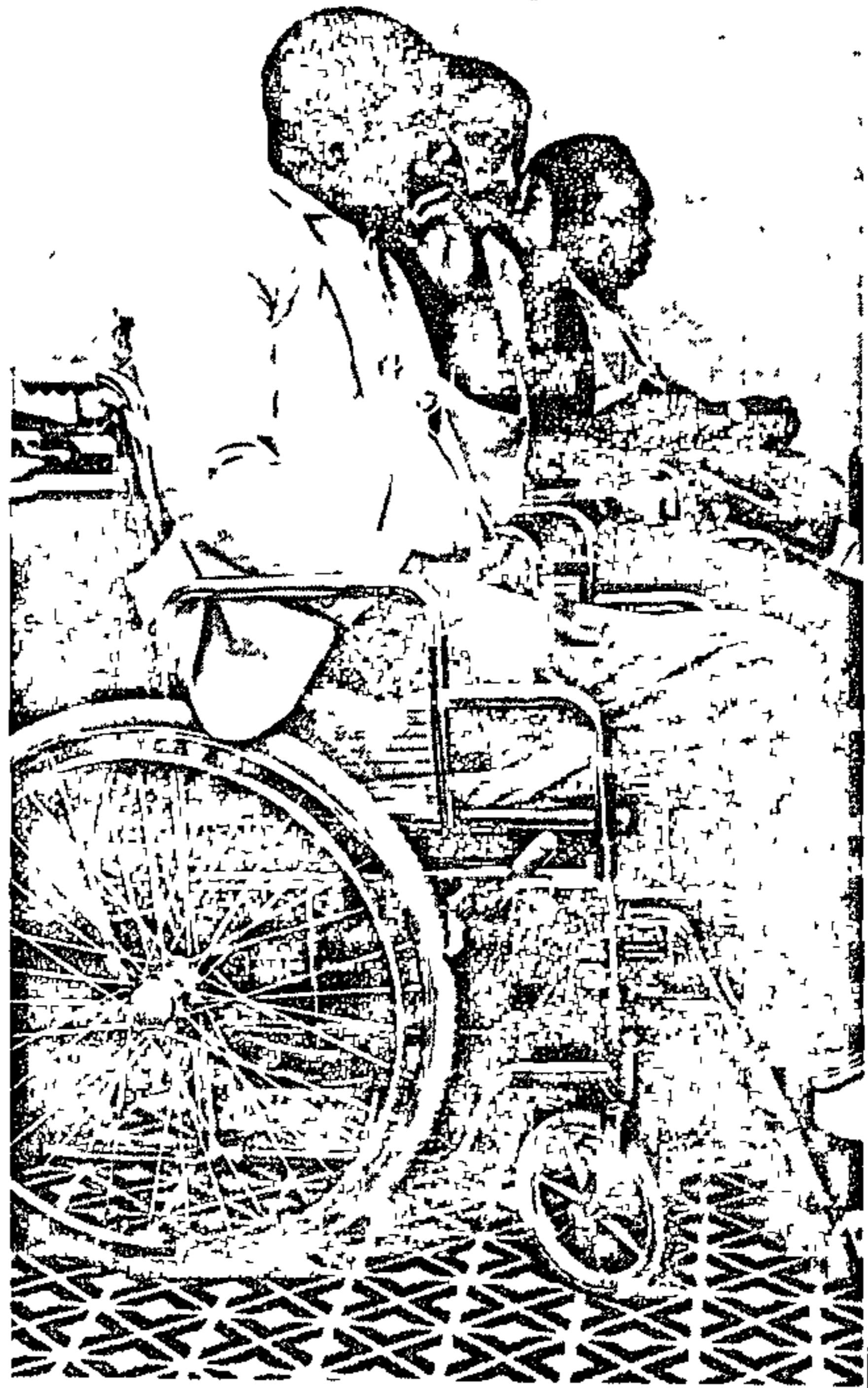
Don Pollnow, general manager for health and care services at the Chamber of Mines, told the *Weekly Mail* that in the first half of this year, mine accidents had resulted in some 128 "spinal compromised patients"

After treatment at the Chamber's Rand Mutual Hospital in Johannesburg, about two-thirds of these were left permanently or partially paralysed

Apart from rehabilitation that starts with treatment at the hospital, the mining industry runs two large training centres for disabled workers in Welkom. Wherever possible injured miners are trained to do alternative jobs and re-employed on a mine

If workers do choose to continue working in the industry they receive a wage as well as their monthly compensation payouts

Although the industry does not pay for the alteration of paraplegic miners' homes, both rehabilitation centres provide advice on how this can be done



Contemplating the costs of discriminatory compensation disabled mineworkers follow proceedings at last week's NUM-organised conference

Picture: STEVE HILTON-BARBER, Afrapix

1404 61-12/10/89

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140A

De Beers the fourth big firm hit by strike action

DE BEERS is facing its first full-scale wage strike by about 8 000 NUM members, probably from Sunday night, and three other companies have already been hit by strikes involving nearly 14 000 workers.

The NUM's Jerry Majatladi said the counting of strike ballots cast by 8 000 members was completed yesterday, and the result was an average 85% "yes" vote in favour of striking for an improved wage offer. The action would probably begin with Sunday's night shift, he said. The corporation's five SA diamond mines and geological division were affected.

De Beers spokesman Neville Huxham confirmed the balloting had been completed in an orderly manner. Its validity was not in question.

Neither knew of any plans for further talks aimed at heading off a strike. Huxham said De Beers was not aware of the NUM plans and could not be said to be preparing itself for possible strike action. He said De Beers considered the 16% to 17% wage offer fair and reasonable. It would bring the minimum monthly wage up to R647 which was more than double what the union had accepted in its annual negotiations at the Chamber of Mines this year.

Majatladi said the NUM's 17% to 37% demand was justified when considering inflation and the need for a living wage.

He could not predict for how long members would hold out, saying this depended on the forms of pressure —

ALAN FINE

like possible dismissals or hostel evictions — management brought.

THEO RAWANA reports that about 8 000 workers, members of the Chemical Workers Industrial Union (CWIU), began a legal strike on four Sasol plants in Secunda on Wednesday night.

The CWIU said the action came after a strike ballot had been taken and was over management's refusal to provide a food allowance for workers living outside the hostels.

The company said: "Sasol provides free board and lodging for employees staying in the hostels. Employees who prefer to live in the town of Embalenhle receive an allowance of R80 per month as well as free transport to the value of about R85 per month. The company regards these allowances as extremely fair."

It said production at Sasol operations was not affected and negotiations were continuing.

Negotiations

EDWARD WEST reports that more than 5 000 workers yesterday declared a strike in three divisions of Premier Food Industries — milling, oils and fats and animal feeds.

The dispute arose out of a demand for a R33 weekly across-the-board increase, or 16%, or whichever was greater against offers made by the company in its various divisions.

The Premier Group said in a state-

ment that the strike followed five months of negotiations and was proceeding in a peaceful manner. Most of its plants were using casual labour while the strike was in progress.

At mediation, the milling division, the highest payer in the milling industry, offered a final increase of 16,3% at the minimum wage level. This would have brought the 7% of the workers on the minimum wage in the urban areas to R214 a week. Further talks in the other divisions were suggested, but rejected by the union, Premier said.

Sapa reports that Cargo Carriers has been hit by a county-wide strike bringing the transport giant to a virtual standstill.

Industrial relations manager Nick Pretorius said although some employees had continued working despite the strike, it was of such a scale that it was regarded by Cargo as a "total" strike.

"We'll be affected negatively by a strike of this size and must therefore resolve it as quickly as possible."

The strikers are striking in sympathy with 280 workers who were dismissed for "illegal striking" at the Vanderbijlpark branch of Cargo.

"Cargo regards this national strike as an illegal strike, too, and we have met the Industrial Council."

The council referred the case to the Industrial Court.

● Business Day incorrectly stated in its report on the strike yesterday that management was unavailable for comment. A faxed statement was received but went astray.

De Beers facing full strike

CMT Times 7/10/84
Own Correspondent *(EB) 140A*

JOHANNESBURG. — De Beers is facing its first full-scale wage strike by the National Union of Mineworkers, probably from tomorrow night, at the corporation's five South African diamond mines and its geological division.

The NUM's Mr Jerry Majatladi said the counting of strike ballots cast by 8 000 members had been completed on Thursday and the result was an average 85% "yes" vote in favour of striking for an improved wage offer. The action would probably begin with tomorrow's nightshift, he said.

De Beers spokesman Mr Neville Huxham confirmed that the balloting had been completed in an orderly manner. The corporation was not questioning its validity.

Sowetan

9/10/89

Mineworkers on pay strike



Cyril Ramaphosa

ABOUT 13 000 mineworkers are on strike at five mines in various parts of the country.

And 10 000 more mineworkers, all members of the National Union of Mineworkers (Num), are poised to embark on a legal wage strike at De Beers' diamond mines this week.

The mines affected are Sasol's Secunda mines (8 000 workers), JCI-controlled Consolidated Murchison (1 500), Messina Copperbelt and Campbell (3 000).

The members of the Chemical Workers' Industrial Union (CWIU) downed tools at Sasol's Secunda mines on Wednesday night, a spokesman for the union said. They are protesting against the company's alleged refusal to provide a food allowance to mineworkers living outside the hostels.

The dispute between Num and De Beers revolves around the union's demand of a 37,6 percent minimum increase against management's offer 17 percent. The conciliation board has failed to resolve the dispute.

At Consolidated Murchison, Num members demand a minimum wage of R400 a month and recognition of such days as June 16 and October 1 (Health and Safety Day).

The strike at Messina Copperbelt and Campbell mines, both owned by Messina Development Corporation, enters its second week today.

Num official Mr Jerry Majatladi said workers at the mines were dissatisfied with "low wages and poor working conditions". Management has given Num members an ultimatum to return to work or face dismissal, according to Majatladi.

18 000 transport employees on strike

1 500 transport workers are fired

By Drew Forrest, Labour Reporter

About 1 500 striking transport workers have been fired in the last week, while at least another 18 000 workers remain on strike in a range of industries across the country.

Yesterday, Cargo Carriers fired 1 000 workers on a national strike who ignored a return-to-work deadline. The strike centred on the earlier dismissal of 280 colleagues.

The Transport and General Workers Union said the company had agreed to meet union officials over both sets of dismissals. Describing this as a "breakthrough" the TGWU spokesman said Cargo had earlier insisted on talking at Industrial Council level only. Management was not available for comment.

Alleged corruption

The TGWU said 500 workers were fired last Tuesday at Interstate Bus Services in Bloemfontein after striking over "unfair" disciplinary measures and alleged corruption in the firm's pension fund.

Interstate's chairman, Mr Fred Kinear, said the insurance company managing the fund had assured workers their money was in safe hands.

The service was running normally with temporary staff.

Several strikes remained unresolved yesterday.

- Management confirmed that 5 700 workers in three divisions of Premier Food Industries were still on strike over pay.

- The situation at Sasol's collieries in Secunda, where 8 000 workers struck over food allowances, was unchanged, said a Sasol spokesman.

- The strike by 1 400 miners at Consolidated Murchison continues, according to the National Union of Mineworkers.

Attacking the "terribly low" wages at the mine, NUM said it was demanding a R400 minimum for workers at level one.

- Mr Attie du Plessis, a director of Messina Ltd, confirmed the strike at the firm's copper mine. He declined to give details, but the NUM says 3 000 workers "spontaneously" struck on Monday last week over wages.

Iscor: Numsa plans trust fund from profits

NUMSA is to channel an anticipated R4m in profits from the sale of about 10-million preferential Iscor shares allocated to its members into a trust fund for the advancement of the collective interests of those members

The purchase is to be financed by Rand Merchant Bank. The shares will be sold immediately after the listing next month.

RMB has offered to make available the potential R20m required. It has underwritten the plan by offering to purchase the shares for R2,085 apiece should the opening price be below that level, which ensures the union and its members there will be no loss on the immediate post-listing sale after interest and brokerage fees.

The R4m profit estimate is based on a

ALAN FINE

hypothetical R2,50 selling price. RMB chief G T Ferreira confirmed yesterday that the offer still stood. The union fund is to be administered by Numsa members at Iscor who will decide on the use to which the money should be put.

The union announced yesterday the decision was made after extensive consultations with its members at the soon-to-be-privatised corporation, who are entitled to an average 1 000 preferential shares each.

Each member would be asked to sign a mandate to transfer any profits on the sale of the shares to the trust fund, Numsa said.

An equivalent number of shares to which

140A

To Page 2

Numsa fund profit

the employees are entitled at a 20% discount will not be dealt with in this way. The union required Iscor's co-operation in facilitating the process of what is effectively a collective purchase of shares. Management declined to do so in regard to the discounted shares.

Numsa expressed its disappointment at this decision, which is in line with the Privatisation Unit's view that the state's deferred payment scheme available for the purchase of discounted shares was preferable to outside financing.

The scheme is effectively an interest-free loan repayable over three years. Shares financed this way are held in trust and are non-negotiable until paid for.

Numsa made it clear yesterday it opposed the entire employee share scheme. The union deplored "the selling of the nation's wealth cheaply to major business interests", and believed the employee share offer largely benefited management.

The union had also advised members to take up the 200 free shares to which each is entitled and sell them immediately.

140A

From Page 1

Iscor workers to sell free shares

Chr. Trusts 11/10/89

JOHANNESBURG — More than 9 000 Iscor workers will accept and immediately sell the 200 free shares offered to them by the steel giant, the National Union of Metalworkers of SA announced here yesterday

The union had also negotiated a loan to allow its members to purchase the preferential shares allocated to them

Rand Merchant Bank would underwrite the loan so that any drop in share price would not cost the workers anything. Numsa said

These shares would then be sold immediately and any profit would be put into a workers' trust fund

The fund would be controlled by Numsa members at Iscor and the use of the money would be determined by the workers collectively, the union said

Each member would be asked to sign a mandate to transfer any profits on the sale of the shares to the trust fund

The union decided to take this course even though it was opposed to the privatisation of Iscor — it deplored the "selling of the nation's wealth cheaply to major business interests"

The decision was taken after extensive discussions among its 9 500 members in Iscor, the statement said — Sapa

JOHANNESBURG. —
About 1 500 striking transport workers have been fired in the past week, while at least another 18 000 workers remain on strike in a range of industries across the country.

On Monday, Cargo Carriers fired 1 000 workers on a national strike who ignored a return-to-work deadline. The strike followed the dismissal of 280 colleagues.

Last week 500 workers at Interstate Bus Services in Bloemfontein were fired after striking over "unfair" disciplinary measures and al-

Possible talks over strikers

Cargo Carriers 11/14/89
1401

leged corruption in the firm's pension fund.

The Transport and General Workers' Union said the companies had agreed to meet union officials over the dismissals.

Describing this as a "breakthrough", the TGWU said Cargo had earlier insisted on talking at Industrial Council level only. — Sapa

For black miners, the Chamber of Mines centenary is

Nothing to celebrate

1404

Sawolau 11/10/89

This year marks the centenary of the Chamber of Mines. Today Cyril Ramaphosa, general secretary of the National Union Of Mineworkers explains his organisation's reaction to the centenary celebrations.

ALREADY thousands of rands have been squandered on newspaper and television advertisements to glorify the supposed economic wonder performed by the Chamber of Mines

But, earlier this year, the Chamber refused to increase mineworkers' wages because, it said, it could not afford to do so

The mine owners paint a grossly distorted picture of the role of the mining industry in South Africa's economy. But of course it is inherent in the class character of apartheid society that owners of mines, like all propertied bosses, will see our real conditions of life through profit-tinted spectacles

For black mineworkers, the 100th anniversary of the Chamber of Mines means the commemoration of millions of unsung heroes who have perished under the Chamber to make a tiny white minority of millionaires richer

Machinery

The Land Act of 1913 formalised the forcible seizure of land from the African people, forcing them to depend on white owners of land, mines, factories and finance houses for obtaining the means to support life

Right from its formation 100 years ago, the Chamber of Mines was meant to facilitate the reaping of mineral wealth

as cheaply as possible

A well-developed machinery of exploitation was established to create wealth for the bosses of Anglo American, Gemmin, Goldfields, JCI Rand Mines and Anglovaal

Today, 750 000 miners toil for these corporations which virtually control the major economic resources of our country

Monopoly

To facilitate the super-exploitation of black labour, the Chamber of Mines acquired a monopoly on legal rights to recruit labour from the Southern African region

This recruiting monopoly ensured that other employers could not compete with the Chamber of Mines for black labour, making workers victims of rampant exploitation

The harsh conditions of compound life continue to gnaw at over half-a-million miners. About 4 000 men are herded into each compound, surrounded by a high iron fence or wall topped with barbed wire to prevent anybody getting in or out. Main entrances are fitted with boom gates with heavily armed mine security police on guard day and night

Mineworkers are reduced by the system to mere objects that supply labour, only to be identi-

fied by the numbers printed on their plastic bracelets. As if this was not enough, special mine identity cards serve as pass books for workers moving in and out of mines

This vicious system of control extends to the miners' own rooms where management-appointed *isibondas* monitor workers' activities. *Indunas* appointed by bosses watch the whole compound with the help of the paramilitary forces deployed

These private armies of the Chamber of Mines have vast amounts of ammunition at their disposal, ranging from armoured personnel carriers to hippos, a dog squad, rifles, teargas canisters, batons, anti-riot shields and horses

Since its inauguration, the Chamber of Mines has been committed to the realisation of huge profits at the expense of black mineworkers

Chamber executives try to justify this notorious policy of poverty wages by falsely claiming that black mineworkers work to augment what they get from subsistence farming in the bantustans and reserves

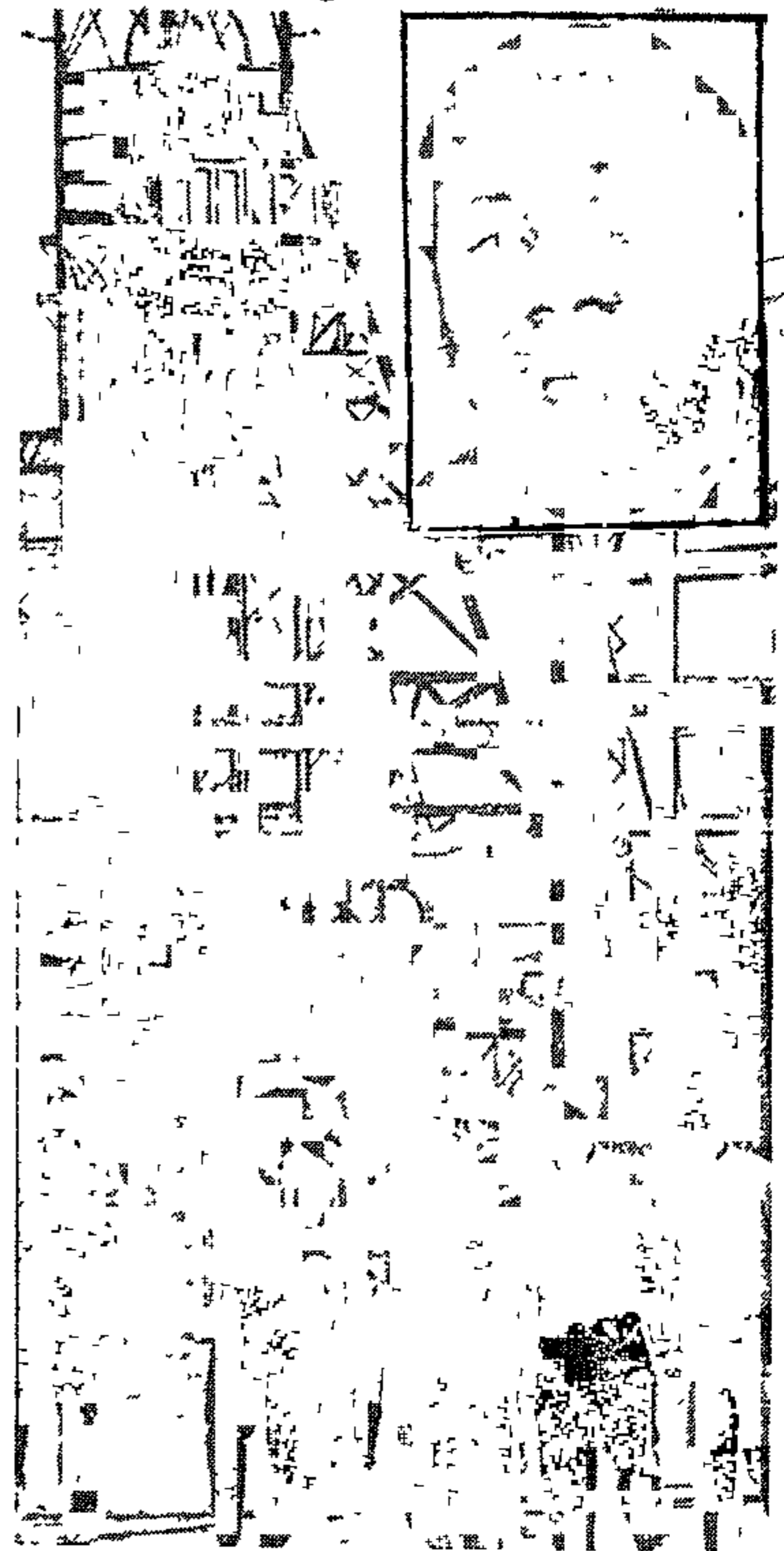
Wage gap

Another false claim made by the Chamber bosses is that mineworkers get free accommodation and food which constitutes payment in kind. However, single sex, overcrowded compounds and inadequate food are too insignificant to be considered payment in kind.

As early as 1911 white miners were earning eleven times more than their black counterparts. This wage gap increased until, in the '70s, whites' wages were 20 times higher than those of blacks

After 100 years, the Chamber of Mines is still firmly committed to this starvation policy. Black miners' wages are among the lowest in the whole South African economy

The average monthly wage of a black miner is



Over 65 000 miners have been killed and a million permanently disabled on South Africa's gold and coal mines. Inset: National Union of Mineworkers' general secretary Cyril Ramaphosa.

R500 while their white counterparts earn R3 000 on average - six times more

At Vaal Reefs, one of the richest gold mines, the highest-paid miner earns R10 375 a month, while black mineworkers still earn R316 a month

This year, the Chamber of Mines refused to pay miners a minimum monthly wage of R543, as it claimed it could not afford to pay a living wage.

Dangerous

But, in all the major mining industries of the world, miners earn more than workers in other industries. This is because of the hard and dangerous work miners do underground

In South Africa, this principle applies only to whites. Most whites on the mines earn more than the R2 618 average of their counterparts in manufacturing. But for bl-

acks, all the main poverty datum lines are far above the Chamber of Mines' wages

ear since 1889

In the 1980's Num has taken up the legacy of the earlier African Mine Workers' Union, to harness the militancy of the black miners

Disabled

For black miners, the word "Chamber" is synonymous with mass retrenchments, assaults of workers by mine security, banning of union meetings, forcing mineworkers to work in unsafe places, practising racial discrimination, housing mineworkers in over-crowded compounds, and encouraging tribalism and ethnicity

In 100 years, the Chamber has rendered a million miners permanently disabled. Over 65 000 miners have been killed while digging

5702 (140A)

Numsa takes decision

Iscor men to accept shares — then sell

By Drew Forrest

Members of the National Union of Metalworkers (Numsa) are to take advantage of Iscor's employee share offer — but will sell the shares as soon as they come on the market.

In a statement, Numsa "deplored the selling of the nation's wealth cheaply to major business interests", saying also that much of the staff share allocation would go to managers

Extensive discussion with its 9 500 Iscor members had shown workers did not want to be shareholders in Iscor, as participation would mean little and give them no say in Iscor policy.

Numsa said, however, that workers would take the 200 free shares offered them and sell them as soon as possible. "This, they believe, is money which belongs to them in any event."

Workers would also buy shares offered to them under a preferential placement, using a loan negotiated with the Rand Merchant Bank (RMB). These would be resold and profits placed in a trust fund controlled by Numsa members at Iscor.

Numsa's Mr Berne Fanaroff estimated yesterday that if the shares reached a market price of R2,50, up to R4 million could accrue to the fund.

Numsa also attacked the Privatisation Unit for blocking the purchase of shares under a 20 percent discount offer with money made available by RMB.

The Government is understood to feel the immediate resale of shares defeats the object of the offer, which is to give workers a stake in industry. Mr Fanaroff said that as black workers had limited access to credit, it was "most unlikely" they would take up the discount share offer.

A NATIONAL beer drought is looming following a strike by between 3 000 and 4 000 South African Breweries workers

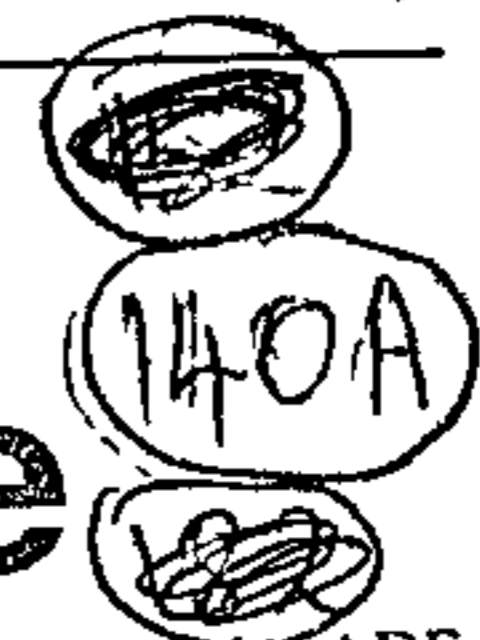
The strike is one of several involving more than 20 000 workers in different sectors throughout the country

The SAB workers were due to down tools on Thursday after attempts at mediation failed to resolve a dispute between the company and the Food and Allied Workers Union (Fawu)

The dispute was declared on the second day of annual wage negotiations when the company presented a set of demands which Fawu claims would

Beer drought as thousands strike

South 12-18/10/89



seriously impede the union's ability to take industrial action

The workers have called on the community and taverners to support them

Another 5 000 Fawu members are on strike at the milling, feed and oil divisions of Premier throughout the country

The workers downed tools last Thursday after wage talks deadlocked the previous day

They are demanding an across the board increase

of R33 a week. The company has offered R28 to milling workers, R24 to Epic workers and R23 to Epol workers

The workers are also demanding that the agreement cover Tanda Milling, a Premier subsidiary in the Transkei

Meanwhile in Atlantis, sources said that an industry-wide workstoppage is due to take place today

The stoppage is in support of more than 400 motor workers who have

been on strike at the ADE factory for about three weeks

The strikers are demanding an increase of 90 cents or 24 percent

Management is holding out for 15 percent or 56 cents

A spokesperson for the National Union of Metalworkers of South Africa (Numsa) said management had given the strikers until Friday this week to return to work or face dismissal

Community leaders last week delivered a letter of protest to the company and several demonstrations have taken place outside the factory

The Numsa spokesperson said local schools and sports organisations sponsored by ADE have threatened to return the company's money

He denied company claims that most strikers have returned to work

A company spokesperson said management had warned workers that they would not have their increases backdated to July 1 unless they returned to work

About 180 workers are also on strike at the National Panasonic factory in Parow Industria

More than 10 000 members of the Chemical Workers' Industrial Union and the National Union of Mineworkers in the Transvaal are also on strike

ON RELIGION AND PEACE
AFRICAN CHAPTER

Co-ordinator

with organisation whose led to their own religious keep respect for that of mobilize our religious struggle for a non-racial, non-democratic South Africa

Co-ordinator to coordinate and expand programmes, religious and progressive

the production of a newspaper publications committed to the idea of flexible hours Successful duties from January to be based in Cape Town,

Send a CV with the names and must reach PO by 31 October 1989



UNIVERSITY OF CAPE TOWN Centre Co-ordinator SHAWCO (wo no 0002)

This progressive student run health and welfare organisation is seeking a Centre Co-ordinator for a new large community centre in Khayelitsha, to assume duties as soon as possible.

Skills required • Broad range of administrative and organisational skills • Interpersonal skills • Basic financial skills • Research ability • Fluency in Xhosa and English

Experience in and commitment to community-based structures, assertiveness and creativity are essential. Appropriate training or a university degree in a related field would be a recommendation

The salary is R30 000 + per annum with fringe benefits

Applications, to include a full curriculum vitae and the names, addresses and telephone numbers of two contactable referees should be submitted by 31 October 1989 to The Khayelitsha Centre Working Group, c/o SHAWCO Headquarters, 155, 12th Avenue Kensington 7405 Telephone (021) 593 2420 for further details

Applicants are considered irrespective of gender, race or creed

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South 12-18/10/89

Workers to march

140A

Num slams 100 years of poverty

THE National Union of Mineworkers (Num) has slammed the centenary celebrations of the Chamber of Mines as a celebration of "100 years of op-

pression and poverty wages. In a statement this week, Num general secretary Cyril Ramaphosa said that for miners the chamber was "synonymous with oppression and exploitation"

This included mass retrenchments, derecognition of Num, racial discrimination, overcrowded single sex compounds and the encouragement of tribalism and ethnicity

"The anniversary means the commemoration of millions of unsung heroes who have perished under the chamber to make a tiny white minority of millionaires richer," Ramaphosa said

He said black miners were among the lowest earners in South Africa while white miners were among the top earners of all whites with an average salary of R3 000 a month

Num has estimated that the average monthly wage of a black miner is R500 — one sixth of the average wage of his white counterpart

Ramaphosa said all the main poverty datum lines are far above the wages paid by the Chamber

A march by Num members is due to take place this month

By CHIARA CARTER
THOUSANDS of people are expected to march through the streets of central Cape Town to the Houses of Parliament this Saturday to protest against the Labour Relations Act.

The march, which is being organised by the Congress of South African Trade Unions (Cosatu) and independent unions, is one of several anti-LRA marches due to take place in major centres around the country

It is scheduled to begin at the Grand Parade at 10am and will be led by union office-bearers

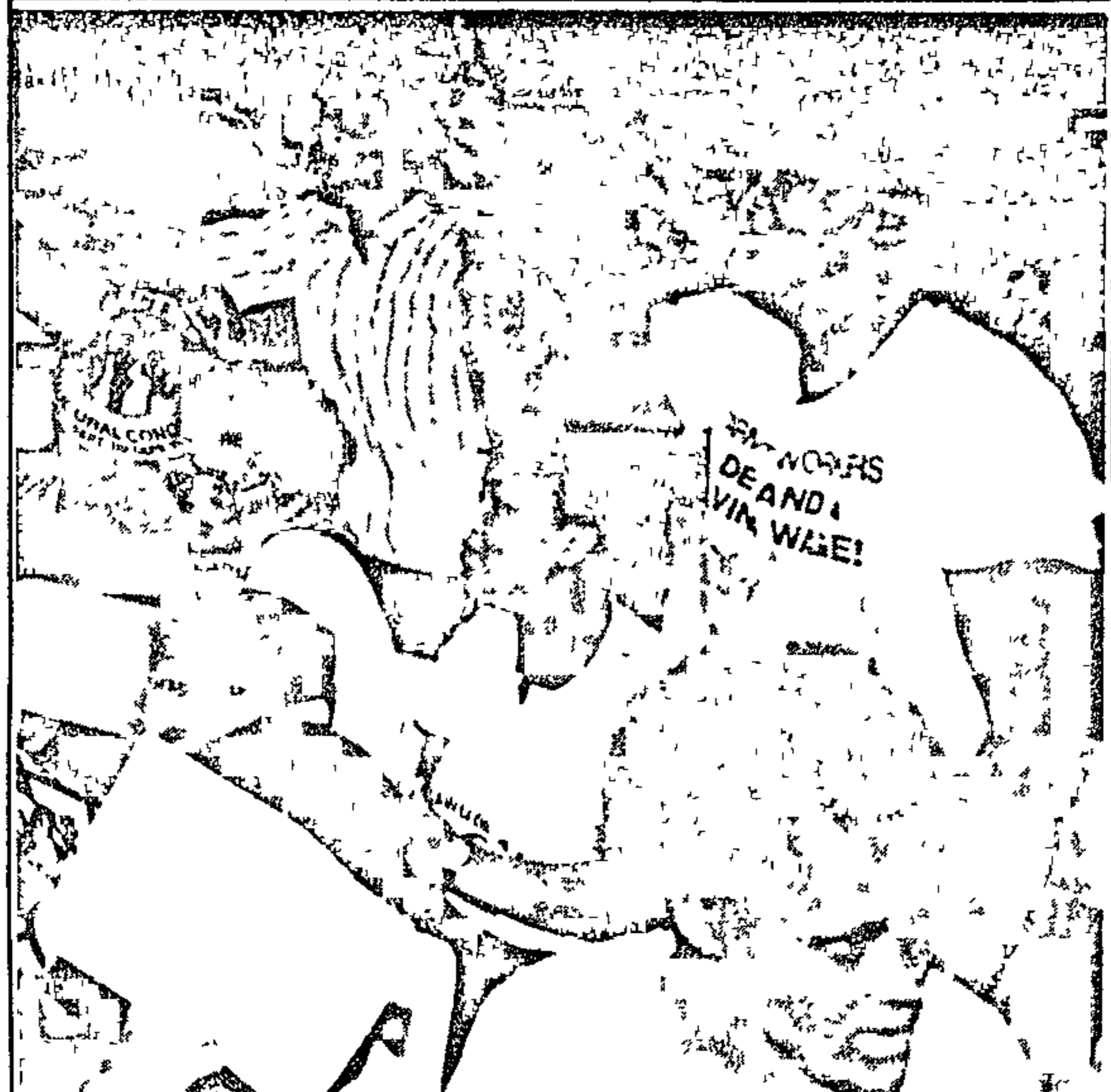
A Cosatu spokesperson said thousands of workers and sympathisers were expected to join the march which would be followed by a mass meeting on the parade.

Living wage

The marchers intend to deliver a list of demands to parliament.

These demands include jobs for all at a living wage, a labour law that protects all workers, including farm, domestic and public sector workers, and a freeze on all basic food and transport prices

Other demands are the scrapping of rent arrears and an end to evictions, an end to privatisation especially in housing and health services, a 40 hour week, a ban on overtime and a living benefit for the unemployed, education for all in open schools, the recognition of democratic SRCs and PTSAs, the unbanning of all organisations, the release of all detainees and political prisoners, the lifting of the State of Emergency, an end to hangings and an independent inquiry into the deaths on election nights



SUPPORT: Determined ADE workers rallied the Atlantis community in support of their demands

A NATIONAL beer drought is looming following a strike by between 3 000 and 4 000 South African Breweries workers

The strike is one of several involving more than 20 000 workers in different sectors throughout the country

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Beer drought as thousands strike

South 12-18/10/89

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Community leaders-last

**SAB workers
set to strike**
1404
CAP Times 12/10/87
Labour Reporter

ABOUT 1 000 SA Breweries (SAB) workers in the Western Cape are set to march off the job today to join another 5 000 colleagues striking nationally over wages and conditions of service

Confirming the dispute yesterday, an SAB (Western Cape) spokesman said the beer giant would "ensure all that is possible that stocks do not run out"

The strike by 6 000 members of the Food and Allied Workers' Union (Fawu) follows about three months of negotiations involving Conciliation Board hearings and mediation, a Fawu spokesman said

The parties remained deadlocked

Strike by 5 500 at breweries

By DICK USHER
Labour Reporter

A NATIONAL wage strike, so far involving about 5 500 employees, has begun at South African Breweries

Plants in the Transvaal, Durban and Bloemfontein went out yesterday, and the Cape Town operation joined the strike today.

The company is in dispute with the Food and Allied Workers' Union over wage demands. According to a SAB spokesman, the union "demands totalled more than 150 percent in compensation" including a 38 percent increase on the minimum wage.

Against this the company offered a 16 percent across-the-board increase.

MINIMUM WAGES

The spokesman said this would bring minimum wages at SAB to R1 063 a month.

Union spokesmen in Cape Town were not available late yesterday, but it is understood that SAB operations in Cape Town — the brewery at Newlands and the Pinelands depot — joined the strike today.

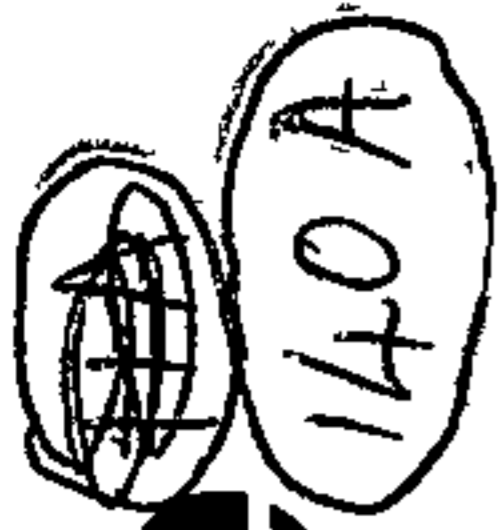
The spokesman said operations affected in Transvaal were breweries and depots at Isando, Alrode, Rosslyn and Pietersburg.

About 5 500 out of 12 500 employees were on strike.

He said contingency plans were in place and the company was confident it would meet the demand for beer.

South 12/10 - 12/10/89

Oscar - born to organise



FEVERISH preparations are underway to welcome home the "father of South African trade unionism", Oscar Mpetha.

The Food and Allied Workers' Union (Fawu) has established a committee which will assist 80-year-old Mpetha in his new life of freedom

Their plans include building a house for the veteran trade unionist.

British trade unions have also set up a trust fund to support Mpetha's return to normal life

Mpetha's involvement in trade unionism dates back almost 60 years

His first strike was over a sixpence increase in wages

At the time, Mpetha was working as a deputy-foreman of a road gang in Malmesbury

He became angry when he discovered that Italian prisoners of war were being paid more than the African labourers in the gang

The strike resulted in the workers winning wage parity, but Mpetha was moved to a job where he was not in contact with other workers

This was the beginning of a lifelong battle for workers' rights which led him to play a leading role in the Industrial and Commercial Union, the African Food and Canning Workers' Union, the South African Congress of Trade Unions and community organisations

Servility

Mpetha was born on August 5 1909, in the Mount Frere district of the Transkei

After matriculating from Adams High School in Natal, he came to Cape Town where he found work as a domestic servant.

But the servility did not fit well with the young Mpetha's character.

handled were the Wolseley strike of 1954, the Spekenham strike of the following year and the boycott of Langeberg products

Not only did Langeberg have to withdraw their threat, but they were also forced to agree with the union's wage demands

The boycott was indicative of the close co-operation between the African Food and Canning Workers Union, its parallel union the Food and Canning Workers' Union and community organisations within the Congress Alliance, where several unionists held prominent positions

Mpetha himself was very active in political organisations and in 1958 was elected Cape chairman of the African National Congress (ANC)

His election was not without controversy because it was opposed by Africanist-dominated branches of the ANC which refused to recognise him

As the government crackdown on opposition increased, Mpetha, like many other activists, was banned, first under the Suppression of Communism Act and then under the Riotous Assemblies Act

His first banning order did not prevent him from continuing to work in the union but forbade him to convene meetings

He was sentenced to six months' hard labour for contravening the order after he and other union officials attended a report-back meeting, but the sentence was commuted on appeal

His five-year banning order in 1959 restricted him to the Wynberg magisterial district, which seriously affected his work as a union organiser

Traditions

But a year later he was convicted of furthering the aims of the ANC and spent the next four years in prison

After his release there followed more than a decade of quiet, during which he was not involved in trade unionism.

union members and members of community organisations

He believed it was vitally important to build women's organisations

"He used to say he wanted to wear an apron and attend women's meetings," recalls Phike

"He always believed that South Africa would one day be free because of the unity of workers"

By the time Mpetha was detained in August 1980, he was already in poor health

He appeared in court the following year charged with two counts of murder and several terrorism charges arising from a road block in Nyanga in August 1980, in which two motorists were attacked and killed

Marathon trial

After a marathon trial he was found not guilty of murder but convicted of terrorism, and received a mandatory sentence of five years' imprisonment

While awaiting an appeal hearing, he was elected one of the presidents of the United Democratic Front (UDF)

He also became president of the now restricted Release Mandela campaign

He was jailed in 1985 after his appeal failed, but has spent most of his sentence under armed guard at Groote Schuur Hospital

Mpetha was South Africa's oldest prisoner

He is a frail old man whose leg was amputated a few years ago. He suffers from severe diabetes and has recently had infections of his kidney and lungs

Both his wife or more than 50 years, Rose, and his son, Karl, have died while he has been imprisoned, and on both occasions he could not attend the funerals

Another son, Harold, died several years ago and his only remaining son, Themba, lives in Britain



Mpetha in Groote Schuur Hospital

12/16 - 18/16/89

soon found another job as a general assistant at Groote Schuur Hospital, where he became involved in a night school project

His first contact with the Food and Canning Workers' Union came as a result of a letter he wrote to the then Native Representative in Parliament

Mpetha's letter was referred to the general secretary of the Food and Canning Workers Union, Ray Alexander, who sent him information about the union

He distributed this among his co-workers at Laaiplek Fisheries on the West Coast.

The Laaiplek workers had several grievances and soon the factory inspectors were asked to intervene in a labour dispute

The dispute was eventually resolved but Mpetha, who by then had become a voluntary organiser for the union, was fired

His dismissal resulted in a strike to demand his reinstatement

Although management agreed to reinstate him, Mpetha decided to work full-time for the African Food and Canning Workers' Union

He became general secretary of the union after Ray Alexander was banned in 1951

Among the many disputes which he



Before his arrest, Mpetha at a Worcester rally with community leader David Petersen

He had difficulty finding jobs because of his political record and worked for a while as an agent for a drycleaner

But old traditions die hard and while working as a watchman at a paper factory, Mpetha could not resist organising the workforce

In the mid 1970's Mpetha was Western Cape regional chairman of the Transkeian Democratic Party and stood for election in the Transkei elections

As the flames of the 1976 rebellion swept across South Africa, old friends persuaded Mpetha to return from the Transkei to Cape Town, where he became chairman of the Nyanga Residents' Association.

His work in the association meant he played a prominent role both in mobilising Crossroads residents to fight demolition of the camp and in the 1980 bus boycott

While working at an ice-cream factory in Salt River he met up with Liz Abrahams, who felt he should return to African Food and Canning which was in a state of disarray

Mpetha played a leading role in reviving the union, travelling to various parts of the country to reorganise factories, recruit new members and set up structures

He was appointed national organiser in 1979 and was a key figure in the Fattis and Monis strike of the following year

Mpetha was re-establishing the Johannesburg branch of Food and Canning when he met Neil Aggett, whom he persuaded to work as a full-time branch organiser

He heard the news of Aggett's death in detention while he was in hospital

According to fellow unionists, Mpetha was "deeply grieved"

A born organiser, Mpetha did not restrict his organising work to his union alone, but assisted in establishing other unions and community organisations

During his travels, Mpetha worked closely with organisers from the South African Allied Workers' Union (Saawu), including Thozamile Botha and Sam Kinne, and spent time helping them recruit members for Saawu

Fawu organiser Lizzie Phike, who travelled with Mpetha on trips to Johannesburg and Port Elizabeth, describes him as a "very strong" leader who encouraged people to be both

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140A

~~140A~~

South

Garment

South 12-18/10/89

(1.14)

pay hikes

By CHIARA CARTER

MACHINISTS in Western Cape clothing factories will take home an extra R26 a week in terms of a wage agreement due to be signed next week.

The agreement between the South African Clothing and Textile Workers' Union (Sactwu) and the Cape Clothing Manufacturers' Association and Cape Knitting Association affects about 56 000 workers in the Western Cape.

The pay-hike pushes the minimum wage in the Cape clothing industry to above R125 — almost twice the minimum wage paid in the industry two years ago.

In terms of the agreement, Grade B machinists — the majority of workers in the industry — will get R155 a week.

Other workers will get increases of between 17 percent and 21 percent.

The agreement, which was reached after three days of mediation, follows a period of unprecedented turbulence in the industry.

Work stoppages rocked the industry towards the end of July when workers protested against the employers' failure to respond to demands for an increase of between R40 and R50.

There were more work stoppages last month after talks deadlocked.

Sactwu has also finalised a wage agreement for garment workers in Natal.

ONE of the country's largest transport companies, Cargo Carriers, has dismissed more than 800 employees taking part in a national strike at its depots

The workers, all members of the Cosatu-affiliated Transport and General Workers Union, were sacked after ignoring an ultimatum to return to work on Monday

The dispute between workers and management revolves around the dismissal of 280 workers at Cargo's Vanderbilpark depot on August 3. The TGWU members had been participating in sporadic work stoppages at the plant in protest against the sacking of a colleague, according to the union

The Cargo employee was apparently sacked after being involved in a

Cargo sacks 800 strikers

fight with a white colleague.

TGWU official Kelly Forrest said the more than 800 strikers had resolved not to go back to work until management attended to their grievances. Their grievances included demands that their 280 colleagues be reinstated unconditionally and that a manager at the branch be transferred

"Our members want the Vanderbilpark depot manager to be removed because he is the one who

created the climate in which our member got assaulted," Forrest said

Talks between the union and management reached a deadlock at the industrial council on August 29

Cargo industrial relations manager Mr Nick Pretorius was not available for comment this week

Earlier Pretorius told Sapa that the strike was of such a scale that it was regarded by Cargo as a "total" strike

"Cargo regards this national strike as illegal and we have met with the Industrial Council," the Cargo manager said.

He said between 700 and 800 workers were involved in the strike.

The two parties are scheduled to meet soon in a bid to resolve the dispute

140A
Sawon
12/10/89

Workers to march tomorrow in 17 centres

SEVENTEEN marches organised across the country by two major labour federations representing over 1,2-million workers, to protest against the Labour Relations Amendment Act, will take place tomorrow.

NUM general secretary Cyril Ramaphosa said at a Press conference yesterday it was expected the marches would also celebrate the release of the eight political prisoners.

National Council of Trade Unions (Nactu) first assistant general secretary Cunningham Ngcukana said Nactu "does not believe in applying for permission to march to resist oppression, exploitation and

EDYTH BULBRING

repression by the ruling class". Nactu had chosen to defy rather than comply by refusing to apply for permission for any march, he said.

In a statement to Sapa, Cosatu general secretary Jay Naidoo said over a quarter of a million workers countrywide were expected to march tomorrow.

The 17 marches would take place in Johannesburg, Pretoria, Pietersburg, Secunda, Nelspruit, Standerton, Witbank, Durban, Maritzburg, Port Shepstone, Empangeni, Bloemfontein, Welkom, Kroonstad, Port Elizabeth, Cape Town and an-

other western Transvaal town still to be named.

"These peaceful marches will demonstrate the degree of opposition among workers to the anti-worker LRAA," Naidoo said.

The marchers would present memorandums setting out objections to the LRAA at Manpower offices, employer associations, state sector employers, courts and police stations, Naidoo said.

A Cosatu spokesman said 50 000 people were expected to take part in the Johannesburg march for which permission was

(140A)

To Page 2

Marches

6/Day 13/10/89

given by the chief magistrate and the Johannesburg City Council

A spokesman for Law and Order Minister Adriaan Vlok said yesterday police would maintain a low profile to ensure law and order was maintained

However, in cases where permission was not granted, the police would stop the marches

The spokesman said illegal marchers would be warned to disperse. If this did not happen action would be taken

He said police would "try to use the absolute minimum force" to stop an illegal march

Naidoo said the rules laid down for tomorrow included that the marches would be disciplined and peaceful. All marchers

(140A) (140A)

From Page 1

were to walk abreast in rows of between eight and 12

All members of the crowd were to immediately obey instructions of marshals — identified by arm-bands. Anyone acting provocatively would be considered to be acting in the interests of the enemy, Naidoo said

Workers should not respond to provocative actions but report the problems to the marshals

Our Cape Town Correspondent reports that the Cape Town City Council yesterday gave the go-ahead for a march tomorrow to Parliament by members of unions affiliated to Cosatu and the National Council of Trade Unions, council spokesman Ted Doman said yesterday

140A



Anglo American director Bobby Godsell at Wits yesterday.

Picture BRIAN HENDLER

'Job levels will be knocked by privatisation'

ALAN FINE

WHILE privatisation of state-owned corporations might lead to greater efficiency, the process as undertaken in SA would exacerbate unemployment levels, Numsa education officer and economist Alec Erwin said yesterday

He was speaking in a Nusas-sponsored debate on the subject with Anglo American director Bobby Godsell at Wits University

Godsell said the main purpose of privatisation was to bring about the efficient use of scarce resources by removing government ownership of industries and services, where its track record was poor

Godsell said privatisation was neither a panacea for achieving good economic growth nor a mechanism for reducing state social expenditure

"Business knows society needs to devote more resources to areas like education, health and housing," he said

Strategy

Erwin said greater efficiency in corporations to be privatised had been and would continue to be achieved through mechanisation and rationalisation, rather than through expanded production

He said the main features of any coherent strategy included, firstly, improvements in productivity to lower manufacturing costs and make goods more accessible to the poor and competitive on international markets

Secondly, the negative (employment) effects of rising productivity had to be balanced by a strategy to expand productive capacity based on technological advancement, not on cheap labour. This required a comprehensive strategy based on technical and manpower planning to restructure SA's economy, he said

Privatisation in SA needed a coherent economic strategy designed to address the problems of unemployment and poverty, he concluded

THANKS to some hard work and a bit of luck, Numsa has contrived to subvert utterly the entire purpose behind the employee share aspect of the Iscor flotation

The plan, as reported earlier this week, is to set up a trust fund financed by the profits of up to 10-million staged preferential shares — employee shares will be sold immediately and the money used for the "collective benefit" of members at Iscor

This could hardly be more contrary to the state's intention of using the privatisation process as an opportunity to educate a broad mass of the population, including employees, to the advantages and benefits of individual and long-term share-ownership

It could be argued that holding on to the shares, if long-term financing could be arranged, may make better financial sense. But Numsa's plan is more a political than a financial one. All it would take to complete the

What kind of share the workers want

16 Dec 1987

picture is the trust being used one day as a strike fund

This assumes, of course, that the plan does not run into difficulties as did the same union's efforts at Samcor last year

It appears Numsa is highly conscious of possible problems. Organisers spent much time discussing the matter with membership, which is why its resolution took so long

This is not to say the Iscor employee share scheme will be a total failure. Numsa represents, after all, only a minority of the workforce. But the development has important long-term political implications

WHY did it turn out this way? For a start, those who managed this aspect of the Iscor flotation acted in precisely the way the new President has

ALAN FINE

argued is not the way to resolve SA's problems

The employee share structure was not the subject of consultation, much less negotiation. The offer of 10% of the equity to employees was announced as a fait accompli with the assumption that it would be gratefully received.

Privatisation is not a simple economic transaction. It is an important facet of economic policy. And if we are all talking about the need to negotiate the country's political future, the same applies equally to its economy.

Therefore the argument put forward in defence of this approach, that share ownership is simply a matter of individual choice, simply does not hold water

It seems, rather, a disingenuous way of avoiding the need to negotiate with an important, organised, constituency

As this column has argued before, Iscor was an opportunity to engage in the privatisation debate with one of SA's most sophisticated unions. The sophistication is shown in the fact that Numsa did not take the unimaginative course of simply rejecting the share scheme through rhetoric

There would doubtless be hostility towards the privatisation process in SA following a different course to that, say, in the UK, with concessions being made to socialist-tinged organisations

But, as people like JCI's Ronnie Bethlehem have argued, SA will have to find some kind of economic middle road between the pure free marketeers and the socialists.

Numsa is not wedded to the idea of a nationalised command economy. The union's education officer, economist Alec Erwin, is on record as saying "Nationalisation is not a solution in itself. More complex ownership structures are necessary — ranging from nationalisation, to state-capital partnerships, to worker-controlled enterprises, to co-operatives and to private enterprise"

Read this with Numsa's reasons for opposing the Iscor scheme

"Numsa was not consulted at any stage in the move towards privatisation. Numsa deplores the selling of the nation's wealth cheaply to major business interests. Financially this (worker) participation will be worth very little and it would not give workers any say in the policy of the company"

Does any of this lay the basis for discussion before the next major state corporation is privatised? Perhaps it is something for the Privatisation Unit to think about

REVIEW

Striking SAB workers evicted

EMPLOYEES at SAB's Isando brewery and other locations were evicted from the premises yesterday, on the second day of their wage strike, in terms of a court order granted to the company

An SAB spokesman said workers had been occupying the sites and interdicts had been applied for where necessary. Their removal had been peaceful, he said, although police were reported present in some cases.

Food and Allied Workers' Union (Fawu) assistant general secretary Mike Madlala confirmed there had been no incidents. He said members at a number of other plants and transport depots had been locked out yesterday morning. He said four unionists were arrested in Alrode yesterday and were expected to appear in court today.

The seven strike-hit breweries are at Alrode, Rosslyn, Pietersburg, Durban, Cape Town and Bloemfontein, SAB said.

Madlala disputed management's view that its 16% wage increase offer was fair, while the union's demand for a 38% minimum wage increase and other improve-

ALAN FINE

ments was unrealistic

"What is fair to management is not necessarily fair to workers — it is a relative term. Any manager would think his offer reasonable," Madlala said.

He said Fawu's position remained negotiable, and the entire purpose of the strike was to compel management to negotiate further.

8 Day 89
13/10/89 Mediation

Responding to SAB accusations that the strike had been planned and timed for the company's peak summer season, Madlala said the action was, in fact, due to management's rigid approach to negotiations.

He said there had been no direct contact between the union and management since the strike began, although he had been informed by officials of the Independent Mediation Service of SA that management had contacted them with a view to possible mediation.

140A

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Bus drivers halt work in protest

By DICK USHER
Labour Reporter

13/10/89

BUS drivers from the Transport and General Workers Union at City Tramways Arrogate depot have stopped work over a disciplinary dispute.

Workers claim at least 200 drivers are involved. City Tramways spokesman will not comment and a union spokesman says the situation is not clear.

Drivers said they stopped work yesterday in protest at a driver being dismissed without a disciplinary hearing.

SHOP STEWARDS

He allegedly refused to attend a hearing without a union representative, but Transport and General shop stewards refuse to take part in disciplinary hearings outside working hours.

The union spokesman said Tramways previously allowed shop stewards from the Tramways and Omnibus Workers' Union time off for hearings, but Transport and General did not have the same facility.

After the driver refused to attend the hearing he was dismissed and colleagues stopped work in protest.

A Tramways spokesman said the company did not discuss labour problems through the media, but negotiations to settle the dispute were under way.

Unions' march in city gets go-ahead

Cape Times 13/10/89

THE Cape Town City Council yesterday gave the go-ahead for a march tomorrow to Parliament by members of unions affiliated to Cosatu and the National Council of Trade Unions, council spokesman Mr Ted Doman said yesterday.

Thousands of workers and their supporters are set to join protest marches against the Labour Relations Amendment Act (LRA) in most major centres

The city march is due to start at 10am and will proceed along Darling, Adderley, Bureau, Spin and Plain streets to the Tuynhuys entrance to Parliament, where demands on the LRA will be handed over.

Workers may set up strike fund with their Iscor shares

By CASSANDRA MOODLEY

THE workers' trust fund to be established from sales of Iscor worker shares could be used as a strike fund or to finance the metal union's annual general meetings.

However, the "exact use of the fund will be collectively decided by National Union of Metalworkers of South Africa members", said Numsa representative Bernie Fanaroff.

It was recently announced that the Iron and Steel Corporation was to be privatised and that employees were being offered shares.

Numsa said this week its members "did not wish to be shareholders in Iscor" but intended selling their shares and diverting the profits thereof into a worker trust fund.

Employees are entitled to 1 000 preferential shares. At an estimated selling price of R2,50 a share the almost 10 000 Numsa members stand to make a R4-million profit.

The Rand Merchant bank will grant a loan to Numsa for the purchase and will underwrite this loan to protect the union in the event of a drop in share price.

Numsa said all its members would apply in their individual capacities for the allocation of the free shares. On the same form they would instruct its immediate sale so the company would pay cash to the workers.

However, Iscor is preventing workers from implementing this plan on those shares that held a 20 percent discount on the listed price.

"This was the company's way of ensuring that employees held shares," Fanaroff said.

The Iscor Privatisation Unit advisor Eugene van Rensburg said: "We are

not prescribing how workers should deal with their shares.

"However, the scheme that Numsa is offering its members may not benefit them adequately in the long-term. Workers should hold on to their shares in order to reap the best rewards," he said.

"As a short-term scheme the workers may gain by selling their preferential shares immediately."

Numsa members were opposed to holding shares because they believed "Iscor was merely trying to show that it was spreading the ownership of the means of production and that workers had a share in the wealth of the country", Fanaroff said.

"Workers said they would much rather have a better wage than hold employee shares in the company."

Employees were also opposed to holding shares because "this would restrict them from taking strike action", Fanaroff said.

W. Moodley 13-19/10/89

140A

— Daily Telegraph

CAT TRANS 13/10/89
**Sasol strike
still unresolved**



14/11

SECUNDA — Negotiations on Wednesday night failed to end the two-week-old strike by 8 000 Sasol coal miners at Secunda, the Chemical Workers' Industrial Union said yesterday

Strikers are demanding a food allowance for workers not living in company hostels. The CWIU said Sasol was now threatening to withdraw hostel services

A meeting is scheduled for today. — Sapa

SAB strike turns into court battle

Pretoria Correspondent

The strike by more than 5 000 South African Breweries workers — which erupted on Wednesday following a protracted wage dispute — turned into a legal battle in the Pretoria Supreme Court when SAB approached the court to obtain an interdict

This follows a series of countrywide strikes by Food and Allied Workers Union (Fawu) members which affected breweries in Isando, Alrode, Rosslyn, Pietersburg, Durban, Cape Town and Bloemfontein.

Mr Justice Kriegler granted an interim interdict late on Wednesday, evicting striking SAB workers from SAB premises.

The workers were also interdicted from attending any SAB premises, save for the execution of their duties

They were further ordered not to intimidate or assault any SAB employee who returned to work

In an affidavit Mr Andries Hendrik Jooste, SAB's industrial manager for the northern Transvaal and the Free State (beer division), said the brewery had a contingency plan which incorporated the use of casual workers, but if the strikers were allowed to intimidate these people it could foil the contingency plan

Mr Jooste said the strike resulted from a deadlock in wage negotiations which started in May this year

Mr Justice Kriegler ordered Fawu and the striking workers to show cause on November why a final interdict should not be made against them.

Star
3/10/69

Workers to march tomorrow in 17 centres

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EDYTH BULBRING

repression by the ruling class". Nactu had chosen to defy rather than comply by refusing to apply for permission for any march, he said.

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To Page 2 (143)

Marches

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The spokesman said illegal marchers would be warned to disperse. If this did not happen action would be taken.

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Naidoo said the rules laid down for tomorrow included that the marches would be disciplined and peaceful. All marchers

were to walk abreast in rows of between eight and 12

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From Page 1 (143)

Unions' march in city gets go-ahead

CMT-TMHS 13/10/87
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150 000
Cape Times 16/10/89
workers
march

Labour Reporter

A TOTAL of about 150 000 people took part in several marches throughout the country on Saturday in a protest against the Labour Relations Amendment Act

The march in Port Elizabeth consisted of 80 000, the biggest demonstration in South African history.

The protests were organised by the Congress of SA Trade Unions, National Council of Trade Unions and some independent unions.

In Cape Town about 10 000 marchers at one stage choked traffic from Buitenkant to Adderley streets

Marches also took place in conservative Transvaal towns such as Secunda, Nelspruit, Witbank and Pietersburg.

● Full report — Page 7

CMC THIS 16/10/89 (143)

Workers on the march



BEERMAN PROTESTS A worker holds up a copy of Saturday's Cape Times during Saturday's march
Picture: KEITH WESSMAN

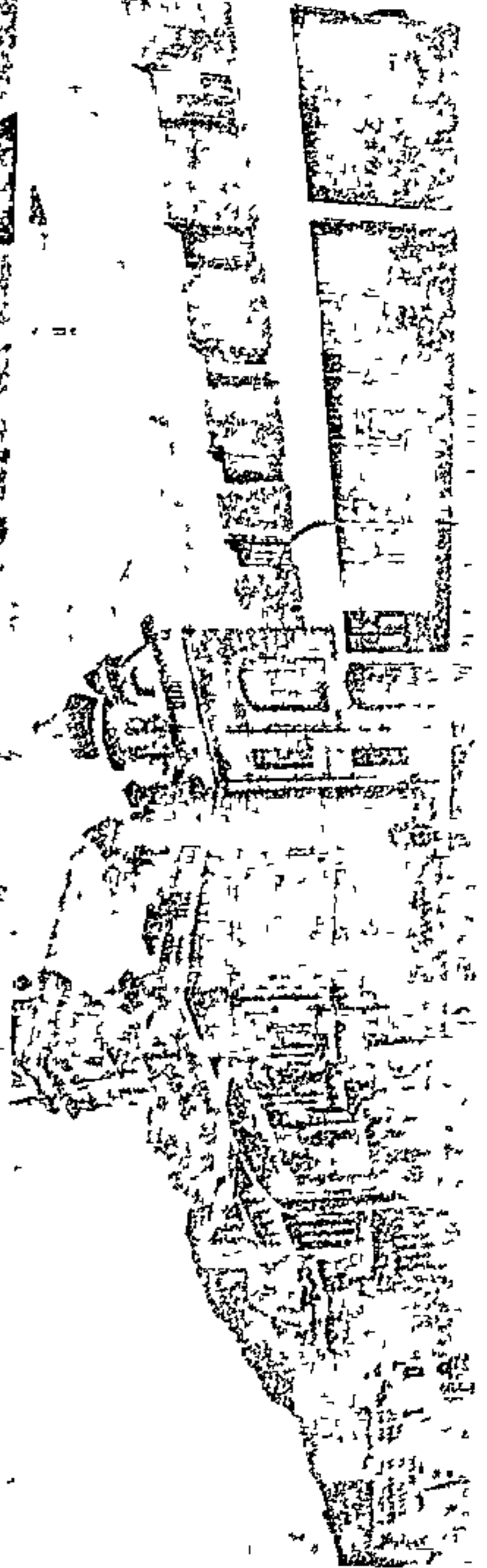


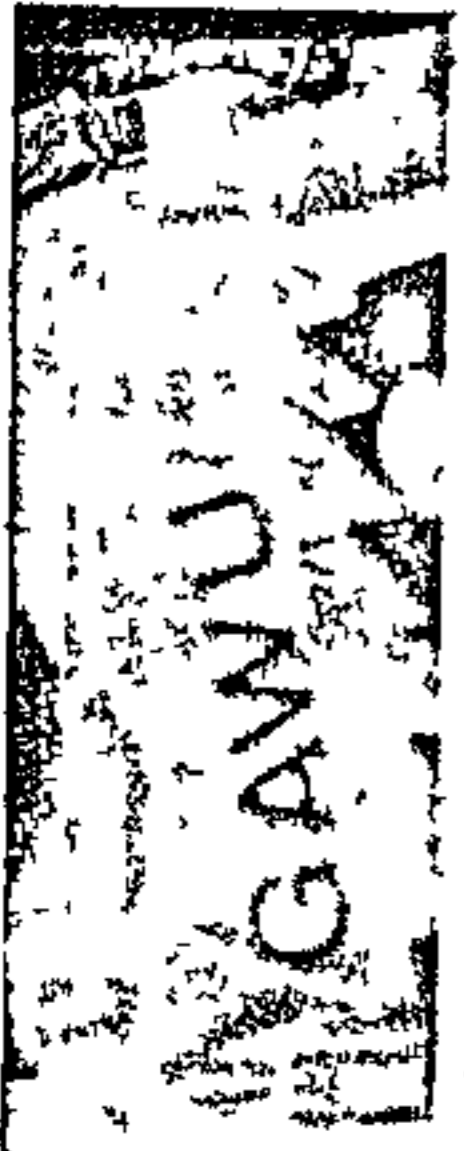
DEMANDS RECEIVED Department of Manpower official Mr Gert James receives trade union demands for the scrapping of the Labour Relations Amendment Act from a five-man union delegation at the Stalplein gates to Parliament.

APR 1989
10/11/89



ABOVE The statue of "Farmer, Warrior, Statesman" General Louis Botha outside the Tuynhuys became an impromptu flagstaff for the African National Congress and SA Communist Party during Saturday's protest march against the Labour Relations Act





LOOKOUT Lawyer and former hunger-striker Mr Willie Hofmeyr, who was a legal adviser at Saturday's march, keeps an eye on the 10 000-strong procession



LEFT An estimated 10 000 workers and their supporters protesting against the Labour Relations Amendment Act jam Darling Street while marching to Parliament

Marchers hit out at LRA

MORE THAN 150 000 people joined the countrywide marches at the weekend in a huge display of solidarity for the call to scrap the Labour Relations Amendment Act (LRA).

Galvanised by the country's two largest trade union federations — the Congress of SA Trade Unions (Cosatu) and National Council of Trade Unions (Nactu) — workers and their sympathisers took to the streets of 17 major centres to submit demands to manpower officials and police.

Port Elizabeth where several marchers had to be treated for heat exhaustion, witnessed the largest march with an estimated 80 000 people converging on the city's new law courts and Louis le Grange Square police headquarters.

Two city councillors, Mr Bobby Stevenson and Mr Flippie Potgieter, and former city councillor Mr Graham Richards were among those who joined the march.

Apart from Maritzburg's march where R45 000 damage was caused when shop and bus windows were smashed and people were arrested for looting, no other incidents of violence were reported.

Observers in most centres praised Cosatu march marshals for their efforts in controlling crowds.

Several petitions listing demands for the scrapping of the LRA the lifting of the state of emergency the release of all political prisoners and detainees the unbanning of political organisations and others were presented to police for delivery to the Minister of Law and Order, Mr Adriaan Vlok.

In Cape Town, a colourful crowd of 10 000 holding banners and

Louw sees improved labour relations

Own Correspondent

JOHANNESBURG — The attainment of labour peace, training and deregulation, and through this job creation development, were his most important tasks, newly appointed Manpower Minister Mr Eli Louw said at the week end.

In an interview, Mr Louw said he believed political progress in South Africa would make it easier to achieve labour peace. "This will

make it easier to stick to workplace issues. "That does not mean I think we can avoid strikes." Mr Louw said he believed high-profile political activities by unions meant that members' economic interests suffered.

He accepted that trade union leaders had a political role to play. They were among those invited by the President to take advantage of his open door. But union leaders should participate as politicians and not use their unions to achieve their political goals.

SAVES head better a return for the better. — jheq ariqumio 'sno

Windows smashed

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In Cape Town, a colourful crowd of 10 000 holding banners and

7

Workers down tools over fund

By Drew Forrest

About 250 workers launched a legal strike at SA Cyanamid yesterday in the first of a threatened wave of strikes over a national provident fund in the chemical industry

The Chemical Workers Industrial Union has declared disputes with at least six other firms over demands that they join the Chemical Industries National Provident Fund

Jointly run by the CWIU and management, the fund has seven employer members

The union says an industry-wide scheme will maximise earnings and strengthen workers in negotiations with insurance companies over benefits

BACK AT WORK

Confirming a strike at its Isando and Witbank plants, Cyanamid said it was willing to negotiate an in-house fund.

However, it had not been party to the creation of the fund nor the negotiation of its rules

● About 8 000 striking Sasol colliery workers in Secunda returned to work yesterday

The CWIU said workers living outside Sasol hostels had won a R40-a-month food allowance, half to be paid next year and half in 1991.

7/10/89

~~7/10/89~~

Star

6/21/89

Dry festive season looms for beer-lovers



ACTION GALORE There was lots of drama for Roof of Africa competitors

● Photograph Jacob Rylhiff

Day of high drama in Roof of Africa Rally

MOTOR cyclists and their bikes had to be airlifted from inaccessible parts of Lesotho yesterday during the second day of The Star-Lesotho Sun Roof of Africa Rally that saw about half the competitors eliminated by sunset and one missing in rugged terrain.

In a day of high drama, competitors were blitzed by hail, three cars crashed and rolled and bikers had to carry their machines down the Baboons Pass.

Heavy thundershowers and electrical storms added another dimension of danger to the race and reduced media communication from Lesotho to almost nil. Riders waiting to be airlifted sat shivering as temperatures dropped dramatically.

DAWN BARKHUIZEN and STEVE KEALY

in the late afternoon German enduro champion Jurgen Maier was slightly injured when he tried to avoid hitting a Basotho child. The child stood up and ran away.

Last night a helicopter was scouring the Thaba Bosiu area for the missing rider.

"It was rough, there were boulders the size of armchairs and it was damn frightening," said Craig Draper who flipped his R2000 imported American Nissan on a hairpin bend.

This is the first year that the "Com-

rades Marathon" of motor racing has been routed across the Lesotho lowlands instead of the highlands.

But nothing could have been further from the truth, according to navigator Jacques Purchase, who was first across the line yesterday with driver Errick Pinnoy after a gruelling 450 km.

Navigator John Angus hung over the side of his space-frame special for 120 km of rocky mountain terrain as driver Klaus Degener steered the vehicle home on three wheels.

The two, who had been ahead of the field survived somersaulting down a 10 m embankment and lay out of sight.

● TO PAGE 2.

Breweries strike may drag on for months

STAFF REPORTERS

SOUTH African Breweries has warned liquor outlets that the current strike by beer workers could last into the festive season.

Dealers told the Saturday Star yesterday SAB representatives had said the strike — now in its second week at seven breweries countrywide — was the most serious to hit the group and might continue until mid-December.

Retailers also said they had received a circular from SAB announcing a shortage of pint bottles. These would only be supplied to licensed on-premise outlets, and would be temporarily rationed.

There are signs that action in black communities in support of the strikers is getting off the ground, with reports that outlets in East London had been hit by a beer boycott.

Boycott leaflets have been distributed in many black townships.

It is understood that SAB is to place advertisements in major newspapers on Monday explaining its wage offer to workers.

Glimmer of hope

Yesterday saw the first glimmer of hope for beer-drinkers when SAB management sent a letter to the Food and Allied Workers' Union (Fawu) proposing independent mediation of the protracted wage dispute.

This followed a placard protest by hundreds of dancing singing strikers at SAB's offices in Sandton, at which a letter was handed to management calling for wage talks to be reopened.

SAB's public affairs manager Mr Adrian Botha, said yesterday he was hopeful the dispute would be settled with a mediator's help. The strike erupted after earlier mediation and two conciliation board hearings had failed to break the deadlock.

Asked whether management was willing to give ground on pay, Mr Botha said SAB's final offer of a R1 063 monthly minimum wage was "more than fair".

SAB was optimistic of being able to produce enough beer for the duration of the strike, he added, although distribution problems had led to shortages of certain brands and packs.

Fawu could not be reached for comment, but at a press conference this week its national organiser, Mr Rajan Naicker, said the union's 38 percent minimum pay demand was not final.

He added that anti-union SAB proposals on working conditions were also at the heart of the dispute.

Workers at yesterday's breweries' head office protest.

21/10/89 ● TO PAGE 2 Star

Big issue for house hunters

Today's Property Guide, including the Property Association's Easyfinder and the Home Buyer's Circle supplement, is a bumper issue of 180 pages.

This is one of the biggest issues of the Saturday Star's popular Property Guide.

P. T. O

PEOPLE AT THE TOP
ARE ON THE MOVE
SEE PAGE 13

MANPOWER

SUNDAY TIMES, Business Times, October 22, 1989 11

**MANPOWER
HARROR by
ROBYN
CHALMERS**



PAGES AND PAGES OF THE BEST JOBS IN SOUTH AFRICA

Unions scent victory in labour law battle

SOUTH Africa could be rid of certain sections of the controversial and costly Labour Relations Amendment Act (LRAA) by next year.

Employer organisation Saccola and union federations Cosatu and Nactu have until the end of the month to make submissions about the LRAA to the National Manpower Commission.

The reaction of union members and employers to the LRAA is almost unprecedented. Last weekend more than 150 000 people took part in Cosatu or organised marches at 17 centres to protest against it.

Port Elizabeth had by far the biggest march 40 000 people walking peacefully



**Vic Wiehahn
pressure
for change in
labour laws**

ly through the streets. In Conservative party controlled Secunda 6 000 marchers defied the town council.

Two major stay-aways have cost the economy almost R1 billion and one shudders to think what companies have

lost through strikes go-slows the two-week consumer boycott and the overtime ban launched recently.

Two worker summits were organised to discuss union reactions to the LRAA and it was a major topic of debate at this year's Cosatu national congress.



Such a far reaching and intense campaign could not have been expected when the Act was promulgated in September last year but it has had the desired effect for the unions.

Manpower Minister Eli Louw has invited interested parties to make submissions to the NMC about the LRAA. Although he does not foresee the law's

being scrapped he thinks it can be modernised and simplified.

Mr Louw says existing principles will therefore mostly be retained but it is inevitable that certain matters will be considered afresh.

Reacting to the announcement, Saccola Cosatu and Nactu have resumed talks which were suspended about three weeks ago when the two union federations called the boycott and the overtime ban.

Saccola complained that the federations were not fighting fairly. Negotiations about the LRAA were in progress and Saccola members believed the unions should refrain from taking action until certain issues had been resolved.

Cosatu and Nactu wanted employers

to agree not to resort to the LRAA when negotiations between individual companies and unions broke down but to move to mediation.

Among other things they demanded that all labour legislation undermining job security be scrapped. They also asked for entrenchment of the right to strike and engage in sympathy strikes. All workers excluded from the LRAA should be covered by the law, say the unions.

Talks among the three parties have been difficult and prolonged but one of the major breakthroughs is agreement to ask for scrapping of Section 79 (2) of the Act.

It deals with the right of companies to sue unions in the event of damage caused by strike action. Although most

employers in Saccola agree that the section should be abolished some wish to retain it. This hampered progress in the discussions.

Now that October 31 is the final deadline for submissions to the NMC the parties will have to make a concerted effort to come to an agreement over the rest of the issues.



Negotiations are progressing well says Saccola secretary Friede Dowie who is confident that consensus will be reached.

Although Cosatu and Nactu are not as confident as Saccola about the outcome both organisations have pledged to be reasonable.

The director of Unisa's Business Management School and architect of the original LRA, Nic Wiehahn believes a review of labour legislation is a must.

He told a labour relations seminar in Pretoria that changes in labour relations were causing SA to break with existing legislation.

Professor Wiehahn said unions were moving into a new era in which they were trying to act as mediators for change and concentrating more on socio-political questions.

Professor Wiehahn is highly regarded in the labour arena and considering he drafted the legislation which changed the face of labour relations in SA his opinion is important.

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Strike Times 12/14/87
**Strike at 5
De Beers mines**

JOHANNESBURG — De Beers has offered its employees an increase of 17% in an attempt to stop the strike which by last night was expected to involve 10 000 of its workers.

About 6 500 employees failed to show up for their Thursday and early Friday shifts at five De Beers-owned mines, and Mr Sej Motau, a spokesman for De Beers, said late-shift workers yesterday were also not expected to show.

The mines affected are Namaqualand, Finsch, Kimberley, Koffiefontein and Premier. — Sapa

BEER SHORTAGE AS STRIKE BITES

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ela favours negotiation with IAW



By CHARL de VILLIERS
Labour Reporter
**BEER supplies in the Penin-
sula could run dry by next
week as a strike by SA Brew-
eries workers spreads**

Most liquor outlets canvassed late yesterday seemed confident that SAB brands would last the weekend, but the outlook for next week seemed dry. The shortage follows the legal strike by 6 000 SAB workers who remained unyielding yesterday in their demand for a R1,80 wage hike.

Seven plants and 15 distribution centres — including the Newlands brewery and Pinelands depot — were still strike-bound yesterday three days into the stoppage by members of the Food and Allied Workers Union (Fawu).

'Customers mad'

Bottle store managers reported a widespread shortage of pints erratic — if any — "drops" of supplies and concern that a beer drought might grip their industry.

Echoing sellers' fears of the looming beer drought, Gardens bottle store co-manager Mr Farrell Hossen said "Beer — whether it be pints, dummies or cans — is very low and I had to arrange a special drop

"Next week? Whew I've received no

complaints yet, but stocks will never last."

While some city hoteliers and bottle store managers had stocked up beer supplies on hearing "rumours" of a strike and "up-offs" from agents, others were caught unawares.

"Customers are mad" city centre bottle store manageress Ms Brenda Abrahams lamented last night.

Like a number of other outlets in the city bowl northern areas and southern suburbs Ms Abrahams's store had not received its scheduled drop of beer supplies on Thursday, leading to a shortfall of 6 300 litres.

'Lose situation'

The manager of a large retail liquor chain in Bellville said that, barring hotels and clubs no SAB brand pints (454ml bottles) were available to city outlets. Those who had received wind of the breweries strike immediately arranged special unscheduled drops by the beer giant, and others were making use of SAB's offer to fetch supplies themselves.

A Fawu official said strikers remained set in their demands for a 38% increase on the R4 70 minimum hourly wage, but added "We will consider any approach from management for further negotiations, the strike is a lose-lose situation for both parties."

In Cape Town, drivers and their assistants were yesterday locked out of the company's Pinelands depot.

Union slams LRA misuse

By **CONNIE MOLUSI**

CCAWUSA has accused Game Discount World of using the provisions to the Labour Relations Act, to act against workers, following the lock-out and dismissals in Natal

Workers went on strike following a deadlock in wage negotiations

"This action is a further confirmation that this legislation does not provide workers with protection against unfair dismissals by employers, even if the unions have exhausted all legal procedures," said Ccawusa

Political comment and newshills by K Sihva Headlines and sub-editing by L Roberts, of 204 Eloff Street Ext, Johannesburg

WOT
City Press
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2

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Workers on the march



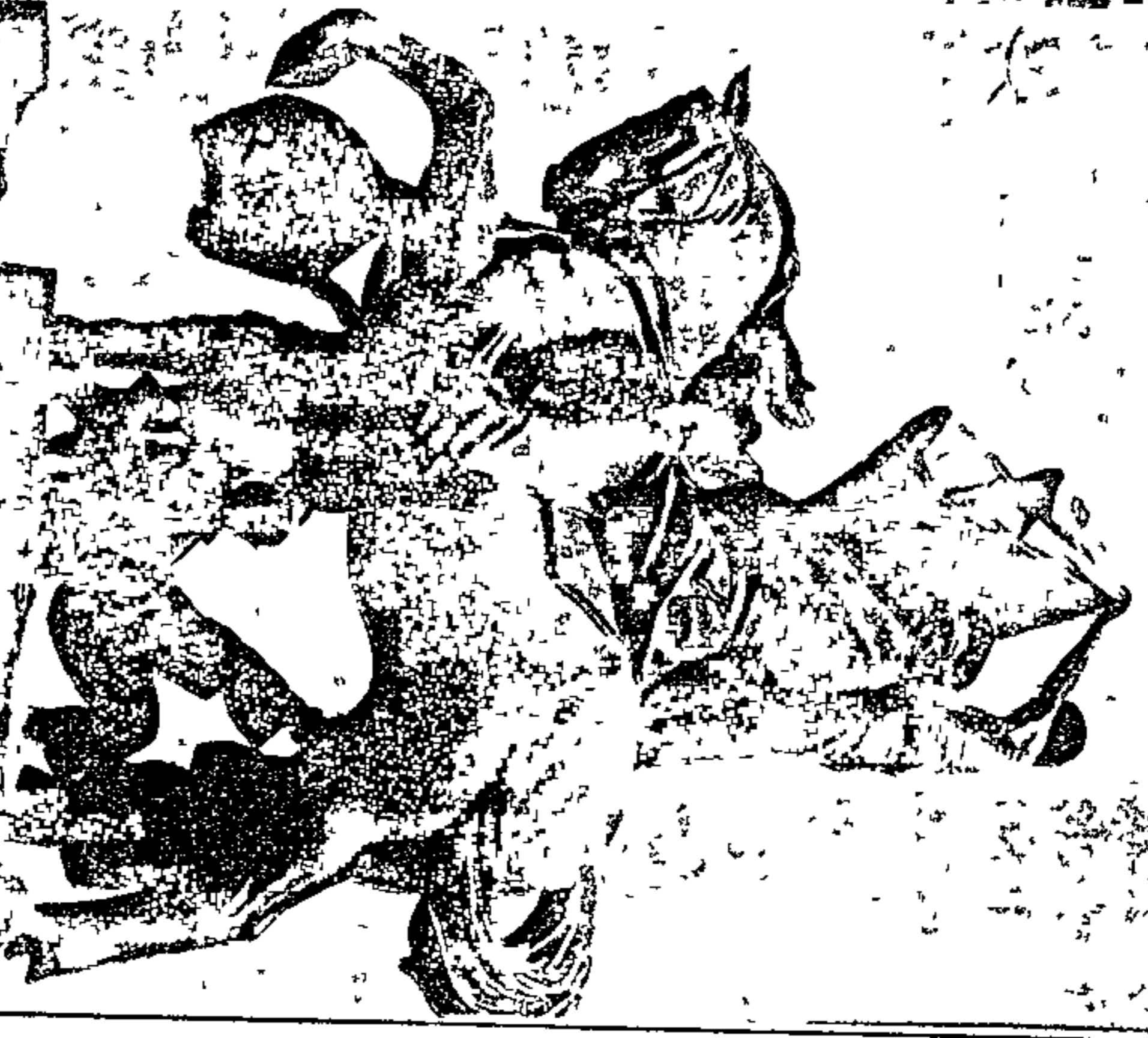
BEERMAN PROTESTS A worker holds up a copy of Saturday's Cape Times during Saturday's march

PHOTO: KATH WISSEMAN

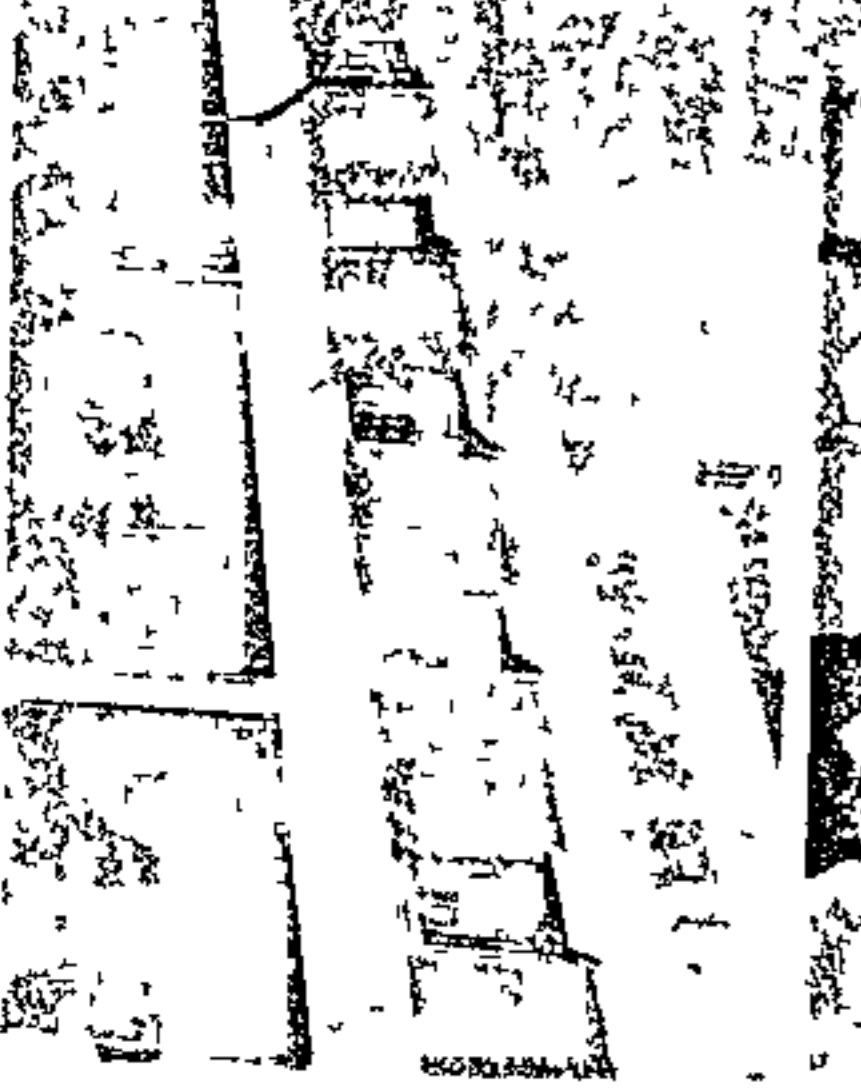


DEMANDS RECEIVED Department of Manpower official Mr Gert James receives trade union demands for the scrapping of the Labour Relations Amendment Act from a five-man union delegation at the Stalplein gates to Parliament.

Picture by OBEID ZILWA



ABOVE The statue of "Farmer, Warrior, Statesman" General Louis Botha outside the Tuynhuys became an impromptu flagstaff for the African National Congress and SA Communist Party during Saturday's protest march against the Labour Relations Act



LOOKOUT Lawyer and former hunger-striker Mr Willie Hofmeyr, who was a legal adviser at Saturday's march, keeps an eye on the 10 000-strong procession



LEFT An estimated 10 000 workers and their supporters protesting against the Labour Relations Amendment Act jam Darling Street while marching to Parliament

Marchers hit out at LRA

MORE THAN 150 000 people joined countrywide marches at the weekend in a huge display of solidarity for the call to scrap the Labour Relations Amendment Act (LRA). Galvanised by the country's two largest trade union federations — the Congress of SA Trade Unions (Cosatu) and National Council of Trade Unions (Nactu) — workers and their sympathisers took to the streets of 17 major centres to submit demands to manpower officials and police.

Port Elizabeth where several marchers had to be treated for heat exhaustion, witnessed the largest march with an estimated 80 000 people converging on the city's new law courts and Louis le Grange Square police headquarters.

placards waited outside the Stalplein gates to Parliament where five trade unionists handed a list of demands to a manpower official, Mr Gert James.

While the exchange was taking place, three men climbed on to the bronze statue of Anglo-Boer war leader and statesman General Louis Botha to triumphantly wave the black, green and gold flag of the ANC. A red banner marked with a small hammer and sickle completed the brief political conquest.

Youths who lowered and ran off with one of four South African flags outside the State President's Tuynhuys residence were quickly re-leveled of their booty by policemen, who rehoisted the flag.

Police liaison officer Captain Hendrick Opperman said police were "looking into the incident and would decide today whether to take any action."

Mr James undertook to submit the demands to Manpower minister Mr El Louw after the union delegation insisted that he sign a chit in acceptance of the letter.

The Cape Town march was marked by the participation of hundreds of workers from strike-hit companies including SA Breweries, Premier Foods, National Panasonic, City Tramways and Atlantis Diesel Engines.

The 3 1/2-hour march was rounded off with an impromptu rally outside the City Hall, where an ANC flag and banner proclaiming "Scrap the LRA Forward to Socialism" were displayed prominently from a balcony.

Louw sees improved labour relations

Own Correspondent

JOHANNESBURG — The attainment of labour peace, training and deregulation, and through this job creation through small business development, were his most important tasks, newly appointed Manpower Minister Mr El Louw said at the weekend.

In an interview, Mr Louw said he believed political progress in South Africa would make it easier to achieve labour peace. "This will

make it easier to stick to workplace issues. "That does not mean I think we can avoid strikes." Mr Louw said he believed high profile political activities by unions meant that members' economic interests suffered.

He accepted that trade union leaders had a political role to play. They were among those invited by the President to take advantage of his open door. But union leaders should participate as politicians and not use their unions to achieve their political goals.

AP-photos
— Jits aintagmoo 'sno
-logia jansn jay peyoo

Windows smashed

Two city councillors, Mr Bobby Stevenson and Mr Filippie Potgieter, and former city councillor Mr Graham Richards were among those who joined the march.

Apart from Maritzburg's march, where R45 000 damage was caused when shop and bus windows were smashed and people were arrested for looting, no other incidents of violence were reported.

Observers in most centres praised Cosatu march marshals for their efforts in controlling crowds.

Several petitions listing demands for the scrapping of the LRA, the lifting of the state of emergency, the release of all political prisoners and detainees, the unbanning of political organisations, and others were presented to police for delivery to the Minister of Law and Order, Mr Adriaan Vlok.

In Cape Town a colourful crowd of 10 000 holding banners and

150 000

SA Trade Unions 16/11/89

workers

march

Labour Reporter

A TOTAL of about 150 000 people took part in several marches throughout the country on Saturday in a protest against the Labour Relations Amendment Act

The march in Port Elizabeth consisted of 80 000, the biggest demonstration in South African history

The protests were organised by the Congress of SA Trade Unions, National Council of Trade Unions and some independent unions

In Cape Town about 10 000 marchers at one stage choked traffic from Buitenkant to Adderley streets

Marches also took place in conservative Transvaal towns such as Secunda, Nelspruit, Witbank and Pietersburg

● Full report — Page 7

150 000 march countrywide

8/009 16/10/89
MORE than 150 000 people took part in Cosatu-organised marches in 17 centres countrywide on Saturday to protest against the Labour Relations Amendment Act

The largest march was held in Port Elizabeth. There an estimated 20 000 people gathered at their march starting-point at 10 30am, but were joined by at least another 20 000 by 12 30pm as the march proceeded.

The march was led by the Anglican Bishop of Port Elizabeth Bruce Evans.

Refusal

Apart from Maritzburg's march, during which shop and bus windows were smashed and people were arrested for looting, no incidents of violence were reported.

At Secunda, a march by 6 000 protesters went ahead in spite of a refusal by the town's CP-controlled council to sanction it.

Shocked conservative residents watched the members of Cosatu-affiliated unions march through the streets.

The workers decided to go ahead with the march even after the CP City Council refused permission for it.

Earlier in the week the local chief magistrate granted permission for the

march provided the Town Council approved.

At the march in Witbank, which was attended by about 5 000 people, one banner was confiscated by police.

In Cape Town, demonstrators tore down the SA flag outside Parliament and draped the ANC colours and the SA Communist party flag over a statue of former PM Gen Louis Botha.

About 5 000 protesters joined this march which, in spite of these incidents, went off peacefully.

An estimated 4 000 protesters joined the Pretoria march which went off peacefully.

The colourful crowd which joined the march in Johannesburg was estimated at about 15 000. The march ended peacefully at the University of Witwatersrand.

Four speakers addressed the enthusiastic crowd, but police ordered that they disperse.

Between 2 000 and 3 000 protesters joined the march in Pietersburg, which was conducted in good spirit.

In Durban, marchers numbered between 3 500 and 5 000. The march ended without incident shortly after midday.

About 15 AWB members were seen standing next to the local police station in Nelspruit showing live bullets to marchers — Sapa

NUM to respond to De Beers today

ALAN FINE

140A

THE National Union of Mineworkers (NUM) expects to be ready to respond today to De Beers' call for further negotiations, including possible mediation, aimed at resolving the wage strike at De Beers' five SA diamond mines and its geology division. *8/Day 16/10/89*

A NUM spokesman said on Friday the strike, which began with Thursday's night-shift, involved about 9 500 members plus a number of non-members at the Namaqualand, Kimberley, Premier, Finsch and Koffiefontein mines and the geology division. De Beers put the figure at 7 800.

De Beers has offered wage increases for 1989 ranging from 16% to 17% plus recognition of June 16 as a paid holiday. The NUM demand stands at 17% to 37%. The company made its proposal for further talks on Friday.

The parties have still not reached full agreement on rules of behaviour to be observed during the strike. The NUM spokesman said several aspects had been agreed, but De Beers had "refused to budge" on the union's proposal that strikers be protected from dismissal.

Yesterday De Beers, responding to reports that the NUM had said one of the demands was for racial wage parity, said the union had been unable to substantiate any claim of wage discrimination.

The company rejected union allegations that De Beers pursued a policy of paying poverty wages, saying its wages were among the highest in the industry.

Num strikes

By LEN MASEKO

ABOUT 8 000 members of the National Union of Mineworkers went on a pay strike at De Beers' mines at the weekend

The strike follows a wage deadlock between the Num and management. The union demands increases of between 18,6 and 37,6 percent while the company has offered hikes ranging from 16 to 17 percent.

De Beers spokesman Mr Sej Motau said the mine company was among the highest paying employers in the industry.

"The Num is also reported to have said that De Beers is pursuing a policy of 'poverty wages'. This allegation is untrue."

He said the Num had yet to respond to a management proposal that negotiations resume with a view to settling the dispute.

* The Sasol Collieries strike at Secunda by more than 8 000 mineworkers has been resolved, the Chemical Workers Industrial Union (CWIU) said yesterday.

A CWIU spokesman said the company had finally agreed to a food allowance to workers living outside the mine hostels.

Any further improvements on the allowance would be discussed by the two parties at their annual negotiations, he said.

* About 250 SA Cyanamide workers, who are members of CWIU, began a legal strike yesterday demanding that the company negotiate and join a provident fund initiated by the union.

CWIU said in a statement the company wanted to negotiate an in-house provident fund.

The strike involves two plants, one in Witbank and the other at Isando.

17/10/89

Sowetan

NUM

11

Union in dilemma over Iscor shares

The Iscor employee share offer confronts the National Union of Metalworkers with a dilemma: how does it protect members' interests without appearing to back privatisation?

A union with strong socialist leanings, Numsa this week criticised the State for "selling the nation's wealth cheaply to major business interests"

Claiming it had not been consulted on the Iscor sale, it said managers were likely to get much of the 10 percent employee share allocation

In the past Numsa has hit out at employee share offers as "a disguised production bonus" and as deferred pay when workers want a living wage

Numsa insists that its 9 500 Iscor members do not want to be shareholders — but experience shows the pitfalls of a union "hands-off" approach to worker share participation

In 1987 leading mine unionist Mr Cyril Ramaphosa attacked

The privatisation of Iscor is a sensitive issue for the socialist-leaning National Union of Metalworkers of SA. This week it clarified its stance, reports **DREW FORREST**

Anglo American's staff share scheme as a "Thatcherite attempt to make every worker a capitalist"

Yet Anglo insists that many of its black miners have taken shares. At highly unionised Vaal Reefs, for example, it claims a 78 percent acceptance

Another factor for Numsa is the Inkatha-linked United Workers Union of SA (Uwusa), a rival with no qualms about worker share ownership

After a series of meetings with members, Numsa announced its policy on the Iscor offer this week

Workers would apply for their 200 free share entitlement, and sell the shares immediately

The union said it had negotiated a loan — potentially R26 million — from Rand Mer-

chant Bank (RMB) to help workers buy the average 1 500 shares offered at the market price under a preferential placement

These would immediately be sold and the profits placed in a trust fund under the control of its members at Iscor. At a selling price of R2,50 a share, up to R4 million could accrue to the fund, Numsa said

To ensure that workers do not lose on the deal, RMB has offered to buy the shares for R2,85 in the first week after listing if the price dips below this. However, the union has negotiated to sell the shares to other institutions, and expects a higher price

Controversy surrounds the third leg of Iscor's offer to employees — that of a minimum of 900 shares each at 20 percent

discount.

Numsa said the State's Privatisation Unit blocked the purchase of discount shares under the RMB deal because this encouraged workers to sell rather than hold on to the shares

The unit's chairman, Mr Pieter van Huysteen, denied the claim

But he added that Iscor managers and the Government felt the State's deferred payment scheme, in terms of which shares can be purchased interest-free over a period, was in the best interests of workers

Mr van Huysteen said that for logistical reasons, Iscor and the State were unwilling to facilitate Numsa's collective offer

The union considers this self-defeating. "Because of black workers' resistance to share deals and limited access to credit, it is most unlikely that they will take up the discount share offer," said Numsa's Mr Bernie Fanaroff

18/10/89

Moves to get rid of race or sex bias

ALAN FINE (140A)

NUMSA has won agreement from metal sector employers on measures designed to eliminate forms of race and sex discrimination and other anomalies from the apprenticeship training system. 6 | p²⁴ | 18 | 13 | 89

The union said yesterday that at a recent meeting of the Metal Industries Artisan Training Board, Seifsa had agreed pressure should be brought to bear on technical colleges which have racist entry requirements.

This was to protect black apprentices who now had to complete their studies through correspondence courses where the local college denied them entry.

Such incidents would be reported to regional apprenticeship committees who would take the matter up with the college concerned.

A second decision was that the rules related to minimum and maximum time limits for apprenticeships — which at present excluded military service — should be extended to provide for maternity leave and detention without trial.

Seifsa director Brian Angus declined to comment, saying the matters were still under discussion

Beer strike hits pubs

By PETER DENNEHY

PUBS and hotels had begun to "experience problems" in maintaining their supplies of pint bottles (350ml) of all brands of beer because of the breweries strike, SA Breweries spokesman Mr Adrian Botha said yesterday

Mr Botha would not say where these shortages had taken place. He said they were due to distribution rather than production problems

Fedhasa's Western Cape regional director Mr James Vivier said he had not yet heard of any such shortages in Cape Town

Meanwhile, the union claimed

that the wage strike kept growing as it entered its second week

A Food and Allied Workers' Union (Fawu) spokesman said that 22 plants at which the workers were unionised by Fawu were all out on strike

On Friday the Chamdor beverages plant near Soweto, organised by another union, Food and Beverages, had joined the strike and on Monday another plant at Butterworth had joined in too, the union said

SA Breweries expressed concern yesterday about "an escalation in reported incidents of violence relating to a strike at seven of the company's breweries"

A SAB spokesman said in a statement issued yesterday that "a second stabbing has been reported from our Prospecton brewery in Natal"

Mr Sam Tutubela, chairman of the Western Cape Taverners' Association, declined to say how or whether his organisation was being affected while it was engaged in talks with "the workers, SAB, and community leaders"

Drop Inn also declined to comment. But Mr Pat Veary, who owns several Solly Kramer outlets, said all his bottle stores had "come back on line" after receiving slightly late deliveries of all brands and packs

C.M.C. Times 18/10/89 (1300) (140A)

Strike by 5000 at SAB goes on

THE strike by 5 500 SAB employees continued yesterday with management reporting an upsurge in strike-related violence at seven of the company's breweries

A SAB spokesman said two workers had been stabbed at the Prospecton, Durban, brewery, casual workers attacked, homes belonging to certain staff members petrol-bombed and some employees intimidated.

The strike follows a wage deadlock between SAB and the workers' representatives, the Food and Allied Workers Union (Fawu).

Wages

The company urged Fawu to denounce "these senseless acts." But the union has rejected company's allegations, saying management "is, instead, provoking our members."

The SAB spokesman said management stood by its wage offer of R1 063 a month for the lowest-grade worker

* About 8 000 members of the National Union of Minerworkers have suspended their wage strike at De Beers mines pending the outcome of fresh talks between management and the union today

* Production has almost come to a standstill at six Van Leer plants following a strike by about 1 600 members of the National Union of Metalworkers of SA (Numsa), a spokesman for the

Sowetan 18/10/89

Wage strike: SAB slams 'union violence'

SAB yesterday expressed concern about alleged escalation in violent incidents relating to the week-old wage strike by 5 500 Food and Allied Workers' Union (Fawu) members

A spokesman said a second stabbing, following one on Friday, had been reported from the Prospecton brewery in Natal, that casual workers had allegedly been attacked and there had been intimidation of salaried black employees

He added sales representatives had been

Business Day 18/11/89

ALAN FINE

threatened and the company had received reports of homes being petrol bombed. Police were investigating all criminal charges, the spokesman said

The company, he said, had called on Fawu to renounce "these senseless acts"

A Fawu spokesman said the union would respond to these allegations and other strike developments at a press conference tomorrow

140A

(10) (13/11)

Wage strike: SAB slams 'union violence'

Business Day 18/11/89

(140A)

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The company, he said, had called on Fawu to renounce "these senseless acts"

A Fawu spokesman said the union would respond to these allegations and other strike developments at a press conference tomorrow

~~140A~~ (140A)

THOUSANDS of food workers are on strike throughout the country over wage demands.

They include about 300 Bokomo workers who downed tools early this week more than 5 000 South African Breweries workers who went on strike last Thursday

A Fawu spokesperson said workers were on strike at Bokomo in Epping and Atlantis

The strikers were demanding an across the board increase of R35 a week but the company was offering R30, he said

The union had applied for a conciliation board hearing for a wage dispute at Bokomo in Malmesbury where it was in deadlock

Beer supplies

Meanwhile, seven SAB plants and 15 distribution depots, including SAB's Newlands breweries and Pinelands depot in Cape Town, are affected by the national strike at the company which threatens to curtail beer supplies

All the strikers at the Pinelands depot were locked out from the company premises late last Thursday afternoon

The workers wanted a 38 percent increase on the current minimum wage of R4,70 an hour, said the Fawu spokesperson

Negotiations had broken down at an early stage after the company tabled demands which Fawu said would hamper its ability to take industrial action

The spokesperson said there were several plant-level demands

These included a dispute over SAB deducting six hours pay after workers took part in a two hour demonstration against the LRA last month and the right to picket — a key demand in the anti-LRA campaign

South Labour STRIKE WAVE



Striking SAB workers outside the factory gates in Ndabeni this week

An SAB spokesperson said the company was sticking to its offer which it regarded as "more than fair".

He said SAB was concerned at incidents of intimidation particularly at Prospecton plant in Natal where two workers were stabbed.

The SAB asked customers to be patient but was optimistic that it would be able to meet demands.

About 100 Bellville South workers, who downed tools last week to demand recognition of their union, are also still on strike

The workers, members of the National Union of Metalworkers of South Africa, also want Shellco Shelving to give them an across the board increase

And in Parow Industria where the

Tramways employees at the Arrowgate depot ended after City Tramways met with officials from the Transport and General Workers' Union (TGWU) this week

A TGWU spokesperson said all the workers were back at their jobs and the union was holding further talks with management

An appeal hearing over the dismissal of a Tramways employee which triggered the stoppage is due to take place this week

In the Transvaal, about 8 000 Sasol miners returned to work this week after a strike which lasted more than a fortnight

A spokesperson for the Chemical Workers Industrial Union (CWIU) said the parastatal firm had agreed to pay workers a R40 food allowance, which will be implemented in two stages

About 250 CWIU members at SA Cyanamid downed tools this week to demand a union-initiated provident fund

Provident fund

A CWIU spokesperson said the workers did not want an in-house provident fund

Strikers at De Beers diamond mines this week suspended their four-day strike pending the outcome of mediation

A National Union of Mineworkers (NUM) spokesperson said the workers decided to take the unusual step after management approached the union last Friday with a proposal for further negotiations

The union is demanding wage increases of between 18 and 37 percent while De Beers has offered increases of between 16 and 17 percent

The Num spokesperson said the strike would be resumed if the dispute was not settled.

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In terms of the agreement the workers will get an across the board increase of R27,50 a week with another 50 cents from January 1990

In Atlantis, about 400 Atlantis Diesel Engines (ADE) workers returned to work this week after a three-week strike.

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marathon National Panasonic strike entered its eighth week, about 6 000 people marched through the area last Thursday in support of the 186 strikers

An Electrical and Allied Workers' Trade Union spokesperson said the union intended to challenge a dispute declared by the company over the strikers seeking support from the South African Council of Sport.

Frivolity

The union regarded the dispute as "frivolous" and intended declaring a dispute with the company because it had "negotiated in bad faith", said the spokesperson

He said workers had received a letter of support from the Japanese con-

SOUTH LABOUR

THOUSANDS of food workers are on strike throughout the country over wage demands.

They include about 300 Bokomo workers who downed tools early this week more than 5 000 South African Breweries workers who went on strike last Thursday

A Fawu spokesperson said workers were on strike at Bokomo in Epping and Atlantis

The strikers were demanding an across the board increase of R35 a week but the company was offering R30, he said

The union had applied for a conciliation board hearing for a wage dispute at Bokomo in Malmesbury where it was in deadlock

Beer supplies

Meanwhile, seven SAB plants and 15 distribution depots, including SAB's Newlands breweries and Pinelands depot in Cape Town, are affected by the national strike at the company which threatens to curtail beer supplies

All the strikers at the Pinelands depot were locked out from the company premises late last Thursday afternoon.

The workers wanted a 38 percent increase on the current minimum wage of R4,70 an hour, said the Fawu spokesperson.

Negotiations had broken down at an early stage after the company tabled demands which Fawu said would hamper its ability to take industrial action

The spokesperson said there were several plant-level demands

These included a dispute over SAB deducting six hours pay after workers took part in a two hour demonstration against the LRA last month and the right to picket — a key demand in the anti-LRA campaign.

STRIKE WAVE



Striking SAB workers outside the factory gates in Ndabeni this week

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An SAB spokesperson said the company was sticking to its offer which it regarded as "more than fair".

He said SAB was concerned at incidents of intimidation particularly at Prospecton plant in Natal where two workers were stabbed.

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And in Parow Industria where the

De Beers strike stays suspended

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Ten hours of negotiating yesterday ended with the further postponement of the strike by 8 000 De Beers diamond miners

The talks failed to end the dispute, but there were revised wage demands by the National Union of Mineworkers (NUM) De Beers responded with revised offers.

NUM assistant general secretary Mr Marcel Golding told Sapa that the strike, which was suspended on Monday after De Beers agreed to negotiate, would not be resumed pending a report-back to members

Yesterday, De Beers improved its offer of R647 a month to R653 for the lowest grade of workers, and from R1 858 to R1 866 for higher grades

The union is now asking for minimums of R700 and R1 890.

- Sapa

19/10/89

(1/10/89)

1 000 Van Leer workers strike

In a new twist to the spiral of pay strikes across industry, about 1 000 workers at nine plants of the metal and plastics firm Van Leer have downed tools.

More than 35 000 workers have downed tools over pay in recent weeks

A Van Leer spokesman said the strike, now in its second week, followed pay talks with the National Union of Metalworkers. Workers were demanding a 90c an hour increase, as against the 70c offered by the company, he said.

● The Food and Allied Workers Union officials said the union had called for a peaceful strike at South African Breweries. SAB reported that buses carrying casual workers had been attacked — Labour Reporter.

Stew
19/10/89

Strike knocks beer sellers

SMALL liquor retailers, mostly black, who depend on beer for over 90 percent of their liquor business, could face financial trouble as the week-old wage strike by 5 500 workers at the South African Breweries continues.

SAB has up to now been able to meet its production demand but there are distribution problems, SAB public affairs manager Adrian Botha said yesterday.

In most areas the SAB is now offering a 30 cents discount per case to licensed liquor retailers who come and collect.

The distribution problem has worsened because of threats to independent distributors who are contracted to the SAB, according to Durban liquor consultant Mr Jonathan Miles.

Small retailers fear a huge increase in their costs mainly due to increased staff and transport.

The national vice-president of Ukhamba Liquor Association,

**SOWETAN
REPORTER.**

which represents black liquor traders, Mr Zanusi Kunene, said small retailers were not geared to collect their stock from SAB depots.

"They rely on the SAB delivering to their liquor outlets. Collecting from the SAB depots will increase their overheads as they will have to pay transport and more labour."

What's worse, said Kunene, was that beer accounted for over 90 percent of the liquor business in black townships. Blacks are mostly beer drinkers and latest figures indicate that they account for over 80 percent of all beer consumed in South Africa.

140A

68/01/61 Sowetan

SAB strike giving retailers problems

THE nine-day-old SAB strike is causing major cash-flow and manpower headaches for retail liquor outlets, spokesmen for two of the largest liquor chains said yesterday

And, said SAB, a "pretty effective" boycott of SAB products had been imposed in East London

Solly Kramer's Boetie Rietoff said while there were shortages of certain lines, including Amstel 375ml bottles and Castle dumpies, there was an adequate supply overall

But all stores were still trying to build up as much stock as possible, and were forced to take large supplies of slow-moving lines

"The big problem will come on November 15 when payment to SAB is due. Many bottle stores will not have sold sufficient of their stocks to be able to

ALAN FINE

pay," Rietoff said

Both he and a spokesman for the Rebel group said another major problem was that bottle stores were forced to arrange the unloading of delivery vehicles themselves

140A Handling

"We are taking people off the streets and paying them casual rates," the Rebel spokesman said. But, he said, deliveries were often late and the casual labour could not perform as efficiently as normal SAB crews

Rietoff said SAB was paying a small handling charge for this, but the amount did not add up to the time and effort involved

SAB spokesman Adrian Botha declined to comment on these matters

He disclosed that a beer boycott had taken hold in East London. Leaflets calling for such action had been circulated in many black townships but, other than East London, had had no noticeable effect so far

Botha said the SAB welcomed the statement by the Food and Allied Workers' Union on Wednesday distancing the union from alleged acts of violence and intimidation.

Fawu said it was collecting a mandate from its 5 500 striking members on whether to take the initiative in arranging talks with management

National organiser Rajin Naicker said a decision would be made next week. Until then, the union remained open to approaches from management

The battle for centralised bargaining

THIS week's Industrial Court decision to refuse to order an employer of an organisation to remain a member of the printing industrial council was a victory for management proponents of decentralised collective bargaining.

But it represents neither the court's final word on the subject nor the end of the employer-union struggle for centralised bargaining through other means.

The issue will continue as a contentious one for a long time. In dismissing the Paper, Printing, Wood and Allied Workers' Union (Ppwawu) application against the SA Printing and Allied Industries' Federation (Sapiaf), court member David John made it clear his decision was based on the peculiar circumstances of the case.

His most powerful consideration, it seems, was the fact that three major Sapiaf members — Nampak, Kohler and Consol — had made clear their intention to resign from their federation should it decide, or be forced, to continue membership of the council.

"The decision of the employers' organisation to leave the industrial council because (Ppwawu) wishes to come into it may look unfair, assuming that were the only reason for withdrawal," he said.

But it was not contested that resignation of the three from the Sapiaf would cause the collapse of the federation and, hence, the collapse of

the council — the very event Ppwawu has been seeking to do its utmost to prevent.

Thus, said John, the debate about the federation's decision was theoretical and the question of fairness had no role to play.

Elaborating on this, he said that had the union demand been made to a single employer, rather than to an organisation whose members might resign, it was more likely the court might have found the employer action to be unfair.

THE judgment raises the question of what Ppwawu will do next as an alternative to conceding defeat.

Official Rob Rees says the union has little choice but to fight the issue through taking it up with membership on the shopfloor.

Citing Nampak as the prime mover behind the Sapiaf resignation from the council, Rees said the union also planned to set in motion a coordinated, inter-union campaign against the Barlow Rand group, which owns Nampak, over the question of centralised bargaining.

"This court decision has strengthened our resolve to come to grips

ALAN FINE

with the Barlow Rand phenomenon," he said.

Barlows has for years advocated decentralised, plant-level collective bargaining, arguing that negotiations should be based on the economic factors affecting each individual plant.

But unions fear that decentralisation would both undermine their industry-wide bargaining power and stretch their limited manpower resources.

So Barlow's philosophy is in deep conflict with present-day union preference for industry-wide bargaining.

Barlow's spokesmen could not be reached for comment on the prospect of the group becoming the focus of union attentions.

However, should the Ppwawu plan materialise, it would be in line with what Sapiaf counsel argued was the appropriate method of resolving disputes over levels of collective bargaining.

SHOULD the court interfere with the right of a body such as an employer organisation to determine its own strategy regarding bargaining lev-

els, he said, it "would be trespassing on a field where the issue should be decided by the relative power of the parties."

"To deny a party the right to withdraw from an industrial council would not enhance, but would in fact destroy, collective bargaining between the parties," he said.

It is a dispute of interest, in other words.

Nampak group industrial relations manager Tony Mercer does not agree.

It was clearly a dispute of right, otherwise the court would not have had jurisdiction, he argues.

"We would be very disappointed in Ppwawu if they were to instigate shopfloor action — use a power dynamic — in a dispute of right already adjudicated upon by the Industrial Court," he said.

He added Nampak had consistently been willing to deal with Ppwawu through plant-level agreements despite the "iniquitous" closed shop agreement which forced workers to belong to the conservative SA Typographical Union.

The company had not taken advantage of the closed shop and, indeed, was probably in breach of that section of the council agreement.

"In that sense, we and Ppwawu are partners in crime," Mercer said.

He hoped the relationship between Nampak and Ppwawu would, in plants where it is good, remain so and, where not, only improve

REVIEW

140A
6/10/89
Sweet

Wage accord signed

THE dispute between the Food and Allied Workers' Union And Premier Food Industries divisions of milling, Epic and Epol, has been settled

A statement from the Premier Group yesterday said agreement had been reached on wages and other conditions of employment on Tuesday.

Managing director Willem van der Klis says workers in the seven Premier Milling Division plants who have been on strike since October 5 resumed work on yesterday

He said the lock-out instituted at Epol and Epic factories was terminated on Wednesday on condition workers returned to work yesterday

'Firms abuse union-free zones'

By LEN MASEKO

IN one of the few strikes in KwaNdebele, more than 400 workers employed by Strata Control Systems have downed tools in protest against management's refusal to recognise their union.

Their union, the Metal and Electrical Workers Union of South Africa (Mewusa), has been battling for months to gain recognition at the Anglo American subsidiary Management, insists that they cannot enter into any recognition talks with the union because of the bantustan's laws which prohibit union activities, according to Mewusa.

Strata Control Systems is a subsidiary of an Anglo American firm, Boart International. The company relocated from Heidelberg to the homeland in 1987, laying off dozens of workers in the process.

Mewusa official Mr Johnny Mokoena says the move was nothing but a "clever play" by Boart to take advantage of the cheap labour in the area.

batting - without success - to secure a meeting with the managing director of the company, Mr Barry McMore, to discuss the matter.

But Bramley management refuses to meet the union. "We will not negotiate with Ccawusa, simply because we don't want to break KwaNdebele laws," they say.

The company claims it pays "higher than average" wages compared to other firms in KwaNdebele's industrial areas.

The union claims that some of the Bramley employees of the Mewusa

the union to be registered in the homeland.

A legal source in the KwaNdebele government says there is nothing authorities can do about the row between Ccawusa and company.

"It's a matter between the employer and the employee," he said.

The only forum they could use to articulate their grievances is the works council or liaison committee, he says.

Only whites or coloureds, under the South African labour legislation, are allowed to belong to trade unions in the homeland.

unions in the self-governing states, the source said.

"Even then, whites and coloureds can belong only to unions which registered between 1967 and 1981," the government source says.

In another case, the Chemical Workers Industrial Union (CWIU) has finally reached agreement with Matthey Rustenburg Refinery on the company's planned relocation from Germiston to Bophutatswana.

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Only whites or coloureds, under the South African labour legislation, are allowed to belong to trade unions in the homeland.

The two reached agreement after months of bitter negotiations.

The company intends to close down its local plant and move to the bantustan, where South African-based unions are banned.

The move is expected to affect 400 Matthey Rustenburg employees, who will receive severance pay.

CWIU official Ms Chris Bonner said "We eventually came to an agreement whereby the company will be given a retrenchment package."

Grievances

But Boart management refuses this claim, saying the move was part of rationalisation within the group. Three companies were "consolidated" and relocated to the bantustan, according to management.

Strata employees' grievances - apart from the row over the recognition of Mewusa - range from low wages and racial discrimination to what they described as bad working conditions at the firm.

Last week, a busload of the company's employees 'crossed the border' to picket and deliver a petition at Boart headquarters in Sandton.

Their placards read "Homeland management pays peanuts", "Working like slaves at Strata" and "Management and worker representatives started negotiations in an attempt to resolve the row."

KwaNdebele, like any other homeland not governed by such labour laws as the Labour Relations Act and Wage Determination Act, seems to have become an attractive option to investors facing a strong labour movement in other parts of South Africa.

"What is frustrating is that companies duck unions by relocating their subsidiaries in bantustans, where they pay low wages," says Mr Mqhabatha Seema of the Commercial Catering and Allied Workers Union of South Africa (Ccawusa).

Seema's union is presently involved in a row with a Johannesburg company, Bramley Cane, over wages and working conditions at its KwaNdebele subsidiary.

Workers at the company earn as little as R20/week. Ccawusa has been

BEER bottles

1404
 CHIEF
 2/10/89

BY CHRIS BATEMAN

AS violence erupted in Cape Town's beer strike yesterday, some hotels reported problems with deliveries and beer stocks started to dwindle

The strike by South African Breweries (SAB) workers entered its sixth day yesterday and violence broke out at Newlands station near Ohlsson's Cape Brewery.

A casual labourer who had been working at the brewery for the past week was yesterday stoned and knocked unconscious soon after getting off a train at Newlands station.

Mr Ismail Davids, 42, of Woodstock was treated by SAB factory staff before being driven to Woodstock Hospital where he was bandaged. X-rayed and later discharged.

The injured Mr Davids said he was one of several labourers attacked by striking workers. He said he and co-workers had just emerged from the subway under the Newlands railway station about 8am yesterday when a group of men began

stoning them. One rock hit him on the forehead and as he fled another struck him behind the head knocking him unconscious.

His fellow SAB casual worker and younger brother Mark, 21, said he was also beaten up by striking workers on Wednesday night as he arrived at work.

"I was punched and kicked. The SAB people gave me treatment. When I saw that the person hurt today was my brother I nearly went mad," he added.

The two criticised the SAB for not providing sufficient security or transport for stand-in labour from the beginning of the strike.

They said that only since yesterday morning had the SAB begun providing transport to and from Woodstock station.

"We didn't report it to the police because we don't know the area there," Mr Davids said.

Mr Sam Montsi SAB general manager Western Cape, said the brothers were welcome to come and see him about their complaints. He rejected allegations that his company was providing insufficient security or transport.

Deliveries 'erratic'

Hotel and bar owners canvassed last night said they were now buying from bottle stores after being unable to run their businesses and fetch supplies from the SAB Newlands depot. Deliveries had been erratic but sufficient to keep them from getting into a crisis situation, they said.

"I'm right out of 750mm Castles and Leons — I'm filling in with dummies from the bottle stores," one said.

A minority said they had to stock their own orders on delivery but had experienced no other problems.

Mr Alan Galquhoun, co-owner of the Crowbar, said that while he was "coping" at the moment, he would be in "real trouble" within 10 days if the strike continued.

"I'm very pro-breweries but I can't go to Newlands and get my car stoned. I'd rather go to Windhoek or Mitchell's," he said.



Cullinan key man in Northerns' humiliation

By MICHAEL OWEN-SMITH
 DARYLL CULLINAN started and finished the first day humiliation of Northern Transvaal in the Castle Currie Cup cricket match at Newlands yesterday. It was only the third over of the morning after Lee Barnard had won the toss in humid conditions and taken the normal Newlands decision to bat first. Northerns opener Vernon du Preez pushed into

the covers and coasted down the pitch for what he thought was an easy single. But Cullinan, who as a quick off the mark as Peter Kirsten in his prime raced in from point, picked up cleanly and with only one stump at the bowler's wicket as his target, knocked the stump clean out of the ground with Du Preez well short.

Later he took two catches as Northerns crumbled to 154 for four and then made an almost lawless unbeaten 95 as Western Province consolidated a match-winning position. Western Province lead by 30 runs and Cullinan should score his sixth first-class century today.

SET FOR

100
 Daryll Cullinan plays his favourite pull over mid-wicket to chalk up one of his 12 boundaries on his way to an unbeaten 95 at Newlands yesterday. He could well have reached his century but for bad light stopping play for seven minutes. **Picture: GLEN SHERVATT**



STRIKE VICTIM Mr Ismail Davids, 42, of Woodstock

● Full report — Back Page

Star 22/9/89

140A

Union overtime ban, consumer boycott start

By Drew Forrest

A nationwide trade union overtime ban and consumer boycott in protest against the Labour Relations Act (LRA) has been called for today

The action, the latest phase in a campaign decided at last month's "worker summit", coincides with talks between the unions and the employer body Saccola aimed at producing joint proposals to the Government on restructuring the LRA

Cosatu's Mr Neil Coleman said seven out of nine Cosatu regional secretaries had been detained or sought by police since the summit. Mr Swayi Mokoena, western Transvaal secretary of Transport and General Workers' Union, was detained this week and seven officials of the National Union of Mineworkers were also being held

Cosatu and Nactu, the union bodies spearheading the action,

stated that the overtime ban was indefinite but subject to monthly review. The consumer boycott, directed primarily at white businesses, would end on October 6 but could be extended

EMPLOYERS REACT

Early indications are that the overtime ban could spark a flood of employer interdicts

Yesterday, Cosatu said a Nampak company, Printpak Gravure, and an Afcol subsidiary, Transvaal Mattress, had used the courts to stop worker action

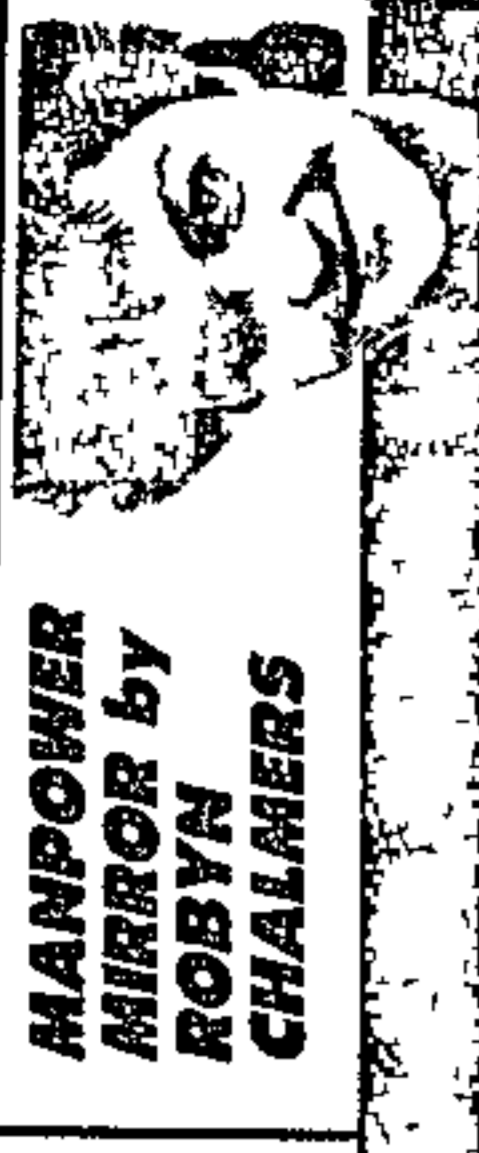
About 300 workers at Northern Transvaal Sawmills were fired for refusing to do overtime, Cosatu said. Company confirmation could not be obtained

● NUM press officer Mr Jerry Majatladi, detained under the emergency at the weekend, has been released, said Mr Coleman

● See Page 12.

ADDITIONAL PAGES AND PAGES ON THE BEST JOBS IN SOUTH AFRICA

PEOPLE AT THE TOP ARE ON THE MOVE SEE PAGE 13



MANPOWER MIRROR by ROBYN CHALMERS

Unions scent victory in labour law battle

SOUTH Africa could be rid of certain sections of the controversial and costly Labour Relations Amendment Act (LRAA) by next year

Employer organisation Saccola and union federations Cosatu and Nactu have until the end of the month to make submissions about the LRAA to the National Manpower Commission. The reaction of union members and employers to the LRAA is almost unprecedented. Last weekend more than 150 000 people took part in Cosatu-organised marches at 17 centres to protest against it. Port Elizabeth had by far the biggest march 40 000 people walking peacefully through the streets in Conservative Party controlled Secunda 6 000 marchers defied the town council. Two major stayaways have cost the economy almost R1 billion and one shudders to think what companies have



Nic Wiehahn pressure for change in labour laws

lost through strikes go slows the two-week consumer boycott and the overtime ban launched recently. Two worker summits were organised to discuss union reactions to the LRAA and it was a major topic of debate at this year's Cosatu national congress.

Such a far reaching and intense campaign could not have been expected when the Act was promulgated in September last year but it has had the desired effect for the unions. Manpower Minister Eli Louw has invited interested parties to make submissions to the NMC about the LRAA. Although he does not foresee the law s

being scrapped he thinks it can be modernised and simplified. Mr Louw says "Existing principles will therefore mostly be retained but it is inevitable that certain matters will be considered afresh".

Reacting to the announcement, Saccola Cosatu and Nactu have resumed talks which were suspended about three weeks ago when the two union federations called the boycott and the overtime ban. Saccola complained that the federations were not fighting fairly. Negotiations about the LRAA were in progress and Saccola members believed the unions should refrain from taking action until certain issues had been resolved. Cosatu and Nactu wanted employers

to agree not to resort to the LRAA when negotiations between individual companies and unions broke down but to move to mediation.

Among other things they demanded that all labour legislation undermining job security be scrapped. They also asked for entrenchment of the right to strike and engage in sympathy strikes. All workers excluded from the LRAA should be covered by the law say the unions. Talks among the three parties have been difficult and prolonged but one of the major breakthroughs is agreement to ask for scrapping of Section 79 (2) of the Act. It deals with the right of companies to sue unions in the event of damage caused by strike action. Although most

employers in Saccola agree that the section should be abolished some wish to retain it. This hampered progress in the discussions.

Now that October 31 is the final deadline for submissions to the NMC the parties will have to make a concerted effort to come to an agreement over the rest of the issues. Negotiations are progressing well says Saccola secretary Friede Dowie who is confident that consensus will be reached. Although Cosatu and Nactu are not as confident as Saccola about the outcome both organisations have pledged to be reasonable.

The director of Unusa's Business Management School and architect of the original LRA, Nic Wiehahn believes a review of labour legislation is a must.

He told a labour relations seminar in Pretoria that changes in labour relations were causing SA to break with existing legislation. Professor Wiehahn said unions were moving into a new era in which they were trying to act as mediators for change and concentrating more on socio-political questions. Professor Wiehahn is highly regarded in the labour arena and considering he drafted the legislation which changed the face of labour relations in SA his opinion is important.

S/ Times 22/10/89.

30c discount to beer strike

beat

1000
1400

By Robyn Chalmers

SA BREWERIES distribution lines were hit by a strike this week, forcing retailers to queue at depots to ensure drinkers of their weekend beer.

As compensation, SAB lowered its beer price by 30c a case for the many retailers who preferred fetching supplies to facing the wrath of pintless tipplers

Retailers reported that some of the more popular brands of beer were in short supply, causing them to stock up on slower-moving lines

Casuals

All hands in SAB were called in to help keep production going SAB hired hundreds of casual workers to fill in for the 5 500 strikers

SAB spokesman Adrian Botha said temporary staff were hired from all sections of the population Black and white were working side by side in bottling plants to meet demand

Mr Botha said "The strike means that we cannot deliver as effectively as we would like.

"Unfortunately, we received widespread allegations of violence, some casual workers receiving bomb threats and monthly paid black staffers and sales representatives being intimidated.

"In some cases we were forced to call in the police to restore order among rowdy strikers We regretted having to use the police, but circumstances forced our hand"

The strike started on October 11 after wage negotiations between the Food and Allied Workers Union (Fawu) and SAB broke down

Members of Fawu demand a R1,80, or 38%, across-the-board increase in the hourly minimum wage of R4,70 The SAB final offer is 16%, boosting the minimum monthly wage to R1 063

Violence

Police were called in at various plants to evict strikers carrying pangas, knobkieries and wooden replicas of AK47 rifles A casual labourer was allegedly stabbed in Kimberley and several delivery trucks were stoned in Soweto

Fawu said it rejected violence If SAB could provide it with the names of union members allegedly involved, it would call on them to stop

Fawu branch organiser Ernest Buthelezi said the company had to realise that the strikers had many sympathisers over which the union had little control

If the company had not locked out workers and had allowed union members to remain on the premises, there would have been better control over them

8 000 diamond miners to proceed with strike

Stew 23/10/89

The strike by about 8 000 diamond miners at De Beers group mines is set to go ahead following the National Union of Mineworkers' rejection yesterday of the company's revised wage increase offers.

De Beers said in a statement the NUM had not accepted the new offers on wages and other conditions of employment made on Wednesday and had indicated that the strike, which began on October 13 but was suspended on October 17, would be resumed pending the outcome of further mediation

In an apparent attempt to break the strike De Beers said yesterday its wage increase offer would be implemented, and workers who returned to work before October 25 would receive a lump sum in back-payment in terms of the increase

Workers who returned after October 25 would not receive the back-payment — "this additional benefit", De Beers said — Sapa

~~NUM~~ NUM 23/10/89

Offer rejected: NUM to resume De Beers strike

Copy sent 23/10/89 Own Correspondent *1407 (42) (21)*

JOHANNESBURG. — The National Union of Mineworkers (NUM) will resume the strike at five De Beers' diamond mines and at the company's geology division after rejecting a wage offer this weekend

De Beers said the union had told the company that members had decided not to accept the offer on improved wages and other conditions of employment made at a mediation meeting last Wednesday.

NUM suspended its four-day strike last Tuesday, pending a report-back to members on the outcome of the mediation attempt

De Beers are offering increases ranging from 16,5% to 18%, while the union is demanding 26,6%

SAB strike violence rises

Labour Reporter

Violence continues to rise in the South African Breweries (SAB) strike.

The company said yesterday that new incidents have been reported on the Reef. They include the stabbing of a bottle-store employee, an assault on a casual work-seeker, and firebomb attacks on homes of monthly-paid.

They come after the death of an SAB driver in Durban.

SAB public affairs manager Mr Adrian Botha said he welcomed a union statement condemning violence.

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25/10/89

TOWNSHIP SHEBEENS RUN DRY

By CHIARA CARTER *South* 26/10-11/11/89

DESPITE soaring summer temperatures, township beerlovers have little chance of slaking their thirst this weekend.

They face a beer drought as a result of a ban on South African Breweries products declared earlier this week by black taverners in support of more than 5 000 SAB workers on strike countrywide over wage demands.

Face losses of millions

Hundreds of the SAB strikers marched from shebeen to shebeen in Cape Town this week to ensure that the beer ban declared by the National Taverners' Association was being enforced.

Cape Town's only black liquor distributor, Sivukile Liquor Wholesalers, subsequently said it will not supply SAB products for the duration of the strike.

The township taverners, who are SAB's biggest customers, face losses which could run into millions of rands.

● See page 4

Beer strike goes on but output 'is high'

Cape Times
26/10/87

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Own Correspondent

JOHANNESBURG — There was still no end in sight to the strike by 6 000 SA Breweries workers yesterday but management said production was soaring and that sales were almost higher than last year.

The breweries' public affairs manager, Mr Adrian Botha, said that although the strike was dragging on, the company had embarked on contingency plans that were helping it cope well under the circumstances.

"It is absolutely clear production is at least equal to the same period last year. I reiterate we are confident we will not have a dry festive season," said Mr Botha.

The company's use of casual labourers was working well and in some cases SAB customers were fetching supplies from the breweries.

He said the company had also deliberately curtailed runs on certain packages like pints in order to meet market demand more exactly.

SAB's reasoning is that pints are not essential in bottle stores as they are in

bars. And the company is producing only enough pints to meet demand and the rest of the beer is bottled in quarts, dumpies and cans.

However, Mr Botha admitted that the company was experiencing shortages of particular packs and brands but said the problem was short-term.

The Cape Times Labour Reporter writes that black tavern and shebeen owners will meet representatives of the striking SAB workers in Johannesburg today to work out plans for sympathy action with the strikers.

Confirming this yesterday, Food and Allied Workers' Union assistant general secretary Mr Mike Madlala said SAB faced losing up to 70% of its customers if black beer drinkers shunned SAB products.

Mr Botha said this week that the company would await further developments before commenting on moves by black liquor distributors.

In Cape Town members of the Western Cape Taverners' Association have potentially forfeited nearly R3 million monthly turnover by refusing to sell SAB beer.



A delegation of strikers meet with a tavern owner in Langa after a group of workers had marched from Salt River

Beer strike drama

THE wave of strikes, involving about 1 700 workers, which has hit the Western Cape continued this week with more poised to down tools

This week hundreds of strikers from the South African Breweries plants in Pinelands and Newlands marched from Community House in Salt River to the township to demand that taverners take support action for the strike which involves about 5 000 members of the Food and Allied Workers' Union (Fawu) throughout the country

The marches followed a statement by the National Taverners' Association expressing support for the strikers

The only black liquor distributor, Sivukile Liquor Wholesalers has decided to stop supplying SAB products

Meanwhile, several retailers this week reported a shortage in beer supplies but an SAB spokesperson said the company was confident it could meet demand.

SAB is using "scab labour" to continue pro-

duction and several violent clashes have occurred between strikers and "scabs" since the strike began

About 400 workers were locked out from the Newlands breweries on Monday. Workers at the Pinelands depot were locked out when the strike began a fortnight ago

Another 90 Fawu members were locked out from the Bokomo Weetbix factory in Atlantis at the beginning of this week.

Lock out

A Fawu spokesperson said the company had threatened to lock out a further 150 strikers at the company's Epping plant.

The workers are demanding an across-the-board increase of R35 a week.

The company is holding out for a R30 increase

Negotiations are continuing at bakeries which form

part of the Tiger group of companies.

Fawu members at the bakeries are poised for strike action if their demands are not met, according to sources.

About 700 construction workers are on strike at Concor sites in the Boland and Cape Peninsula.

Down tools

A Construction and Allied Workers' Union (Cawu) spokesperson said about 200 workers downed tools last Thursday at the company's site in Caledon to demand the reinstatement of 148 retrenched workers

The workers were also opposed to the company's threat to discontinue transport to the site from Cape Town, the union spokesperson said

The workers wanted to be paid on a fortnightly, not monthly basis.

Workers at Concor sites in Grabouw, Worcester, Hout Bay and Rosebank subsequently downed tools

A meeting between the company and Cawu is due to take place later this week.

Daily bonus

A two-day strike by about 200 Cawu members at Martin & East construction company ended last Friday when the company agreed to provide protective clothing to employees working on a tar site.

A Cawu spokesperson said the company had also agreed to provide the workers with a R2,50 daily bonus

Members of the National Union of Metalworkers of South Africa (Numsa) are on strike in support of

wage demands at Van Leer in Epping

The strike is part of a national strike at the company

And in Parow Industria, the marathon National Panasonic strike has entered its ninth week with the 186 strikers rejecting a revised offer from management because the offer did not apply to contract workers

Dispute over fund

MORE than 1 000 chemical workers are poised to down tools around the country to demand that their employers agree to join a national provident fund initiated by their union, the Chemical Workers' Industrial Union (CWIU)


A CWIU spokesperson said about 250 workers have been on strike at SA Cyanamid over the fund for more than two weeks

Workers at 15 other plants were planning action over the fund, he said

South - 26/10 - 1/11/89

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Wage talks



De Beers Consolidated Mines and the National Union of Mineworkers have come to an agreement over a wage dispute and workers were back on shift last night.

A joint statement issued in Johannesburg yesterday evening said the agreement between De Beers and NUM provided for increases to members' basic rates of between 16,5 and 18 per cent.

The company had also granted members June 16 as a paid holiday, and had back-dated the wage agreement to May 1 in the form of a lump-sum pay.

'Shotgun' guards after beer driver murdered

W. Mail 27/10/89

By EDDIE KOCH

THE South African Breweries has employed armed guards to "ride shotgun" on its delivery trucks after a driver was gunned down in Durban this week during a bitter wage strike at beer depots around the country.

The 29-year-old driver, Ivan Rungiah, was shot dead near SAB's Prospecton plant on Tuesday evening while driving back to the brewery. Rungiah had accepted the post of temporary driver to stand in for striking workers.

Ragin Naicker, national organiser for the Food and Allied Workers' Union (Fawu), said the union was conducting an investigation into the killing.

Naicker said he was discussing the possibility of reopening talks with management and this would help defuse the tension.

A representative for SAB said the decision to put armed guards on delivery trucks was "a measure necessary for the protection of their employees rather than "because we want to resort to the Wild West"

One of SAB's biggest clients, the

National Taverners Association, has expressed support for the striking workers, said Naicker.

●About 50 members of the National Union of Metalworkers of South Africa (Numsa) protested outside the Stock Exchange in Johannesburg on Wednesday against the sacking of 500 workers at the Barlows Appliance plant in Kew. A Numsa shop steward said the company had called in police who used dogs to evict the workers. "This would not have hap-

pened if we were white," he added.

●Some 500 members of the Transport & Allied Workers Union at Lebowa Transport have been on strike for the last week leaving thousands of commuters stranded. The workers are demanding the reinstatement of 10 colleagues dismissed on September 11.

●About 1 000 members of the Paper Print Wood and Allied Workers' Union struck this week at the Kohler plants in Springs and Brakpan, Consol Corrugated Packaging in Benoni and a number of smaller factories

No end in sight to SAB strike

ports
The strike by 6 000 workers at South African Breweries shows all the signs of developing into a protracted war of attrition

Now in its third week at seven breweries countrywide, the strike followed months of negotiations, including two conciliation board hearings and mediation

Since workers downed tools, there have been no national-level talks between SAB and the Food and Allied Workers' Union (Fawu)

Management says it has proposed fresh mediation, but the union insisted this week it knew nothing of the offer. Fawu's Mr Mike Madlala said "I understand SAB has no intention of shifting its position. If that is true, mediation will be useless"

Mounting violence

SAB has complained of mounting violence against staff, casual workers manning strike-hit plants and the liquor trade. Fawu denies its members are involved

In the latest move, the union is seeking the support of black taverners' associations. Leaflets urging consumer action have been widely distributed, and a beer boycott is already under way in East London

The most visible gulf is over wages. SAB has offered a 16 percent rise in minimum pay against Fawu's demand for 38 percent and, management says, a total package amounting to 150 percent

SAB's human resources director, Mr Rob Childs, argues that the proposed basic monthly minimum of R1 063 is among the highest offered by a major employer in the country

For Fawu, the beer division's profits — R268 million in the last financial year, up 28 percent on the year before — are a key consideration

Its national organiser, Mr Rajan Naicker, adds that the union's pay demand is negotiable and that "anti-union" SAB proposals on working conditions also lie at the core of the dispute

These included Saturday working and contractual overtime, he told a press conference last week

On one issue management and the union agree their relationship throughout this year

The wage strike at South African Breweries looks as intractable as ever. And the dispute appears to have claimed its first life this week. **DREW FORREST** re-

has been highly problematic

Fawu's Mr Madlala traces the breakdown to moves for a continuous shift system at SAB's Rosslyn brewery

"Management was not interested in the social inconvenience of weekend work for workers," he said

SAB attitudes had hardened noticeably since last year's controversial amendments to the Labour Relations Act, he added

For Mr Childs, the central problem has been Fawu's persistent flouting of agreements. This year had seen unprocedural strikes in Port Elizabeth, Alrode and Rosslyn, he said, while the union appeared to have set its heart on the current national strike from the start of negotiations

To remedy the situation, management had proposed a "relationship-building programme" earlier this year

Firebombing

A danger inherent in a protracted dispute is that strike-related violence will intensify. This week SAB reported that the homes of monthly-paid staff had been firebombed and casual workers had been attacked

In what appears to be the first fatality linked to the dispute, an SAB driver was shot dead in Durban on Monday.

Mr Childs believes the violence springs from the "contrived" character of the strike and consequent need for coercion. He adds "It's one thing for Fawu to denounce violence, but practically, we see little effort to restrain it"

Fawu says SAB has not supplied the name of any member involved in violence. "Some of these things happened. But when we investigate we find that the incident was not strike-related, or that our members know nothing about it," said Mr Madlala

He added that SAB's eviction of strikers from breweries had simply made it harder to exercise discipline.

Armed guards for beer delivery trucks



SOUTH African Breweries have resorted to armed escorts for their beer delivery trucks following the gunning down of a driver in Durban this week

An SAB spokesman has confirmed that armed guards would "ride shotgun" on all SAB beer trucks following increasing violence blamed on the current strike

"It's not because we want to resort to Wild West tactics but that we have an obligation to our employees," he said

"Because of the increasing incidence of violent attacks, and particularly in the light of the recent killing of one of our drivers, we have been obliged to take every precaution possible to ensure the safety of our employees"

The driver, Mr Ivan

Rungiah (29), was gunned down at the Joyner Road traffic lights near the SAB Prospecton plant on Tuesday evening as he was returning to the brewery. A car drew up next to him and four shots were fired through the window, one hitting him in the head and two in the chest. He died instantly. A fellow employee, Mr Sivajee Moodley, who accompanied him, was uninjured.

Driver

Mr Rungiah was employed as a temporary driver after 6000 SAB workers went on strike for higher wages and better working conditions two weeks ago.

The strike has been marked by increasing violence, including the killing of Mr Rungiah, the knifing of another employee and the stoning of buses carrying temporary workers. SAB has linked the killing of Mr Rungiah to the strike. Police have launched a manhunt for the gunman, but so far no arrests have been made.

Meanwhile Durban is suffering from a shortage of "pints" but otherwise beer is freely available as SAB contingency plans managed to cope with the demand.

Sowetan 27/10/89

Mthakathi

Mrs Monica Mthakathi (68) of 6535 Motlounge Section, Kaitshong, will be buried at the Schoeman Cemetery in the township tomorrow at 2pm.

Mrs Mthakathi died last week after a long illness. The funeral service will start at her home starting at 10am.

Black bar owners agree not to sell SAB beer

BLACK bar owners countrywide agreed yesterday to stop selling South African Breweries beer on Monday in support of the wage strike by about 6 500 SAB workers

The beer giant faces massive losses if black beer drinkers, who comprise more than 70% of SAB's patronage, refuse to drink the company's brands

The ban on drinking SAB products followed a meeting between the Food and Allied Workers' Union (Fawu), the Transvaal-based National Taverners' Association (NTA) and the South African Taverners' Association (SATA), which operates mainly in the Cape

A Fawu spokesman said the National Soccer League, which gets sponsorship from SAB, had also given the strikers its support

"No beer will be on sale from Monday at any township bar in the country," an NTA spokesman said in a statement

The announcement followed a meeting on Thursday between Fawu, SATA, NTA and Ukhamba, a national black bottlestore owners' association

"The organisations committed themselves to a non-violent means of pressurising SAB and also reiterated their commitment to a negotiated settlement of the dispute," he said

Meanwhile, sources said last night that SAB's beer production had definitely been affected by the strike, with a shortage of pints for the hotel trade and a general shortage of "fast-moving lines" such as Lion Lager and Castle They said SAB was also having problems with inexperienced scab labour, who were slower than the usual workers, and was suffering from escalating costs because of break-ages — Sapa and Own Correspondent

Black business throws weight with strikers

Resisted SAB faces nation-wide boycott

DREW FORREST

LABOUR conflict at South African Breweries has escalated to new heights with an announcement that a national beer boycott is to be launched next week.

At a press conference in Johannesburg yesterday, organisations representing thousands of black taverners countrywide said they had agreed to support SAB wage strikers "by withdrawing their buying power from SAB".

Blacks consume 80 per cent of South Africa's beer

The SAB public affairs manager, Mr Adrian Botha, said he would not comment until it was clear "if there is a boycott and how widespread it is"

This week, SAB announced that it had beefed up security measures round the country in response to rising strike-linked violence

In Durban, armed security guards are being used to escort drivers following the fatal shooting of a temporary worker on Tuesday

Hit list

The company also says an anonymous telephone caller warned its Rosslyn brewery that five senior black employees were on a hit list

Prospects of an early settlement of the three-week strike dimmed when, at yesterday's press conference, the Food and Allied Workers Union (Fawu) appeared to reject a management proposal of mediation

Describing SAB as a "rigid and stubborn giant", Fawu said management had offered to discuss the wording and make-up of the wage agreement, but had indicated that it would not move from its pre-strike pay offer

Mr Botha said SAB had received no formal response to its proposal

Dismissing reports that SAB planned to limit production to Lion and Castle as "nonsense", he said beer production was increasing all the time

Yesterday's boycott announcement followed a meeting between Fawu and a range of black business and community organisations.

These included the 9 000-member National Taverners' Association, the South African Taverners' Association, the National Soccer League, the National Stokvel Association of South Africa, the Soweto Youth Congress and the Soweto Stu-

TO PAGE 2.

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Press 29/10/89

No more beer, say taverns



LEADING beer manufacturer South African Breweries faces massive losses in sales in coming months.

Striking workers announced this week they had lobbied for support from black traders and community organisations, who agreed to shun SAB's products countrywide.

"No beer will be on sale from Monday at all township bars around the country," a spokesman for the National Taverners Association said in a statement.

The Food and Allied Workers' Union, locked in a wage dispute with the SAB, told a press conference full-scale community action would begin on Monday.

The union did not issue an official boycott call as this would contravene emergency regulations.

The announcement followed a meeting on Thursday between the Food and Allied Workers Union, the South African Taverners' Association, the National Taverners' Association, Ukhamba and other community organisations.

The union also said the National Soccer League, which gets sponsorship from SAB, had given the strikers its support

Management this week claimed production was soaring and sales were higher than last year.

An SAB driver was shot dead earlier this week in Durban - Sapa

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Nationwide boycott to hit SAB

Own Correspondent

Mr. T. J. van der Merwe

30/10/85

1407

withdraw their buying power in support of the strikers

JOHANNESBURG — A nationwide consumer boycott faces South African Breweries from today because of the beer giant's failure to meet a 38% wage-increase demand by its 6 000 striking workforce

Negotiations have virtually stalled, with the company saying it is not prepared to revise its wage offer of 16%

SAB spokesman Mr. Adrian Botha declined to comment, saying the company would wait to see if there was a boycott and how extensive it was

More than 65 000 liquor traders represented by the National Taverners' Association and the South African Taverners' Association, which account for about 80% of SAB's custom, announced at a press conference on Friday that they would

The National Stokvels Association of South Africa, representing more than 7 000 beer-consuming groups in the country's black townships, also pledged to withdraw its consumer power. The stokvels are fast-growing small financial co-operatives whose members consume thousands of litres of beer in weekend parties

Also present at the press conference were representatives of Ukhamba, an organisation of black liquor store owners representing more than 600 members countrywide

The announcement came as management claimed production was soaring and sales were higher than last year

Although hundreds of Ukhamba members in Natal and the Eastern Cape have pledged their support for SAB strikers,

leaderships in other provinces are still to hold meetings to seek mandates from members

Organisations represented at the conference were the Food and Allied Workers' Union, which represents the 6 000 strikers, the National Soccer League, the Congress of South Trade Unions and the Soweto Youth Congress

Fawu assistant general secretary Mr. Mike Madlala said the union viewed SAB as rigid and stubborn, and boastful of super-profits which resulted from the "exploited labour and buying power of our people".

He announced that in most parts of the country, the traders had already withdrawn their buying power from SAB

The work stoppage has been marred by reports of alleged violence in which a driver was shot dead in Durban last week

Union in new dispute over pension rules ^{Star}

By Drew Forrest

31/10/89

The Chemical Workers Industrial Union push for an industry-wide provident fund has sparked a fresh dispute — this time with the Pilkington group.

The CWIU yesterday accused the group of unilaterally altering its pension fund rules in a bid to undermine demands that it join the Chemical Industries National Provident Fund.

The union said it had launched an unfair labour practice case in the Industrial Court. About 2 000 workers in five plants were affected

"Pilkington did not even consult, never mind negotiate the changes to the pension fund, despite its undertaking to negotiate changes to conditions of employment," said the CWIU

Pilkington said it would respond in due course to the union's claims, which "contained a number of inaccuracies"

About 250 CWIU members are currently on strike at SA Cyanamid over demands that the firm join the industry-wide fund

Negotiate or we'll strike, union warns

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A dispute over retrenchment procedures has sparked trade union threats of a national strike at Ellerines Holdings

The Commercial Catering and Allied Workers Union yesterday said it had declared a dispute over demands that the company negotiate, and not merely consult, over retrenchments.

It also wants Ellerines' Lesotho employees included in any agreement

The union said it would give the group 10 days before setting statutory strike procedures in motion.

Ellerines' Mr Pierre de Villiers yesterday denied union claims that large-scale retrenchments were in the offing at the group. — Labour Reporter

Labour Reporter

PROSPECTS for a quick settlement of the legal wage strike by 6 500 SA Breweries (SAB) workers are still dim as the strike enters its 21st day today

SAB public relations manager Mr Adrian Botha confirmed yesterday that SAB would not backdate workers' wages to the original implementation date, July 3, once final settlement had been reached with the Food and Allied Workers' Union (Fawu)

This was an added obstacle to creating the conditions for negotiation, Fawu national organiser Mr Ragin Naicker said

Commenting on SAB's drive to advertise its final wage proposal of 16% — bringing the minimum monthly wage to R1 063 — Mr Naicker said that if the company's "record" profits were taken

No end in sight for SAB wage strike

*CMT
Trents
31/10/89
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into account, it was able to afford the union's demand for a 38% wage rise

In the financial year ending May 1989, SAB recorded turnover exceeding R10 billion, working profit exceeding R1bn and attributable earnings exceeding R500 million

Meanwhile, SAB has disputed press reports that 30 000 black liquor outlets had imposed a ban on selling SAB brands in solidarity with the strikers

There were only 1 400 licensed

township outlets which accounted for about 30% of the beer giant's sales, Mr Botha said

Most of Soweto's beer was produced at the Chamdor brewery in Johannesburg, which was not affected by the strike since it was organised by the Food and Beverage Workers' Union, he said

It was still too early to gauge the effects of a national beer boycott implemented last week by taverners and she-beeners, but a boycott in East London had had "some effect", he said

Disputing the company's assessment of the boycott's impact, Mr Naicker said blacks comprised at least 80% of SAB's clientele

Mr Botha said beer production remained steady, but added that there were limited distribution problems with certain brands and packs

115

Labour Reporter

A CHILD was critically injured when the home of an SA Breweries (SAB) worker was firebombed, the company said.

This latest act of violence in the three-week-old strike took place in Pietersburg on Thursday.

SAB public affairs manager Mr Adrian Botha also said a casual worker was attacked in East London.

The Food and Allied Workers' Union (Fawu) national organiser, Mr Ragin Naicker, said yesterday that SAB had failed to substantiate its claims of violence by strikers.

However, he said Fawu had called on strikers not to resort to violence.

● No end to strike yet — Page 9

Home of

beer

*CHT Trip
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worker

bombed

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ARLW 31/10/87
Union clashes: 3 die
JOHANNESBURG. — Three workers have been killed and others injured in union clashes at Haggie Rand's Germiston plant. The conflict involves Cosatu's National Union of Metalworkers and the Inkatha-linked United Workers' Union. — The Argus Correspondent

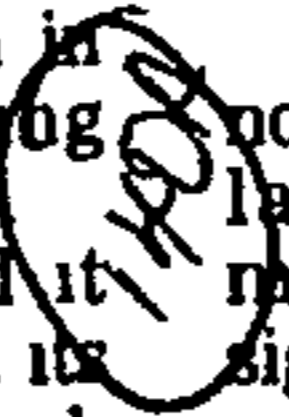
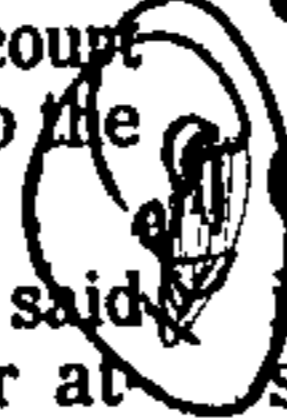
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CS/AN Labour Reporter

South African Breweries has written to the Food and Allied Workers' Union (Fawu) indicating that it may resort to court action over violence linked to the current beer boycott.

Fawu's Mr Mike Madlala said the letter was "yet another attempt to implicate the union in whatever violence is taking place".

In a statement, SAB said it had told the union it reserved its rights to possible action regard-



Breweries threaten court action

ing intimidation and violence in support of the boycott. The company said there was no clear evidence of a boycott — launched as the SAB strike moved into its fourth week — or signs of division among black taverners on the issue.

This, it said, was borne out by the Ukhamba Liquor Association's statement yesterday that it had obligations to its 12 000 employees and "to provide the community with the goods and services it requires".

Fawu's Mr Madlala confirmed that the union had written to SAB urging it to resume negotiations "with a flexible mandate".

SAB has proposed mediation, but has indicated that it is not prepared to move from its pre-strike pay offer.

1404

Beer strike row goes to court

By MARIUS BOSCH

SAB Breweries, whose workers have been on a three-week strike, are taking legal action against the trade union. In another strike development, 500 workers who are members of the Food and Allied Workers' Union (Fawu) are planning a picket at the Newlands brewery today.

Negotiations between Fawu and SAB are deadlocked, with the breweries offering a 16% increase as their final wage proposal and the union demanding a 38% increase.

A Fawu spokesman said yesterday that about 500 workers from the Newlands brewery would hold a picket in front of the plant from 6:15am today.

Lawyers acting for SAB will ask today that an interim order granted two weeks ago against the union be made final and will also apply for another interdict — believed to prohibit Fawu calling for a boycott of beer.

Violence

SAB public relations manager Mr Adrian Botha said yesterday the company had also taken exception to a letter received from Fawu in which the national organiser stated "SAB alleges that the current strike has created incidents of violence in view of this allegation we believe that a responsible attitude is necessary to resolve the present dispute and curb any further incidents of violence".

The empty beer fridges of a Guguletu tavern yesterday testified to the sympathy striking SAB workers elicit in the black community. Mr Sidney Chiloane, president of the Cape Town Tavern Association, said that "beer is still available from bottle stores — but we are not buying or selling any in sympathy with the striking workers". Tavern shelves were loaded with wine and spirits, however.

Beer strike: Worker attacked

By ANDREA WEISS, Staff Reporter

A CASUAL worker at the Newlands SA Breweries plant was attacked on his way to work today and a Food and Allied Workers' Union member has allegedly been arrested

Mr Peter van Zyl, 25, of Rugby, was attacked as he walked through the Newlands station subway at 5 55am, just before a picket, organised by union members, began

Mr Van Zyl, who has been working at the plant for a week as a boilermaker, said "As I came out of the station a couple of men attacked me from behind. As I was trying to get away others attacked me from the front. I ran up the road towards the gates and then they stopped"

Mr Van Zyl was bloodied around the face and on the knuckles

LEGAL STRIKE

Today is the 22nd day of a national legal strike at SAB plants by 6 000 Fawu members

Negotiations between the union and the SAB are deadlocked, with the breweries offering a 16 percent increase across the board and the union demanding a 38 percent increase on the minimum wage

After 6am about 100 brewery workers gathered in Letterstedt Road and jogged up it singing and chanting towards Main Road, where a large group of police were watching

The workers then moved down Main Road towards Boundary Road, brushing past a group of policemen who tried to stop them

When they arrived at the main gates of the SAB plant they streamed past the security guard on to SAB property and stopped outside a second set of gates inside

At this stage police asked journalists to leave the premises and they moved in with a dog. However, the police, too, left and waited outside as the SAB management were arriving for work

According to shop steward Mr McWellington Mtiya, the workers were refusing to leave the premises because one had allegedly been arrested for attacking a casual worker

Mr Mtiya said earlier that the intention of the pickets had always been to show the public peacefully that the union had a problem with the SAB. He said the workers had not seen the attack

● Police spokesman Major Jan Calitz confirmed that a man was arrested and released after being told to appear in the Wynberg court tomorrow on an assault charge

By ANDREA WEISS, Staff Reporter
SA BREWERIES strikers in the Western Cape are beginning to feel the pinch

Without a strike fund and without pay, the 500 workers have to rely on friends and supporters to see their families through the lean period

As the Food and Allied Workers' Union is a "food union", strikers are collecting food from members in other sectors of the industry to help them

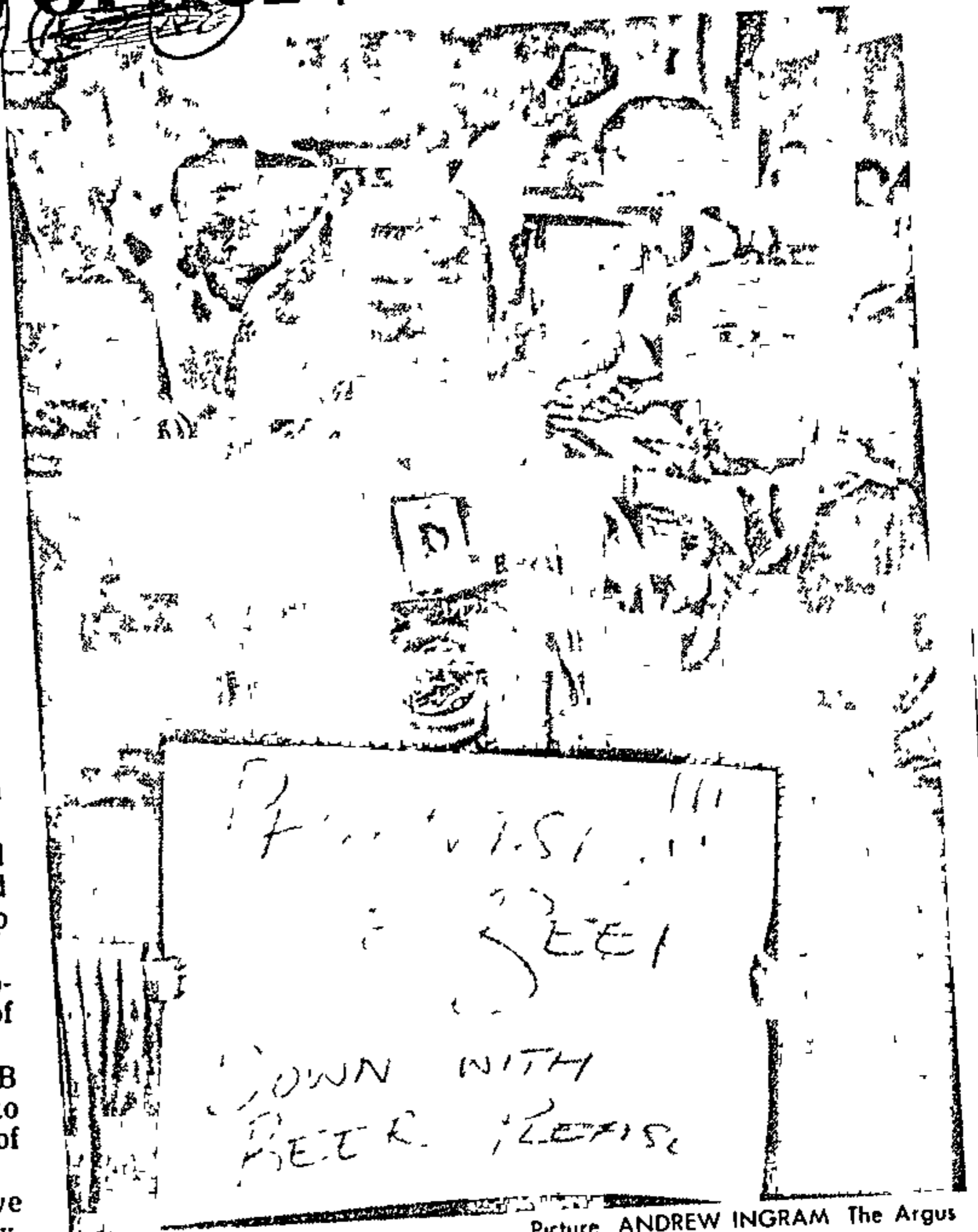
Members of sympathetic organisations and of the Congress of South African Trade Unions are being asked to give

money

All money and food is distributed according to need to workers who meet daily at Community House in Salt River to plan activities in support of their strike

"We are the beggars right now," shop steward Mr McWellington Mtiya said when asked how he and others were making ends meet

"We have problems financially but we are prepared to sacrifice for our struggle as long as management is not prepared to listen to our demands"



Picture ANDREW INGRAM The Argus

CHANTING WORKERS Members of the Food and Allied Workers' Union protest outside the Newlands SA Brewery plant today

No money: 'We're the beggars ...'

500 Numsa members on strike at GEC in Benoni

ALAN FINE

140A

NEARLY 500 Numsa members employed by GEC Machines in Benoni went on strike yesterday to back demands for an improved company wage offer and a centralised bargaining forum.

Numsa official Alfred Widdington said union members, having acceded to a management request that they give five hours notice of their proposed action, found themselves locked out when they arrived at the plant in the morning

He said the strike was partly triggered by a demand that future wage talks for the entire Reunert group — a Barlow Rand subsidiary — be conducted in a single forum.

The Barlow group strongly supports decentralised bargaining.

A spokesman for the company said GEC had offered its workforce a 20% wage increase, an incentive bonus which could also double the increase, and a disability insurance scheme

Numsa was demanding 30% plus additional housing assistance which would make the total increase worth 33%.

68/11/89
fr

140A

Bottle store owners in talks on SAB strike

THEO RAWANA

UKHAMBIA Liquor Association, umbrella body of the 1 500 black southern African bottle store owners, will meet the Food and Allied Workers Union (Fawu) — whose 6 000 members at SAB are on strike — tomorrow to decide whether or not to support the strikers

The association issued a statement earlier this week saying although it aligned itself with Fawu's struggle for better pay and working conditions for its workers, Ukhamba had obligations in its community in respect of meeting its contractual obligations to its own employees and providing its community with the goods and services it required

Ukhamba's Transvaal executive held a meeting with about 300 East Rand liquor traders in Katlehong, Germiston yesterday and a decision on whether to support the strikers by withdrawing purchasing power was shelved pending the outcome of tomorrow's meeting in Johannesburg

B. Day 2/11/89

Affidavit

Our Cape Town correspondent reports that SAB (Ohlsson's Cape Brewery) yesterday won an urgent interim interdict in the Supreme Court preventing striking workers — all Fawu members — from intimidating, assaulting, harrasing or interfering with temporary or casual workers

Mr Justice J Foxcroft issued an order interdicting and restraining Fawu, Fawu official Miles Hartford and 307 striking workers from in any way interfering with or obstructing the normal of the breweries

The respondents will have to show on November 21, the return date of the interim interdict, why a final order should not be made

In an affidavit before the court, Mark Blackenberg, SAB human resources manager, Western Cape, said the workers went on strike on October 12 after a wage dispute

The strike was characterised by intimidation, violence and a boycott of SAB products, Blackenberg said A driver was shot dead in Natal and in another incident a worker in Pietersburg had his house firebombed

Yesterday morning, a substitute worker, Pieter van Zyl, was assaulted by strikers while on his way from Newlands Station to the SAB premises, said Blackenberg

His face was lacerated and his nose possibly broken Later, in the presence of the police, he had identified his attacker, said Blackenberg

Court orders strikers to stop violence

By RONNIE MORRIS
Supreme Court Reporter

SOUTH AFRICAN Breweries (Ohlsson's Cape Brewery) yesterday won an urgent interim interdict in the Supreme Court preventing striking workers — all members of the Food and Allied Workers' Union (Fawu) — from intimidating, assaulting, harassing or interfering with temporary or casual workers

Mr Justice J Foxcroft issued an order indicting and restraining Fawu, Mr Miles Hartford and 307 striking workers from in any way interfering with or obstructing the normal operation of the Breweries

The respondents will have to show on November 21, the return date of the interim interdict, why a final order should not be made

In an affidavit before the court, Mr Mark Blackenberg, human resources manager, Western Cape, said the workers went on strike on October 12 after a wage dispute

On October 11, Mr Sam Montsi, general manager, addressed representatives of the workers and said the striking workers would be allowed to remain on the premises on condition they stay in the canteen area and not interfere with operations

Threatened

The worker representatives gave a written undertaking to that effect, but on October 18 the workers left the canteen area and confronted, assaulted and threatened the substitute workforce, who were leaving the premises

Several incidents of harassment and violence had subsequently been reported

A meeting was held on October 23 Mr Hartford and shop stewards were told of the acts of intimidation and violence and requested to address the striking workers and instruct them to refrain from further acts of violence, assault or intimidation

The union was also asked to dissociate itself from acts of intimidation and violence However, this request was refused, as was that for a written undertaking

Because of this the striking workers were asked to vacate the premises on October 23, but a number of strikers gathered at the Newlands premises daily, Mr Blackenberg said

The strike was characterised by intimidation, violence and a boycott of SAB products, he said

In one instance a driver was shot dead in Natal, and in another a monthly paid worker in Pietersburg had his house firebombed

Since the start of the strike, SAB's supervisors and other monthly paid employees at Newlands who are not on strike had received threatening telephone calls

As a result, these employees were

concerned for the safety of their families and they feared for their lives and those of their families

The monthly paid workers received an anonymous threatening letter on October 30, he said



Mr Pieter van Zyl

Yesterday morning, a substitute worker, Mr Pieter van Zyl, was assaulted by strikers from the ranks of FAWU while on his way from Newlands Station to the SAB premises

His face was lacerated and his nose possibly broken Later in the presence of the police he identified his attacker

As a result of the strike, SAB's production had been severely reduced The union and the strikers' intimidation further hampered and interfered with the current limited production process at Newlands, Mr Blackenberg said

Mr R P Hoffman, instructed by Mr L Bignout of Silberbauers, appeared for SAB

Assault
Cape Times 2/11/89
on casual
worker:
SAB
(1407)
man held

A STRIKING city beer worker was arrested by police yesterday after a casual worker on his way to work at Ohlsson's Breweries in Newlands was allegedly assaulted by strikers

There were also scuffles outside the brewery in Main Road when picketing strikers tried to force their way into the grounds

The attack on the casual worker came hours before a Supreme Court judge indicted more than 300 striking SAB workers and their union from intimidating, assaulting or harassing permanent and casual employees

And as company allegations of strikers' complicity in violence and intimidation continue, the Food and Beverage Workers' Union (FBWU) has reacted "with alarm" to reports of threats of violence against its members at SAB plants in Krugersdorp and Pretoria

FBWU members are not party to the dispute over wages and conditions of service between SAB and about 6 500 members of the Food and Allied Workers' Union (Fawu) at seven breweries and 12 depots

Approached for comment, a Fawu official in Cape Town said such claims had to be treated as an "unsubstantiated allegation till tested in court"

Early yesterday morning, commuters at Newlands station were greeted by a peaceful picket of about 40 SAB strikers, which later swelled to a singing, placard-waving crowd of about 150

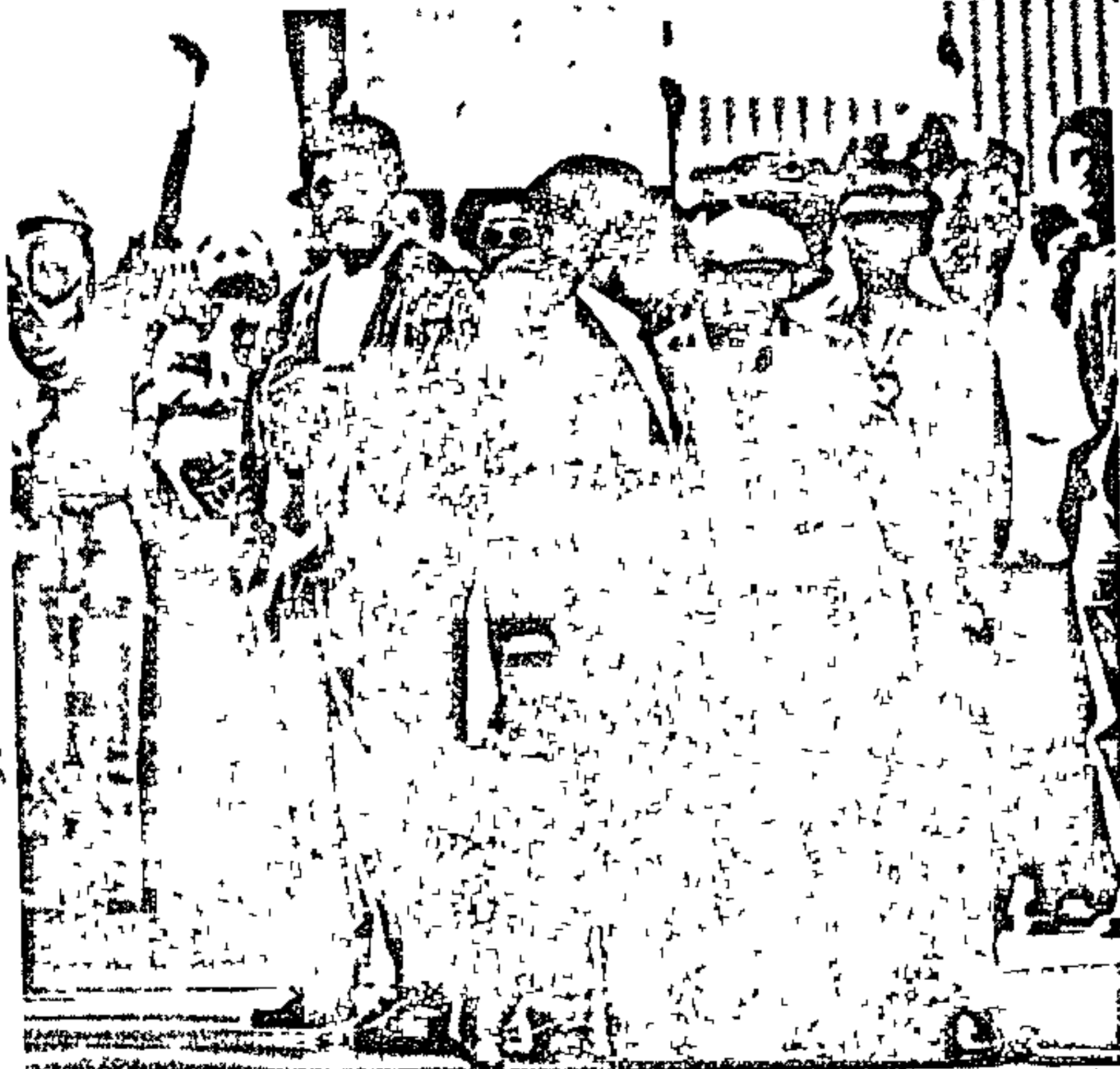
"We are using a picket to show people that we are peaceful and that we have problems with SAB," senior shop steward Mr MacWellington Mtiya said

Company security officer Mr Dave Kimmet vainly tried to block the workers from surging into the company premises after they marched to the brewery's main gate in main Road, Newlands

A large contingent of police stood outside the gates. Senior management personnel asked them to leave the vicinity — Sapa



ABOVE Striking SA Breweries workers force their way past SAB security officer Mr Dave Kimmet into the company's Newlands plant yesterday **BELOW** SA Breweries general manager Mr Sam Montsi (second from left) and shop steward Mr Mac Wellington Mtiya discuss the picket at the company's strike-bound Newlands plant yesterday



Cape Times 2/11/89 (1407)
Pinelands SAB
workers indicted

Supreme Court Reporter

STRIKING members of the Food and Allied Workers' Union (Fawu) employed by South African Breweries (Ohlsson's Cape Brewery) at its Pinelands distributing depot have also been interdicted and restrained from in any way interfering with or obstructing the normal operations there

Mr Justice S Selikowitz made final an interim interdict granted on October 12 against the union and 92 workers who have been on strike following a wage dispute

In terms of the order the union and the workers were evicted from the premises, interdicted and restrained from entering the premises except to work

In papers before the court, Mr Robin Varian, industrial relations manager, said there were 1 500 000 litres of beer on the premises, of which 310 000 litres were scheduled to be delivered to 150 customers daily. If SAB was unable to make the deliveries customers were likely to run out of stock.

The continued presence of the strikers meant SAB was unable to introduce contingency plans which would result in losses which could not be quantified

Mr R P Hoffman, instructed by Mr L Bignout, of Silberbeurs, appeared for SA Breweries. The union and the workers were not represented

Fired after stoppage

1404



From MAKHAYA MANI

OUTSHOORN.— About 115 workers at an Oudtshoorn leather factory downed tools this week in protest against being penalised for a work stoppage last week.

Waving a Mass Democratic Movement banner, the workers marched out of the factory last Monday.

The strike followed a work stoppage at the plant, part of the Klein Karoo Agricultural Co-operative, last Thursday when management refused to allow South African Clothing and Textile Workers' Union (Sactu) organiser, Phillip Goliath, to brief the workers at lunch time.

Shopstewards said that although Goliath was eventually allowed access to the plant, workers were upset that money had been deducted from their weekly wages for the stoppage and that they wanted to be reimbursed.

Management has asked for seven days in which to respond because they have to consult with officials from the Co-operative.

The workers also protested against management's refusal to accept their resignation from the National Union of Leatherworkers (NULW).

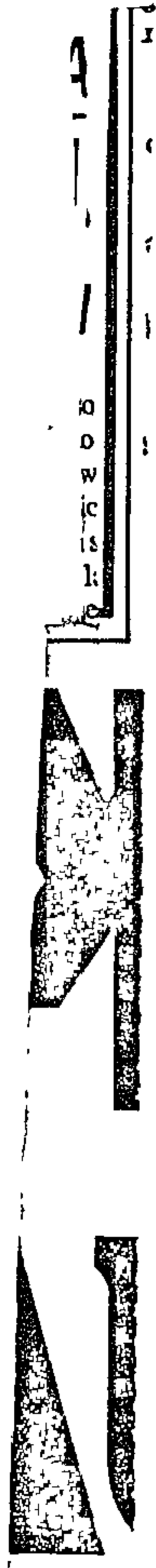
Shopsteward Ben Mapoe said workers had given their resignation forms to management in mid-July.

"Management told us the forms had gone missing in the post," he said.

Mr P Yzelle, manager of the factory's leather section, said workers were acting "unprocedurally".

He said the resignations from the NULW were not done in the correct way and that he had told workers they would have to wait a month before their resignations could be considered.

South 2-8/11/89



SOUTH LABOUR

THE Construction and Allied Workers' Union (Cawu) has accused one of the country's largest construction firms of "union bashing" tactics following the mass dismissal of about 150 strikers in Caledon at the end of last week.

A Cawu spokesperson said the workers were dismissed by Concor last Thursday - a week after they downed tools.

He said the company subsequently

agreed to reinstate some of the workers but had refused to take back people whom they alleged were "instigators". "This is clear union bashing," the Cawu spokesperson said.

Concor's public relations officer, Mr G Wheeler, confirmed the workers had

'UNION BASHING'

No room for 'instigators' says Concor

The dismissed workers downed tools at the company's Caledon site the previous Thursday to protest against company plans to retrench 148 workers and to discontinue daily transport to the site from Cape Town. About 500 workers at Concor sites in Grabouw, Worcester, Hout Bay and Rosebank subsequently joined the strike.

Meanwhile, two marathon strikes continued in the Western Cape this week with almost 6 000 workers at National Panasonic and South African Breweries holding out for wage demands.

About 100 SAB strikers marched from Newlands station to the SAB breweries in Newlands on Wednesday. The strikers ignored attempts by police and company security to halt the march and entered the company premises where they held a picket demonstration.

Earlier the same day, a white scab labourer was allegedly assaulted outside the breweries.

A man was arrested in connection with the incident and is due to appear in court later this week.

Amid reports of other violent confrontations between strikers and "scabs" at SAB plants elsewhere in the country, a national beer ban is due to kick off this week.

This follows a decision by Cape Town taverners to institute a beer ban last week.

The strikers are demanding an increase of R1,80 an hour - R3,50 less than their opening demand.

SAB has offered a 75 cents increase which would increase the minimum hourly rate to R5,45.




BEER BLOCKED: Protesters surround a South African Breweries truck in central Cape Town as the driver gets out of his cab.

The confrontation came at the end of a march by about 600 people, including SAB strikers, through the city to the Department of Manpower offices to protest against unemployment.

Department of Manpower official Mr William Marais accepted a list of demands from Unemployed Workers' Movement education officer Dumisane Rashelend. He said he would forward the demands to the Minister of Manpower, Mr Eli Louw.

11/08/89

Bosses 'conspired' against workers

140A


EAST LONDON. — A "conspiracy" by management led to the mass dismissal of an entire dayshift at Tek corporation here, it was claimed in the industrial court last week.

The claim was denied by the management.

Lawyers acting for the National Union of Metalworkers of South Africa argued that the company had introduced new rules in March last year as a ruse to delay giving Numsa recognition.

About 900 workers were dismissed from the company in April last year after they refused to agree to the new regulations.

Numsa lawyer, Eric Dane, said the union has sought recognition at the

company since July 1987.

At the time of the dismissals, the union had a 51 percent signed-up membership.

The court heard that management had refused to negotiate over the rules and that the company's Human Resources Manager, Gerry Uys, had told Numsa such meetings would "serve no purpose".

Uys had questioned whether Numsa officials represented the workers saying "his workers" were "happy", it was claimed.

Lawyers representing Tek argued that the dismissals were fair.

They said that there was no evidence to substantiate the allegation of a management conspiracy. Judgment was reserved. — ELNEWS

South 2-8/11/89

WORLD VISION OF SA (W. CAPE)

34 Num members sue CP town

LAWYERS acting for 34 members of the National Union of Mineworkers, some of whom were allegedly assaulted by whites while playing soccer inside a stadium in the CP-controlled town of Rustenburg on election day, are preparing a civil action against the authorities

Mr Sakkie Maboja, an attorney, yesterday confirmed that a letter of demand would soon be served on those allegedly responsible for the assault on the NUM workers. Nine of the NUM members who were allegedly assaulted have since been charged with trespassing, their lawyers said yesterday. The accused are all out on R50 bail each

By MONK NKOMO

Twenty five of their colleagues who were initially accused of loitering, had charges against them withdrawn by the State on October 10, according to a union spokesman.

The 9 accused, some of whom had their injuries noted by a magistrate during their formal appearance in Rustenburg

on September 7, are due to appear again on December 7.

The accused are Mr Osborne Ratladi, Mr Jacob Khunong, Mr White Tabane, Mr Bridgeman Sobbdula, Mr Lucas Mathe, MR Tyalweni Fasengi, Mr Elvis Tause, Miss Nancy Radiokana and Miss Lettie Semelane. They are represented by advocate Bennie Ngoepe and Maboja.

One of the accused, Ratladi, alleges in a sworn affidavit that he was blindfolded and as-

saulted with sjamboks during his detention on September 6. He also alleges that when he was released on bail on September 7, his eyes were swollen and he could not walk.

Major Gerhardus Maritz, station commander of the Rustenburg police station, yesterday said he knew nothing about the assault on NUM members. "No reports have been made to the police about the alleged assault. But we will investigate should the charges be laid," Maritz said.

Sowetan
27/11/89

MONK

MONK

Booze strike hits East Rand

A high powered delegation of East Rand liquor traders is to meet the executive members of the Food and Allied Workers Union tomorrow to discuss violence sparked by the boycott of beer in the area.

At a meeting in Natal spruit yesterday attended by representatives of the Ukhamba Liquor Association, the National Taverners Association, the South African Taverners Association and independent liquor dealers, delegates expressed fears of the spread of violence if they bought liquor from the SAB.

Among the issues raised at the Natal spruit meeting are fears that more than 18 000 people employed by black liquor operators might lose their jobs if they stopped selling beer.

Some delegates who did not want their names mentioned for fear of reprisal said they have been terrorised by youths who ordered them to stop selling beer in support of the striking SAB workers.

Meeting

At a Press conference after the meeting, the local chairman of Ukhamba, Mr Napo Mosala, said no decision had been reached by delegates on the boycott. He said the meeting pledged support with the striking workers. He said they would present their problems to the union on Friday.

SAB's public affairs manager, Mr Adrian Botha yesterday said the proposed national boycott of beer had not yet had an impact nor had the strike action had any effect on the company. Some areas in the Cape Province had effected the boycott but the company has not measured the extent of the protest action.

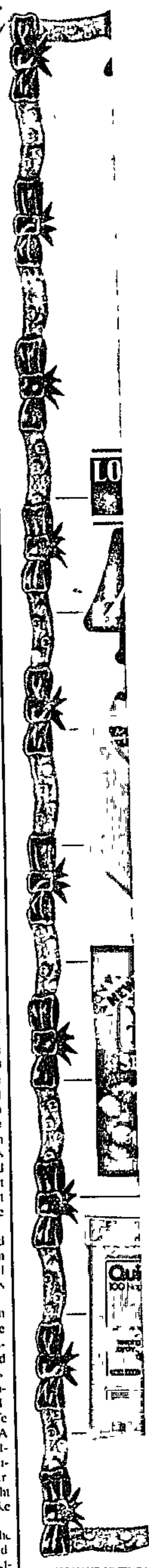
We have to wait and see. The union has written a letter to us and we shall respond to their demands this week, he said.

A union spokesman yesterday said they were prepared to discuss the issue with community and business organisations.

Meanwhile the president of SATA, Mr Sidwell Fourboys Molefe and a delegate from NTA yesterday said they reaffirmed their earlier decision to boycott beer while reserving the right of individuals to make their own decisions.

Other meetings by the same groups are scheduled to take place in Pretoria and the Vaal Triangle area today to formulate strategies for tomorrow's meeting, sources have disclosed.

*140p
Sowetan
2/11/89*



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PRICES VALID UNTIL 5 P

Chris

Court rules for Premier

Supreme Court Reporter

IN TWO separate applications yesterday, Premier Milling Company obtained a final interdict and succeeded in having an interim interdict against striking workers — members of the Food and Allied Workers' Union (FAWU) — extended

Mr Justice S Selikowitz ordered Mr Ralph Dibela and 105 fellow workers, alleged to be engaged in an illegal strike at the company's Epping plant, not to interfere with or intimidate Premier Milling employees or temporary staff and not to damage their property

or obstruct normal operations of the factory

Human resources manager Mr Andre Els said in an affidavit that the day after an illegal strike was started at the factory, three men who had arrived on a truck to load flour, maize and mielie meal were chased off the premises by the striking workers

The company feared that the workers would continue their "illegal and criminal activities" and cause irreparable harm if an interdict were not granted

In the second application, Mr Justice Selikowitz extended an interim interdict, granted on Oc-

tober 6, against Mr Raymond Sasha and 107 other workers at Premier's factory in Malta Road, Salt River, till November 8

Factory manager Mr John Waterhouse said in an affidavit that the workers, all members of FAWU, started an illegal strike on October 5

On that day a delivery truck from an oil company was prevented from entering the premises

The next day six men on a truck which had arrived to load bran were forced off the premises and loading could not take place

Mr R Bruser instructed by Mr P C Feber of Sonnenberg Hoffmann and Galombik, appeared for Premier Milling in both applications.

Cvt Tmt 2/11/87

140A

SAB workers suffer as strike enters 23rd day

Own Correspondent

CAPE TOWN — The 500 striking SA Breweries workers in the Western Cape are beginning to feel the pinch as the national legal strike enters its 23rd day today.

With no strike fund and no pay, workers have to rely on friends and supporters to see their families through the lean period.

Because the Food and Allied Workers' Union is a "food union", strikers are collecting food from fellow members in other sectors of the industry to help them.

Members of sympathetic organisations and other Cosatu unions are also being asked to donate money.

All money and food is distributed to workers according to need at Community House in Salt River where the strikers gather daily to meet each other and plan activities in support of their strike.

FINANCIAL PROBLEMS

"We are the beggars right now," explained shop steward Mr McWellington Mtiya, when asked about how he and others were making ends meet.

However, the union members appeared firm in their resolve to see the strike through.

Said one striker. "The hungrier I get, the more energy I have I grew up with hardship. I am used to it."

He explained that there were seven members of his family living in Guguletu who relied on two breadwinners. With him earning no money, the family was struggling.

Mr Mtiya summed up the feelings of the strikers: "We have problems financially but we are prepared to sacrifice for our struggle as long as management is not prepared to listen to our demands."

Liquor traders



Stew 2/11/89



Hefty pay deal averts clothing worker's strike

Strike action has been averted with the conclusion of a pay deal granting hefty increases to the Transvaal's 16 000 clothing workers.

The industrial council agreement is the first between the 185 000-strong SA Clothing and Textile Workers Union and the Transvaal Clothing Manufacturers' Association (TCMA).

Effective from January 1, the deal gives minimum pay rises of between 17 percent for skilled and 25 percent for lowest-paid employees. Most will get rises of between R22 and R26 a week.

Its other features include: benefits for death, disability, retrenchment or retirement of up to six weeks' pay; the extension of unpaid maternity leave to six months; paid leave of 25,5 days a year, including public holidays.

SAW 2/11/89

Strike at Van Leer is settled

Labour Reporter

The month-long wage strike by about 1000 workers at nine plants of the Van Leer group was settled yesterday.

Van Leer personnel director Mr Gerald Thompson said workers had agreed to go back to work on Monday after talks between management and the National Union of Metalworkers.

Workers had accepted a 70c/hr increase back-dated to July and a further 20c from January.

● The pay strike by 430 workers at GEC Machines, Benoni, went into its third day yesterday.

1940
Stop

1940

2/11/89

SCAMETAM Friday November 13 1988

Page 1

College for brokers Union in a tiff with firm over fridge

1407

A COLLEGE to train people in insurance consultation and broking has been established in Johannesburg.

The Academy of Life Assurance is the brainchild of Mr Peter Dykstra who has been involved in the insurance business for the past 16 years. Dykstra who is chairman of the college's board of directors, runs his own broking company.

The college housed at the A A Mutual Assurance company in Kerk Street is recognised by the Government and is registered with the Life Offices Association in Pretoria.

It will open officially to the public in January next year.

The college offers a one-year course in insurance consultation costing R3 600. Anybody, including insurance consultants, is welcome to enrol. The college also offers a free additional one-year course on how to run a broking company but this is only offered to those people who pass the first one.

Dykstra said he had decided to open the college after realising that most insurance companies lacked proper training facilities for their consultants.



Mr Peter Dykstra

"In most cases the companies only offer a two-week training programme which is insufficient. When these consultants are sent out to canvass customers, they cannot help the consumer to choose the right policy and in the end they get frustrated and resign from their jobs."

Dykstra said he was hoping that following the establishment of the college the image of insurance companies would improve and that it would help the consumer to choose an insurance policy to suit his or her needs.

Further information can be obtained by phoning (011) 482-1592 or (011) 614-4609 during office hours or by writing to PO Box 28441 Kennington, 2101

THE Food Beverage Workers Union of South Africa claims it has been waiting for more than a month for a Johannesburg furniture shop to repair its refrigerator which broke down more than a month ago.

The union bought the fridge from Gaynor's Furniture of Bree Street for R903 including general sales tax of R104 on October 2. They paid the money in full and the fridge was delivered the following day.

According to Miss Nomathamba Monamodi, a spokesman for the union when they tried operating the fridge they discovered that it was not working. "We contacted the shop and they promised to replace it. After several telephonic discussions with the manager of the shop we were referred to Barlows the fridge manufacturers.

Part of the letter which was addressed to Barlows sales manager a Mr Stokle read:

"Following several telephonic discussions with you, we are convinced that your company is not prepared to take action concerning the refrigerator we bought from Gaynor's."

"We are contemplating legal action since 3rd October 1989 the fridge has been standing idle in our office. Unless you collect it today or give us another, we shall take legal action," the letter read.

It was dated October 27. A spokesman for Gaynor's confirmed yesterday that the fridge they had delivered to the union offices had a fault.

"We had a problem with the manufacturers as they told us that they were out of stock with this make of fridge. Barlows has replaced the fridge and we will deliver it today."

The union said each time they contacted the shop they promised to deliver the fridge. We have grown tired of their excuses. All we need is our fridge and if they do not deliver it as they promised, we will demand a refund," said Monamodi.

3-9/11/89.
wmaif

Unionist gets R22,000 for unlawful arrest

By GAYE DAVIS

AN East London trade unionist arrested by South African police acting on a request from Ciskei President Lennox Sebe and subsequently detained in the "homeland" for 68 days has been awarded R22 000 damages

David Mthusimbele Thandani, 37, sued Minister of Law and Order Adrian Vlok for unlawful arrest and detention

In his judgement, Mr Justice JFJ van Rensburg of the East London division of the supreme court said the case displayed "a reckless disregard" on the part of the South African Police for the rights of Thandani

Thandani, an organiser for the Transport and General Workers' Union, was arrested on August 17 1983 by a Lieutenant Schooling, of the South African security police, who has since been promoted to the rank of colonel

Three hours later he was handed over to Ciskei security police and,

with four others, was taken across the border to the Mdantsane police station where he was held until his release on October 14

In his evidence, Schooling said he acted on orders from his commanding officer, a Colonel Van der Merwe, who had received a message — conveyed by the Ciskei police — to the effect that a request for Thandani's arrest had come from Sebe

Mr Justice Van Rensburg said there was also an element of *male fides* present in the case. Schooling was "fully aware" that the arrest was unlawful and that its purpose was to enable Thandani's unlawful handing over to the Ciskei police

"Where members of the police force abuse their powers in this manner the victim of the abuse is entitled to be compensated in full measure for any humiliation and indignity which re-

sult."

1401A

Schooling had conceded his arrest of Thandani was unlawful, that he knew there were no valid grounds for it and that the purpose was not to bring Thandani before a court but solely to hand him over to the Ciskei security police

There was no suggestion by the defence that Thandani had committed an extraditable offence or that his handing over was in terms of the extradition agreement existing between the governments of South Africa and Ciskei

In the light of these facts, defence counsel had no alternative but to concede that Thandani's arrest and detention was unlawful and that he was entitled to an award for damages, the judge said

He rejected defence counsel's argument that liability for damages extended only to the three hours while he was in Schooling's custody

Union says no to SAB offer

South African Breweries' conditional offer of mediation to settle the three-week wage strike at the company was unacceptable, the Food and Allied Workers' Union said today.

SAB announced yesterday it would propose mediation.

Fawu's Mr Ernest Buthelezi said: "They say they will only discuss the wording of the existing agreement."

● SAB has obtained a Supreme Court order restraining Fawu from intimidating temporary workers at its Newlands plant.

— Labour Reporter.



Sfor

2/11/89

SAB wants mediation with Fawu, but not about wages

140A B. Day 3/11/89

SAB yesterday proposed mediation with the Food and Allied Workers' Union (Fawu) aimed at resolving the three-and-a-half week strike — but on the understanding that an improved wage offer was not on the agenda

The move was in response to a Fawu letter earlier this week proposing talks provided the company was prepared to bring a new mandate on its 16% offer

Fawu national organiser Rajin Naicker said the union's national office bearers and SAB shop stewards committee would be meeting in Cape Town today to consider the company's communication

He believed, however, wages were the main point in dispute Resolution, without movement on this issue from the company, was most unlikely

Naicker repeated Fawu's 38% demand had been, and remained, negotiable "We are prepared to move substantially on this and other issues We have just not had a forum in which to do so," he said

An SAB spokesman said the board

ALAN FINE

had met on Wednesday and decided it was not prepared to increase the wage offer, which was considered fair and reasonable

Naicker rejected as weak SAB claims that it was among the highest payers in industry "Minimum wages at ABI, Cadbury's and UCT are all higher than at SAB," he said

The SAB spokesman reiterated the company's "total rejection of intimidation and violence, and to that end we are collecting evidence and will be acting against all perpetrators".

Violence

Naicker said the company appeared more concerned with putting the union in a bad light than in attempting to resolve the problem of violence.

"In view of what is happening around the country — and in particular the assault on a worker in Cape Town (on Wednesday) — what must we do to substantiate our claims?" SAB responded

Naicker said in the one case when

plant management had called him in to address the issue — at Prospecton, Durban — he had taken a number of steps in consultation with, and on suggestion of, management

This included a public address to workers calling on them to desist from violent acts if they had indeed been involved in any; issuing a written memo to members in Durban and elsewhere; and issuing a press statement. This was done without evidence of Fawu involvement.

Naicker said he was prepared to meet with SAB at a national level to discuss the issue He believed, though, that a more positive attitude by SAB to negotiation would do a great deal to create a more relaxed situation

Labour observers said it appeared SAB's contingency production plans were sufficiently good to hold out for three to four months if necessary

SAB's Adrian Botha agreed this was quite feasible. He said there were no thoughts at this stage of issuing an ultimatum to employees to return to work or be dismissed, nor to institute an official lock-out

W. Wain
3-9/14/89

A somewhat bitter festive season as beer strike brews

By EDDIE KOCH

THE Food and Allied Workers' Union (Fawu) yesterday said its nation-wide strike at SA Breweries — by far the most bitter labour dispute this year — would continue beyond Christmas unless the company accepted a union call for renewed wage talks

"We have sent a letter to management saying that we are open to renewed talks on the wages. We have a mandate to be flexible from our members," said Fawu assistant general secretary Mike Madlala

SAB's board of directors yesterday announced it was keen to call in a mediator to resolve the dispute but would not increase its wage offer. Company representative Adrian Botha said management was prepared to talk about improving employment conditions other than wages

The carefully worded statements, which come against a background of escalating violence around the strike, indicate both parties may be seeking a way out of the deadlock.

Although Fawu has received pledges of solidarity from SAB's biggest customers, the National Taverners' Association (NTA) and the Ukhamba Liquor Association, the prospects of a successful consumer boycott seem doubtful

A beer boycott in the townships is not likely to be received with widespread enthusiasm. Already Ukhamba, which represents 1 500 black bottle store owners, has announced it would not call a boycott as this would be "self-defeating". A number of shebeen owners in Soweto are opposing the boycott which they feel could lead to spiralling violence between supporters and opponents of the boycott.

SAB claims that it is currently producing more beer than at this time last year and appears to have stockpiled supplies in order to sit out an extended strike. However, there are signs that the strike is disrupting supplies of certain brands and this could push the company into renewed talks.

Some 6 000 striking workers at seven breweries and hundreds of depots around the country are demanding a wage hike of R1,50 an hour (38 percent). The company is offering an increase of 75 cents (16 percent) which it says will take the minimum wage to R1 063 a month.

Last week SAB said it was using armed guards to ride shotgun on its delivery trucks after a driver was shot dead in Durban. SAB now reports a child of a staff member is in a critical condition after a fire-bomb attack in Pietersburg.

There have been a series of other violent incidents and at least seven union members are under arrest and face assault charges.

Sowetan 3/11/89

Mandela free in January?

SOUTH Africa has provisional plans to free Nelson Mandela in January, Government sources said on Thursday.

The planning is for one source said, but emphasised no specific date had been set for the release of the world's best known political prisoner.

Mandela, in jail since 1962, is serving a life term for plotting to overthrow the Government.

The sources said the Government of new President FW de Klerk was also looking at the possibility of other reforms long demanded by leaders of South Africa's voiceless black majority and the world community.

These included lifting a ban on the African National Congress (ANC) and ending a three-year-old state of emergency.

While no timing has been fixed for any of these actions, the fact that Pretoria is considering them underlines the transformation in South African politics since De Klerk ousted former president PW Botha in August.

11/03/89
Sowetan 3/11/89

Fawu workers restrained from violence

Supreme Court Reporter ^{7/1/54} (7/1/54)

A FINAL order was yesterday granted against 108 workers interdicting and restraining them from interfering with or intimidating Premier Milling employees or temporary staff

The workers, all members of the

^{VCLA} Food and Allied Workers Union (Fawu) were further interdicted and restrained from damaging the company's property or obstructing normal operations at the Premier factory in Malta Road, Salt River

Mr Justice H L Berman presided. Mr R Brasser instructed by Mr P C Faber of Sonnenberg Hoffman and Galombik, appeared for Premier Milling.

SAB mediation offer: Workers meet today

CAT Times 3/11/89

140A

Labour Reporter

REPRESENTATIVES of 6 500 striking SA Breweries (SAB) beer workers will meet in the city today to consider a company offer that the turbulent three-week dispute be referred to mediation.

Confirming the meeting yesterday, Food and Allied Workers' Union (Fawu) national organiser Mr Rajin Naicker said it would be attended by the union's national office-bearers and SAB shop stewards' committee

But the strike-bound beer giant would not move from its final offer of a 16% wage increase, SAB spokesman Mr Adrian Botha said yesterday

And as management proceeded with civil actions against alleged strike-related violence, the union "unequivocally" renounced the use of violence

Fawu had called on the beer giant to "review its mandate" regarding the final 16% offer, but SAB had refused to consider this, Mr Botha said.

Meanwhile, 150 Ohlsson's Brewery workers were arrested in Butterworth in Transkei on Wednesday following "severe intimidation", SAB said

About 300 striking workers at the company's Newlands brewery are set to stage their second picket in three days this morning

On Wednesday the company was awarded an interim interdict, in consent with union lawyers, restraining

Newlands workers from assaulting or intimidating other employees

A striker was arrested, but immediately released and warned to appear in court, after a casual worker was allegedly beaten up by strikers outside the brewery on Wednesday.

Outlining its position on strike violence, Fawu noted with concern "aggravating factors" such as casual workers openly carrying weapons, the continued police presence and the company's ban on picketing on its premises

Fawu said it believed that striking workers had the right to picket peacefully under the then existing strike code, but management had refused to negotiate the issue.

Commenting yesterday Mr Botha said: "It is not our problem if they (strikers) are picked up by police."

He dismissed "as absolute nonsense" claims that some casual workers were armed, adding that the police would not be present if there was no violence.

● Lawyers acting for Fawu said yesterday that SAB had not "won" an interdict on November 1, as was reported in the Cape Times yesterday.

The interim order was granted by consent, with Fawu and the other respondents being given the right to oppose the order and anticipate its return date.

Unions condemn use of convict labour on farms

3-9/11/89



TRADE union representatives and social workers have demanded a full investigation into allegations that black convicts are still being used as forced labour on farms and industries in rural areas of South Africa and that many of them suffer serious abuse.

The Paper Print Wood and Allied Workers' Union (Ppwawu) said it was shocked to learn that "the barbaric practice of using prison labour by farmers, forests, government bodies and other individuals" is widely practised and demanded a full enquiry.

By EDDIE KOCH

into abuses of the system

The National Union of Mineworkers (NUM) responded to reports that prisoners are used as unskilled surface labour on some mines in the Barberton district by accusing some mine owners of practising "slavery under the guise of prisons labour".

Said NUM general secretary Cyril Ramaphosa, "While about four million people are unemployed, it is shocking that mine bosses use vic-

tims of apartheid laws as labour rather than alleviating the current crisis of unemployment. The victims of re-trenchment should be given an opportunity of making a living in the mining industry rather than to use prisoners in their place".

The *Weekly Mail* last week reported that the use of convicts and parole labour was widespread in parts of the Transvaal and Natal despite an undertaking by the government in 1986 to phase out the system because it violated international trade agreements.

The SA Prisons Service responded to the *Weekly Mail's* investigation by saying that prisoners voluntarily went out to work as part of a training programme designed to reintegrate them into society.

But a representative for the National Institute for Crime Prevention and Rehabilitation of Offenders (Nicro) this week confirmed that the organisation was aware of parolees being abused under the prison labour system.

"Nicro as an organisation concerned with the welfare of prisoners and ex-offenders is acutely aware of the vulnerable position prisoners and parolees find themselves in vis-a-vis employment," said Nicro national director John Pegge.

The organisation, however, added, "In Nicro's experience the prison authorities are acutely aware of the vulnerability of prisoners to exploitation in these particular situations and go to great lengths to prevent such exploitation from taking place."

Ten years ago the Legal Resources Centre in Johannesburg, which had been requested to deal with cases of severe assault on convicts, said that the "voluntary" nature of the scheme seemed extremely doubtful.

"Almost without exception parolees interviewed said they had not been offered any choice as to whether they wished to work on parole or where they wished to work." Former convicts interviewed by the *Weekly Mail* confirmed that this pattern persists today.

Ppwawu said the use of prison labour was banned internationally.

1404

GILLETTE 'RESTRUCTURING'

Cutting edge

Departing foreign investors will no doubt be taking note of the cost of the exercise following the deal struck between Gillette USA and Cosatu's Chemical Workers Industrial Union (CWIU)

The union has described it as the "best ever for SA workers" and provides the example of a 36-year-old worker earning R1 200 a month (with 18 years at the firm) who will take out R26 000

However, Gillette MD John Ford says it is too early to calculate exactly what the retrenchment deal will cost the firm — but, he says, it is expensive

The package includes up to two months' notice depending on age and length of service, 12 days pay a year of service, and repayment of pension credits including employer contributions and interest. The union says workers will get between R5 000 and R35 000

Technically, however, Gillette is not disinvesting

It has sold its Springs factory to a local firm, Twins Pharmaceutical Holdings, and will move to offices in Bedfordview from where it will distribute and market its imported products. A Twins spokesman says, "Products will continue to be manufactured at the Springs plant. These include all the products currently manufactured there (toilettries and Jiffy bags)." He says Twins bought the plant and has agreed to employ 100 of the work force currently working there in terms of an agreement with Gillette.

This means that jobs for 50 employees will not be offered — though Ford says the redundancy offer is open to all. He says the firm will shut the blade manufacturing plant which brought in less than 20% of turnover; of 250 workers currently employed, 100 will be offered work at the new offices

Ford adds that the move is part of rationalisation in up to 10 countries — and both the union and Gillette agree that this is not disinvestment in the usual sense

As an "inducement" for the 100 workers to take up the Twins job offer, Gillette has offered two months' salary which the union says works out at an average of R3 000. Gillette has also guaranteed that all current conditions of service will be maintained for 18 months

Ford says about 15 workers were already in the age and service group where they would have been pensioned off in the next two years.

CWIU organiser Nelson Mthombeni says more than 50 employers could take the offer. The package followed deadlocked negotiations over retrenchments. "In the middle of this, the company suddenly said events had overtaken them and that they wanted to talk disinvestment. Then we drew up the agreement"

Later, all agreed to drop the term "disinvestment" in favour of "restructuring."

Fuo

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The test of taste

Are 80% of SA's beer drinkers committed enough to the black political struggle to abstain from their cherished habit?

The answer could determine who will win the bitter — and violent — wage dispute between SA Breweries (SAB) and Cosatu's Food and Allied Workers Union (Fawu). About 6 000 Fawu members are on a legal strike at seven breweries, two malting plants and 13 depots nationally. The action entered its fourth week on Wednesday.

The union has appealed to the townships to refuse to drink beer until the company pays its workers a minimum of R6,50 an hour (up 38% on the current R4,50). SAB has offered R5,45 (16%). At least 80% of SA's beer drinkers are said to be black.

Last week, after being canvassed by the union, key township liquor traders and organisations came out in support of a black consumer boycott of beer. Major SAB clients, the National Taverners Association (NTA) and the SA Taverners Association (Sata), said that, from Monday, they would withdraw their buying power from SAB while the strike lasts. The National Stokvels Association of SA also joined the action.

Taken together, the groups control large numbers of licensed and unlicensed shebeens (township pubs and drinking clubs) which

supply township consumers. However, it is debatable whether the NTA controls 65 000 traders and 80% of SAB's customers — as it claims it does. Some sources say there are 14 000 licensed black traders, of which the NTA controls 15% and 30% of SAB's sales.

Nonetheless, the test of the boycott strength will be known only on Monday, according to Fawu assistant general secretary Mike Madlala. He says the union hopes to slash township consumption by at least half (or 40% of beer consumption nationally).

SAB, however, continues to state that union agitation has left it unperturbed. Public affairs manager Adrian Botha says "We have seen no visible effect on our sales. Production is increasing and previous shortages of brands and packs are almost resolved in some areas."

Not monolithic

He adds that it looks as if the township taverners are "less than totally unified". However, Botha does admit that sales have been lost in East London where a boycott has been in place for over a week.

Botha's comments are reinforced by the response of the Ukhamba Liquor Association which, on Monday, declined to support the boycott, saying it had "contractual obligations" to its 12 000 employees and was also bound to provide the community with the required goods and services. Ukhamba, however, undertook to "interact" with various communities and to ensure "maximum support for all workers," particularly those employed by SAB and Ukhamba.

Reported outbursts from irate shebeeners indicate that protests against the boycott could become violent. However, the number of violent incidents favouring the strikers has been excessive, with one non-striker shot dead at the wheel of an SAB truck in Durban.

In another incident, a worker was stabbed, allegedly by a Fawu shop steward, in Kimberley.

SAB says the child of a non-striker has been critically injured in a fire-bomb attack on his home in Pietersburg. Fawu denies involvement but concedes that "dependants and sympathisers" may be involved.

Unfortunately for SAB, the townships have a history of violently enforcing liquor boycotts. Mob attacks on government-owned beerhalls were so effective that most have been burned to the ground or privatised. The State has almost totally withdrawn from this market.

During the 1984-1986 unrest, gangs of youths forced liquor drinkers to swallow buckets of water and washing powder solutions — termed the "Omo treatment".

Efforts to resume negotiations are under way with the parties both stating they are willing. As summer approaches, the pressure on both sides must be enormous. It is of course open to SAB to pay the strikers what they want — and raise the price of beer to fund the raise. ■

frail 3/11/89

frail 3/11/89⁴⁷

Eskom, NUM ^{CMT} agree ^{7/11/57} on trust fund ⁽¹⁴⁰¹⁾

JOHANNESBURG — Eskom and the NUM have reached agreement on the establishment of a trust fund, financed initially by a R1m Eskom contribution, to facilitate self-help projects for approved applicants among 900 employees forcibly retrenched since the beginning of the year.

In a joint statement this week, Eskom and the NUM said they viewed this undertaking as breaking important new ground in response to the problem of retrenchment in SA today.

A union official said the union would encourage NUM members among the affected ex-employees to fit into its broader programme of co-operative development in which the main thrust was the production of materials for, and construction of, low-cost housing.

The agreement arose from the shutdown or mothballing of 13 power stations announced a year ago which was expected to cost 5 000 jobs. The majority, to whom the scheme did not apply, took a voluntary retrenchment package.



Picture ANDREW INGRAM, The Argus

STANDING FIRM A striker holds her poster up high in the face of police warnings that the picket was an "illegal gathering"

Strikers picket Newlands brewery

By ANDREA WEISS
Staff Reporter

STRIKERS held a peaceful picket outside Ohlsson's Brewery in Newlands for more than an hour this morning

The picket came two days after SA Breweries were awarded an interim interdict restraining workers from "assaulting or intimidating" casual employees

The strikers lined up outside the front and back entrances of the brewery and displayed posters to dissuade casual workers from taking their jobs

Vehicles leaving the SAB grounds ferrying casual workers to other transport points were greeted only with raised posters

Elsewhere, casual workers were spotted climbing over a fence to avoid the picketers

Shortly after 7am police arrived at the main entrance in Boundary Road and warned the strikers to disperse. They responded by calling the other group of men from the back entrance to join them

Together, the group numbered about 60

Nobody was arrested and the strikers returned to Community House in Salt River shortly after 9am

Food and Allied Workers' Union representatives meet in Cape Town this evening to discuss the latest move by the SAB in the strike of 6 000 workers nationwide

The breweries have proposed a mediator and a date of mediation to end the strike. However, they have refused to budge on their 16 percent wage offer. The offer will be one of the chief points of discussion

● Police ordered an Argus reporter and photographer to leave the scene at the brewery early today. Asked for an explanation, a police spokesman later said the picket was an "illegal gathering", the strikers had been warned to disperse and the police had been about to take action against them in terms of emergency regulations

INSIDE:

BEER BOYCOTT blues

STAN HLOPHE

TOWNSHIP nightclub and sheebeen owners have expressed deep concern over a call by Food and Allied Workers Union (Fawu) to boycott SAB products in support of its striking members, as they fear it could force them to close shop.

Although taverners' associations countrywide and community organisations have agreed in principle to support the four-week wage strike, a number of businessmen admitted this week they were feeling the pinch.

After a meeting last week with Fawu, a range of black business organisations — including the 9 000-strong National Taverners' Association (NTA), South African Taverners' Association and the National Stokvel Association of South Africa — agreed to "withdraw their buying power" from SAB.

Since then, the black liquor traders' association, Ukhamba, has expressed

SAB strike could force us to close shop — taverners

solidarity with the strikers but declined to endorse the boycott. "The association has contractual obligations to its 12 000 employees nationally, and to provide the community with the goods and services it requires," it said.

Ukhamba and Fawu were locked in a meeting in Johannesburg last night.

Mr Peggy Senne, president of the NTA, said the boycott was hurting sheebeen owners, but they were prepared to make the necessary sacrifice.

NTA vice-chairman Mr Ray Mollison added that the Soweto Taverners' Association would hold an urgent meeting at Uncle Tom's Hall on the dispute. Among the topics for discussion were intimidation and damage suffered by sheebeen owners since the strike began, Mr Mollison said.

"The sooner the strike is settled, the better for everybody concerned. Nobody is a winner in this game."

Nightclub owner, sheebeen king, taxi owner and sports promoter Mr Godfrey "Godfather" Moloi expressed fears that the boycott would result in black-on-black violence.

Mr Moloi, owner of the R500 000 Blue Fountain International complex, said the black liquor trade was a huge industry. There was concern that thousands of people could lose their jobs as a result of the boycott.

"What happens to the people we supply who depend on selling beer to educate their children? They will suffer because of people who can't or won't reach agreement with their employers."

Boycotting SAB was not the answer, because the beer giant would target its products at alternative markets.

"Since you can't keep the drinking man thirsty, the guzzlers will follow wherever there is a well," he said.

"We in the business sector are doing our part in the struggle by trying to uplift the lot of our fellow blacks. You don't take the whole community to war. You take the soldiers to war while others keep the home fires burning."

Meanwhile, SAB has reported further incidents of strike-related violence this week, including the fire-bombing of a house, in Pietersburg which left a child in a critical condition.

The company won a Supreme Court order restraining Fawu from intimidating or harassing temporary workers at its Newlands brewery in the Western Cape.

Fawu complained of persistent SAB attempts to link the union to the violence, despite the fact that it had done its utmost to ensure the strike was peaceful.

Settlement remained a distant prospect this week, after Fawu rejected an SAB proposal of mediation. The company stressed that it would not revise its wage offer.

Fawu's Mr Ernest Buthelezi said the union had no objection in principle to mediation, but expected the company to enter the process with an open mind.

Violence must stop, say beer strikers

W/C 1/16/63 4/11/63 1/1/63
By ANDREA WEISS
Weekend Argus Reporter

THE Food and Allied Workers Union, representing 6 000 striking South African Breweries workers, has unequivocally renounced the use of violence

In a Press statement issued by its lawyers Fawu said it renounced violence but noted with concern aggravating factors including

- Dangerous weapons openly carried by casual workers,
- The continued presence of the police, and
- The refusal of SAB to allow picketing on its premises

The union said it believed that striking workers had the right to picket peacefully

Because they were not allowed to picket on SAB premises, in accordance with a

code drawn up at the start of the strike, strikers were forced to picket outside, where they had daily been confronted by police

The release said "Fawu believes in the principle of freedom of association and the right of strikers to organise support for their struggle in a disciplined and peaceful manner

Own choice

"In line with this principle Fawu believes strikers have the right to freely associate outside the company's premises and to explain by peaceful means the reasons for the strike to casual and permanent SAB workers

"The individuals concerned are free to make their own choices"

SAB spokesman Mr Adrian Botha said on the question of a strike code "We have tried to get strike rules at all plants. We have only been successful at a few and even at the few, strike rules are ignored"

He denied that casuals were carrying dangerous weapons

Police were only called in if there was violence, he said

Our Durban correspondent reports that Fawu national organiser Mr Rajid Naicker said the time had come for both parties "to take a more responsible attitude" towards violence

Mr Naicker also said SAB claims that the union was not prepared to re-assess its demands were not true "Our position is open to negotiation and our demands are not a final offer"

Court permits miners' march

By Cathy Stagg and Drew Forrest

A march by 10 000 miners will take place through Johannesburg on October 28

This was a settlement reached in the Rand Supreme Court yesterday

The National Union of Mine-workers brought an urgent application against Johannesburg City Council because permission for a march tomorrow had been refused

NUM general secretary Mr Cyril Ramaphosa said in papers that although he and the NUM president had been invited to one of the dinners organised for management of the mines, the workers had not been invited to take part in this year's Chamber of Mines centenary

Most of NUM's members felt the contribution of the mineworkers themselves had not been sufficiently recognised and that many of their aspirations remained unfulfilled after all these years, he said

The executive decided a march

was a peaceful way to make its members' feelings known

The settlement reached yesterday was made an order of the court

● The reality behind the Chamber of Mines centenary festivities was the repression of black miners and poverty wages, Mr Ramaphosa said in a statement yesterday.

He criticised the "thousands of rands squandered on newspaper and TV advertisements to glorify the supposed economic wonder" performed by the Chamber

For miners, he said, the Chamber was synonymous with mass retrenchments, bans on union meetings, assaults by mine security officials and other repressive measures

Black miners' wages were among the lowest in South Africa Whites earned on average six times as much as their black counterparts

"This year the Chamber refused to pay miners a minimum monthly wage of R543, as it claimed it could

not afford to," he said

The Chamber said in a statement that while it did not agree with what the NUM said, it defended its right to say it

"The Chamber welcomes the fact that it appears the NUM will be allowed to hold a protest march. We are, however, disappointed at the NUM attitude, especially on allegations of racism

"These allegations have no credibility when tested against the successful record of action by the Chamber over the past decade, especially to eradicate discrimination in employment on the mines, and its continuing efforts

"As recently as this week, the Industrial Court ruled in the Chamber's favour in an action brought by the Chamber against the Council of Mining Unions because of the council's refusal to admit skilled black, Asian and coloured employees as members of the Mine Employees' Pension Fund"

S. Times 5/11/81
140A

No pints as strike hits beer supplies

By ROBYN CHALMERS

PINTS are out for beer lovers this week, but drinkers in search of cans or dumpies should have no problems if they go to the big liquor outlets.

The SA Breweries beer strike is now well into its fourth week with little hope of an immediate settlement.

Contingency plans have enabled SAB to supply liquor stores with stocks, although there have been widespread distribution problems

The only major affect the beer strike has had on bottle stores has been the unavailability of pints

Rebel managing director Trevor Pearman said deliveries had been severely disrupted.

Boycott

The chain has been buying stock from South West Breweries in order to boost depleted stocks.

Magnum manager Chris van der Merwe said he had been unable to buy any pints at all. Otherwise, Magnum had sufficient stocks, but Mr van der Merwe said smaller liquor outlets had been badly hit.

They have had to either collect supplies direct from SAB or get them from the larger stores.

A mediation proposal by SAB was this week rejected by the Food and Allied Workers' Union.

SAB wage offer 'final'

Art Times 6/11/59
(140A)

SA BREWERIES (SAB) was not going to improve its wage offer to the 6 500 striking Food and Allied Workers' Union (Fawu) members simply to allow the union to save face, SAB beer division MD Mr Graham Mackay said at the weekend

He said he believed the company had negotiated to exhaustion at negotiations, conciliation board and mediation proceedings

The company was prepared to discuss other issues in its proposal with Fawu, such as shiftwork and overtime

"But we regard our final wage offer as final. If they are looking for a face-saver, we will not co-operate," he said in response to union statements that Fawu was prepared to substantially reduce its 38% wage demand

Meanwhile, Fawu said it would first report back to its national executive committee on Friday before finally deciding on a management offer that the dispute be referred to mediation

Mr Mackay said SAB's contingency production plans, which had been well laid long ago, had proved "extraordinarily successful". The company was building up stock for its summer peak season — Own Correspondent and Labour Reporter

SAB rules out face-saver for union

SAB was not going to improve its wage offer to the 5 500 striking Food and Allied Workers' Union (Fawu) members simply to allow the union to save face, SAB beer division MD Graham Mackay said at the weekend.

Mackay said he believed the company had negotiated to exhaustion at negotiations, conciliation board and mediation proceedings. By yesterday no word had yet been received from Fawu on decisions made at its weekend meeting on the strike.

SAB's Adrian Botha confirmed that seven monthly paid employees at the Rosslyn Brewery had been dismissed.

He said the seven, laboratory technicians, were not part of the bargaining unit affected by the wage dispute and therefore there was no legitimate reason for their absence from work.

He said the industrial court had recently

ALAN FINE

ruled in favour of the company on a similar dismissal which had occurred during a strike in Port Elizabeth earlier this year.

Mackay said the company was prepared to discuss with Fawu other issues in its proposal, such as shift work and overtime.

"But we regard our final wage offer as final. If they are looking for a face-saver, we will not co-operate," he said in response to union statements that it was prepared to substantially reduce its 38% wage demand.

Mackay said SAB's contingency production plans, which had been well-laid long ago, had proved "extraordinarily successful". The company was building up stock for its summer peak season, partly due to raising production at one brewery by a round-the-clock operation.

● Picture: Page 3

Handwritten notes and signatures in the right margin, including a date "26/1/89".

100

Defy beer boycott

calls

OWNERS of nine Soweto bottle-stores last night decided to defy a call to boycott SAB products as the wage strike by the members of the Food and Allied Workers' Union entered its fifth week yesterday.

Mr Martin Sebesho, spokesman for the owners, who are operating independently from the National Taverniers Association (NTA), said although they sympathised with the striking workers, they felt obliged to resume beer sales from tomorrow "in order to keep our businesses operating".

The decision was taken at an emergency meeting yesterday as Soweto was experiencing one of the driest periods in many years.

By Kenosi Modisane and Sy Maseringe

Sebesho said beer contributed 80 percent of their trade.

He said the "continued non-supply of beer" might jeopardise their licences as the Liquor Act stipulated that bottle-store owners must supply all brands of beer.

"Bottle stores are owned by individuals who are independent of any company as far as financial backing is concerned. Unless plans are advanced on how we could recover our costs, we would have no choice but to resume beer sales," Sebesho said.

Meanwhile, many people had to cancel stockvels and parties at the last minute due to the scarcity of beer.

● See page 5.

Sowetan
7/11/89



Beer boycott: Taverners to meet Fawu

Labour Reporter

Black taverners are to meet the Food and Allied Workers Union (Fawu) in Soweto today after reports of mounting harassment of liquor outlets since the launch of the national beer boycott

The boycott, which started 10 days ago, arose out of the month-long wage strike by 6 000 workers at South African Breweries (SAB).

Confirming the Transvaal meeting, National Taverners' Association representative Mr Caleb Zulu said thugs had smashed beer bottles in raids on at least 11 Soweto shebeens since the boycott began

A shebeen owner in the East Rand township of Tembisa had lost 56 cases of beer at the weekend. Fawu had promised to investigate, he said.

Fawu officials remained tight-lipped about the outcome of a national strike committee meeting last week. It was expected to yield a formal response to SAB's proposal of mediation to end the dispute.

TO: 14:04

68/11/89
stop



Beer workers fired as strike starts 4th week

140A

AR6UJ 7/11/89

Staff Reporter

NINE workers have been dismissed at the SA Breweries Rosslyn plant in Johannesburg as the strike of 6 000 Food and Allied Workers' Union (Fawu) members drags on into its fourth week.

The dismissed workers were all monthly paid employees and "not party to the bargaining" according to SAB spokesman Mr Adrian Botha

In the meantime Fawu has rejected an offer by SAB for mediation while the company remains inflexible on its final wage offer of 16 percent across the board.

Fawu is demanding a 38 per-

cent increase on the basic minimum wage

SAB has not responded to Fawu's rejection because it is waiting to hear from the union, Mr Botha said today.

The Cosatu Witwatersrand branch said in a statement "With the strike entering its fourth week, SAB is still reluctant to come before the negotiating table and address the demands of workers. This attitude is not new. We also believe that SAB had a hand in the drafting of the new Labour Relations Act which is responsible for the industrial conflict in the country"

● The Argus Correspondent in Johannesburg reports that the strike by railway workers

escalated today and South African Transport Services now estimates that 6 000 workers — about a third of the total black workforce — are now refusing to work in the Southern Transvaal

Sats labour director Mr Jan Bredenkamp said the strike had spread to Johannesburg's Kazerne depot and the Eastern Transvaal coalfields. The East Rand is also affected

Indications are that Durban is also hard hit, although Mr Bredenkamp had no figures. Sats says 700 workers were on strike in the area yesterday.

Yesterday the SA Railway and Harbour Workers' Union estimated 10 000 were on strike nationally

Cosatu call for backing of SAB strikers

COSATU yesterday called upon all beer consumers, shebeeners, taverners and their associations to support the South African Breweries (SAB) workers who are on strike over wages by withdrawing their buying power from the brewery.

In its monthly Wits Regional Executive Committee meeting held at the weekend, Cosatu resolved to call for the boycott of all SAB products.

With the strike entering its fourth week, SAB is still reluctant to come to the negotiating table and address the demands of the workers, Cosatu said.

This attitude is not new it has been seen in the past and we also believe that SAB had a hand in the drafting of the new LRA (Labour Relations Amendment Act) which is responsible for the industrial conflict in the country," a union spokesperson said.

We call on all our people to conduct this campaign in a peaceful and disciplined method and give the reactionary forces no loophole. The boycott will not end unless the demands of the workers are met," the spokesperson said.

Cosatu condemned the dismissals of about 300 workers in Windhoek, Namibia by SAB "We stand in solidarity with those workers and we will force the SAB to reinstate them unconditionally."

140A

Sowetan
7/11/89

(140A) B. Day 1/1/87

Sats strike claims conflict

THOUSANDS of Sats employees are on strike in the southern Transvaal and in Durban over wages, working conditions and in protest against privatisation

And the Cosatu-affiliated SA and Railway and Harbour Workers Union (Sarhwu) warned yesterday the strike was likely to spread if workers' demands were not met and management continued to refuse to recognise the union

Sats labour relations director Jan Bredenkamp said full recognition would not be granted until the union had registered and proved it had substantial membership, but management was already dealing with the union on local issues

Bredenkamp said the strike, which began on Wednesday at the Braamfontein and Springs depots, had spread to 10 Sats centres in Johannesburg and the East Rand and involved 1 200 workers. Over 700 employees had downed tools at Durban harbour and other Sats centres in the city.

But Sarhwu general secretary Martin Sebokwane said the number of workers on strike early yesterday was between 10 000 and 13 000. The union and management also gave conflicting accounts of the ef-

ADELE BALETA

fects of the strike

Bredenkamp said services were marginally affected and contingency plans were in place. The strike was localised and there was no indication of it spreading.

Sebokwane said commuter services from Soweto were disrupted yesterday and ticket offices closed. He said "gangs" of ticket collectors backed by management had attacked three striking workers at Mzinhlope station in Soweto.

Management comment on the alleged assaults was not available at the time of going to press.

Workers are demanding a wage increase to R1 500 a month minimum. The current minimum is R600.

Sebokwane dismissed Sats' claim that between 2% and 4% of the 178 000-strong labour force were on the bottom rate. It was about 90%, he said.

Workers were also objecting to the company's use of disciplinary and grievance procedures to "get rid of employees" to pave the way for privatisation to which workers were ideologically opposed.

NUM wants inquiry order overturned

The NUM is to ask the Rand Supreme Court next month to overturn the presiding officer's decision at the 1986 Kinross mine disaster inquiry which prevented the union from cross-examining witnesses

In June last year, at the Government Mining Engineer's (GME) inquiry into the deaths of 177 miners killed after inhaling the fumes of burning polyurethane, presiding officer Hen-

7/11/89
EDYTH BULBRING

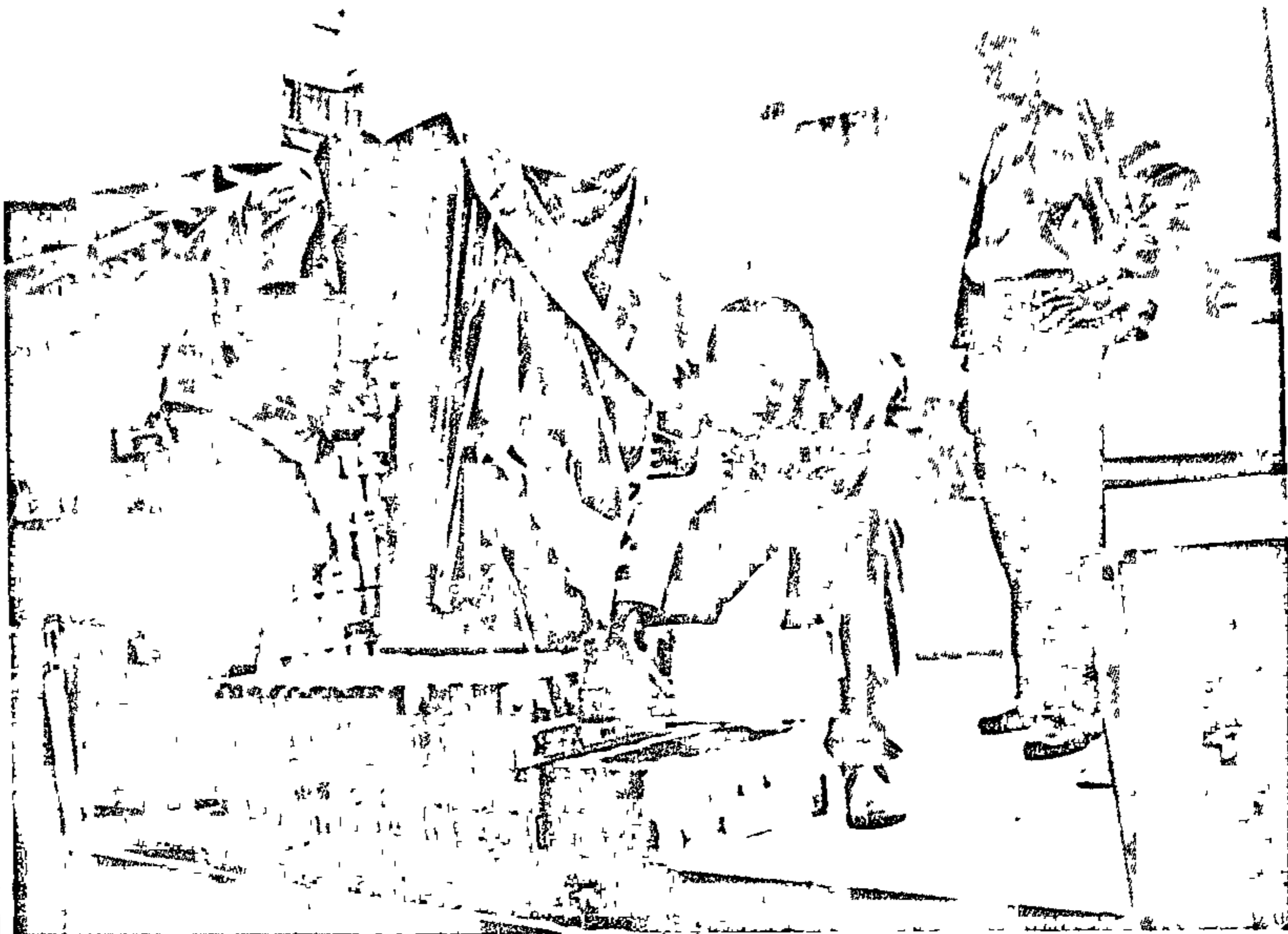
rie Liebenberg ruled that NUM's legal representatives could not cross-examine witnesses and the inquiry was completed in three hours

The application on November 27 is to be brought by the union, a survivor of the accident, and the father of one of the deceased against the GME, Liebenberg and the mine, which is

controlled by Gencor

NUM legal representative Paul Benjamin said the families of the 177 miners had also lodged claims for additional compensation based on the negligence of the mine.

The families are at present receiving ordinary compensation — a pension. The claims will be considered by the Workmen's Compensation Commissioner.



BITTER . . . Strike-bound SA Breweries has appointed armed guards — like the one here — to “ride shotgun” on beer trucks after an SAB driver was shot dead near a Durban brewery.

SOUTH AFRICAN Breweries’ four-week-old strike by 6 000 employees could become South Africa’s longest ever, Food and Allied Workers’ Union assistant general secretary Mr Mike Madlala said in Johannesburg yesterday

And, another union spokesman said, the longer the strike continued, the less Fawu could guarantee control over strikers. He said the union’s accountability for strike-related violence “lessened as the strike drags on”

By last night there was

SAB strike ‘could become longest ever’

Cape Times 7/11/89 1407

no sign of either party resuming talks, with Fawu stating that it was not prepared to meet SAB management for mediation, while the company remained inflexible on its final wage offer

At a weekend meeting of union office-bearers and SAB shop stewards in Cape Town, the union

decided to reject the company’s conditional attitude towards mediation as a way of resolving the wage dispute

SAB human resources manager Mr Rob Childs last night reiterated that the company would not negotiate back-paying strikers, nor its final wage offer

In a further incident of

alleged strike violence, a supervisor at SAB’s Germiston plant was stabbed and his Tembisa home attacked at the weekend, the SAB said yesterday

Nine Fawu members have been dismissed during the strike, they confirmed — Sapa, Own Correspondent, Labour Reporter

Thousands of SATS workers on strike

CPA Times 7/11/57
Own Correspondent

JOHANNESBURG — Thousands of SA Transport Services employees are on strike in the Southern Transvaal and in Durban over wages and working conditions, and in protest against privatisation.

And the Cosatu-affiliated SA Railway and Harbour Workers' Union warned yesterday that the strike was likely to spread if workers' demands were not met and management continued to refuse to recognise the union.

SATS labour relations director Mr Jan Bredenkamp said the strike began on Wednesday at the Braamfontein and Springs depots.

SAB warns strikers



Editor of Sapa makes statement in court

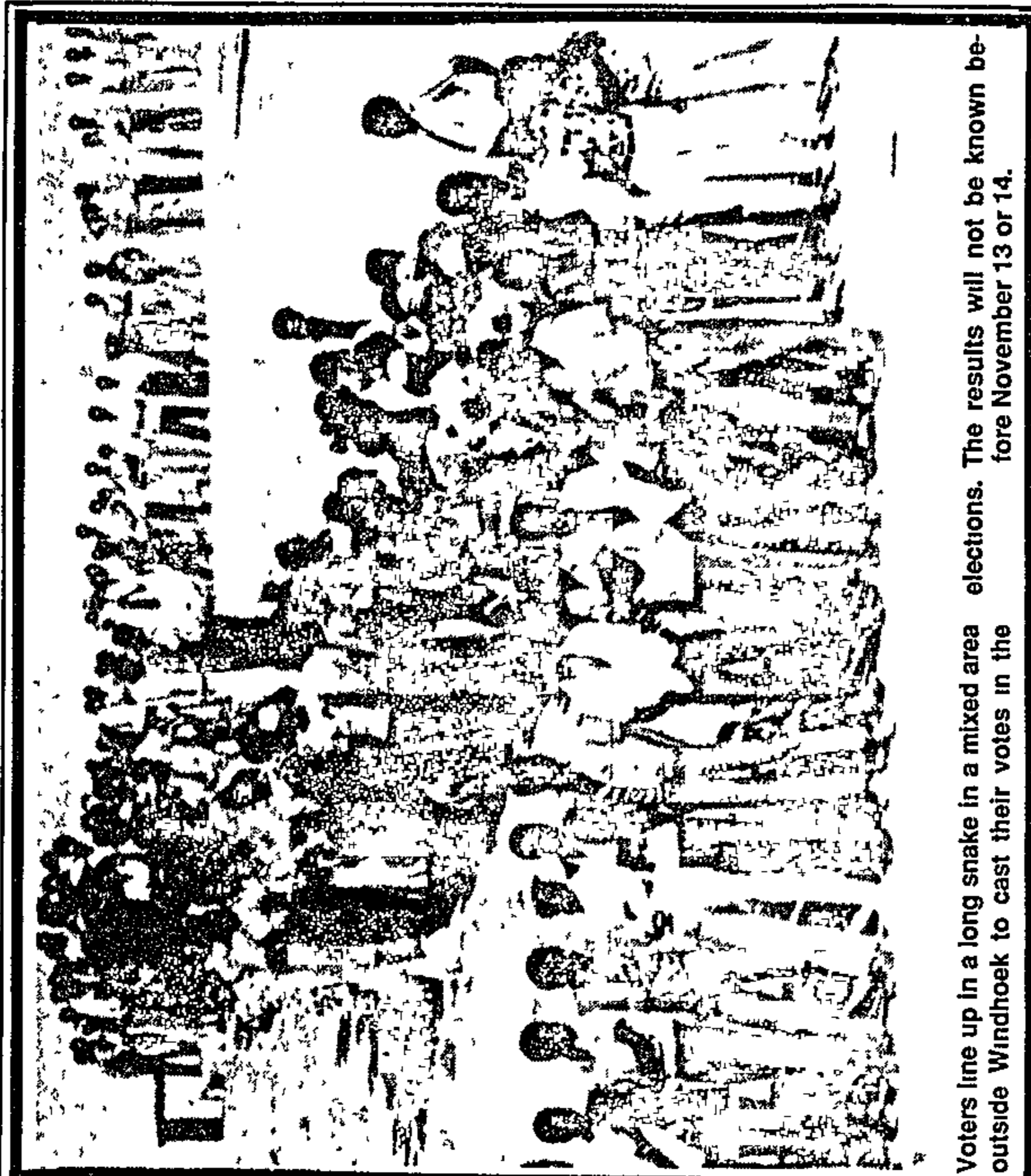
THE editor of the South African Press Association, Mr Edwin Linington, made a statement before a magistrate yesterday in terms of Section 205 of the Criminal Procedure Act.

Linington, who had been subpoenaed to make a statement about the receipt and transmission of a Press release from Cosatu in July this year, told the magistrate, Mr J F Zeelie, he was making the statement most reluctantly.

After making the statement under oath, prosecutor Mr A van Wyk told the court that Linington had satisfied Section 205 of the Criminal Procedure Act and no further information was required from him.

Cosatu

Linington told the magistrate he had been



Voters line up in a long snake in a mixed area outside Windhoek to cast their votes in the elections. The results will not be known before November 13 or 14.

Durban bathing puzzle

SUNBATHERS face an apartheid puzzle in South Africa's premier beach resort this summer after Durban City Council decided to retain beach segregation.

News in brief

Mr Mogomola recently joined Sabta as marketing chairman.

THE Food and Allied Workers Union threat to maintain its 6000-strong worker strike at SA Breweries plants countrywide until next year will cost the lowest paid employees at least R4060 in lost wages by January 1, the company said in a statement yesterday.

Excluding benefits such as meal subsidies and long-service allowances, Grade One employees had already lost R480 in back-pay - because strikers forfeited their back-pay when they embarked on the strike on October 10, the statement said.

There was still no noticeable effect overall of the beer boycott and the company foresaw no major interruptions of supplies.

The company again expressed concern for liquor traders who were being forced to lose their livelihoods for the sake of people who were refusing one of the highest wage packages in the country.

Soweto shebeens unanimously decided yesterday to resume operations in defiance of the boycott call

BY KENOSI MODISANE and SONTI MASEKO

Spokesman Mr Lucky Michaels said it was suicidal for shebeens to stop selling beer.

He however urged Fawu to look for an alternative way of calling for support.

Other shebeens expressed support for the decision taken by STA. They urged boycott organisers not to involve students in the on-going fracas.

Fawu spokesman Mr Mike Madlala said his association was against the violence that led to two deaths on the East Rand and two serious injuries in Soweto at the weekend.

An SAB spokesman said "We have received calls from shebeens who have been attacked and their beer supplies destroyed".

Strike-related violence continues - the latest reported victim, a supervisor at SAB's Wadeville depot, has been hospitalised at Garden City Clinic with a brain haemorrhage following an attack on him over the weekend, the company said.

Sowetan 8/11/89

Rail strike mounts

THE strike by black railway workers escalated yesterday, and the South African Transport Services now estimates that 6000 workers - about a third of the total black workforce - are refusing to work in the Southern Transvaal

Sats labour director,

Mr Jan Bredenkamp, said the strike had spread to Johannesburg's Kaserne depot and the Eastern Transvaal coalfields. The East Rand is also affected.

Indications are that Durban has also been hit, with 700 workers on strike there on Monday

Yesterday the SA Railway and Harbour Workers Union estimated that 10 000 workers were on strike nationally over demands for a "living wage" of R1 500 a month, the recognition of Sarhwu and in protest

against a newly-introduced disciplinary procedure

Sarhwu general secretary Mr Martin Sebakwane said bands of anti-union railway workers on Monday attacked strikers at railway stations in Soweto and Germiston

Attacks

The attacks, largely involving ticket collectors, were "aimed at provoking strikers"

He said three members had been hospitalised after being attacked at Mzimhlophe Station in

Soweto. One, Mr Labrus Chinawe, had been shot in the back

And at Germiston Station a similar group had assaulted workers wearing Sarhwu badges and T-shirts. Police confirmation of the incidents could not be obtained

The disciplinary procedure had been used to "unfairly" dismiss over 1 000 workers, he said. The union saw this as disguised retrenchment

Sats said yesterday the procedure was in line with private sector practice.

140A

B. Day 8/11/89

Violence prompts tavern owners to end beer boycott

SOWETO shebeen-owners told the Food and Allied Workers Union (Fawu) at a meeting yesterday they were ending — with immediate effect — the beer boycott many had supported for the past week.

And the 350 Soweto Taverners Association (STA) members who attended the meeting at Soweto's Uncle Tom's Hall appealed to the union to take schoolchildren, who had been using strong-arm tactics, out of the controversy.

About 100 shebeen operators had their stocks damaged and were assaulted and robbed by youths enforcing the boycott of SAB products, STA secretary Ray Mollison said last night.

Last week the STA agreed to support a call by black organisations for a national "withdrawal of buying power from SAB" to support the union's 6 000 members who are on strike at SAB.

Yesterday's meeting was called to discuss the accompanying violence which Mollison said had worsened over the past weekend as youths went from shebeen to

THEO RAWANA

shebeen destroying stocks and assaulting people.

By the time Fawu assistant general secretary Mike Madlala arrived at the meeting, it had already been decided that operators would open up again, while the STA executive would report to Fawu and try to work out alternative ways of supporting the strikers.

Exorbitant

Arguments put forward were that taverners had given Fawu support for a week whereas SAB workers at Chamdor had never stopped working; bottlestore owners' association Ukhamba had declared it was opening its shops, Fawu was doing nothing to stop youths from harassing shebeen keepers, and coloured liquor operators in neighbouring Eldorado Park and Nancefield were servicing Soweto.

Speakers also claimed that cafe owners in the city were stocking up more than they had ever done before, and were charging

exorbitant prices.

Madlala said there had been problems with other organisations as well, and a meeting would be called to work out alternative strategies. Shebeen owners then called on him to defuse the situation by releasing a statement permitting them to open while this was being done.

He said, however, he could not make a unilateral decision as the resolution to boycott had been taken in conjunction with other organisations.

The STA executive agreed that a meeting would be held with Fawu and other organisations at the same hall tomorrow.

SAB said in a statement yesterday that Fawu's threat to prolong the strike until next year would cost the lowest-paid employee a minimum of R4 060 in lost wages by January 1.

"Excluding benefits our grade one employees have already lost R480 in back-pay which they forfeited when the strike started on October 10. In addition, by January 1 they will have lost 58 working days. Obviously, our higher-grade employees stand to lose far more."

CAT Trest

1, November 8, 1989 3

Shebeen beer boycott ended

JOHANNESBURG. — Soweto shebeen owners told the Food and Allied Workers' Union (Fawu) yesterday they were stopping the beer boycott many had supported for the past week.

And the 350 Soweto Taverners' Association (STA) members who attended the meeting at Soweto's Uncle Tom's Hall, appealed to the union to stop schoolchildren, who had been using strong-arm tactics, from participating in the controversy.

About 100 shebeen operators had their stocks damaged and had been assaulted and robbed by youths enforcing the boycott of South African Breweries' (SAB) products, STA secretary Mr Ray Mollison said last night.

Last week the STA agreed to support a call by black organisations for a national "withdrawal of buying power from SAB" to support the union's 6 000 members who are on strike.

Yesterday's meeting was called to discuss the accompanying violence which Mr Mollison said had worsened over the past weekend.

By the time Fawu assistant general secretary Mr Mike Madlala arrived at the meeting, it had already been decided that the operators would open up again.

Breweries strike claims 3 more lives

THE SAB strike has claimed three more lives with the deaths of two strikers and a student supporter, in two separate incidents, the Food and Allied Workers' Union (Fawu) said yesterday.

Fawu said all three were killed while participating in peaceful demonstrations aimed at garnering support for the boycott of SAB products

Two strikers were among a group demonstrating in Zola, Soweto, when they were accosted by a "gangster presumably hired by a bootlegger in the area".

And a student who joined Fawu members demonstrating outside a shebeen in Katlehong was killed when the shebeen owner opened fire. Two were injured

Fawu national organiser Rajin Naicker said the union was collecting statements from witnesses and, after consultations with union attorneys, would probably pass the information on to the police.

Police spokesmen said they had no information on the alleged killings. The first fatality of the strike was a Durban SAB driver, killed while making a delivery

Fawu said: "Workers have a belief SAB is involved in the hiring of these tsotsis," and called on the company to confirm its opposition to intimidation and violence

SAB spokesman Adrian Botha said the company treated "with contempt" any suggestion that it had supported violence. SAB's views had been made clear from the beginning, he said

Naicker said Fawu's NEC would meet this weekend to discuss the strike.

Beer boycott holds firm in Cape Town, eases on Reef

1401
Meus 8/11/87

THE beer boycott on the Reef and in Pretoria is threatening to collapse under pressure from township liquor retailers and nightclub owners but is still in force in the Western Cape.

Members of the National Taverners' Association (NTA) decided in Johannesburg yesterday to tell the Food and Allied Workers' Union (Fawu) that they were planning to start selling beer in Soweto today.

However, in the Western Cape, most shebeeners and taverners belong to an organisation affiliated to a rival body, the South African Taverners' Association (Sata), who have not backed down on their decision to suspend beer sales.

Guguletu

The biggest liquor wholesaler in Cape Town townships, Sivukile Liquor Wholesalers in Guguletu, confirmed today that they were not selling SA Breweries products nor were any other members of the WC Taverners' Association affiliated to Sata.

In Johannesburg, vice-chairman of the NTA, Mr Ray Mollison, said a meeting about the boycott was held yesterday by the NTA and Fawu.

It was decided that liquor retailers could no longer afford to back the boycott in support of Fawu.

"The NTA had to take practical measures, although reluctantly," said Mr Mollison.

Another meeting will be held tonight.

NTA's chairman, Mr Lucky Michaels, said NTA members had more to lose than the SAB workers and other organisations.

He said that in the week since the boycott started several members had been assaulted and had their property and stocks damaged by gangs of youths. He said only black shebeen owners were affected, while liquor traders of other colours benefited from the boycott.

SA Breweries said violence was continuing. The latest victim was a supervisor at the Wadeville depot who had been admitted to the Garden City Clinic with a brain haemorrhage.

SAB yesterday obtained a final interdict against Fawu.

The Pretoria Supreme Court granted SAB an interim interdict on October 11, evicting the striking Fawu members from SAB premises and restraining them from interfering in any way with normal operation.

The interim order issued by Mr Justice Kriegler calling Fawu to show cause why a final interdict should not have been made against them, was yesterday confirmed by Mr Justice Van Dyk after Fawu failed to furnish a cause — Staff Reporter and The Argus Correspondent.

'Gangsters' kill strikers

CAPT TmtS 9/11/89 140A

THE death toll in the beer strike rose to three this week when gunmen fired on workers picketing shebeens in Soweto and Katlehong, killing a striking SA Breweries worker and a pupil.

The Food and Allied Workers' Union (Fawu) said all three were killed while taking part in peaceful demonstrations aimed at getting support for the beer boycott.

One striker died when a group demonstrating in Zola, Soweto, were accosted by a "gangsters presumably hired by a bootlegger in the area", the union claimed.

A pupil who joined Fawu members demonstrating outside a shebeen in Katlehong was killed when the shebeen owner opened fire. Two others were injured.

Both incidents happened on Monday when workers staged demonstrations outside township shebeens selling SAB beers in defiance of a consumer boycott, Fawu said yesterday.

The union, which represents about 6 500 striking SAB workers, charged that the assailants were "gangsters" and "known thugs".

Fearing further attacks on its members, the union has provisionally sus-

pending all pickets against taverners and shebeeners, the spokesman said.

The Cosatu Wits region condemned the deaths and blamed SAB as it was "reluctant" to negotiate with the union and end the strike.

An SAB driver was also shot dead near the company's Prospecton brewery in Durban on October 23.

The company, meanwhile, has urged Fawu to call off the "self-appointed vigilante gangs who are terrorising shebeeners".

According to an SAB spokesman, striking workers lost about R10 million in pay.

Fawu representatives and the Ukhamba Taverners' Association and National Taverners' Association met in Johannesburg last night to discuss ways of extending the boycott, the Fawu spokesman said.

The union's Anglo American shop stewards' committee and SAB worker representatives will discuss possible sympathy action for the breweries strike at a meeting to be held in Johannesburg on Saturday, the Fawu spokesman said — Labour Reporter and Sapa.

● Beer boycott unshakeable — Page 3

2 SA Breweries workers killed by 'hired gangster'

Two SA Breweries' workers who were demonstrating against the sale of beer in Zola township in Soweto were killed by a gangster who had been hired by "bootleggers" in the area, the Food and Allied Workers' Union claimed yesterday.

The violence follows the imposition of a beer boycott at shebeens in townships in support of SAB workers who are striking for improved wages.

Fawu called on SAB to dissociate itself from the incident.

The SAB, however, has in turn called on Fawu to call off the self-appointed vigilantes who are terrorising shebeeners.

Fawu said in a statement the two workers had been approached by a panga-wielding gangster while demonstrating against the buying and selling of

SAB products.

After a fight, in which the strikers tried to defend themselves with beer bottles from a nearby stack, the strikers fled but the alleged gangster apparently fired two shots, hitting them, and then stabbed them.

Incidents of violence were also reported in Katlehong on the East Rand where shots were fired at workers demonstrating outside shebeens, Fawu said.

● The eight-day pay strike at GEC Machines in Benoni was nowhere near resolution, National Union of Metalworkers' organiser Mr Alfred Woodington said in a statement yesterday.

The union had softened its demand for centralised bargaining but management had refused to budge on the issue, he said.

2 SAB workers killed in clash

Sowetan 9/11/89
TWO SA Breweries workers who were demonstrating against the sale of beer in Zola township were killed by a gangster who had been hired by bootleggers in the area, the Food and Allied Workers' Union claimed yesterday

The violence follows the imposition of a beer boycott at shebeens in black townships in support of SAB workers who are striking for improved wages.

Fawu called on SAB to disassociate itself from this criminal action.

The SAB, however, has in turn called on Fawu to call off the self-appointed vigilantes who are terrorising shebeeners.

Fawu said in a statement the two workers had been approached by a panga

carrying gangster while demonstrating against the buying and selling of SAB products

The workers had found a stack of beer bottles with which they attempted to fight off an attack from the man. They then fled but the alleged gangster apparently fired two shots striking the workers, who were then stabbed.

Incidents of violence were also reported in Katlehong on the East Rand where shots were fired at workers demonstrating outside shebeens, Fawu said.

Meanwhile, SAB yesterday said its strike-affected plants were receiving many calls from workers who wanted to return to work. - Sapa.



133

Papers reveal employers plan to hamstring unions

STARTLING details of how major printing firms plan to avoid dealing with representative black trade unions by making use of the Labour Relations Act to circumvent collective bargaining have been revealed in documents leaked to the *Weekly Mail*.

Minutes of a meeting of employers in the printing industry, marked "strictly confidential" and leaked by sources in the industry, explain the employer strategies which led to the effective collapse of the national industrial council for the printing industry this year.

Documents leaked to the *Weekly Mail* detail how management in the printing industry set out to undermine trade unions' bargaining power. By EDDIE KOCH and HILARY JOFFE

"Employers will soon take advantage of the absence of minimum conditions and wages to introduce long hours and reduce the already low wages that exist."

Ppwawu is challenging the decision on the grounds that the move, which will leave the industry without a mechanism for negotiating wages and conditions of employment, constitutes an unfair labour practice. The move also affects vast pension and medical and funds that are administered by the council for the industry.

No date has been set for this hearing. The employer document notes that the amended Labour Relations Act provides for a method of regulating wages and conditions of employment without having to deal with Ppwawu. "Use section 51 (a) of the LRA on a regional basis to enter Recognition Agreements with Sanu and then apply to the Minister of Manpower to promulgate these agreements," it says.

The section of the Act stipulates that where no industrial council exists employers can unilaterally make recommendations for wages and conditions

of employment to the minister, who then only has to consult the wage board for the region before gazetting the regulations.

"This is a possibility which has not been fully explored in South Africa yet," says the document. "One thing is certain — the federation cannot and should not negotiate on behalf of members if this route is followed because we could then have regional industrial councils and face the same threat as we do currently."

The employer federation's executive director, CWJ Sykes, was not available for comment.

The strategy outlined for the paper industry is set to become a theme of industrial relations in South Africa under the new Labor Relations Act, warns labour lawyer John Brand.

He points out it was the emerging unions which rejected the industrial council system in the early 1980s, on the grounds that it was bureaucratic and unrepresentative.

Now the unions are among the strongest supporters of the system — industry level bargaining has meant many African workers have obtained not only significant wage increases at industry level, but also pension, medical aid, unemployment and other significant benefits.

The National Union of Metal Workers (Numsa) is one such union. It had gone on to the national industrial council for the metal industry reluctantly in 1983 but this year signed the main industrial council agreement for the first time.

Labour lawyers have warned that the amendments to the labour law are making it increasingly fashionable for management to undermine industrial councils, the mainstay of this country's statutory system of collective bargaining, to avoid bargaining with militant unions.

The document examines in detail the implications of an application by the Paper, Printing, Wood and Allied Workers' Union (Ppwawu) to join the industrial council and outlines a sophisticated set of strategies to frustrate the union's operations.

Ppwawu is an affiliate of the one-million-strong Congress of South African Trade Unions (Cosatu).

A section of the document says the consequences of Ppwawu being admitted as a bargaining partner to the council include:

- "Smaller employers at Ppwawu's mercy"
- "National disputes — national strikes"
- "Probability of the Satu (the South African Typographical Union — a less militant union that has been a member of the council for 60 years) hijacked by Ppwawu"
- "Making of political and social demands"

In July this year the employer federation stuck to the letter of the document, giving notice that it would leave the council from January 1990.

The document contrasts starkly with employer claims at the time that they were pulling out because the council was not effective in resolving disputes and that two-tier bargaining, at both plant and national levels,

was becoming cumbersome.

Ppwawu has lodged an industrial council hearing to challenge a decision by both the South African Printing and Allied Industries Federation and Satu to refuse the Cosatu union membership of the council. No date has yet been set for the hearing.

The document acknowledges that "the industrial court will admit them anyway" and notes that the best option in the circumstances would be for the employer federation to withdraw from the council — thus effectively making it redundant.

"The collapse of the industrial council will adversely affect some 45 000 workers, many of whom are still unorganised," says Ppwawu national organiser Rob Rees.

But employers' earlier support for the system has turned in some cases to active hostility, Brand says. Industrial councils have declined in number from 103 in 1984 to 95 in 1988. Ppwawu has often encouraged the decline on the grounds that the system is a statutory form of regulation which stifles free enterprise. Brand says Brand, too often this is "simple a cloak for an insidious attempt to defeat effective collective bargaining."

The state, too, has "by administrative action assisted in subverting the industrial council system." Brand points out the minister refused the year to promulgate parts of the industry agreement — in particular the agreement between employers and unions that May Day should be a public holiday.

Brand argues against employers' argument that the industrial council system runs counter to the principles of privatisation and deregulation.

"The industrial councils, he says 'are the fruits of private collective bargaining and the application of the soundest principles of industrial democracy. They are not conditions decided upon by the state and imposed on its subjects."

"For free marketeers the private regulation of wages, working conditions and worker benefits should be cause for celebration not regret," he adds. "The question free marketeers need to ask themselves is, do they want to leave the council from January 1990?"

It has been a central issue in the dispute between Numsa and employer in the motor industry, where manufacturers have been rejecting union demands for a national bargaining forum.

And earlier this year the industrial council for the hotel industry in the Witwatersrand region collapsed. It had been dominated by Southern Sun group and the Carlton Hotel who felt it was unnecessary to attend council because they had plant-based agreements with the Hotel and Restaurant Workers' Union (Harwu). Small hotels, who were disgruntled with the kinds of decisions of the council, also broke away.

Some strikers want to return to work — SAB

140A
Labour Reporter

South African Breweries was receiving many calls from disgruntled strikers who said they wanted to return to work, a SAB spokesman said yesterday.

"We are hopeful that the calls are an indication that the true value of our wage offer is being recognised," the spokesman said, adding that strikers had already lost R10 million in pay.

However, the assistant general secretary of the Food and Allied Workers Union (Fawu), Mr Mike Madlala, rejected the statement as "propaganda" and "a tactic to sow division among workers" *STW 9/11/89*

"We assess our strength on a daily basis and the strike is as firm as ever," he said.

Mr Madlala said strikers had been shot dead in Zola, Soweto, on Monday while demonstrating against the selling of beer in the township.

The union had also heard that a student had been killed and two others injured when a shebeen owner fired on demonstrators in Katlehong this week.

The demonstrations were decided on at a regional meeting of the Congress of SA Trade Unions at the weekend.

Strike spreads

South 9-15/11/89

NATION IS NEXT YEAR!!

ing and writing skills, science and health, together therefore looking for the following staff to join us

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experience and preferably have some experience in the

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earning Nation material and channel the feedback into conjunction with organised groups of readers/learners organised workers, SRC's, and community groups The spondence recived from readers

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attons.

13 NOVEMBER 1989.

A REPEAT of the bloody 1987 railway strike is looming as industrial action by South African Transport Services workers in the Transvaal and Natal threaten to spread countrywide.

About 13 000 workers have so far downed tools in the Witwatersrand and Durban in the eight-day strike which was sparked off when Sats' management refused to meet a committee of worker representatives to discuss grievances.

Sources said the strike was rapidly escalating with about 500 workers poised to join the strike at Richards Bay and a further 6 000 workers in the Eastern Cape

They claimed there was substantial disruption of essential services and said Sats was diverting traffic from Durban to other harbours.

South African Railways and Harbour Workers' Union (Sarhwu) general secretary, Martin Sebakwane, said the union was alarmed at several violent attacks on strikers by what he described as "organised gangs of armed strike-breakers".

Sebakwane said these attacks included.

- An assault on a worker at the Delmo hostel in Germiston resulting in the worker being hospitalised,

- The hacking of a worker with a sharp instrument by gate attendants at Germiston station,

- The shooting of a worker by a ticket conductor at Mahlope station and

- The stabbing of a worker with a reinforced steel rod at the same station

Four other workers were seriously assaulted at a station on the East Rand

He said Sarhwu was seeking an urgent interdict to prevent Sats staff from assaulting strikers.

Meanwhile, Sats has also expressed concern over the violence which it has blamed on the strikers.

Sebakwane strongly denied Sats' claims that strikers were to blame for the violence. He said the strikers had exercised "extreme restraint despite being provoked".

Sebakwane said workers' chief grievance was wages.

The strikers are demanding a minimum wage of R1 500. This is more than double the current minimum wage

Workers assaulted, claims union

of R600

Sebakwane claimed that about 95 percent of Sats employees received the minimum wage but Sats placed the figure at between two and four percent

He said Sarhwu rejected claims that Sats was operating at a loss and had evidence to prove that Sats was making a "considerable profit".

Another key issue is the new disciplinary procedures introduced by Sats at the beginning of September

Most previous strikes in the industry were sparked by the old disciplinary code

According to Sebakwane more than 1 000 workers have been dismissed under the new code

He said workers felt that these dismissals were "hidden retrenchments" linked to the process of privatisation which Sarhwu is opposing

Sats has refused to allow Sarhwu stop-order facilities for its estimated 60 000 members until a recognition agreement is signed.

Wage Increase

Sats refused to accept an interim recognition agreement which the union submitted at the beginning of September

The strikers have demanded to meet with Sats' general manager Anton Moolman He has refused this request

The strike is the fourth major strike since the union was launched in 1986.

A strike by about 10 000 workers just over a year ago ended when Sats agreed to implement wage increases and discuss recognition of Sarhwu

In 1987, 14 000 strikers virtually paralysed transport in the greater Johannesburg area in a marathon strike which cost eight lives and ended with Sats agreeing to reinstate dismissed strikers.

By the time of going to press, Sats' labour relations manager had not responded to requests for comment.

South
9-15/11/89

Preschool welcome for 'union father'



Bridging the gap: Veteran trade unionist Oscar Mpetha surrounded by a sea of "baby faces" who came from creches in the Guguletu/Nyanga area to pay homage after his release from imprisonment about two weeks ago PIC. YUNUS MOHAMED

Bid to end Parow strike

THE Electrical and Allied Workers' Trade Union (Eawtu) is to meet with National Panasonic management next week in an attempt to resolve a marathon 12-week strike involving almost 200 workers at the company's factory in Parow Industria

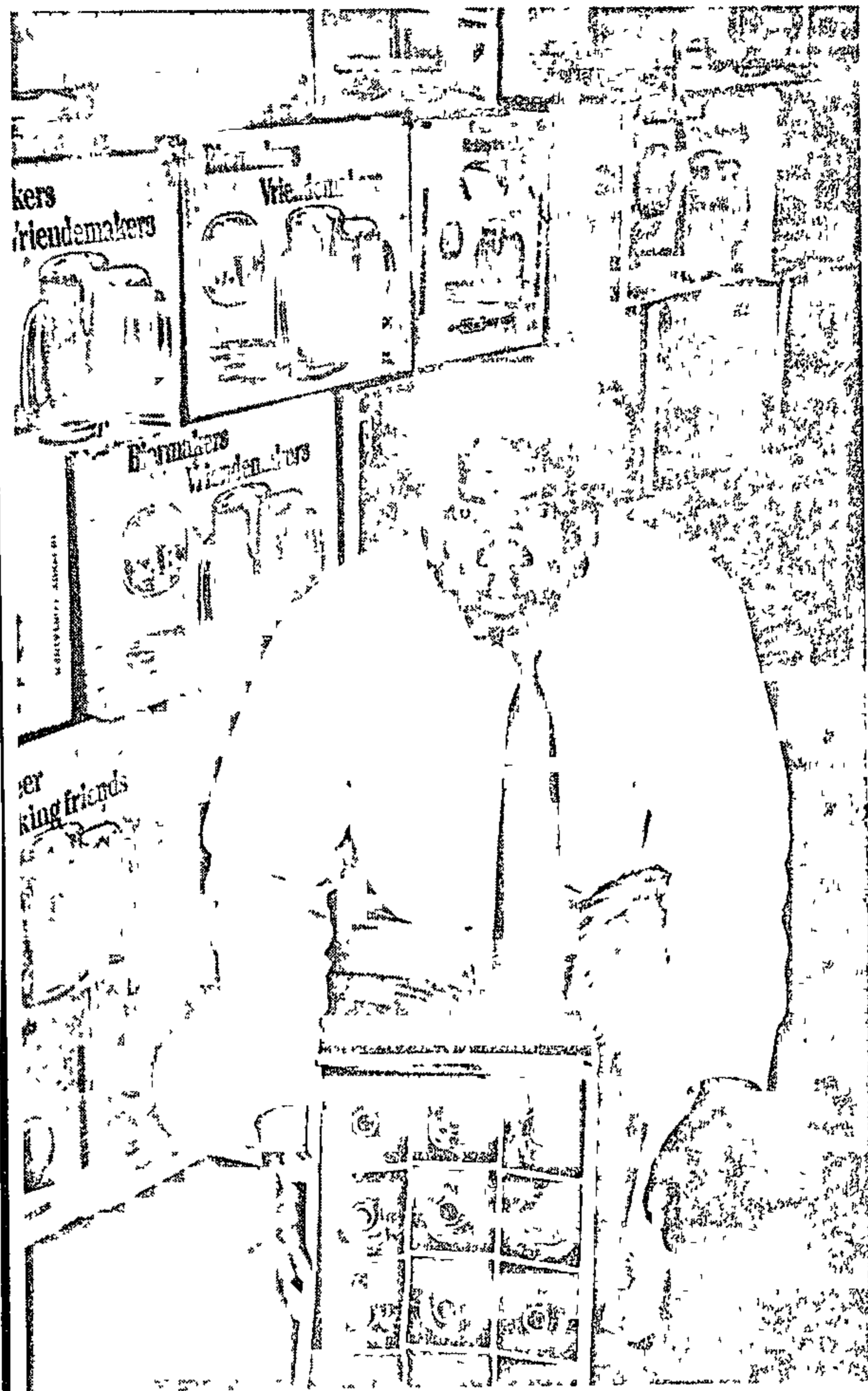
An Eawtu spokesperson said the union had agreed to a company proposal of mediation

This follows the refusal by the strikers of an offer by National Panasonic of a one-off R250 bonus

This week National Panasonic sent letters to the strikers asking them to return to work

The Eawtu spokesperson said the major obstacle to a settlement was the company's refusal to agree to bigger increases than that negotiated with a minority union at the factory

WOP
~~WOP~~
~~WOP~~



BEERLESS MOUNTAIN Mr Tuntubele with some of his 10 000 empty and uncollected SAB crates "I cannot risk the lives and properties of my people," he said "If we sold we'd rouse a sleeping giant which would crush us"

Picture CHRIS BATEMAN

Beer boycott unshakeable despite losses

By CHRIS BATEMAN

TOWNSHIP liquor dealers in the Peninsula have lost an estimated R16 million in beer sales and several could face bankruptcy within a month — but their boycott of SAB products will continue

This was said yesterday by Mr Sam Tuntubele, chairman of the SA Taverners' Association, Sata.

Mr Tuntubele, the "father" of liquor trading in the Peninsula's townships, said Sata's support of the striking Fawu workers at the Newlands SAB factory was a pragmatic long term decision

A Cape Times tour of shebeens and taverns yesterday yielded several stories of roving bands of youths raiding shebeens for any sign of SAB products and smashing full beer bottles

Mr Tuntubele said Sata's position was painful but unavoidable

"I cannot risk the lives and properties of my people. If we sold we'd rouse a sleeping giant which would crush us

"We do not want the Hippos and Casspirs that the government's beer outlets had for protection in past years — we all saw those outlets burnt down despite the state's power," he said.

Tuesday's decision by the National Taverners' Association to begin selling beer in Soweto again was "tantamount to suicide" and he predicted widespread violence in the Reef township

Mr Tuntubele said his own liquor wholesale outlet in Guguletu, Sivukile Liquors, had an average monthly turnover of R2,2 million — 80% from beer. He estimated the total Peninsula township liquor monthly turnover to be at least R20m, 80% of this from beer

"I have sleepless nights over how this is hurting the black business image and what it will do to potential investors. The banks will be afraid — but they don't understand our situation," he said

His views were independently supported by taverners in Langa and Guguletu

Guguletu's Mr Thabo Matuka said he was losing about R4 000 a week and had "put off" 18 casual labourers

One Langa backyard shebeener said "thugs" had smashed every bottle of beer in his home last week "We go with the flow, you can't swim against it," he said

The boycott has embraced even Windhoek Lager, which consumers perceive as being SAB-linked, while sales of apple cider made by Gilbeys and SFW have soared in the beerless vacuum

● Sata will hold a "How to Survive" meeting at Sivukile Liquors at 2pm today

Strike costs millions — but who is losing?

By ANDREA WEISS
Staff Reporter

MILLIONS of rands are being lost in the bitter wage dispute between the Food and Allied Workers' Union and South African Breweries — but each claims the other is the bigger loser

Fawu believes SAB must be losing millions as the strike moves into its second month. The SAB in turn has sent strikers letters pointing out how much they stand to lose financially if the strike drags on into the new year

It says that in spite of a national boycott of its products, sales are up on last year. It also says the boycott is crumbling

For the strikers, the personal sacrifices have been great. Because there is no strike fund, they have to rely on friends and fellow-unionists

However, in spite of hardships, strikers appear to be firm in their resolve to see the strike through even while there is no end in sight

According to an SAB Press statement, strikers have lost R10 million in wages

If the strike continues until January 1 the lowest-paid employee will lose a minimum of R4 060 in wages and R480 in back pay "forfeited when the strike started on October 10," the company says

Five percent

Fawu says its members knew the strike would bring them hardship but they believed SAB would lose more

Besides, the union argues, the dispute is legitimate and the increases for it is asking will amount to only five percent of the company's profits

The consumer boycott was still strong in the Eastern Cape and Western Cape, he said

The SAB denies vehemently that it is incurring losses

● Sapa reports from Johannesburg that the Congress of South African Trade Unions Wits region has condemned the killing of three SAB workers who were demonstrating against the buying and selling of SAB products in township shebeens



DO-IT-YOURSELF: Mr Brian Ashby makes his own beer and remains unconcerned about the brewery strike

Who's bitter? Not these home brewers

By PAT CANDIDO
Argus Bureau

PORT ELIZABETH — There are a healthy bunch of beer drinkers who are still laughing all the way to the refrigerator — brewery strike or not

They are the home-brew men, who are sitting pretty, completely unconcerned about strikes and the like

Most are retired men who had already decided prices of beer were too heavy to be handled on pensions. So, instead of paying as much as R2,20 a pint they started making the good stuff themselves

A good pint made from top ingredients costs them 24c. Starter kits can be bought — at a city paint store, would you believe? — for between R11,90 and R20,99, and will make 25

pints

The apparatus costs a little more — R20 for a special container with tap and R26 for a special bottle top machine

A spokesman for a shop selling the kits said home brewing was catching on fast among retired men. Younger chaps still enjoyed a pint in a pub

Homemade beer takes about a month to mature. A veteran brewer is Mr Brian Ashby, 74, of Humewood

"I must have made thousands of litres of pilsener and lager since I started many years ago"

He admits his brew is somewhat potent and likely to kick drinkers sky high, but he can also make a less potent variety and has already bottled 50 pints for the festive season

The call from the shebeens: Settle the beer strike

By PHIL MOLEFE

THE sooner the Food and Allied Workers Union and South African Breweries solve their dispute the better. That's the clear message coming from Soweto shebeens

Shebeen patrons this week expressed a wish to return to the good old days as their drinking wells run dry as a result of the month old strike of 6 000 SAB workers and the call for a beer boycott.

A snap survey in Soweto showed a remarkable decline in beer sales. Patrons have turned to spirits and wine.

Some people are keeping away from shebeens out of fear following Fawu's boycott call. Soweto shebeens were deserted on Wednesday evening, a sight that belied the usual mid-week drinking sessions that continue late into the night.

"I am scared of selling beer, although I do not know what this boycott is all about," said Tabitha Letsoalo, a well-known shebeen queen.

As we settled down for whisky and soda, Tabitha said she would be closing shortly "because *tsotsis* are taking advantage of the situation".

Shebeeners are scared after reports that groups of youths went on the rampage attacking shebeen queens and smashing beer bottles. In Orlando West a bootlegger and shebeener were attacked and beer worth more than R4 000 was smashed.

Lucy Mahlangu, who runs a shebeen known as Ha-Mmathabo, watched in horror last Friday as more than 200 youths smashed 100 cases of beer in her yard and in the street.

"I tried to plead with the youths that I had heeded the call and I would not sell the beer until I have been told to do so, but they would not listen," said Mahlangu.

"They broke down the garage door and smashed cases of beer. Others removed a freezer containing beer from my bedroom and threw it into the street," she said.

She sustained a cut on her right ankle and had bruises on her left arm when the rampaging

●To PAGE 2

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2 taverners withdraw beer strike support

Labour Reporter

TWO of the country's largest black taverners' associations have withdrawn their backing for 6 500 striking SA Breweries (SAB) workers, aggravating conflict between community organisations and shebeeners

The Ukhamba Liquor Association and National Taverners' Association announced this decision at a meeting with the Food and Allied Workers' Union (Fawu) and representatives of community organisations in Johannesburg on Wednesday, a Fawu spokesman said

Ukhamba represents about 1 500 black bottle store owners in the Southern Transvaal and Eastern Cape

The union, which earlier mustered taverners' and shebeeners' support for a ban on selling SAB brands, had been forced to mediate between the liquor distributors and community groups pressing for a beer boycott, the spokesman said

Meanwhile, a crisis "how to survive" meeting to be held in Guguletu by the SA Taverners' Association (Sata) was yesterday called off

And, as the strike moved into its second month yesterday, SAB subsidiary Amalgamated Beverage Industries (ABI) granted 4 700 Fawu members an 18% wage increase, the union spokesman said

SAB, however, has refused to reconsider its final 16% wage offer to Fawu

BUSINESS

Privatisation a threat to jobs, unions' power

By CASSANDRA MOODLEY

THE privatisation of municipal services has already resulted in the loss of over 200 jobs in Johannesburg alone, according to the organisers of a national anti-privatisation campaign. Under the slogan 'Private is ours, public is theirs', public sector unions campaigning against privatisation include the National Union of Public Service Workers, the South African Municipal Workers Union, the Post and Telecommunication Workers Association, the South African Railway and Harbour Workers Union and the National Education and Health Workers Union.

A Potwa representative said 'The workers' march on October 14 was protesting privatisation as well as the Labour Relations Act.'

At present over 10 000 SA Transport Services workers are striking against the planned privatisation of the state service.

There are also plans to privatise 27 hospitals run by the Transvaal Provincial Administration.

The basis of operation of private companies is profit and not to provide a service as the council was doing," said an NUPSW official.

Samwu agrees "The move towards privatisation can be seen as a means of stimulating the economy and relinquishing the responsibility the state has for providing essential services."

"Even the postmaster general has said that under privatisation post office charges and rates could escalate up to 60 percent," says Potwa.

But besides the broader political implications workers are sorely affected by the privatisation, say unions.

As a result of the privatisation by the Sandton, Benoni, Boksburg, Rodepoort and Tembisa town councils, over 200 NUPSW members had lost their jobs. NUPSW officials claim the number of workers in the cleansing department in the Tembisa Town Council were halved when it was taken over by a private company, Wade Refuse.

Wade Refuse was unavailable for comment.

Tembisa Town Clerk PL Harmse conceded the cleansing services had been privatised. "However people not taken over by the new company had been employed in other departments in the council."

"It is not always possible to absorb workers into other departments."

Representatives of the public servants union said "Transferring workers to another department is problematic for 'homeland' workers who have to return home to stamp their permits when they change jobs."

Privatisation by municipalities is a national problem but is most intensive in Johannesburg, say unions.

Besides workers losing their jobs, their salaries are also often lowered. And, Samwu says, employment conditions are affected.

Private companies also implement overtime, something which was not previously a problem in the public sector. In Tembisa, Wade Refuse introduced Saturday and Sunday as working hours.

Trade unions are also concerned that privatisation will affect the solidarity of workers. Potwa's representative said the introduction of salary adjustments at different times for different ranks was an attempt to destabilise worker unity and trade union strength.

NUPSW felt that new companies brought in new trade unions, which affected the strength of the existing union, actually breaking down the union's bargaining strength.

Potwa says that for the past two months the post office has been moving towards commercialising certain services. There are moves to privatise the department into two separate companies — postal and technical.

BLACK managers who opt out of corporate South Africa to apply their "entrepreneurial flair" should stop going for soft options, says the president of the Black Management Forum, Don Mkhwanazi.

"I want to see them getting into manufacturing and other sectors of the market rather than retail and management consulting. If they do enter the retail sector I want them to pool their resources to take on the giants such as Pick 'n Pay and Edgars."

"If they get into consulting let them pool and mobilise their resources, not become one man shows, and develop a competitive edge in relation to the well established operators," he said in an interview following the BMF's recent annual general meeting in Durban.

Mkhwanazi listed the major problems which hindered black managers' development as being:

- The underrating of black managers
- The perceived failure of blacks to "make it"

Black entrepreneurs urged to 'unite and take on the giants'

By MZIMKULU MALUNGA

● Hostility from underqualified or unqualified white line managers

He said that the fact that blacks were being associated with failure reduced their chances of being promoted hence frustrating many of them. "This life is unbearable to our ambitious brothers and sisters resulting in some of our best brains reaching an invincible ceiling."

The BMF president said the organisation should devise a strategy of dealing with the problems faced by black managers in top positions not to lose touch with their people. He urged them to use their posts to advance the black struggle.

On the question of blacks acquiring economic power, Mkhwanazi emphasised that this could be achieved

through the ownership of enterprises and control of productive assets where they could gain practical experience in operational management, strategic planning, risk taking and competition in the market place.

Mkhwanazi said it was high time that the BMF took action, with the support of community, trade union and business organisations, to influence and accelerate the appointment of blacks on to corporate boards of directors to articulate and represent the interests and wishes of the masses.

The BMF has established a manpower committee had been established following discussions with various community and black professional bodies.

Another initiative is advanced education and high level training for black South Africans in conjunction with the Commonwealth secretariat.

The idea is to send black South Africans to study and work abroad in areas such as mining engineering, finance, development economics and banking technology.

Mkhwanazi said his organisation was negotiating with the Kenya-based Eastern and Southern Africa Management Institute. "The BMF has been asked to identify black-run outfits in South Africa which could handle training and development packages that are relevant to our needs."

He said the BMF was debating a number of "sensitive" issues on which it would have to take a stand. These included:

- Sanctions and disinvestment.
- A new economic framework for South Africa.
- The African National Congress's constitutional guidelines.
- A new corporate culture.

Iscor sell-off dents government debt

The biggest ever listing on the Johannesburg Stock Exchange — R3,7-billion — will save the government about five percent in interest costs. By HILARY JOFFE

THE R3.1-billion the government has raised from its sale of Iscor to the public this week will go a little way to reducing the crippling burden of interest payments on the public debt, cutting the government's interest bill by some R500-million.

The listing of Iscor shares on the Johannesburg Stock Exchange this week represented the first major sell-off in the government's privatisation programme announced in February last year.

The total haul from the Iscor privatisation was R3.7-billion, although R600-million of shares had already been sold to the Industrial Development Corporation and the proceeds included in this year's budget.

The government has expressed its intention to use the proceeds of the Iscor sale to redeem public debt. Its total debt stood at R65-billion at the end of the 1988/89 financial year.

The interest which has to be paid on government debt is the third largest item in the current budget, totalling R9.9-billion or 15.3 percent of government spending for the year.

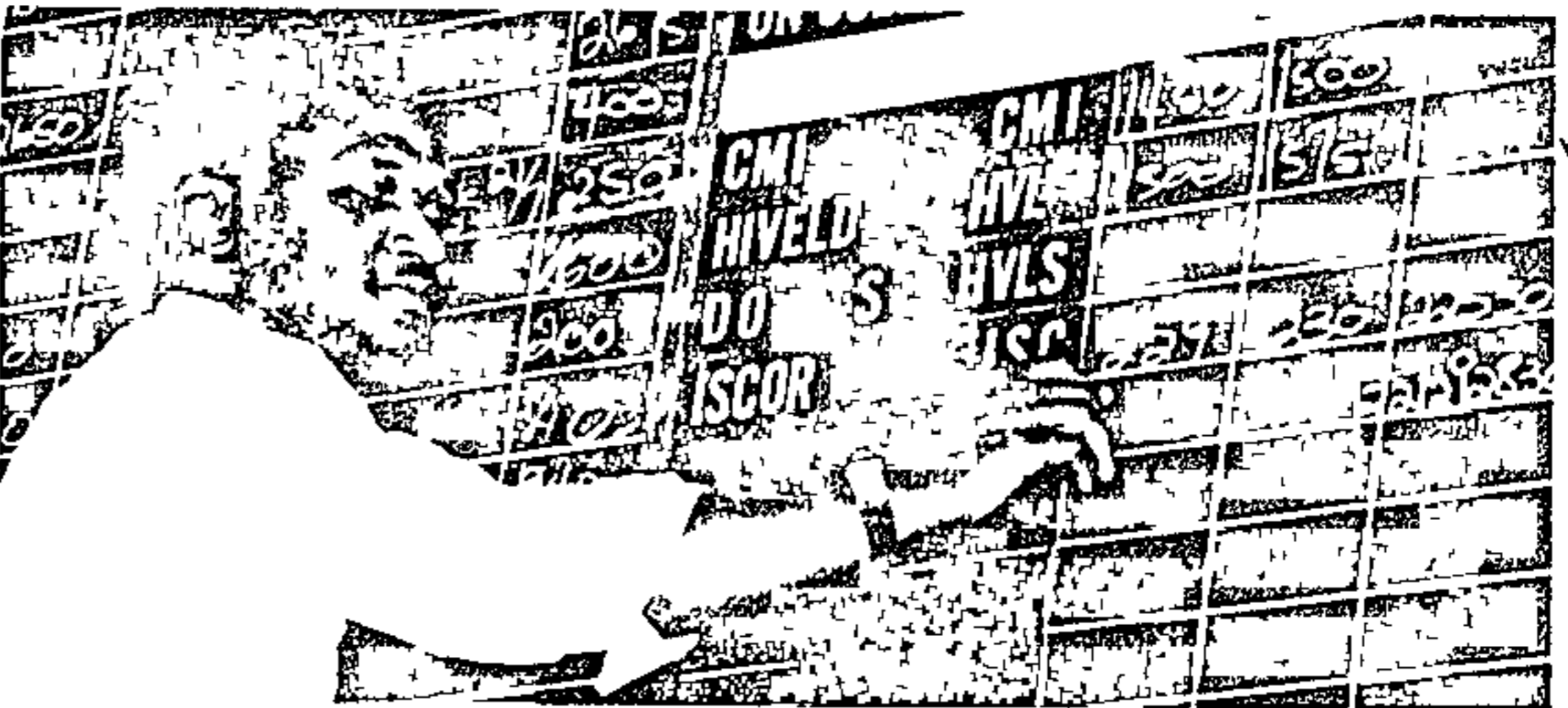
By in effect saving some R3-billion on the growth of the public debt this year, the government will save about R500-million in interest costs — a five percent saving on this item of government spending, says Nedbank economist Edward Osborn.

"Interest charges are the killer — they are the factor which accounts for the deficit before borrowing," says Osborn, pointing out that the deficit in this year's budget — at R9.8-billion — was a similar figure to the cost of the public debt.

The deficit before borrowing this year is likely to be lower than budgeted — Osborn estimates about R8.5-billion — because the government has raked in more tax revenue than it expected.

But Osborn estimates the interest bill, without the Iscor proceeds, would have been higher than budgeted because interest rates were higher than expected and the fact that the government has had to issue more treasury bills than it anticipated in an attempt to "mop up liquidity" — remove money from the economy in an attempt to slow it down. By mid-year, the government had paid out R4.9-billion in interest — 34 percent up on last year's figure.

There are two government stocks totalling R2.8-billion due to be redeemed in November and February, says Osborn. The Public Investment Commissioners hold R800-million of the total so that the government would need to pay back R2-billion. Osborn notes the proceeds of the Iscor sale could easily cover this, leaving an extra R1-billion. It is possible,



Breaking all records — noting the frantic trading of Iscor shares on the Johannesburg Stock Exchange

he says, that some of this could go into capital spending, for example to fund housing schemes, when the government's Part Appropriation Bill is presented early next year.

The Iscor listing was the biggest ever new listing on the JSE and the first privatisation since the government sold one-third of its shares in Sasol to the public 10 years ago.

When Iscor was listed on the JSE at 11am on Wednesday frantic trading resulted in a record 27.5-million shares changing hands by 3.30pm, making this the most traded new listing in the JSE's history.

There had been doubts about whether the JSE computer would cope with the huge volume of trans-

actions — it held up although at one point during the day stock exchange officials did impose a break in trading to prevent overloading the computer.

The 150 million ordinary Iscor shares were offered to the public in the prospectus at R2 — and the offer was three times oversubscribed (i.e. the public applied for a total of 450 million shares). This was a lower level of interest than had been expected, apparently because the world stock market slumps a week before applications closed at the end of October had a negative effect on the confidence of small investors.

Trading on the stock exchange floor on Wednesday started at R2.25, moved up to R2.40 at one stage but

finally were priced at R2.27 at the close of the day's trading. Brokers described the listing as a successful one and the price range as satisfactory, but it was lower than many had expected earlier. Early October options on Iscor shares had been trading at R2.50 in the futures market.

The lower than expected trading price affects the "staggering" profits investors will have made in this week's trading — that is, the profits they made if they applied for shares before October 25 with the intention of selling them on listing day.

Investors who keep their shares will have a stake in Iscor's four steel mills and 10 mines.

NATIONAL REGISTER OF CONSCIENTIOUS OBJECTORS

On 21 September 771 conscripts publically declared their refusal to serve in the SA Defence Force by signing the National Register of Conscientious Objectors. If you have decided, in conscience and of your own free will, not to serve in the SADF and you would like to make your objection public fill in the application form below. On receipt a registration form for the Register will be sent to you.

NAME:
ADDRESS (own or contact):

REASONS WHY YOU WANT TO JOIN THE REGISTER:

POST TO: The Custodian
PO Box 591
Kengray
2100



EVERY morning after workers at Rustenburg Platinum Mine go down the shafts they arrive at a sign informing them they are at the frontier between South Africa and Bophuthatswana

The moment they cross the underground borderline, black members of the National Union of Mineworkers (NUM) instantly cease to belong to the organisation militant unions based in South Africa are outlawed under the "homeland's" stringent labour laws

The strange notice confirms claims from organised labour that the "homeland" system is designed to provide industrialists with a place to escape the powerful unions that developed under "white" South Africa's once-enlightened system of industrial relations

But signs in other parts of the countryside are pointing in the other direction. At least three "homelands" are preparing to pass laws that will, in some cases, provide workers with more rights than they enjoy in South Africa.

Paradoxically, the move towards labour reform in the "homelands" comes at a time when industrialists are vigorously using last year's changes to the Labour Relations Act — once regarded as Pretoria's most enlightened piece of legislation — to drastically curtail union rights in South Africa

The union frontiers between legal and less legal

While some homelands ban trade unions, others are more liberal than SA, reports EDDIE KOCH



General Bantu Holomisa new industrial relations system
Picture: TREVOR SAMSON, AFP

The most dramatic developments are likely to take place in kaNgwane where Chief Minister Enos Mabuza, who has steadfastly resisted pressure from Pretoria to accept independence for the "homeland", has drafted legislation that will by-pass most of the controversial clauses contained in South Africa's Labour Relations Amendment Act.

While South Africa's statutory collective bargaining system does not cover farmworkers, domestic workers and public sector workers, kaNgwane will give full trade union rights to these groups of employees. Mabuza's legal adviser, Chris Al-

bertyn says the draft law provides all workers, except for some government employees, the right to stage a legal strike without fear of being dismissed.

The "homeland" law will protect unions from being sued for loss of profits and other damages caused by legitimate strikes and will impose restrictions on managements' ability to obtain court interdicts against striking workers.

Sympathy strikes at firms that share the same chain of ownership will be allowed as will boycotts of products made at a plant where there is a legitimate labour dispute.

These are all rights denied to workers in South Africa.

The draft also allows the kaNgwane administration the right to extend minimum wages and conditions of employment contained in South African industrial council agreements to the territory — a clause that will wipe out the wide disparities that exist between wages in the "homeland" and in South Africa.

"The draft, which is in line with European labour standards, is designed to reduce the legislative content and create a framework that will generate fair labour practices," says Albery.

Although kaNgwane is one of the smallest "homelands" in South Africa, it does have a major industrial estate at kaBokwen near White River and a number of agri-business concerns in the fertile Lowveld section of the territory.

Another major blow to "homeland" patterns of labour exploitation was struck last month in the Transkei, which has a much larger industrial base. After a wave of wildcat strikes that hit almost every factory in the region, Major-General Bantu Holomisa announced that his military government was planning to introduce a new labour relations system.

During his address to the "homeland's" 13th anniversary celebrations last week, President Tutu and Ndamase announced changes to labour laws that will make the Transkei the first "independent" homeland to legalise black trade unions.

In the meantime Holomisa's government has appointed Professor Nic Wiehahn architect of South Africa's labour reforms in the late 1970s, to devise a new industrial relations system for the "homeland".

The announcement, which came hot on the heels of news that Transkei may unban the Pan Africanist Congress and the Pan Africanist Congress, was greeted warily by the Transkei Workers' Co-ordinating Committee, the body behind recent labour mobilisation in the territory.

Activists also pointed out that hundreds of youths were detained in Umtata, while Ndamase was making his speech and said they were sceptical about the government fulfilling its promises.

But the spat of worker militancy in the "homeland" — together with Holomisa's obvious desire to portray himself as an enlightened ruler — is likely to put Umtata under strong pressure to follow the changes being planned in kaNgwane.

Matsikisane Mashile and Segopela Mashile, two dissident members of the Lebowa legislative assembly, told the *Weekly Mail* they have been pushing for unions to be legalised and were assured during last year's session that the matter would be investigated.

The two MPs have received numerous complaints from people living in the Acornhoek area who say they are being protected by any minimum conditions of employment.

They say they have support from chiefs in the heavily industrialised Sekhukhuleni district.

This year the MPs intervened in labour disputes at an Anglo American weaving plant in Bushbuckridge and at a large saw mill near Acornhoek. In both cases, they helped broker agreements that have led to the recognition of affiliates of the Congress of South African Trade Unions (Cosatu).

A recent survey by a group of academic researchers in Johannesburg notes that the governments of the Ciskei, Bophuthatswana, Venda and Qwa Qwa still have some of the most repressive labour legislation in the world.



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THE CATHOLIC INSTITUTE OF EDUCATION

The Catholic Institute of Education a service body under the SACBC working with teachers in Catholic Education is looking for additional staff members

The CIE is committed to working for the transformation of Catholic formal education in South Africa and applicants would be required to share a similar vision

Applicants should be resident in the Johannesburg area and have had training and at least 3 5 years' experience in one or more of the following areas

PRIMARY SCHOOL EDUCATION

SECONDARY SCHOOL EDUCATION

CURRICULUM DEVELOPMENT

RELIGIOUS EDUCATION

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Coaches burnt as Sats strike action spreads

The Argus Correspondent

JOHANNESBURG. — Strike action by black railway workers intensified as coaches were burnt in Soweto — and there were claims that police had beaten, teargassed and harassed strikers

South African Transport Services (Sats) deputy PRO Mr Alan Lubbe said a coach was burnt out between Merafe and Inhlanzane stations in Soweto yesterday, but a fire on another coach at New Canada station was extinguished.

A third coach was set alight near Soweto on Wednesday. He could not say if the incidents were strike-related.

Yesterday, South African Railway and Harbour Workers' Union (Sarhu) general secretary Mr Martin Sebakwane claimed police used teargas on a train full of strikers at Park Station, Johannesburg, and that the strikers were beaten as they poured on to the platform.

Cosatu said strikers on their way to a meeting at Geldenhuys station on the East Rand were beaten by police.

Police spokesman Major Reg Crewe confirmed police took action at Geldenhuys station, but said full details were not available.

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SAB STRIKE

Digging in

The strike by at least 5 500 SA Breweries (SAB) workers at nine plants and 13 depots has moved into its fifth week. At least one black liquor trading association says it has been hit "very hard" by calls for a national beer boycott.

The boycott was called in support of the demand by Cosatu's Food & Allied Workers Union (Fawu) for a minimum wage of R6,50 an hour (38% more than the present R4,50). SAB's offer is R5,45 (16%) and beer division MD Graham Mackay says emphatically that the offer won't be raised simply to help the union "save face".

The boycott seems to have affected trade mainly in Soweto — where a backlash among the black liquor traders seems imminent. As the National Taverners Association (NTA) prepared to meet on Tuesday, sources said the likely decision would be "to tell Fawu that they are being unreasonable."

The NTA, which claims a membership of 80% of SAB clients, together with the SA Taverners' Association (Sata) and the National Stokvels Association, came out in support of the boycott last week — but business has been affected. Only one major black trader group, the Ukhamba Liquor Association, declined to join the boycott.

Meanwhile, SAB Public Affairs manager Adrian Botha repeats SAB's position that production has not only been unaffected by the strike, but, along with sales, is actually up on last year. He says the East London boycott (which had had some effect) "appears to be cracking." Despite a "strict" boycott in Soweto, he stresses that it has had "no noticeable effect" on overall sales.

An explanation of this apparent contradiction comes from Ukhamba vice-president Zanosu Kunene. He says that while his members' sales are suffering, this does not apply to SAB. "I believe black consumers are still drinking beer, but either at home or in town." Clearly, they are buying it at white outlets, or drinking in town.

Kunene claims harassment of black traders has been prevalent. "We have had a mixture of types walk into our stores and demand to know why we are selling beer. Without giving traders an opportunity to explain, unemployed looters and hooligans have smashed or taken beer. Fawu members (and high school pupils, believing the boycott is 'for the struggle') have also been enforcing the action."

Fawu refused to comment this week on the effectiveness of the boycott, but last week assistant general secretary Mike Madlala claimed SAB lost two days of production at Isando. He says that on one day casual labourers (a major part of SAB's contingency plan) ran away from the plant after "two groups of scabs — one group in a bus which was late for work and the other outside the plant gates — mistook each other to be Fawu strikers and got so scared that both ran

away"

Madlala says another day of production was lost when casual employees demanded to be paid SAB's current wage offer.

Reacting to claims that the boycott is a ploy to break SAB's monopoly by creating space for a black-led independent brewery, Madlala says the opposite is true. "Black liquor traders have agreed in talks with us that we all depend on SAB's produce."

Nor was it conceivable that Fawu would get involved in setting up an independent brewery. "We have no capital or links with those who do have."

Commenting on the high rate of anti-SAB violence, Madlala says "Any strike is a life or death affair with workers, who depend solely on selling their labour."

With SAB claiming that its contingency plans have been working so well that it can hold out indefinitely, Fawu members are reported to be taking strain. Fawu concedes it costs R15 a day to fund a striker (R630 000 per week, based on Fawu's figure of 6 000 strikers) — money which he says is not provided by outsiders.

These factors will weigh heavily on Fawu's national committee, which meets this week to discuss the strike and hear a shop stewards' report-back. They will also have to consider the fact that the Pan Africanist (as opposed to Charterist) Food & Beverage Workers' Union has not come out in sympathy. This means that breweries such as Chamdor near Soweto are operating above normal capacity. SAB has also calculated that by January 1 the lowest-paid striker would have lost R4 060.

Fawu has in effect said it is prepared to lower its demand, if SAB is prepared to resume negotiations. Mackay said this week that he was prepared to discuss shift work and overtime, "but we regard our wage offer as final."

It looks as though Fawu has decided to dig in for a while. But a way out of what Madlala calls "the war" may well be founded on the offer to talk about conditions. ■

DE BEERS STRIKE

Claiming the spoils

The wage dispute between De Beers' mines and Cosatu's National Union of Mineworkers (NUM), which caused a national diamond mine strike, has been settled. The union accepted an 18% increase to bring the minimum wage to R653 a month.

In the final stages of negotiation the NUM had been pushing for a 26,6% increase. It started at 60% but assistant general secretary Marcel Golding claims the strike improved the confidence of union members; they have realised they can force De Beers to make small moves — away from a tradition of "making none at all".

The dispute prompted two three-day strikes (or six eight-hour shifts) by about

8 500 NUM members (the union claims 10 000, including about 2 000 sympathisers). Five mines and the De Beers geology division were affected.

The strike was suspended for a few days at the end of last month after the parties agreed to mediation. The union said De Beers had indicated it would improve its offer, which it did, from 17% to 18%. The union rejected this and resumed the strike.

It eventually settled, however, for the 18% increase together with a lump-sum payment backdated to May and recognition of June 16 as a paid holiday. The NUM also agreed to withdraw its demand for March 21 (Sharpeville Day) and October 1 (Kinross mine disaster) to be paid holidays.

Golding says that backing down on the wage demand was unimportant. "What is important is that, for the first time, we successfully shifted management's pre-strike position." He says concessions were a result of the NUM demonstrating it could bring out 98% of the work force and had the ability to use the strike weapon in a disciplined and tactical manner.

He says it was the company's agreement to backdate the offer, and grant the labour holiday, that made accepting 18% "a decision we could live with".

He adds the union was aware De Beers had stockpiled diamonds worth R4,8bn — enough to maintain sales for half a year — "but the company still responded to labour pressure. This included, at the height of negotiation, our refusal to endorse the company's exemption from the Basic Conditions of Employment Act — which provides that workers should have specific tea and lunch breaks.

"Normally, in terms of the exemption, they work up to nine hours at a time without these." However, the union continues to accept De Beers' exemption from the Act.

De Beers' industrial relations consultant Shane Leisegang says 8 100 employees went

on strike. "There are 9 900 employees in the bargaining unit, of whom 8 200 are NUM members, meaning that 82% of employees struck."

"At the final stage of negotiations, the NUM came down nearly 10% in its wage demand, while De Beers went up 1%, NUM had opened talks at 60% and De Beers at 10%. Obviously, the NUM will claim a victory, but it is untrue to say we offered June 16 as a paid holiday because of strike pressure. In fact, we made the June 16 offer before the conciliation board hearing.

"The strike cost them. They lost six shifts in pay. All the union got after resuming the strike was a uniform calculation of the lump sum, and not their demand to backdate the offer in its entirety — which would have included overtime pay, allowances, accumulated leave transmuted for cash, and pension contributions. The availability of the lump sum was conditional upon an early return to work."

Leisegang adds "It is totally untrue to say De Beers' employees work nine-hour shifts without a break. For years they have been getting at least a 20-minute lunch break and two 10-minute tea breaks. It is a fairly informal arrangement as it is not possible to stop certain operations."

"De Beers is among the highest payers in the mining industry."

SAB strike erupts in violence in Natal

Cape Times 10/11/89

140A Own Correspondent

DURBAN. — The SAB strike erupted in violence again yesterday with reports of at least one employee killed, two others injured and four beer delivery vehicles gutted by fire outside the depot at Prospection in Amanzimtoti.

SAB spokesman Mr Adrian Botha said a casual worker was attacked, beaten and stabbed to death at Reunion railway station while on his way to work early yesterday morning. Crowds, armed with fire bombs and stones, went on the rampage, causing damage to vehicles estimated at more than R70 000.

● Taverners withdraw strike support — Page 3

Crisis talks as thousands join railway strike

By EDDIE KOCH

A STRIKE by thousands of black railwaymen rolled into stations and depots across the country this week with claims from the union that 40 000 workers had downed tools by yesterday afternoon.

The South African Railway and Harbour Workers' Union (Sarwhu) and management were locked in talks last night in a bid to resolve the escalating industrial dispute.

Workers are demanding recognition for Sarwhu and that management begin talks on the union's demand for a living wage of R1 500 a month. The South African Transport Services acknowledges that 13 000 workers are out and that the strike is growing.

Although there are conflicting claims about its size, railway strikes have shown a tendency in the past to spread dramatically.

Sarwhu general secretary Martin Sebakwane said the strike had fanned out from the PWV area to the Eastern Transvaal, Northern Natal, Durban, Bloemfontein and the Eastern Cape.

Sats said the strike was strongest in the Transvaal and Durban.

Sebakwane says the dispute has its origins in recognition talks with Sats in August this year when management declined to discuss wages and other employment conditions. Management says it cannot negotiate any substantive issues until the union has been fully recognised and registered.

The workers have since added calls for the reinstatement of 400 workers sacked in a strike last year and a halt to the privatisation of Sats.

Meanwhile Sebakwane says strikers have been attacked by armed ticket collectors and white supervisors in Johannesburg, Soweto and on the East Rand. He alleges that union member Labius Chihawe was admitted to hospital after being shot by a white supervisor at Mzimhlope station in Soweto yesterday.

Sats has denied the allegations of violence and says armed strikers have been harassing non-strikers.

10-16/10/89
W. May
400

Taverners call on SAB to resume talks with union

By Stan Hlophe

As the beer boycott in support of the South African Breweries strike continues, the National Taverners' Association and Ukhamba Traders have decided to call on SAB to resume negotiations with the Food and Allied Workers' Union (Fawu)

Seven organisations attended a meeting in Johannesburg on Wednesday night to discuss ways of defusing violence associated with the boycott and strike

They were the Fawu, the UDF, Cosatu, Soweto Youth Congress, Soweto Civic Association, NTA Ukhamba and National African Stokvel Association of South Africa

Fawu's assistant secretary-general, Mr Mike Madlala, said shebeen owners and bottle store owners would be allowed to buy stock, not to sell it

The boycott would be monitored and assessed on a weekly basis, Mr Madlala said

He added that he believed the organisations which had attended the meeting would eliminate any form of violence in future

● Estimated damage of R31 500 was reported when a crowd attacked vehicles on three different occasions outside the SA Breweries plant at Prospecton near Durban yesterday.

A police spokesman said the first incident occurred at about 8 am in Joyner Road, when about 30 people stoned an SAB truck, causing damage of about R1 500

About 10 minutes later when the crowd had swelled to about 40, a mechanical horse was set alight — with damage estimated at R20 000

Then at about 10 am a truck belonging to Broadway Cartage, which had been hired by Khawam bottle store, was struck by petrol bombs

The damage was estimated at R10 000

Ccawusa factions to unite after feud

140
B. Day
10/1/89

TWO factions of the Commercial, Catering and Allied Workers' Union (Ccawusa) and two smaller hotel sector unions are scheduled to unite formally tomorrow after two-and-a-half years of bitter ideological and personal feuds.

A statement from the four groups said yesterday they had signed a binding merger agreement to be celebrated at a weekend conference in Johannesburg.

The agreement followed months of negotiations and tough encouragement from Cosatu which set down a unity

ALAN FINE

process at its July congress

Union sources said the settlement had been reached after all acknowledged that organisational unity was more important than political differences which divided them.

It was expected that political differences would be resolved either through a compromise resolution which satisfied all sides, or an agreement that the union should deliberately not attempt to formulate policy yet.

Strike crumbling

Two more die in violence linked to stoppage

DREW FORREST

TWO more people have died in violence linked to the four-week South African Breweries strike — one in a grenade attack — while SAB has reported "definite indications" that the strike is crumbling

The Food and Allied Workers Union (Fawu) denied the claim, adding that it was looking at ways of intensifying strike action

An SAB spokesman said yesterday the sister of one of its monthly-paid employees was killed when a hand grenade was thrown at her home in Tembisa on the East Rand

And in Durban a temporary SAB worker, Mr Z A Gumedi, was stabbed to death at the Reunion railway station while on his way to work

The Saturday Star's Durban correspondent reports that another casual worker was admitted to hospital after being shot in the back when crowds went on a rampage outside SAB's Prospecton plant

Return to work

Police said R31 500 damage was caused when the crowds stoned vehicles on three occasions

Elaborating on its claim that the beer strike was crumbling, SAB said yesterday that workers at one of its plants had accepted its 16 percent wage offer and asked to return to work on Monday

It declined to name the plant "to prevent victimisation of its employees"

SAB also said that discussions were under way with workers at other plants and that a pamphlet distributed by workers at its Rosslyn brewery was a further indication of shop-floor dissatisfaction

The pamphlet accuses Fawu of being weak and undemocratic, and its officials of "sitting back while workers starve"

A Fawu spokesman said the union would respond fully at a press conference today

However, he insisted that the strike was still strong and that Fawu was investigating ways of intensifying it

Reacting to the pamphlet, the spokesman said the Rosslyn brewery was a union stronghold "This thing can't be authentic," he said, "Where would workers get printing facilities?"

"SAB's public affairs manager, Mr Adrian Botha, confirmed yesterday that Fawu had formally rejected the company's offer of mediation

The process would serve no purpose, the union said, because of SAB's "inflexible position" on the wage issue

SAB said that in the light of the apparent disunity within union ranks, it had written to Fawu proposing a meeting next Wednesday "to discuss the overall situation"



TOGETHERNESS: National Party MP Dr Johann Vilonel, shakes hands with Swapo leader Mr British Liberal-Democratic Party's Mr David Steele looks on.

Kotze names environment watchdogs

OWN CORRESPONDENT

ENVIRONMENTAL Affairs Minister Mr Gert Kotze has named the members of the new environment council, which will act as an advisory body to the Government

The chairman is Professor Roelf Botha, formerly of the department of architecture at the University of Pretoria

Mr Eric Hall, a consultant engineer and the former city engineer of Johannesburg, is the vice-chairman

Other members include Professor Richard Fuggle, Professor Raman Soni, Mr Jesta Legetho, Mr Gawie Fagan, Dr Allan Heydorn, and Professor Roy Siegfried

● See Page 5.

Lawyers wait for go-ahead on mock hangings campaign

PAT DEVEREAUX

PERMISSION to stage mock public hangings in city centres throughout the country, to bring home to the public the "barbarism" of the death penalty, is still being awaited from the authorities, says the National Association of Democratic Lawyers (Nadel)

Nadel has organised a week-long anti-death penalty awareness campaign

Three more people were hanged in Pretoria on Thursday this week, bringing the total number of executions in South Africa this year to 52

Nadel says the awareness campaign coincides with the 25th anniversary of the first political execution

Tomorrow at midday, recently released African National Congress leader Mr Ahmed

Africa questions how many people have been hanged in South Africa for crimes they did not commit, because they had no proper legal representation

The society urged State President F W de Klerk and the Minister of Justice, Mr Kobie Coetsee, to institute an immediate moratorium on all executions, set up a judicial inquiry into the use of the death penalty and investigate methods of punishment, "which seek to cure rather than destroy"

A Nadel employee said the organisation's offices had been inundated with requests for petition forms calling for the abolition of the death penalty

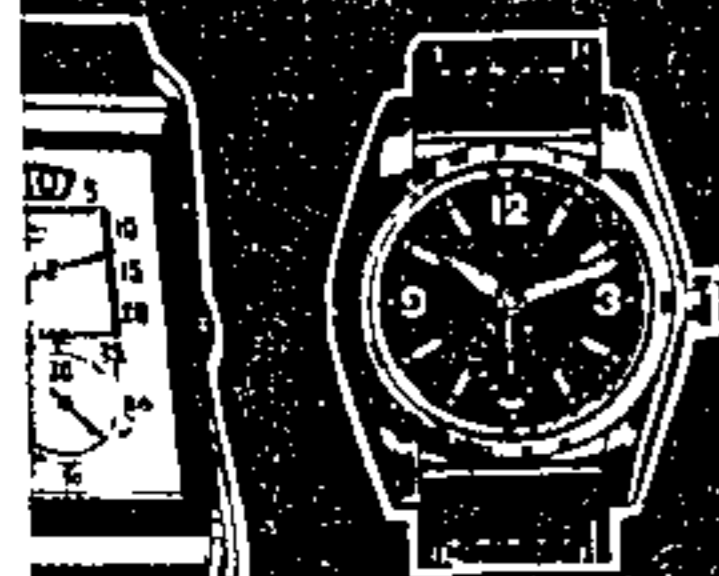
Forms are also available from trade union offices

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Seven people now dead in SAB strike

By SELLO SERIPE

SEVEN people have now died since the SA Breweries strike began four weeks ago, with two more killings reported in Natal.

But the figure released yesterday by Food and Allied Workers' Union (Fawu) national organiser Rajin Naicker at a press conference in Johannesburg was five - two union members in Soweto, one sympathiser in Katlehong on the East Rand and two scab workers in Natal.

During the earlier days of the strike an SAB truck driver was shot dead in Natal while in Tembisa on the East Rand the sister of an SAB employee died in grenade attack on her home.

Fawu also announced yesterday that the union was willing to renegotiate its R1,80 an hour wage demand. SAB has agreed to meet the union on Wednesday.

Naicker said the SAB was trying to criminalise the union by making false press statements, and accusing the union of intimidating taverners and she-beeners.

The Fawu national executive committee resolved to intensify and strengthen the strike.

In the light of this, Fawu would do the following:

- Initiate a meeting of all workers in the SAB group to formulate ways in which they could support the workers in the beer division;
- Initiate meetings with all the components of the Mass Democratic Movement to obtain their support for the striking workers; and
- Strengthen the structures of the union to ensure more effective co-ordination at a national, regional, and branch level.

SAB management was not available for comment yesterday.

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Cross 12/11/89



SAB, ^{CMT Trif} 13/11/89 Fawu ^(140A) to meet on beer strike

Own Correspondent

JOHANNESBURG — Beer strikers and brewery owners will meet this week for talks amid claims by SAB that the strike is crumbling

The union organising the strike, Fawu, and SA Breweries will meet on Wednesday to discuss the "overall situation"

Fawu disputed the SAB claim that the strike was crumbling, saying it had worked out plans at an executive meeting to intensify the strike

The strike, involving 6 000 SAB workers, has been on for six weeks and the death toll reached six at the end of last week. There is also no sign that SAB is prepared to negotiate its 16% wage offer

SAB claimed at the weekend that workers at one of the seven strike-hit breweries had indicated their desire to return to work today. The company did not name the brewery "to prevent victimisation of employees" "This is a definite indication that the strike is crumbling," a spokesman said

However, Fawu described this claim as false and said it planned to seek broadened support for the strike. This would include seeking assistance from workers at other SAB subsidiaries and from the Mass Democratic Movement. The union reiterated that its 38% wage demand, although reasonable in the light of SAB profit levels, remained negotiable

SAB announced on Friday that two more deaths had been reported. The sister of a salaried employee had died during a grenade attack on her home in Tembisa and a casual worker was attacked and killed near a Durban station

It said three strikers in Durban had been arrested with petrol bombs in their possession and there were many reports of intimidation of shebeeners

CW-71A/B 13/11/89
New Cosatu
affiliate is (1601)
launched (1601)

Own Correspondent

JOHANNESBURG — A new Cosatu affiliate, the 73 000-member SA Commercial, Catering and Allied Workers' Union (Saccawu), was officially launched at a conference at a hotel here on Saturday.

Saccawu is an amalgam of two previously bitterly divided factions of Ccawusa, and the smaller Liquor and Catering Trades Employees' Union and the Hotel and Restaurant Workers' Union (Harwu). The latter two brought into the new union some 10 000 members between them.

Office-bearers were elected in terms of a pre-arranged unity and merger agreement giving each faction a share of the positions.

140A B.Say 13/11/89

SAB strike heads for a turning point this week

THE sixth week of the violent and stalemated strike by 6 000 Food and Allied Workers' Union (Fawu) members at SAB could prove to be a dramatic turning point if the plans and hopes of either side are fulfilled.

As the death toll in the strike reached six at the end of last week, SAB claimed the strike was crumbling, while Fawu announced plans, worked out at an executive meeting, to intensify its fight

The two parties have agreed to meet on Wednesday to discuss the "overall situation", although there is no sign the company is prepared to negotiate its 16% wage offer

SAB claimed at the weekend that workers at one of the seven strike-hit breweries had indicated their desire to return to work today

The company did not name the

ALAN FINE

brewery "to prevent victimisation of its employees"

"This is a definite indication that the strike is crumbling," a spokesman said

However, Fawu described this claim as false, saying it planned to seek broader support for the strike.

Negotiable

This would include seeking (unspecified) assistance from workers at other SAB subsidiaries and from the mass democratic movement for those in the beer division

The union reiterated that its 38% wage demand, although reasonable in the light of SAB profit levels, remained negotiable

SAB said on Friday that two

more deaths had been reported

The sister of a salaried employee had died during a grenade attack on her home in Tembisa, and a casual worker was attacked and killed near a Durban station

It added that three strikers had been arrested in Durban with petrol bombs in their possession, and that there had been many reports of intimidation of shebeeners

Sapa reports that after four days of union meetings in Johannesburg last week, Fawu national organiser Ragin Naiker said the organisation had "consistently stated its desire to negotiate an end to the dispute

"We believe that SAB's refusal to negotiate has created conditions for the deep conflict which exists

"Yet in the interests of reopening talks, we are saying our demand is negotiable"

Back-to-work ultimatum to SATS strikers

Own Correspondent

JOHANNESBURG — SATS management has given thousands of striking employees an ultimatum to return to work by tomorrow after which management will consider dismissing them

SATS labour relations director Mr Jan Bredenkamp said this was conveyed to the striking workers' representative committee at a meeting with management in Johannesburg last week that failed to end the dispute

There was no progress at another round of talks in Durban on Friday at which discussion was curtailed, according to SATS

SA Railway and Harbour Workers' Union (Sarhwi) general secretary Mr Martin Sebakwane said police in Soweto and Northern Natal were preventing workers from meeting making it impossible to get a mandate from workers on the return-to-work call

In an advertisement in daily newspapers last week, SATS announced that it was implementing the dismissal procedure for some employees on strike. It added that management was seriously considering implementing the process with others as well

Factions unite to form giant union

A NEW Cosatu affiliate, the 73 000-member SA Commercial, Catering and Allied Workers' Union (Saccawu), was launched at a conference in a Johannesburg hotel on Saturday

Saccawu is an amalgam of two previously bitterly divided factions of Cawusa, the smaller Liquor and Catering Trades Employees' Union and the Hotel and Restaurant Workers' Union (Harwu)

The two brought about 10 000 members into the new union

Office-bearers were elected in terms of a pre-arranged unity and merger agreement giving each faction a share of the positions. The agreement also specified the resolutions and constitution adopted at the conference

Vivian Mtwa and Papi Kganare, leaders

ALAN FINE

of the two Cawusa factions, were elected general secretary and assistant general secretary, respectively

Duma Nkosi of the Kganare group was chosen to be the new union's president

The first vice-president and treasurer came from the Mtwa group, while the second vice-president was a former Harwu official

The conference steered clear of formulating political policy at this stage

Sources at the conference said while delegates' differing political allegiances were still clear, this did not threaten the new-found unity. The atmosphere on Saturday had been "friendly and comradely"

14/11/89

6/2/11/89

Boy

Striking workers get Sats ultimatum

B. Bay *WCA*
ADELE BALETA *(WCA)*
SATS management has given thousands of striking employees an ultimatum to return to work by tomorrow, after which management will consider dismissing them.

Sats labour relations director Jan Brendenkamp said this was conveyed to the striking workers' representative committee at a meeting with management in Johannesburg last week.

There was no progress at another round of talks held in Durban on Friday, where discussion was cut short, said Sats.

SA Railway and Harbour Workers Union (Sarhwu) general secretary Martin Sebakwane said police in Soweto and northern Natal were preventing workers from meeting, making it impossible to get a mandate from workers on the return to work call.

At the weekend police would not comment on the union's allegation.

An advert placed in daily newspapers last week by Sats announced it was in the process of implementing the dismissal procedure for some strikers. It added management was seriously considering implementing the process with others as well.

Workers were urged to reconsider their decision to strike. The statement added: "Some of you may recall how painful the 1987 experience was" For three months of that year Sats was hit by a strike of 18 000 employees, who were all dismissed.

The strike was called to back demands for a wage increase, improved working

To Page 2

Sats strike

(WCA) *(WCA)*
conditions, recognition of the union and in protest against privatisation

Sebakwane said Sarhwu was in the process of applying for registration. But management said attempts to discuss recognition of the union at the meeting were sidestepped by the workers' committee

Sats spokesman Alan Lubbe said on Friday more than 16 000 workers were on strike nationally. Sebakwane said the figure had moved up marginally from more than 40 000 when about 400 East London workers stopped work on Friday

(WCA) *(WCA)*
Lubbe said "There is a slight disruption of service, but we can cope. We fill in with staff from other departments and temporary staff to help"

He stressed that passenger trains were running smoothly

A further 500 workers were on strike in places like Richards Bay, Capital Park in Pretoria and in Bloemfontein, he said

Both the workers' representatives and Sats reported they were prepared to hold further talks

From Page 1

Congress attempts to end trade union strife

140
Sfaw
13/11/89

By Drew Forrest

Moves to end strife over trade union leadership and ideology in the commercial and catering sectors were made in Johannesburg at the weekend launching congress of the SA Commercial, Catering and Allied Workers' Union (Saccawu).

The congress was called to endorse an agreement merging two splinters of the Commercial Catering and Allied Workers' Union (Cawusa), the Hotel Restaurant Workers' Union, and the Liquor and Catering Trades Employees' Union (Cape).

The congress followed two years of strife over union leadership and ideology.

Cawusa faction leaders Mr Vivian Mtwana and Mr Papi Kganare were confirmed as Saccawu's general secretary and assistant general secretary.

A national finance committee was appointed to centralise union finances. To aid the unity process, it was agreed that for a 19-month period national congress decisions would be by a two-thirds majority.

Other decisions were

- To seek Congress of SA Trade Unions (Cosatu) affiliation.
- To fight for sexual equality in the union and workplace.
- To push for centralised bargaining. Living-wage demands for next year would be centrally formulated and tabled at all organised companies.
- The union would have separate commercial and catering sectors.

In an address to the congress, Cosatu general secretary Mr Jay Naidoo warned that the "paper unity" of the merger agreement would have to be reinforced by unity in action.

Bid to resolve beer strike

Staff Reporter

AR 6/14/89 140A
THE Food and Allied Workers' Union (Fawu) and SA Breweries meet tomorrow for the first time since mid-September in an attempt to resolve the strike which started on October 11.

According to SAB spokesman Mr Adrian Botha, Fawu has agreed to attend the meeting for "discussions."

However, negotiations are not expected to resume.

PERCENTAGES

In another move SAB have said that 75 percent of employees at an unnamed plant have signed their acceptance of a 16 percent across-the-board wage increase offered by the company.

Mr Botha said that SAB had negotiated "till exhaustion" the position on wages

and the time for trading percentages had long passed.

"It would be highly irresponsible of Fawu now to negotiate minor percentage increases," he said.

Tomorrow's meeting will be the first time SAB and Fawu have met since mediation broke down in mid-September, triggering the strike on October 11.

DEATH TOLL

Their last official wage negotiation meeting was on August 23.

The death toll in the bitter strike involving 6,000 Fawu workers reached six by the end of last week. Fawu members and casual workers have been among the casualties.

Fawu's demand is for a 38 percent wage increase but the union has indicated a willingness to negotiate this demand.

1407 By MATSHUBE MFOLOE



THE South African Breweries and the Food and Allied Workers Union meet tomorrow, against the backdrop of a six-week-old strike in the beer industry

Sowetan 14/11/89

Fawu spokesman Mr Mike Madlala the said meeting was requested by SAB to discuss "relationships between his union and management".

He said it was unclear whether talks would centre around the strike and wage negotiations, but that the union's negotiators and office bearers would be present at the talks.

"If management wants to negotiate we will excuse ourselves and leave everything to our negotiators," he said.

Madlala reiterated the union's stand to continue the strike until SAB management "showed some flexibility to negotiate" on the R1 80 an hour demand.

A spokesman for the SAB, Mr Adrian Botha,

Fawu to meet with SAB bosses

said workers' demands were unreasonable.

Botha said workers had already lost R10 million since the strike began. Above all, he said, the company was concerned about the degree of violence against "innocent employees" of the company.

He also claimed that the distribution of a pamphlet at the Rosslyn plant was "an indication

of worker dissatisfaction"

Fawu however dismissed these claims and said the pamphlets were "the job of management"

Link

Asked to comment on the recent attacks on scabs and several employees of the SAB, Madlala said "our members should not be linked to any violence because they only want to negotiate with the company".

Fawu also disputed a claim by the company that the majority of workers at one plant had accepted the 16 percent wage offer and were willing to return to work

Meanwhile, the Soweto Taverners Association will hold a meeting at Uncle Toms Hall from 1pm today to discuss Fawu strike.

SATS to
talk — but
ultimatum
remains

SATS Talks 14/11/59
(GDA)

Own Correspondent

JOHANNESBURG — Today's return-to-work ultimatum issued by SATS to thousands of striking workers remains, despite a meeting scheduled to take place today in an attempt to end the dispute.

SATS spokesman Mr Alan Lubbe said the workers' representative committee yesterday requested a meeting with management who indicated it had no objection to talks but asked that concrete proposals be given to enable SATS to prepare for talks.

Previous discussions between the parties failed to reach settlement.

SA Railway and Harbour Workers' Union (Sarhwu) general-secretary Mr Martin Sebakwane said SATS' attitude showed it had shifted from its previous "headstrong" position and was prepared to take part in bona fide negotiations. He said proposals to be put forward included an increase in wages from the present minimum of R600 to R1 500 a month.

SATS labour relations director Mr Jan Bradenkamp confirmed SATS would consider dismissing the 17 000 workers on strike if they did not turn up for work today

Some strikers back at work?

CNL 10/18 14/11/81
Own Correspondent

JOHANNESBURG — The majority of SAB strikers at a small Free State brewery are expected to return to work today, SAB personnel director Mr Rob Childs said yesterday

If they do, this would represent the first crack in the five-week-old strike by 6 000 workers

Mr Childs said 75% of the 120-strong workforce at the Welkom brewery had signed their acceptance of the company's 16% wage offer

He said employees at another three breweries — two large and one small — and three transport depots had shown an interest in ending their strike

Food and Allied Workers' Union spokesmen could not be reached for comment

The parties are scheduled to meet tomorrow for talks aimed at resolving the dispute

New union in retail sector

A NEW union has been formed in the retail industry as a first step towards achieving unity in the commercial and catering sector.

The South African Commercial Catering and

By LEN MASEKO

Allied Workers Union (Saccawu), a spin-off of three retail unions, was launched in Johannesburg over the weekend

The three unions are

the Commercial Catering and Allied Workers Union of SA (Cawusa), Hotel and Restaurant Workers Union (Harwu) and the Cape Liquor and Catering Trades Employees Union

Saccawu's formation follows two years of bitter in-fighting between two factions within Cawusa, one led by Mr Vivian Mtwa and the other by Mr Papi Kganare

Mtwa said the union's political policy would be debated.

The other office bearers of the union are Mr Duma Nkosi (president), Mr Miller Moela (first vice-president), Mr Chris Mohulatsi (second vice-president), Mr Amos Mothapo (treasurer) and Mr Papi Kganare (assistant general secretary)

SAB, union to talk about strike

Labour Reporter

South African Breweries and the Food and Allied Workers Union are to meet today for the first time since the beer strike started five weeks ago.

However, prospects for progress at the meeting, to be held in Johannesburg, do not look promising.

SAB's Mr Adrian Botha said yesterday that the company's 16 percent wage offer was not

up for negotiation. The position on backpay — management insists the pay deal will take effect from the date of acceptance — was also unchanged.

DEADLOCK

Today's encounter would not be a negotiating meeting but would look at "alternative ways of resolving the dispute".

However, Fawu's Mr Mike Madlala said a management re-

fusal to negotiate on the union's key demands "will very soon land us in deadlock".

Mr Madlala also rejected claims of divisions among the strikers.

According to SAB, 127 strikers returned to work yesterday at its Welkom brewery after accepting the 16 percent offer.

Workers at three other breweries and a depot had indicated a willingness to end their strike.

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Dismissed Haggie Rand workers outside the Rand Supreme Court yesterday before the urgent application against them *E/Day (140A)* Picture REUTERS

NUM fights ejection bid by Haggie Rand

(5/11/89) SUSAN RUSSELL

HAGGIE Rand Ltd brought an urgent application against the National Union of Metal Workers of SA and 92 dismissed employees in the Rand Supreme Court yesterday in a bid to have the workers removed from a company hostel in Germiston

The urgent application was opposed by the union when the matter went before Mr Justice G Leveson

It was subsequently agreed between the parties that a rule would be issued against the workers and union but the company did not ask for an interim order

Mr Justice Leveson then issue a rule nisi calling on the union and the dismissed workers to show cause on November 28 why an order should not be made declaring their dismissal on October 23 lawful and ejecting them from the hostel

In an affidavit Haggie Rand's personnel manager David Redelinghuys said workers were dismissed after taking part in an illegal strike following a dispute over an overtime ban

A total of 232 employees were dismissed on October 23, Redelinghuys said, and the 93 workers named in the application were part of this group

He said the company had lawfully terminated the employees' employment and they were in unlawful occupation of the hostel

About 200 workers who had come to attend the application gathered outside the Rand Supreme Court yesterday morning

They were allowed into the building in single file Police confiscated a number of placards

NATAL UNREST DEATHS

September 1987 to January 1989	668
February 1989 — November 13 1989	311
Past 24 hours' official toll:	4
TOTAL	983

A tale of the battle of a dedicated unionist

 AR 64
 15/11/89

From GARNER THOMSON,
Weekend Argus
Correspondent
IN LONDON

ONE of the side-effects of solitary confinement for Emma "Tiny" Mashinini was that she forgot the name of her youngest daughter, Dudu

The experience — which came closest to breaking her spirit in her life-long battle for workers' rights and against apartheid — remains burned into her memory as one of the two darkest moments of her life. The other was the death, at 17, of another daughter, Penny, in circumstances she can still not bring herself to talk about.

Self-effacing by nature, Tiny Mashinini would be the first to say her struggles have been no greater than those black women face daily throughout South Africa.

Death Row mothers

"I beg you to remember the mothers with children on Death Row," she says, "the mothers who wait for a coffin to be opened, not knowing whether they will see the face of their child inside. These are the women who need our support every day." But, for all her personal diffidence, she stands out as one of the handful of truly formidable and accomplished women politicians forged in the furnace of Soweto.

Tiny Mashinini came to write her autobiography — *Strikes Have Followed Me All My Life*, just published here by The Women's Press — almost inadvertently. Just as, she says, she became a workers' representative "almost in spite of myself".

It was South African-born film-maker Betty Wolpert who persuaded Tiny to tell her story. With characteristic energy and determination, Ms Wolpert dogged Tiny with a tape-recorder, sending the cassettes back to London for transcription, then returning the rough drafts to Tiny for editing.

As work progressed and Tiny's confidence increased, the book's importance became



Emma Mashinini

evident. "Originally, I thought it would be therapeutic for Tiny to tell her story," says Ms Wolpert. "She'd had a hard life, but a rich one, but I also realised that it would be a great shame to lose the history of this great South African trade unionist."

Tiny Mashinini doesn't remember precisely when she became politicised, but she knows that when she finally escaped an unhappy marriage and threw away the skin-lighteners and European-style wigs popular among young black women then, her life began to change.

A garment worker for nearly 20 years, she does recall her foremen yelling "*Roer jou gat — Roer, roer*" at her and her fellow workers but, no matter how hard they worked, never "That's enough".

Wryly, she adds "Luckily, I wasn't a very good machinist so I was elected a shop steward, so my interest in workers began very early in my working life."

Routine arrests

Worried about exploitation of the growing numbers of black shop-workers, Tiny set out to organise them, distributing leaflets at major shopping centres in and around Johannesburg. Routinely, the police would arrest her, hold her for a day or so, destroy her leaflets, and let her go.

"The leaflets were very pre-

cious to us because we had no money," she says, "but I wonder if the South African government realised that the police were helping to advertise me to the workers. Somehow, they made my work a little easier."

Mrs Mashinini's book recounts how, as CCAWUSA began to grow towards becoming one of South Africa's biggest and most powerful black trade unions, the government started to feel increasingly threatened. In 1981 she was caught up in a security police swoop along with more than a dozen other leading trade unionists and labour experts and detained at Pretoria Central.

She was cold, fearful and able to tell the time only by the meals she received. But, she adds proudly, at the end of 14 days, "I was still Emma. I was still sane. I was myself."

But her elation was short-lived. Her hopes of being released at the end of her Section 22 were abruptly dashed when a policewoman told her that she'd heard she was being transferred to Section 6.

"Had my chips"

"When I went to bed that day — well, from that day onwards — I never even thought it was necessary to eat and keep strong to go home, because I knew that now I'd had my chips."

The account of her period in prison is almost dispassionate. She records how her health deteriorated and she was transferred to Johannesburg. Time passed, until finally she came to be interrogated at John Vorster Square. After that, it was prison again, and more interrogations — her fears aggravated by whispers of the death of a detainee later known to be Neil Aggett.

Tiny kept herself sane and resistant to the bouts of interrogation and solitary confinement by reciting the names of her children and grandchildren like a litany. But, then it happened. "I could see my youngest daughter's face and I wanted to call her by her name," she says. "I struggled to call out the name, the name I always called her, and I just could not recall what the name was. I struggled and struggled. I would fall down and actually weep with the effort of remembering the name of my daughter. This pain was the greatest I'd ever had."

"And, then, on the day I actually did come across the name this simple name Dudu, or 'Love' — I immediately fell asleep because it was such a great relief. But it was after days of killing myself to remember my own child's name."

Release finally came, and, today, Tiny Mashinini is a distinctive figure. Energetic and determined, she is known as much for her obsession for beautiful things — evidenced by her beloved BMW and her collection of fine crystal — as she is for her continued political outspokenness. She is quick to point out that, because she's no longer a trade unionist, it doesn't mean she is no longer involved in the day-to-day battle against apartheid.

She works for the human rights section of Archbishop Desmond Tutu's office, and travels widely to meet trade unionists outside her own country, to exchange views and experiences and to keep the plight of South Africa's black people — and their women in particular — in the forefront of Western consciousness.

B/Dom *(2107/140A)*
Sats strike erupts in Springs *(15/11/89)*

140A

THE Sats strike by between 20 000 and 40 000 employees erupted yesterday after a confrontation between police and workers at a building in Springs on the East Rand

Lt Ida van Zweek said police raided a building, housing Cosatu-affiliated trade unions, confiscating knives, knobkierries, steel pipes, sjamboks and similar weapons from about 220 workers. No one was arrested.

East Rand police could not confirm SA Railway and Harbour Worker Union (Sarhwu) allegations that teargas was fired into the building and workers beaten.

ADELE BALETA

Sarhwu general secretary Martin Sebakwane alleged police informed workers that in future they had to produce a magistrates' permit to be on the premises.

Asked if union claims that workers were photographed were true, Van Zweek said photographs were available at the East Rand police headquarters.

Sebakwane said the police action was proof of a systematic programme to break the strike.

He said workers traditionally carried

To Page 2

B/Dom *(15/11/89)*
Sats strike erupts *(140A)*

From Page 1

knobkierries, but he could not comment on other "weapons"

A meeting planned for yesterday between the two parties did not happen after management informed the workers' representative committee its proposals made prior to the talks were non-negotiable.

These related to an increase in the minimum wage from R600 to R1 500 a month and the current disciplinary procedure.

Sats said yesterday it was considering new committee proposals aimed at ending the strike.

According to Sebakwane, the new proposals showed workers were not in conflict with the current disciplinary procedure or the labour council wage agreement.

Sats said in a statement yesterday a general salary increase was granted in July this year and, in terms of Sats legislation, further demands for salary increases could not be considered before 12 months had elapsed.

"This makes the union's demands for a salary increase in excess of 200% non-negotiable."

Management yesterday dismissed 150 workers at Langlaagte, Springs and Sentra Rand — three days after receiving their dismissal notices.

The workers were fired after failing to heed a return to work call yesterday and about 8 000 workers have until today to furnish reasons for their industrial action and to return to work or be dismissed.

Police raid SATS union building on East Rand

1408 (122) (122) (122) (122)
CME 11/15/87
JOHANNESBURG — The SATS strike by between 20 000 and 40 000 employees erupted yesterday after a confrontation between police and workers at Springs' Palladium building

Lieutenant Ida van Zweel said police raided the building housing Cosatu-affiliated trade unions and confiscated knives, knobkerries, steel pipes, sjamboks and similar weapons from about 220 workers. No one was arrested.

East Rand police could not confirm SA Railway and Harbour Workers' Union (Sarhwu) allegations that they fired teargas into the building and beat workers, who had to jump out of windows

A meeting planned for yesterday between the two parties never came off after management informed the workers' representative committee their proposals made before the scheduled talks were non-negotiable.

Management yesterday dismissed 150 workers at Langlaagte, Springs and Sentra Rand

About 8 000 workers have until today to furnish reasons for their industrial action and to return to work or be dismissed.

The return to work deadline for more than 10 000 striking SATS workers in Natal was extended yesterday until Friday. — Sapa, Own Correspondent

Rail trucks crush man

CME 11/15/87
DURBAN — A pensioner who was employed as a casual worker by the South African Transport Services during the labour strike was crushed to death on Monday night while sleeping under a railway truck.

Police have identified the man as Mr Petros Johannes Jacobsen, of Rutherford Street

Lieutenant Bala Naidoo, police public relations officer for Port Natal, said Mr Jacobsen had fallen asleep under one of the railway trucks at a pier

When the shunters came on duty they inspected the lines but did not see Mr Jacobsen

They discovered his body after examining the rails to find out why the trucks were not running freely.

The railway trucks were loaded with steel — Sapa

3 000 in wildcat work stoppage at Mercedes-Benz plant

REPRESENTATIVES of Mercedes management and employees held several hours of talks yesterday to resolve a wildcat work stoppage by 3 000 hourly-paid employees at the company's East London plant

A Mercedes spokesman said it was hoped the dispute, sparked by disciplinary action taken against eight people who had embarked on a go-slow, would be resolved by tomorrow

The stoppage, which began on Monday, is the first in several months to

mark a period of labour peace at the plant, which suffered industrial action almost monthly during 1987 and 1988

It is also the first strike since July when Mercedes and Numsa signed a new and advanced procedural agreement designed to extend to the workforce the same collective bargaining rights enjoyed by their West German counterparts

ALAN FINE

Mercedes industrial relations manager Ian Russell said while management was disappointed that a breach of the agreement had occurred, it recognised the reality that such breaches would take place from time to time

"We are committed to resolving the problem through our procedures," he said. He added relationships between management and the workforce had "genuinely improved".

Numsa spokesmen could not be reached for comment

SAB and Fawu to meet for first time since strike began

Day 15/11/89 ALAN FINE (140A)

TOP SAB and Food and Allied Workers' Union (Fawu) representatives are to meet in Johannesburg today for the first time since the bitter strike by 6 000 union members began more than five weeks ago.

While the meeting is designed to discuss ways of resolving the dispute, there is no sign yet of possible avenues for overcoming the impasse.

SAB yesterday reiterated it was not considering improving the value of its offer, saying the solution did not lie in negotiating over minor percentages.

"There comes a time in collective bargaining when it is constructive, and indeed necessary, for final positions to be taken," a spokesman said.

Fawu assistant general secretary Mike Madlala reiterated that the union's position was flexible.

But he said he did not believe that reshuffling the remuneration package — for example decreasing shift allowances to increase wages — was an option. "You cannot reduce existing benefits," he said.

The union had not yet considered extending the life of the agreement to allow for a higher basic wage for the extended period.

He said he did not think recent management statements had helped bring the parties closer together. He described as untrue SAB claims that nearly 100 workers at the Welkom brewery had returned to work and that others were considering following suit.

He felt management's repeated statements about not increasing the 16% wage offer had not helped matters.

A meeting of the National Taverners' Association (NTA) held in Soweto yesterday resolved to seek a meeting with Fawu after the union's talks with SAB today.

SAB, union stalemate after talks

By Drew Forrest
Labour Reporter

A four-hour meeting between South African Breweries and the Food and Allied Workers Union, the first since the six-week beer strike began, ended in stalemate yesterday.

At a press conference later, Fawu accused SAB of seeking to smash the union, while SAB condemned Fawu as "obdurate and unimaginative".

Both sides confirmed that no progress had been made towards settlement. Fawu warned that it is to meet sympathetic organisations this week in a bid to intensify the strike.

In a statement SAB said the union offered "too little, too late", reducing its demand for a 38 percent pay rise to 32 percent and refusing to discuss other demands totalling 150 percent.

On Tuesday SAB stressed it would not revise its 16 percent pay offer.

Fawu's Mr Rajin Naicker said the union had dropped its demand and proposed that the meeting become a bargaining forum in a sincere bid to spur negotiations.

Claims that workers had indicated a willingness to return to work were a ploy to sow division, he said.

Beer strike to intensify after deadlock — union boss

ACCUS
16/11/87

ILCOA

By ANDREA WEISS
Staff Reporter

AN official of the Food and Allied Workers' Union has declared that the nationwide strike at the South African Breweries will intensify following a deadlock at a meeting between the two warring parties

They met in Johannesburg yesterday — for the first time since mid-September — in an attempt to find ways of ending in the five-week strike. However, the talks ended after four hours.

In a Press statement SAB condemned Fawu for being "obdurate" and "unimaginative" and said no progress was made because Fawu "offered too little, too late."

Dropped

According to SAB, Fawu dropped six percent on its 38 percent increase demand but was not prepared to discuss other demands which included benefits such as additional compassionate leave and increases in shift allowances

In the statement SAB said it was "dismayed at Fawu's reticence to include violence as an issue".

"In the face of such obduracy

any attempt at successful collective bargaining is futile"

The company announced that employees had returned to work at the Welkom depot and claimed there were "many more" workers wishing to return to work

"Cheap"

Fawu general secretary Mr Rajin Naiker said SAB was using a "cheap tactic of trying to sow confusion and division amongst the workers"

There was no dissension within Fawu ranks, he said.

Responding to reports of violence and intimidation by Fawu members, he said this was "an attempt by SAB to make Fawu responsible."

He added "Until we are certain Fawu membership has been involved, we're not prepared to enter into negotiations with SAB over violence"

He said that in some cases Fawu members had been provoked and that the union could not call on its members to desist from violence when attacked

The union was not accepting lower wage offers from other employers, as alleged by SAB, and, in fact, some smaller companies had settled for even higher increases this year, said Mr Naiker.

Deadlock in SAB strike talks

ADELE BALETA

THE first round of talks aimed at ending the five-week wage strike by 6 000 SAB workers ended in deadlock yesterday in spite of a drop in the Food and Allied Workers' Union's (Fawu) minimum wage demand

Fawu's movement in coming down on its demand from a 38% (R1,80 an hour) minimum increase to 32% (R1,50 an hour) was described by management after the four-hour talks as "too little and too late".

In a statement, SAB condemned Fawu as "obdurate and unimaginative" and said the union had not been prepared to discuss its additional demands totalling 150%.

SAB said it was "dismayed" at Fawu's reticence to include the issue of violence in talks

However, Fawu national organiser Ragin Naicker told a Johannesburg press conference, attended by shop stewards from SAB complexes countrywide, the key to negotiating

the dispute had been put into SAB's hands.

He said Fawu attended the talks at SAB's invitation as a way of finding alternative ways outside mediation to ending the dispute which has claimed seven lives so far

8/10/89
16/11/89
Demands
146 A

Fawu's new demand was made to prompt negotiation, without which the dispute could not be resolved.

Naicker added SAB would not address demands on working conditions and "seemed to block all Fawu's moves toward negotiation".

Fawu's initial demand was an increase of R1,80 an hour taking the present minimum to R6,50 an hour while the company's continued offer remains an increase of 75c an hour

(16% or R5,45 an hour) which it says will push up the minimum wage to R1 063 a month.

Naicker said the strike would be intensified "What other options are open to us," he asked. A meeting would be held this week with community organisations including the National Taveners Association to discuss the boycott.

He stressed that there was no dissension within Fawu ranks regarding the strike

Reports of violence by Fawu members, he said, was an SAB attempt to make Fawu responsible "Until we are sure our membership is involved, we're not prepared to enter into negotiations with SAB over violence."

Naicker stressed Fawu was not accepting lower wage offers from other employers, as alleged by SAB, and, in fact, some smaller companies had settled for even higher demands this year.

Factions bury hatchet

From MONO BADELA JOHANNESBURG. — A giant new union for commercial and catering workers was launched here last weekend ending more than two years of in-fighting in the industry.

The inaugural congress of the 73 000-strong South African Commercial, Catering and Allied Workers' Union (Saccawu) endorsed an agreement merging two splinter groups of the Commercial, Catering and Allied Workers Union of South Africa (Ccawusa), the Hotel and Restaurant Workers' Union and the Liquor and Catering Trades Employees' Union.

The merger follows the decision at Cosatu's third annual congress in July this year to give the two Ccawusa factions until November 12 to patch up their differences.

And the man who convened the all important congress, Bernie Faranoff of the National Union of Metalworkers of South Africa, said he was pleased with the outcome of unity talks although there were still problems which would have to be overcome.

Reinforced

"Our feeling was that all the parties are very committed to unity. It was clear in the negotiations that the leaders of all the factions were prepared to make concessions and sacrifices to build unity," Faranoff said.

Faranoff was assisted by NUM's assistant general secretary Marcel Golding and Cosatu's assistant general secretary, Sydney Mufamadi, in uniting the warring groups.

Guest speaker at the congress, Cosatu general secretary Jay Naidoo, urged the 300 delegates to concentrate on unity.

"The paper unity of the merger agreement will have to be reinforced by unity in action," Naidoo warned.

In terms of the unity agreement, Ccawusa faction leaders Vivian Mtwa and Papi Kganare were appointed general secretary and assistant general secretary respectively and Duma Nkosi of the Kganare faction was elected president of the union.

The other office bearers are Amos Mothalo (treasurer), Miller Moela of the Mtwa group (first vice-president), and Chris Mohulatsi of Harwu (second vice-president).

Delegates agreed that living wage demands for next year would be centrally formulated and tabled at all organised companies and that the union would have separate commercial and catering sectors.

Mtwa said the congress steered clear of formulating political policy.



Delegates discuss unity at the Saccawu conference

Samwu to oppose privatisation

THE South African Municipal Workers' Union (Samwu) is to campaign alongside other unions and organisations against privatisation which it described as a "monster".

The decision was taken at Samwu's second national congress in Cape Town last weekend.

The congress delegates representing about 29 000 paid-up Samwu members also resolved to unionise workers in municipalities throughout South Africa and to strive to become the

largest Cosatu affiliate. Samwu currently has a paid-up membership of 35 000.

The theme of the congress was "Unite, Organise and Democratisé" and a Samwu spokesperson said the delegates debated issues in a "constructive manner in keeping with this theme".

The congress also adopted resolutions dealing with strengthening the union's structures, building Cosatu and mass-based organisations and supporting the

preconditions for negotiations set out by the African National Congress.

Delegates noted the importance of organising women and resolved to assist in building women's structures in the union and the community through the revival of the Federation of South African Women.

John Ernstzen (general secretary), Petrus Mashishi (president), Joseph Spambo (vice-president) and Sidney Adams (treasurer) were unanimously re-elected.

16-22/11/89
South

South
16-22/11/89

SATS workers face dismissal

WOP

THE strike by thousands of railway workers throughout the country escalated this week as an ultimatum for the strikers to return to work or face dismissal expired.

A spokesperson for the South African Railway and Harbour Workers' Union (Sarhwu) in the Western Cape said about 600 workers had downed tools at the South African Transport Services (Sats) workshop in Salt River on Wednesday morning.

A further 1 500 workers were poised to join the strike in the Western Cape, he said.

Meanwhile, Sarhwu remained hopeful that the dispute could be resolved.

Sarhwu general secretary Martin Sebakwane said the union remained "committed to negotiations".

He said a meeting planned for this week was cancelled after the South African Transport Services (Sats) informed the union that they were not prepared to go over the grievances outlined at a meeting between the two groups last Thursday.

The union had proposed a further meeting and Sats responded on Tuesday saying they were examining the union's proposals.

Sats last week issued an ultimatum that workers should return to work by November 14 or face dismissal procedures.

At least 600 strikers have been dismissed.

Sebakwane said a conservative estimate of the number of workers on strike was 40 000.

Sats spokesperson Alan Lubbe put the figure at 17 000.

Lubbe confirmed that the strike involved workers in the Transvaal, several parts of Natal, Bloemfontein, the Northern Cape and Port Elizabeth.

In Kimberley, workers marched to the offices of the Sats regional manager on Monday after they had joined the strike.

Sebakwane said the union had presented several proposals about dismissal procedures and wages to Sats.

Earlier this week, Sats described the workers' demand for an increase of more than 200 percent as "unrealistic" and said the matter was non-negotiable because in terms of the South African Transport Services Act, a wage increase is only due next year.

Sebakwane claimed that police had taken action against workers on several occasions.



Rochelle Plastics workers outside the factory after being locked out

Plant shut after demo

MANAGEMENT at a Kensington plastics firm closed the factory doors and left with a police escort on Tuesday following a demonstration by workers dismissed earlier in the day.

South African Chemical Workers' Union (Sacwu) organiser, Mr Peter Roman, said 27 workers — the entire workforce — were fired from Rochelle Plastics for taking part in a two-day work stoppage.

Roman said the stoppage was to demand the reinstatement of four workers fired a fortnight ago because of a shortage of work.

He said Sacwu began organising at the factory last month but management had not responded to the union's requests for a meeting.

Management could not be contacted for comment.

Breweries, (1407) Fawu trade accusations

Capt TM 15 10/11/89

JOHANNESBURG. — Talks between SA Breweries and the Food and Allied Workers' Union (Fawu) reached deadlock yesterday, with the breweries accusing the union of being "obdurate and unimaginative" and the union saying SAB had no intention of trying to resolve their dispute.

"Fawu offered too little, too late, coming down from a 38% increase to 32%, and was not prepared to discuss its additional demands which totalled 150%," SAB said in a statement

However, Fawu spokesman Mr Regin Naiker said that the key to negotiating the dispute — an offer of R1,50 — had been put into SAB's hands.

SAB responded by having a caucus which "did not last 15 seconds", then just reiterated their position.

Mr Naiker said SAB would not address demands on working conditions and "seemed to block all moves" by Fawu towards negotiation. — Sapa

CAH Tab B 16/11/89 PICTURE UNIT

SATS fires 600 rail workers

JOHANNESBURG — South African Transport Services dismissed 600 striking black rail workers yesterday in a bid to break an 11-day-old stoppage over pay

SATS spokesman Mr Alan Lubbe said the workers had been laid off because they failed to meet an ultimatum to return to work by November 14

He said SATS, which also controls harbours and airports, would continue to fire workers until the estimated 20 000 strikers ended their action

"Let's hope the strike is resolved before we have to fire all of them," Mr Lubbe said

Mr Martin Sebakwane, general secretary of the South African Railway and Harbour Workers' Union, which represents the strikers, put at 40 000 the number of black workers taking part in the strike

Strikers are demanding a minimum monthly wage of R1 500, more than double the present average wage of R600 per month. The company has refused to recognise the union and has rejected the pay demand

The union condemned police for raiding union offices on Tuesday

Police said they seized dozens

of knives and whips in the raid


Union and management have accused each other of violence and intimidation after a growing number of assaults and attacks on trains in recent weeks by unidentified groups

"It is becoming very difficult to understand the concept of labour relations with regard to the way SATS is conducting itself," said Mr Sebakwane, adding that workers would not bow to "strong-arm" tactics

Unionists said the strike was growing and could spread to airports and key harbours — Sapa-
Reuter

Bid to ease beer embargo

South 16-22/11/89



TOWNSHIP taverners, who face financial ruin after a failed bid by the Food and Allied Workers' Union (Fawu) and the South African Breweries (SAB) to resolve their dispute on Wednesday, hope the union will give them the go-ahead to sell an alternative brand of beer

Fawu said the breakdown in talks meant that the beer boycott in support of 6 500 strikers would be "intensified"

Western Cape Taverners' Association secretary Malchi Dyani said the taverners intended pushing for Fawu to clear Windhoek Lager for sale

Alternative

He said taverners had investigated the links between the South West African Breweries and SAB and would present their findings at a meeting with Fawu next Tuesday

Unless an alternative were provided, many taverners would have to close their doors, Dyani said

"Taverners will go hungry over the festive season because beer accounts for between 80 and 90 percent of sales," he said

Taverners had no option but to stand behind the strikers, he added

"We live in the community. History has shown us that we cannot risk becoming targets of community anger, as in 1976 and 1985"

Fawu national organiser Rajin Naicker said the union shared the taverners' disappointment at the breakdown in talks

Naicker said the union had hoped Wednesday's meeting, which took place at the request of SAB, would be a means of negotiating an end to the five-week strike. As a "sign of goodwill" the union had dropped its wage demand by 30 cents from R1,80 an hour to R1,50—still negotiable, he said

SAB, however, refused to budge on its offer of 75 cents

B/Day

17/11/89



140A



Sats employee Peter Mhlangu, 45, was hit on the back of the head, allegedly by a kitskonstabel, during clashes between police and striking workers in Germiston yesterday.

Picture ROBERT BOTHA

Sats strikers, police hurt in clash

ADELE BALETA

AT LEAST 300 Sats employees at Cape Town's Table Bay harbour stopped work yesterday, while strikers and police clashed at Germiston station in the Transvaal

Sats spokesman Alan Lubbe said yesterday it was not yet clear whether the Cape Town harbour workers were on strike, as talks in the region were in progress

The union was unavailable for comment late yesterday.

A further 1 207 employees were dismissed in Johannesburg, and 46 at Sats' catering department in Durban, for ignoring a return-to-work deadline. This brings the total number of dismissals nationwide so far to 1 879, Lubbe said.

He could not say if Sats was still considering new proposals for negotiation with the workers representative committee, but confirmed no talks had taken place yesterday.

Police and the SA Railway and Harbour Workers' Union (Sarhwi) gave conflicting accounts of the confronta-

tion at Germiston station on the East Rand early yesterday

Sarhwi Germiston office organiser Tozanile Taai said police attacked and beat 50 Springs workers at the station after they alighted from a train to attend a meeting at Cosatu's regional office.

He said policemen and ticket examiners attacked the group with batons. A worker had three fingers chopped off, allegedly by a panga-wielding ticket official.

Later about 200 striking workers from Delmore hostel, East Rand, were attacked at the Cosatu offices, he said.

He claimed police chased the workers from the station to the offices, where they took knobkerries from workers and beat the Sats employees.

Five people were taken to hospital, three Sats employees, an SAB employee and a bystander.

Pretoria police spokesman Maj Mar-lus Bonthuys said six policemen were injured in the incident.

He said the Springs workers armed with sticks and sjamboks had not paid their fares. Police gave them five minutes to pay up or travel on.

Police then tried to make arrests but were attacked by workers who pelted them with stones from the railway line.

Three policemen were injured. Police fired two shots with a pistol and the group scattered. No injuries other than those to the police were reported.

Bonthuys said that at about 10.30am police received information Sats workers were being attacked at Cosatu's offices.

They found about 150 people in front of the building and in the street, singing, dancing and holding knobkerries and iron pipes.

The police warned them to disperse, but instead they charged, injuring three policemen. No arrests were made.

Catering union divisions come to an end

By CASSANDRA MOODLEY

THE launch of an 80 000-strong union in the catering industry this week will provide workers with better organisational strength and more bargaining power, say organisers of the South African Commercial Catering and Allied Workers Union.

"Unity forged at the launch of Saccawu has given birth to a new union, powerful in its organisational strength, militancy and bargaining power," said Saccawu general secretary Vivian Mtwana and union president, Duma Nkosi.

The formation of the major union last Saturday ended almost two years — linking the Hotel and Restaurant Workers Union, the Cape-based Liquor Catering Trades Employees Union and two factions of the Commercial Catering and Allied Workers Union of South Africa, a faction led by Papi Kganare and one led by Mtwana.

Splits developed in Ccawusa two-and-a-half years ago over the adoption of the Freedom Charter. Earlier this year, Harwu broke away from

the Kganare group of Ccawusa after accusing the group of corruption and poaching hotel members.

But this week Nkosi said "All hostilities have ceased. We all have a common purpose in building the organisation." Mtwana added he was optimistic about the unity pact. "We have confidence that we are capable of controlling negative developments that may arise."

All groups were represented on the committee, said Nkosi. Other office bearers include Miller Moela, first vice-president, Chris Mohulatsi, second vice-president, Amos Mothapo, treasurer, and Kganare, assistant general secretary.

For the moment the initial cause of the Ccawusa split, the adoption of the Freedom Charter as a policy document, has been resolved. Mtwana said it was decided at the inaugural congress to concentrate on launching the

union and building grassroots structures. Once this had been achieved political policy would be discussed.

Nkosi added this did not mean that Saccawu would be "apolitical". "Saccawu will follow in the militant tradition of Ccawusa."

Ccawusa had proved itself over the years to be one of the most powerful affiliates of the Congress of South African Trade Unions.

Despite the ructions 1989 saw members challenging capital, low wages and poor working conditions with strikes, marches, overtime bans, sleep-ins and picketing. Ccawusa members at Edworks also staged the first hunger strike protesting wages and recognition, and won recognition at Edworks in Bophuthatswana — the first time recognition was gained in a "homeland".

An Andrew Levy survey of union negotiated wage settlements for the first nine months of 1989 cited Ccawusa as achieving the highest increases with an average increase for settlements of 19,3 percent.

(140A)

W. M. M. 17-20/11/89

17/11/89

SAB STRIKE

~~150A~~ 140A

No surrender yet

SA Breweries and Food & Allied Workers' Union representatives were to meet on Wednesday to discuss the six-week strike and two-week partial beer boycott. About 5 500 union members have been striking for an increase to R6,50 an hour to put 38% on the current minimum of R4,50.

SAB has dug in at a minimum R5,45 an hour.

The company has maintained its image as a non-repressive employer.

It has resorted to a handful of court orders to evict striking workers and prevent violence against casual employees and non-strikers. It says it has figures to prove that it has kept up production, distribution and sales. The union claims these figures have been slashed by half.

SAB said Wednesday's talks would dis-

cuss "alternative ways" of resolving the dispute.

The union ended negotiations eight weeks ago, protesting at SAB's refusal to grant its wage demand, and proceeded to lobby for a township boycott of beer (80% of beer sales are to blacks). While township political organisations and sympathisers were willing to support the boycott, it took a great deal of arm-twisting to persuade black liquor traders. One refused.

Now both sides claim the liquor merchants for themselves. SAB says it has not heard more than a statement by the black liquor organisations two weeks ago in which they said they had changed their minds and were not prepared to support the boycott. The union says they all again agreed at a meeting last week to resume support for the boycott.

It may not matter much because at least one major black liquor trader has said township residents are buying in the cities or have stocked up.

SAB public affairs manager Adrian Botha says Wednesday's meeting was called to reassess the union's "continued rejection of SAB's mediation offer. The time for trading percentages has long passed. We believe that it is highly inappropriate at this stage to negotiate minor percentages when the strikers and the community have suffered enormous financial losses, through lost wages, lost business and violence."

17/11/89

140A

~~150A~~

Final

Botha says "There comes a time in collective bargaining when it is constructive, and indeed necessary, for final positions to be taken." The company points out the union was not only demanding a 38% wage increase but demanded additional annual leave, an increase in a leave bonus and annual bonus, an increase in long service allowances, additional compassionate and paternity leave, an increase in shift allowances and a 100% subsidised medical aid scheme for all employees.

"This total package is an increase of more than 150%, the equivalent of an additional R5,25 an hour. It is in the light of this ludicrous demand that SAB was obliged to make its final offer.

"We believe the meeting is also particularly significant because one plant has already accepted SAB's offer and has returned to work and others are on the brink of following suit," Botha adds.

SAB personnel director Rob Childs said earlier 120 union members at a small Welkom brewery were to accept SAB's offer and return to work.

The union calls these comments untrue and cheap propaganda. Assistant general secretary Mike Madlala says the national Fawu and Cosatu executives, township political organisations and the black liquor traders are firmly out in support of the strike and boycott.

He says the national executive decided to

attend Wednesday's meeting with SAB but, he claims, this is because the executive wants to "see for themselves SAB's approach" and not because it wants to oversee the union's SAB shop stewards.

Police raid strikers' village

CPA Times

17/11/89

1407
Own Correspondent

KEMPTON PARK — Police helped by members of the SADF yesterday raided the SA Breweries village at Tembisa, where most of the company's striking workers live

A police spokesman said the raid was to follow up allegations of attacks on shebeen owners by SAB workers, apparently because the owners were selling beer in defiance of the national boycott

Cosatu said in a statement the security forces invaded the village about 5.30am, breaking doors and windows, assaulting workers and searching homes

"In the process watches, money and other belongings of workers disappeared," Cosatu said, adding that the raid had apparently been initiated by SAB management

Police said a number of weapons, including knob-kieries, iron pipes and axes and union literature were confiscated

They rejected Cosatu's allegations that workers' possessions were stolen or that they were assaulted during the raid

Prepared to negotiate

"On occasions entry was refused and in terms of the Criminal Procedures Act the necessary force was used to enter," the spokesman said

Our Johannesburg correspondent reports that the Food and Allied Workers Union (Fawu) said yesterday it was still prepared to negotiate with SAB, despite the failure of the first round of talks this week aimed at ending the five-week-old dispute

Fawu national organiser Mr Rajin Naicker said the union was now trying to explore alternative ways to resolving the dispute

SAB management was unavailable for comment Wednesday's talks between the two parties ended in deadlock, in spite of Fawu tabling a new minimum wage increase demand which was six percent down on their initial 38% demand

Mr Naicker said management claims that striking employees had returned to work at certain depots were "lies"

"As far as we are concerned no one has gone back to work," he said

300 harbour workers down tools

Call 71739
17/1/89
1408

Own Correspondent

JOHANNESBURG — At least 300 SATS employees at Table Bay harbour stopped work yesterday, as strikers and police clashed at Germiston station in the Transvaal.

About 600 workers at the SATS Salt River mechanical engineering workshops also downed tools yesterday. SA Railway and Harbour Workers Union (SARWHU) regional organiser Mr Suleiman Isaacs said.

At the Culemborg container depot more than 300 workers embarked on a hour long work stoppage yesterday he added.

More than 20 000 SATS workers countrywide are demanding a R1 500 minimum wage — more than twice the present average wage.

SATS spokesman Mr Alan Lubbe said a further 1 207 employees were dismissed in Johannesburg and 46 at SATS' catering department in Durban for ignoring a return to work deadline.

This brings the total number of dismissals nationwide so far to 1 879 he said.

He could not say if SATS was still considering new proposals for negotiations with the workers' representative committee but confirmed no talks had taken place yesterday.

Sarwhu and the police gave conflicting accounts of the confrontation at Germiston station yesterday.

Sarwhu spokesman Mr Tozani said police attacked and beat up 50 Springs workers at the station after they alighted from a train to attend a meeting at Cosatu's regional office.

He said special constables, policemen and ticket examiners attacked the group with batons. A worker had three fingers chopped off allegedly by a panga-welding ticket officer.

Mr Taai said about 200 striking workers from Delmore hostel East Rand, were later "brutally attacked" by police at Cosatu regional offices.

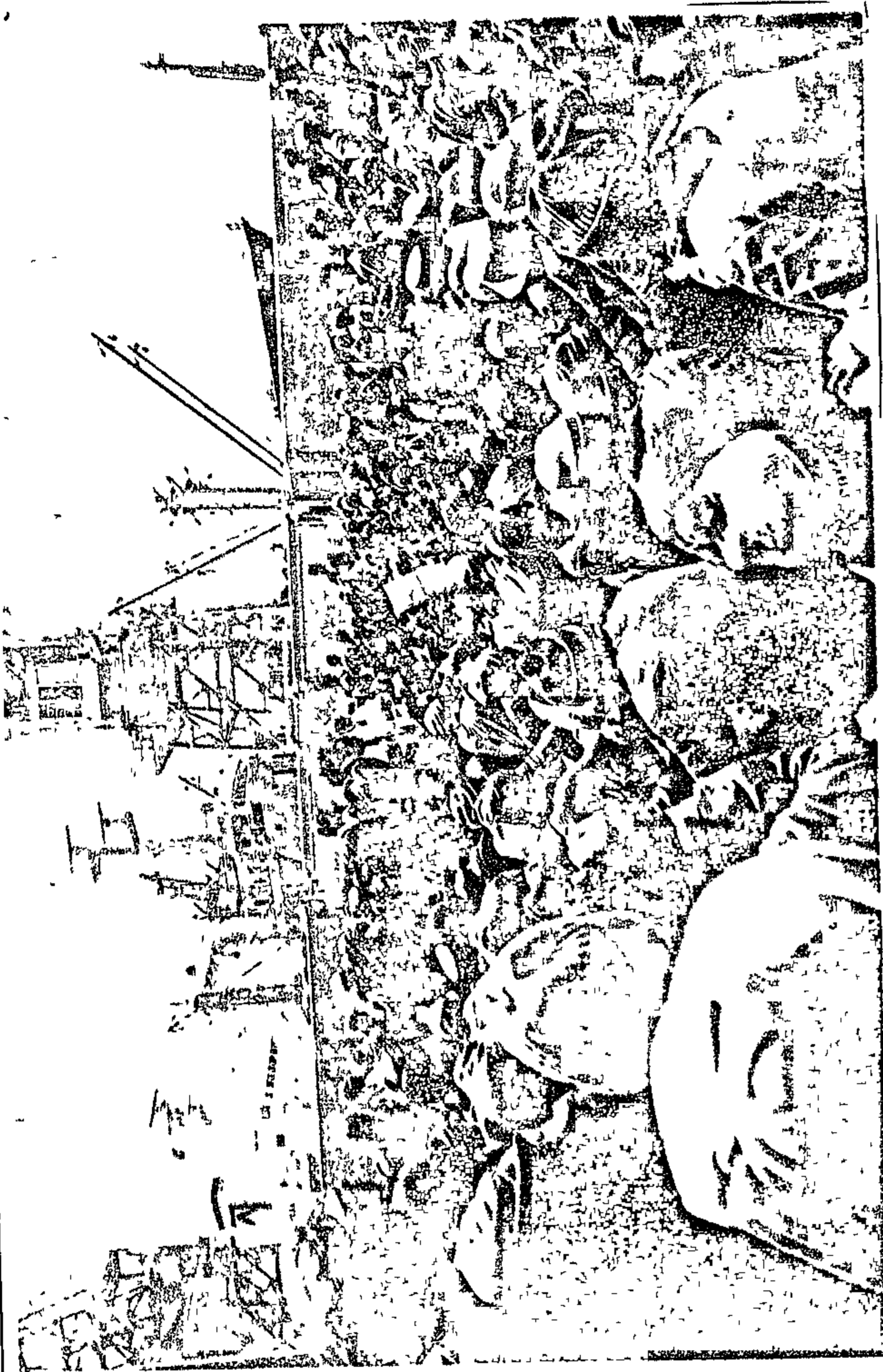
Five people were hospitalised for injuries. Three SATS employees, an SAB employee and a bystander caught up in the violence.

Pretoria police spokesman Major Marius Bonthuys said six policemen were injured in the incident.

He said the Springs workers armed with sticks and sjamboks had not paid their fares. Police gave them five minutes to pay up or travel on.

Police then tried to make arrests but were attacked by workers who pelted them with stones from the railway line.

Three policemen were injured. Police fired two shots with a pistol and the group scattered. No arrests were made.



ON STRIKE About 250 harbour workers of a workforce of 1 200 yesterday downed tools and joined the strike by SATS employees throughout the country. The workers, seen here at a meeting in Table Bay harbour addressed by Mr P Muller, assistant to the port director, stopped work from 6am.

Picture: GLENN SHERRATT

Beer strike is crumbling - SAB

11/24/89
SAB
17/11/89
SAB

GIANT beer producer South African Breweries yesterday claimed workers at two more plants had accepted the company's wage offer in what it said was a further indication that the six-week strike was crumbling.

Mr Bob Childs, SAB human resources director, also said in a statement a shop steward at the Maritzburg depot had been charged with attempted mur-

der after he allegedly fired a shot at casual workers on Tuesday.

"We are convinced that the majority of SAB workers have grown weary of the strike and wish to return to work," Childs said.

SAB says workers at Welkom, Kimberley, Bloemfontein and Port Shepstone have accepted the offer.

Spokesmen of the Food and Allied

Workers Union could not be reached for comment yesterday as the organisation's assistant general secretary, Mr Mike Madlala, and union official Mr Ragin Naicker were in Natal. Their comment will be published as soon as they are available.

Childs said the beer boycott in East London "which was the only area where it was having any impact, has broken and sales are soaring."

Saying violence was continuing, he

appealed for a non-violent and democratic resolution to the strike.

He added that four strikers arrested a few weeks ago on charges of violence and intimidation at Alrode would appear in court today.

At least six people have died during the strike - one of two major labour disputes this year.

Strikers and SA Transport Services met on Tuesday in a search for a resolution to the three-week stoppage.

JOHANNESBURG. — A striking SATS worker shot in a clash between striking workers and police in Germiston on Thursday has died in hospital, police liaison officer Major Reg Crewe said yesterday.

Nine policemen and an unknown number of strikers were injured in Thursday's violence.

Workers' option to hand in their reasons for going on strike expired on Thursday night, with the result that 450 workers were dismissed in Durban yesterday, according to public re-

Shot SATS worker dies, 450 dismissed

CAP TIPS 18/11/85



lations manager Mr Mike Asefovitz. He said the dismissed workers, who would be receiving letters of dismissal, were among the first group who went on strike.

However, SATS strikers are prepared to continue with their action no matter what the cost, a union spokesman, Mr Dave Moeti, said in Durban yesterday — Sapa

One dead, 10 hurt in strike clashes

By CONNIE MOLUSI

VIOLENT clashes erupted this week between police and striking South African Transport Services (Sats) workers, leaving one worker dead and policemen and workers hurt

Six policemen were injured when police forced their way into South African Railways and Harbour Workers' Union (Sarhwu) offices to break up a meeting

A police spokesman said two strikers were wounded by gunfire after police, acting on information that the group intended to make petrol bombs, were attacked with sticks and iron bars as

they entered the building

Five strikers were arrested

In another incident, three policemen were injured after strikers disembarked from a train at Germiston and refused to pay their fares. Police who tried to arrest them were stoned.

A Cosatu spokesman said the workers were indiscriminately attacked by police on the station platform en route to a meeting at Sarhwu offices.

He said police manning ticket collection points in the absence of striking workers had provoked commuters by refusing to return change

C.P. 19/11/89



CML

(140A)

Times, Monday, November 20, 1989 9

Executions on mine: 18 arrested

Own Correspondent

JOHANNESBURG — Almost 3½ years after the public execution of four Basotho team leaders at the Western Holdings gold mine near Welkom, 18 men were arrested and appeared in court last week on charges of murder. They will appear again on December 11.

Business Day editor Mr Ken Owen and two reporters were subpoenaed in May to hand over information to police after a special report, quoting eyewitness accounts of the murders on July 12 and 13, 1986, at the Anglo American mine, was published.

The accounts were mainly from a public inquiry by Mr Dan Bregman SC into a labour dispute at the mine.

Police initially said the Bregman report contained no leads to solve the murders, but after the Business Day special report was published, police confiscated taped recordings of the inquiry proceedings.

On the night of Saturday, July 12, 1986, Mr Chemist Mbalo was executed on a table at No 6 Shaft Hostel in front of a crowd estimated by different witnesses at between 80 and 400.

The following night Mr Mosa Posholi, Mr Ramarumo Libenyane and Mr Bofelo Martini, were forced to stand on the same table and were beaten to death in front of an estimated 2 000 other black miners.

The four team leaders were accused of being "impimpis" — informers for mine management.

Almost a year after the four executions, on June 6, 1987, two white mine officials were murdered by a mob of mine workers at No 6, barely a 100 metres from the spot of the executions.

Two days later, 138 miners were arrested, of whom 17 subsequently faced charges of murder and public violence.

One miner was sentenced to death and eight were jailed for between three and 10 years on all three charges.

CIT- Times

30/11/87

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

Talks now unlikely — SATS

Own Correspondent

JOHANNESBURG —

Talks between SATS management and striking workers were unlikely at this stage and dismissals would be reviewed this week, SATS spokesman Mr Alan Lubbe said yesterday

SA Railway and Harbour Workers Union (Sarhwu) assistant general secretary Mr David Moeti said on Friday that strikers were prepared to continue with their action no matter what the cost.

He accused SATS of having adopted a "very aggressive line" and of having harassed and threatened workers

A further 792 workers were dismissed on Friday, bringing the total number of workers fired to 2 600, said a SATS spokesman

He said 493 people had now been dismissed in Natal, 158 in the Free State, 109 in the Southern Transvaal and 32 in the Northern Transvaal

worth more than R300 000

Cap 74/89 21/11/89
Mercedes strike ends

1401
EAST LONDON — Some 3 000 workers at the Mercedes-Benz plant here yesterday returned to work after a week-long stoppage, a company spokesman said

Reports by Staff Reporter, Own Correspondent, Sapa Reuter AP and UPI

132

B.Say 27/11/84

More Sats workers fired as talks go on

1401

ABE BALETA

TALKS between Sats and the SA Railway and Harbour Workers Union (Sarhwu) yesterday failed to end the national wage strike by about 18 000 workers.

Sats said workers who ignored return-to-work ultimatums would continue to be fired

Sats spokesman Alan Lubbe said last night various proposals aimed at resolving the strike were tabled by both sides at two meetings yesterday. "The meetings failed to resolve the strike, but talks are due to continue," he said.

He refused to divulge details of the discussions but said there was a possibility new proposals would be put forward by Sarhwu representatives. Union comment was unavailable late yesterday.

Lubbe said 112 employees were fired from Sats road transport depots in Durban and the Southern Transvaal yesterday, bringing the total number of workers dismissed countrywide to 2 929.

"Dismissals are a slow procedure but we will continue with them," he said.

A total of 840 workers had returned to work. On Monday 1 032 employees in Kimberley had resumed duties, leaving 49 Sats workers on strike in the town, Lubbe said.

Railway ticket examiner J Grobelaar, who was set alight on Monday, allegedly by a group of people believed to be linked to the Sats strike, was in a stable condition at Kenridge Hospital, Lubbe said.

A suburban coach was destroyed by fire late on Monday at Mzimhlope station in Soweto.



SAB boycott goes on in spite of sellers' wishes

By ANDREA WEISS
Staff Reporter

CAPE taverners and shebeeners will still not sell South African Breweries products in spite of their growing dissatisfaction with the beer boycott.

This decision comes amid increasing dissatisfaction with a boycott of SAB products because of the national legal strike by 6 000 workers at SAB plants

Mr Makhi Dyan, secretary of the Western Cape Taverners Association, confirmed last night that the Food and Allied Workers Union (Fawu) met liquor dealers late yesterday

Resume sales

Taverners asked that they be allowed to resume selling SAB products to rescue their faltering businesses from excessive losses

But the outcome of the meeting was that no SAB products would be sold by taverners who are members of the Western Cape Taverners Association or Cape Town Taverners Association

Alternative sales of Windhoek beers and Mitchell's beer were approved

It is understood that township liquor sellers are extremely unhappy about the beer boycott, which is severely affecting business

"Tired of strike"

"People are now tired of the strike," said one source

The beer boycott is reported to be still in force in certain areas of the Transvaal although shebeeners in parts of Soweto have resumed SAB sales

● The order interdicting striking SAB workers from intimidating, assaulting, harassing or interfering with temporary workers, has been extended in the Cape Supreme Court.

The interim order, which was granted on November 1 with the consent of Fawu, followed attacks by strikers on casual and temporary workers employed by SAB

Mr Justice A J Burger extended the order, which also prohibits strikers interfering with normal company operations, to December 14

ACC 43 22/11/87

Sats, union in talks and 'willing' to end strike

Staff Reporter

SATS and the union representing striking workers have failed to end a national strike in spite of extensive talks

However, according to SA Transport Services spokesman Mr Allan Lubbe, both parties yesterday showed a "willingness" to find ways to halt the strike.

Sats and representatives of the SA Railway and Harbour Workers Union (Sarhwu) met at 10am, 2pm and 8pm in Johannesburg yesterday to discuss their differences

"All three meetings failed to stop the strike but there is a willingness on the part of both parties to continue the talks," Mr Lubbe said

During the meetings, proposals to end the strike were tabled both by Sats and Sarhwu

Mr Lubbe said Sats was now awaiting further proposals from the union "with a view to a further meeting", which he hoped would take place "very soon"

He said, however, that the procedure of dismissals would continue

● In Cape Town, final warnings have been given to about 160 striking workers at the harbour, according to harbour spokesman Mr Roger Farley

The strikers were warned that unless they returned to work today they would face disciplinary action

It is believed 600 workers at the Salt River depot in Cape Town are in the same position

Deadlock as talks fail to end strike

CABE TINTS 22/11/89

1401



Own Correspondent

TALKS between SATS and the SA Railway and Harbour Workers Union (Sarhwu) failed yesterday to end the national wage strike by about 18 000 workers.

SATS spokesman Mr Alan Lubbe said last night that various proposals aimed at resolving the strike were tabled by both sides at two meetings yesterday.

"The meetings failed to resolve the strike, but talks are due to continue," he said.

SATS said workers who ignored return-to-work ultimatums would continue to be fired.

The strike has claimed the life of one striker who died last week following a clash between strikers and police at Germiston

The company has fired 2 800 strikers since the action began.

Sarhwu general secretary Mr Martin Sebakwane claimed that over 40 000 workers were out on strike to press demands for a R 1500 salary.

Court rejects union's halt-order application

6/17/89

ALAN FINE

169 140A

THE Industrial court has rejected a union application for an order compelling the SA Printing and Allied Industries' Federation (Sapaif) to withdraw its notice of resignation from the Printing Industrial Council

The case has important implications for the industrial relations debate on levels of collective bargaining

Cosatu's Paper, Printing, Wood and Allied Workers' Union (PPWAWU) brought the application in an effort to prevent the collapse of the council — an inevitable consequence of move by Sapaif

In June the federation gave six months notice of its intention to withdraw shortly after PPWAWU, which represents some 6 500 of the industry's 40 000-strong workforce, applied for membership of the council

Backing its argument with confidential minutes of Sapaif meetings, PPWAWU said the resignation was unfair in that it was clearly a response to the union's membership application and hence an attempt to avoid collective bargaining with the union.

Two-tier

Court member David John accepted that this was the reason for the federation's resignation. For the previous 64 years the conservative SA Typographical Union was the only union party to the council.

Printing industry employers, it said, wished to avoid being faced by two-tier bargaining.

It further notified the court that its three largest members — Nampak, Kohler and Consol — would resign from the Sapaif should it continue membership of the council. This would force the dissolution of the federation

Explaining his decision, John said he could give no final decision on whether the refusal of a party to continue bargaining at a level desired by the other party was an unfair labour practice.

However, he said, membership of an employer organisation was voluntary. Given the stance of the three large companies, the Sapaif could not remain a council member and survive. The debate about voluntarism was therefore theoretical "and fairness has no role here to play". The union had also failed to show the prima facie existence of an unfair labour practice

Argus 23/11/87
SAB claims
partial 140/11/132
break in 782
beer strike

The Argus Correspondent

JOHANNESBURG — "Strikers at a South African Breweries' Bloemfontein brewery and Kimberley depot have accepted management's 16 percent pay offer and more are soon expected to follow suit, according to SAB

Food and Allied Workers Union national organiser Mr Rajin Naicker said he knew nothing of these developments. Even if the claims were true, the mass of SAB workers remained determined to pursue the strike, he said.

SAB's public affairs director, Mr Adrian Botha, said the Kimberley workers were already back at work, while workers in Bloemfontein were likely to return tomorrow.

Depot employees in Welkom had returned recently and SAB's south/central region was now returning to normality, Mr Botha said. Talks were under way with workers at a number of other plants, which he declined to name.

ATTEMPTED MURDER

SAB also said that the beer boycott in East London — "the only area where it was having an impact" — had broken.

According to Mr Naicker, the boycott as a whole was being reviewed so it could be intensified in a non-violent way.

Commenting that violence linked to the seven-week strike continued, SAB said a union shop steward in Maritzburg, Mr P Zondi, had been charged with attempted murder after a shot was fired at temporary workers on Tuesday.

Four people arrested on charges of violence and intimidation at Alrode would appear in court in Germiston today.

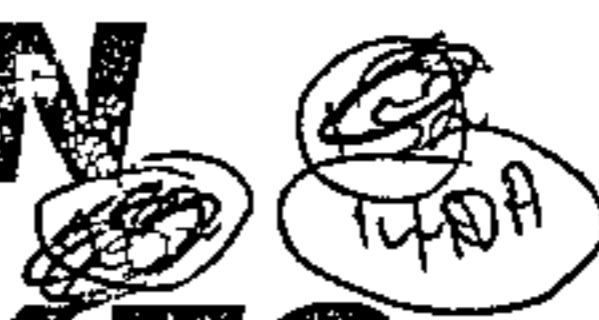
In Cape Town the situation remains unchanged with workers still on strike.

● Meanwhile Sapa reports South African Transport Services has received a counter proposal for resolving the strike from the South African Railways and Harbours Workers' Union and a meeting would soon be set up to continue negotiations.

The deputy director of media relations for Sats, Mr Allan Lubbe, said Sats was studying the proposal made by SARHWU and a meeting would be arranged.

OVERTIME BAN SPARKS STRIKES

South 23-29/11/89



Striking Sats workers gather at K-berth in Cape Town docks for a daily meeting

By CHIARA CARTER

A BAN on overtime sparked industrial unrest at several companies in the Western Cape this week

At the Jungle Oats factory in Ndabeni near Matieland, an overtime ban was one of the reasons given for a lockout affecting about 100 workers

A Fawu spokesperson said the workers were given notices stating they faced a lockout if they did not agree to the company's wage offer and undertake not to take part in go-slows and a ban on overtime

The company declared a dispute with the union after a breakdown in wage negotiations which began in August

Jungle Oats managing director Michael Paddick said the company decided to approach the workers directly to explain what he described as a most reasonable wage offer

Those who did not accept the offer would not be allowed onto the premises

Paddick said the company felt the union representatives had failed to participate constructively in negotiations

He said the letter given to workers also referred to workers' participation in go slows and an overtime ban

About 35 workers at the South African Dried Fruit Co-operative (SAD) in Epping downed tools last Tuesday after six workers were dismissed following a clash with management over working hours

SAD senior shop steward Andrew April said the workers had refused to accept new working hours introduced by management earlier this month after the workers began an overtime ban

Transport problems

April said that workers were unhappy about beginning work an hour later because of transport problems

He claimed that management had interfered with their cards after they had clocked in

SAD's personnel manager Solly Osnabruck said the company had extended the terms of its national agreement with Fawu to the Epping plant after the union gained majority membership at the plant in August

He said workers had subsequently demanded a lunch hour which meant their working hours had to be adjusted

They had then refused to work overtime, necessitating a further change in working hours

The workers had refused to begin work an hour later and had received final disciplinary warnings

Six workers were dismissed last week and the rest of the Fawu membership had downed tools

Reinstate

The workers were reinstated on Wednesday and returned to their jobs today (Thursday)

The Chemical Workers' Industrial Union (CWIU) met with management of Dunlop Products this week after a row over working hours at the company's factory in Benoni

The CWIU claimed that workers had been locked out at Dunlop Industrial Products on Monday morning after they refused to work overtime

Dunlop Industrial Relations manager Glen Sutton denied that the workers were locked out

Sutton said the company had introduced a new shift system after the workers began an overtime ban

A CWIU spokesperson said the new system meant transport problems for workers

The union is to meet with the company this week

WOMEN OF CHURCHES

BRUIN!!

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BRUIN,64,
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death row
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adulterated

BRUIN, ON 14!!!

107A STREET,

Landmark deal for mothers

THE University of the Western Cape (UWC) will kick off the new year with a landmark maternity agreement.

In terms of the agreement reached between the personnel department and the university's Women's Commission, women employed at UWC for more than a year will be entitled to a maximum of six months paid maternity leave

They also have the right to return to the same position at the end of that period

Maternity benefits will be worked out on a sliding scale

An employee taking the full six months will be eligible for 77 percent of salary for four months and 50 percent for the other two. Male staff members will get seven days paternity leave

Previously, women were entitled to four months unpaid maternity leave and were paid a month's salary after delivery

Another change is that all members of staff are entitled to insure their spouses

The new maternity benefits were instituted after the university's Women's Studies group protested at discrimination against women on campus

Union slams 'fake' T-shirts

THE Post Office and Telecommunications Workers Association has disassociated itself from T-shirts with the organisation's logo, being sold in Cape Town

Potwa media officer Sizwe Matshikiza said the union had nothing to do with the T-shirts which have the faces of the Rivonia trialists on the front

He said Potwa viewed the sale of the T-shirts as political opportunism

CAT Front

November 23, 1989 3

SATS man dies as strike deadlock continues

WITH at least one death, 29 injuries, R10-million damage from arson attacks and 1 155 jobless people in its wake, the still unresolved SATS strike could turn out to be one of the worst in SA history

While the SA Railways and Harbour Workers' Union (SARWHU) has yet to comment on the latest developments, Captain Eugene Opperman, spokesman for the Witwatersrand police, said after a worker was shot dead during an attack on a policeman on Tuesday "People are now being killed in this strike when the whole thing can be sorted out peaceably. We must appeal for calm."

He added that two railway coaches were burnt out at Croeses Railway Station near Johannesburg yesterday.

Amid police appeals for calm, SATS management is studying a counter-proposal from SARWHU aimed at resolving the conflict and laying the foundation for continued negotiations.

But about 160 strikers at Table Bay Harbour, who did not return to work yesterday, face disciplinary action which could lead to their being fired, as happened to 1 155 Natal workers this week. — Sapa

140A

Cape Times 23/11/84

SAB strike closes bottle stores

DURBAN — Bottle store owners in Umlazi near Durban yesterday decided to close their businesses indefinitely until the South African Breweries strike is resolved

The Umlazi Liquor Traders' Association, part of the black bottle store owners' union Ukhamba, announced this at a meeting of the National Taverners' Association to discuss the effect of the two-month-old strike

The Taverners' Association, which represents more than 500 shebeens in the areas surrounding Durban, has not sold beer since last month in soli-

arity with the SAB workers

● Sapa reports from Johannesburg that SAB claimed yesterday that workers at two more plants had accepted the company's wage offer

Mr Bob Childs, SAB human resources director, also said that a shop steward at the Maritzburg depot had been charged with attempted murder after allegedly firing a shot at casual workers on Tuesday.

SAB says workers at Welkom, Kimberley, Bloemfontein and Port Shepstone have accepted the offer

Numsa plans to put its money where its workers are

NUMSA Weekly Mail Reporter
24-30/11/89.

THE National Union of Metalworkers of South Africa may invest part of the R3-billion assets of pension and provident funds in which its members are represented in low income housing.

But the union opposes the use of these funds to subsidise individual workers' housing packages and will instead demand of employers a housing allowance, as part of its living wage campaign in the coming year.

Numsa's approach, one of the first comprehensive union statements on housing policy, is outlined by national organiser Geoff Schreiner in the first issue of *Trustee Digest*, a new journal for pension and provident fund trustees published by the Labour and Economic Research Centre.

Schreiner attacks the privatisation of housing provision, arguing it is the state's responsibility to ensure everyone has a house. Pointing out that more than five million South Africans are without shelter, he writes, "As long as housing provision is motivated by profit, the crisis will just get worse".

The union believes the housing crisis will only begin to be solved once there is a "genuine government of the people" and a restructuring of the economy.

But it will develop short-term policies based on a series of principles including worker control, working class unity and "compatibility with

may direct funds to financial institutions which are prepared to provide small loans, particularly in rural areas."

Looking at the housing crisis, Schreiner cites as problems the lack of housing finance for those with low incomes, the fact that little low cost housing is on the market for sale and none is available for rent, the small state subsidy for housing which "discriminates against the poor and only assists home buyers", and income assistance for housing. "The little land that is released is sold to developers whose only interest is to make a profit. Land is not released to individuals or community groups," he writes.

Numsa has drawn up a set of demands for discussion with other unions and civic groupings at a national conference. These include:

- The abolition of legislation which restricts people's right to choose where they live — the Group Areas, Prevention of Illegal Squatting and Land Acts;

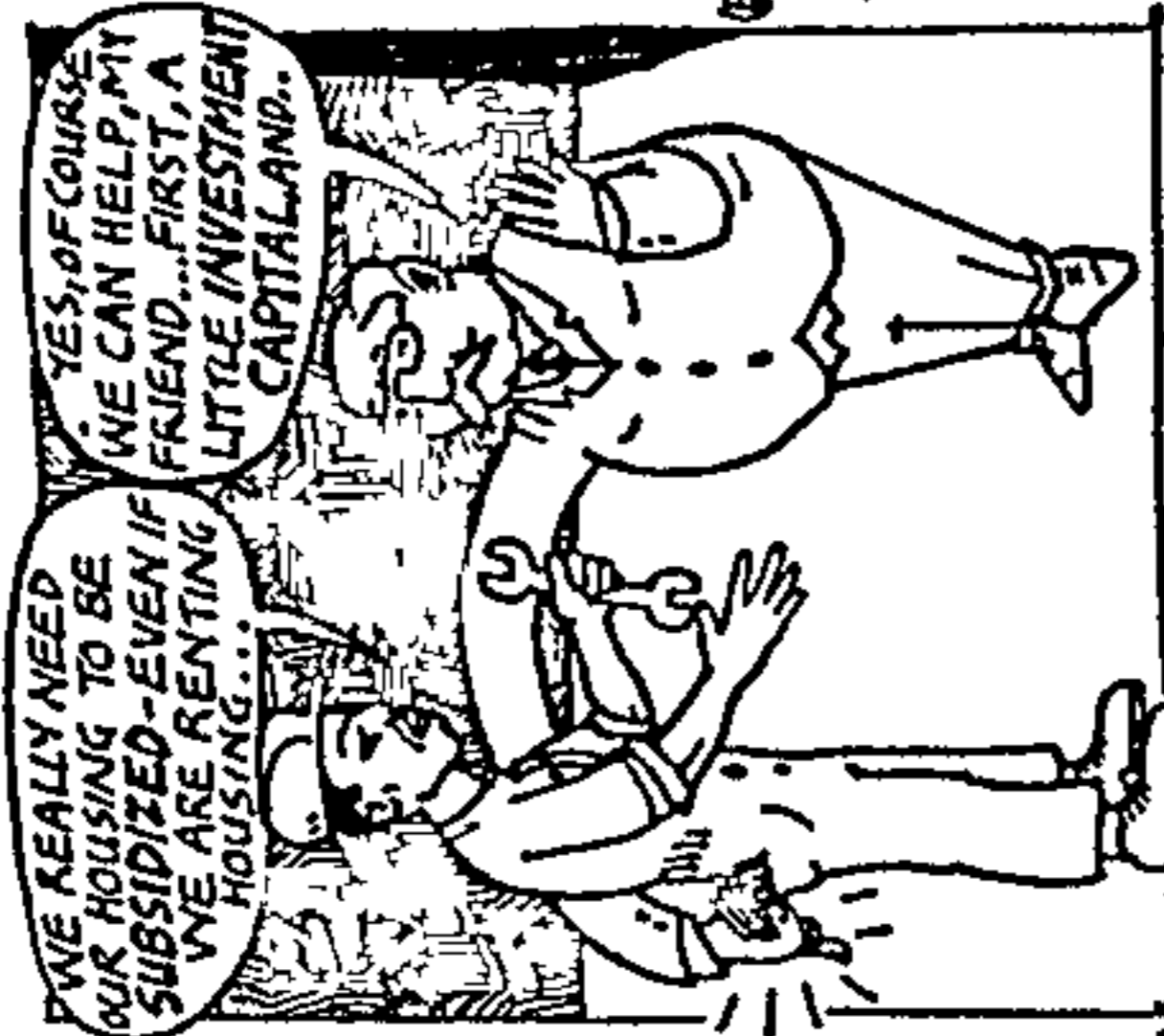
- Increased state subsidies for all housing needs, including rental, biased towards the low-waged and unemployed

- The release of sufficient suitably located land at affordable prices

- A large-scale national housing development programme to be negotiated with representative organisations

- An end to privatisation of services and proper state subsidisation of

- Financial institutions — "Numsa services."



A cartoon illustrating Numsa's view of housing finance

Graphic: TRUSTEE DIGEST

should be invested in community projects, provided such investment does not jeopardise returns to fund members.

Numsa values the assets of funds in which the union is represented at R3-billion and, according to Schreiner, would consider directing pension and provident fund investments towards:

- Land — "to ensure some land is released at affordable, non-speculative prices to workers and their communities";

- Building activities — the union will consider investing in "low-cost building activities which will benefit the community", particularly site and service schemes, rental accommodation and rural developments;

- Financial institutions — "Numsa services."

the longer-term objective of state provided housing as a right".

Schreiner notes many companies have introduced home loan schemes which subsidise a portion of the interest on bond repayments. But workers are usually expected to use their pension or provident fund money as collateral for the bond.

"These schemes create divisions between better paid workers and those in lower categories and the unemployed, who cannot afford to own houses even with employer subsidies," he says.

The union believes the state and employers should subsidise workers' housing — not workers themselves. But Numsa does accept a portion of pension and provident fund assets

B/pan 24/11/89

MDM calls for end to Big 2 strikes before Christmas

140A

THE mass democratic movement (MDM) has appealed for a resolution to the SAB and Sats strikes before Christmas.

In a statement yesterday the MDM said it had met to discuss the escalating violence following the two strikes.

The movement said it was discussing a programme of action to put pressure on management and the state to resolve the strikes.

The first step in the programme would be a series of marches and mass meetings on Wednesday to protest at the use of violence. They are scheduled to take place in various townships on the Witwatersrand.

Sapa reports that in new proposals placed before Sats management on Wednesday, the SA Railway and Harbour Workers Union (Sarhwu) demanded recognition and the reinstatement of all dismissed Sats workers as a precondition for ending the three-week old strike.

The demands include that striking workers are not victimised and that they return to work as soon as a settlement has been signed.

The union also suggested that Sats appoints a conciliation board to deal with its wage demands or agree on a date for wage negotiations.

Both parties should also agree to discuss disciplinary issues, working conditions, privatisation and maternity and paternity leave.

Sarhwu general secretary Martin Sebakwane said acceptance of the proposals would solve the dispute, but he

ADELE BALETA

warned continuing dismissals were jeopardising the possibility.

A Sats spokesman said Sarhwu's proposals concerned "substantive issues" which management would not consider because Sats had no recognition agreement with the union.

But he also said problems could be overcome because Sats was "not averse" to recognising Sarhwu.

Sats dismissed 988 workers in Natal, Free State and northern and southern Transvaal yesterday, bringing the total number of workers fired to 4 866. There were 16 341 employees still on strike.

Management said a motor coach was destroyed by fire and a suburban coach was damaged after it had been set alight at Croesus station, near Langlaagte, late on Wednesday night.

SAB and the Food and Allied Workers Union (Fawu) said yesterday there were no new developments in the more than six-week old strike by about 6 000 workers.

Sapa reports from Cape Town that four policemen were injured yesterday morning when action was taken against about 70 SAB workers.

The demonstrators, who were armed with batons, sticks and stones, refused to disperse when told to do so by the police and a fight broke out. They were later dispersed by teargas.

In another incident in Cape Town, a march by striking Sats workers was broken-up before they could leave the harbour where they had gathered.

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My Way, says Sanlam. But that's racist, state the unions

Defending the My Way policy, Rudman said Sanlam was offering a product which met the needs of a particular market. Life insurers tended to focus on a segment of the market, for example Liberty Life concentrated on the high income market since its minimum premium of R70 a month excluded a large portion of the lower income earners, Rudman said.

"The aim of the (My Way) package is to make assurance available to this group at an affordable price with a funeral benefit included," he said.

The advantage of the funeral benefit was cash could be obtained quickly with a minimum of documents.

The package, for which the premium options range from R35 to R70 a month, comprises three options the SavingsPlan which is in effect an endowment policy, allowing the client to accumulate maximum capital over a period of at least 10 years, the SavingsPlus which also offers funeral

Limits attached to the new insurance policy introduced by Sanlam discriminate against people with little income and less education. Now unions are threatening to cut ties with the institution. By HILARY JOFFE and CASSANDRA MOODLEY

benefit and disability cover, and the LifePlus plan which offers life cover. Sanlam is not alone in setting criteria for life insurance policy holders — but its latest policy does appear to be the most blatant example of this.

Chemical Workers' Industrial Union general secretary Rod Crompton said: "We have been saying for some time that financial institutions' products are not designed to cater for the needs of our membership — they tend to be designed for the upper class white market."

Asher says there are advantages for life insurers in targeting specific market segments which are lower risk. Black people do have higher mortality rates than white people but this is because they have lower incomes. A policy which sets minimum income criteria could offer insurance at a lower price, because of the lower risk. But the insurance company which offers lower prices for a limited, lower risk market segment will tend to attract all the low risk people. The result will be the higher risk people, those with low incomes, will have to go somewhere else where premiums are likely to be higher.

Southern Life Assistant General Manager Peter Atkinson pointed out Sanlam's directive was applicable only one of its range of policy covers.

Atkinson said it was "a tendency in insurance companies to have a qualification of education and income for

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"Review any relationship we have with Sanlam through investment vehicles or pension or provident funds?" The union had asked Sanlam for a written undertaking that the discriminatory clauses in the policy would be removed, he said.

A Nactu representative said he would propose to the Nactu national council that they launch a campaign against Sanlam's racist policy urging all workers to distance themselves from the company. And recently the National Union of Mineworkers and the Food and Agricultural Workers' Union threatened to cut ties with Sanlam over the issue.

Another insurance company, Metropolitan Life, was drawn into the fray too, since it is a subsidiary of Sanlam. But Melite this week denied Sanlam had any influence on its managerial policy.

The My Way SavingsPlus policy also prevents people who have Aids or are HIV positive (have the virus but not suffering from Aids) at the time of their death from receiving the full life insurance. Instead they receive a payout of eight times the annual premium — the minimum the company can pay out on a life policy in terms of the law.

Most companies do exclude Aids victims from life insurance. But the difference is Sanlam's One Policy, the main life insurance package it markets, can pay out life insurance to Aids victims if they were tested at the time they took out the policy and were found not HIV positive.

One anomaly which the limits of the My Way policy will present for Sanlam is that, like other life assurance policies, usually group life assurance R1 000 through group life assurance funds (mostly pension and provident funds) are in excess of R10-billion, perhaps half of which could be attributed to black fund members, say insurance industry sources.

National Union of Metalworkers of South Africa (Numsa) national organiser Geoff Schreiner said Sanlam's My Way policy "effectively discriminates against people who haven't had access to education and are tied into low paid jobs." He said if the policy were not changed, the union would



Strikers ready to walk to the bitter end

THE Mass Democratic Movement (MDM) warned last night that its members will begin a set of protest marches next week unless steps are taken to end bitter labour disputes on the railways and in the beer industry.

Thousands of railway workers remain on strike across the country despite 18 hours of intense talks between management and the railmen's union this week aimed at ending the violent dispute.

SA Transport Services (Sats) yes-

Next week could see the beginning of a series of protest marches if there is no solution to the beer and railway strikes
By EDDIE KOCH

terday afternoon rejected a document drafted by the South African Railway and Harbour Workers' Union (Sarwhu) saying it had problems with the union's proposals.

South African Breweries (SAB) says about a thousand strikers at depots in Kimberley, Bloemfontein, Welkom and have accepted management's offer of a 16-percent wage increase and have returned to work. Some 6 000 members of the Food and Allied Workers' Union (Fawu) began a nation wide wage strike, seven weeks ago.

"The leadership of the MDM is concerned about the brutal violence and intimidation being used against strik-

ing workers, and the counter-violence which has been the result of these tactics," said a press release from the anti-apartheid coalition.

"The MDM is discussing a programme of action to put pressure on management and the state to resolve the strikes at the negotiating table.

The movement announced plans for a series of marches and protests that will begin on Wednesday next week on the Witwatersrand unless the strikes are settled.

The four-week rail strike has claimed the lives of two strikers, shot dead by police in separate incidents, and a ticket collector is being treated for serious burns after being set alight at the Johannesburg station.

Some 4 000 strikers have so far been sacked. At least 10 railway carriages, worth more than R10-million, have been destroyed in arson attacks and Sats is losing revenue on its commuter lines as black passengers refuse to pay fares in solidarity with the workers.

At least nine workers have died in the beer strike. At least six of the dead were casual workers while three union members died in clashes with shebeen owners in Soweto.

Sarwhu and Sats met on Tuesday and Wednesday in a bid to break the deadlock. After the meetings, Sarwhu general-secretary Martin Sebakwane submitted new proposals that were rejected by Sats yesterday.

The union document includes suggestions that management to recognise the union and appoints a conciliation board to deal with the workers' demand for a R1 500 monthly minimum wage. The union undertakes to get workers back to work in exchange for these concessions.

The union also proposes that Sats reinstates all those dismissed as a result of the strike and undertakes not to victimise workers who have taken part in the stoppage.

Once an agreement to settle the current dispute has been signed, the union suggests that a date can be set for negotiations on worker grievances that relate to disciplinary procedures on the railways, plans to privatise Sats and the dismissal of about 400 strikers in East London last year.

Victor van Vuuren, senior manager for labour relations, said Sats was not in a position to negotiate substantive issues with Sarwhu until the union was registered and a recognition agreement had been drawn up.

SAB representative Adrian Botha said about 1 000 beer workers had resumed work and the beer boycott in East London, the only area where consumer action has affected sales, had been broken. Rain Nacker, national organiser for Fawu, said he was not aware of this.

Asked to comment on reports that SAB planned to use ambulance drivers and firemen as part of its plans to ensure the delivery of beer supplies, Botha said "I have no knowledge of that."

●See PAGES 6, 7 and 8

Released ANC men to help end Natal violence

AFRICAN National Congress leaders in and out of jail are likely to help mediate an end to the violence in Natal which has resulted in the death of more than 2 000 people

Jailed ANC leader Nelson Mandela is to hold talks with at least nine Natal community leaders this week, in a move seen as linked to finding a way of getting peace talks back on course

And at a rally last weekend Zulu King Goodwill Zwelithini and kwaZulu Chief Minister Mangosuthu Buthelezi urged the newly released ANC leaders to accept an invitation for talks around reconciliation

Former ANC secretary general Walter Sisulu responded immediately, saying he would regard such talks as "very important" and that he

Hopes are high that the released ANC leaders can help end the Natal peace-talks stalemate, reports CARMEL RICKARD

would discuss the call for talks with his colleagues

"I will certainly see that we exchange views among ourselves about such a call, because I attach importance to it," he said

The new initiatives follow the breakdown of peace talks between Inkatha, the United Democratic Front and the Congress of South African Trade Unions. In the wake of the failure of the talks, the death rate soared

Members of the group have first-hand experi-

ence of the causes of the breakdown — one was a member of the five person UDF/Cosatu delegation to the peace talks and others were involved in an advisory role

Commenting on the reasons for the meeting, members of the group said they believed Mandela sensed an "urgent need for communication in relation to Natal violence"

"The need for contact (on the issue) appears to be realised by him as well as by us"

One of the nine, Farouk Meer of the Natal Indian Congress, said they had heard some time ago an invitation was likely, but the firm invitation was received only last week. Four will see Mandela on Monday and five on Thursday. In each case the visit is likely to last up to five hours

On Monday, Meer and Gerry Coovadia of the NIC, Dhliza Mji of the National Medical and Dental Association, and UDF president Archie Gumede will visit Mandela

On Thursday the delegation will consist of Billy Nair, Mewa Ramgobin and George Sewpersadh of the NIC, UDF national chairman Curmick Ndlovu and Louis Skweyiya of the Institute of Black Research

Two other people were also invited by Mandela but they are not in the country

Meer said there was an open agenda. He expected they would discuss national political issues, Natal and the prospects for peace

"We anticipate talking about the peace initiative, why it has broken down and what can be done to re-start it"

Violence is the theme at 'spurned' king's rally

By CARMEL RICKARD, Durban

NATAL violence was also on the agenda at the weekend "convention" called by Zulu King Goodwill Zwelithini, only the second such rally of his 10-year reign

He told more than 70 000 people in Durban that he and the Zulu people had been "spurned" because the ANC leaders had not contacted him since the release, despite the fact that no one had done more to secure their release than kwaZulu Chief Minister Mangosuthu Buthelezi. He said he and "the Zulu people" were excluded from welcome home celebrations

However he went on to invite the ANC leaders to talks on negotiations and reconciliation with himself and Buthelezi

The chief minister's speech echoed the king's call for talks saying it was really important that former ANC Secretary General Sisulu and other ANC leaders meet him and the king

Talks would be about "peace between black and black, and unity in putting South Africa first"

In his conciliatory response, Sisulu said he was sure no snub was intended; the rally had been open to anyone who wished to attend

He also said he and his recently freed colleagues had received "personal letters" from Buthelezi. He expected each of them would reply personally to the letters, only pressure of work following his release had prevented him from answering

But while the possibility of another peace initiative is on the cards, new battle lines have been drawn over the Congress of Traditional Leaders of South Africa (Contralesa)

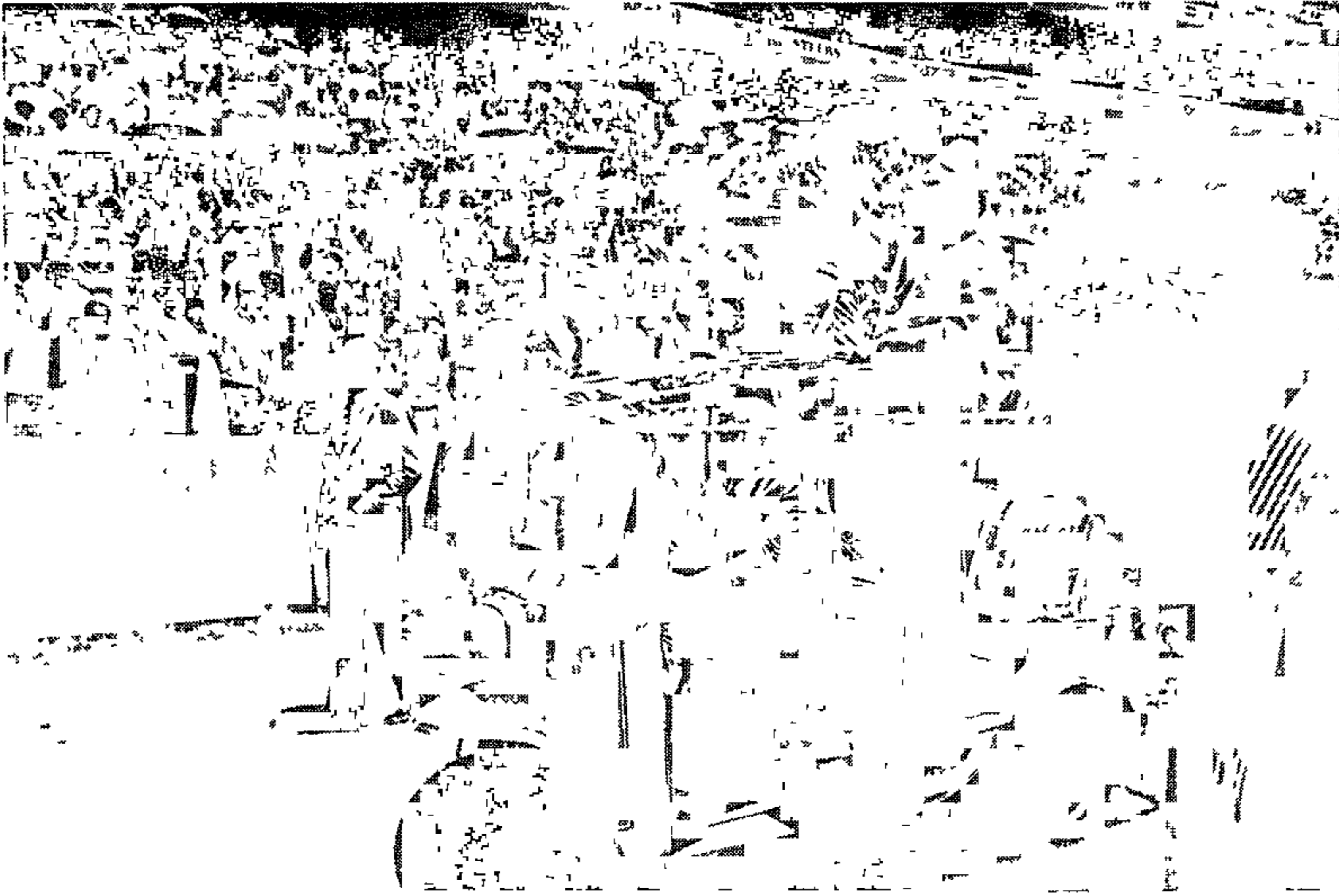
The organisation, aligned with the Mass Democratic Movement, came in for a severe tongue lashing from the king and Buthelezi

This week, the king, with a delegation from kwaZulu, met a delegation from Ciskei. In a joint statement after the meeting they described Contralesa as "a divisive force, attempting to drag divisive party politics into the traditional authority structure where consensus is vital for stability and progress"

Contralesa was also described as "an unwelcome newcomer to black politics"

The king told the Ciskei delegation, "I see this thing called Contralesa as dangerous. It is no more than a divisive ploy to set black brother against black brother and certainly in kwaZulu to set the people against their (chiefs) and to set (chiefs) against each other"

Contralesa plans to hold a rally in Pietermaritzburg early next month, to be addressed by Sisulu and his colleagues. Already it has become a focus of tension, with threats attached to attending — or not attending. Sisulu will need all his reputed skills in diplomacy and negotiation to ensure,



Lapping up the cheers ... King Goodwill Zwelithini and Chief Mangosuthu Buthelezi ride around the rally stadium

Picture: RAFS MAYER, Afrapix

the rally does not scuttle promising new moves towards reviving peace talks

Since the "convention" a number of Natal areas have reported a marked increase in violence and tension

Residents of Ntuzuma said people in Lindelani, stronghold of Inkatha heavyweight Thomas Mandla Shabalala, had warned them they would "deal with them" when they returned from the rally

Many residents spent the day moving their furniture to homes further in Ntuzuma for safety. After the Lindelani people returned, they grouped, apparently for attack, but were dispersed by security forces

Similar reports have come from kwaMashu and Mpumalanga, where there have been a number of deaths, injuries and damaged homes in the days since the rally

Some residents have blamed the speeches made at the rallies, saying

they could be interpreted by local Inkatha supporters as encouraging hostility towards members of the United Democratic Front and the Congress of South African Trade Unions

The speeches of both the king and Buthelezi urged unity and condemned Natal's continued political violence

However, they also contained some sharp references to the ANC, the UDF and Cosatu which drew roars of approval from the huge crowd

PAC leader at rally a 'political cockroach'

By CHRISTINA SCOTT,

THE Pan Africanist Congress has called the self-proclaimed exiled "PAC leader" who addressed King Goodwill Zwelithini's rally in Durban last Sunday a "political cockroach"

But tribal aristocrat and north London accountant Prince Velekhaya Shange has shrugged off the PAC's stance against negotiating a hand-over of state power.

The exiled leader, who entered the country legally last week on a Danish passport after 27 years of exile, envisages by February next year a sea of conference tents to shelter the negotiators, stretching from Blood River to Isandlwana battlefield in kwaZulu.

He denied the proposal fronted a manoeuvre by kwaZulu Chief Minister Mangosuthu Buthelezi. It was Buthelezi who invited Shange to make a surprise appearance at last Sunday's rally.

He and Benny Alexander, aide to PAC president Zeph Mothopeng and a leader of the new Pan Africanist Movement, have held a slanging match against each other since the rally.

Alexander denounced Shange as "nothing, a madman, a scum, a political cockroach". — Durbanews

oh dear oh dear oh
 dear oh everything
 oh dear oh dear oh
 dear oh dear oh
 dear

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1440A

WHILE 'PEACE-TALKS' AND NEGOTIATIONS DOMINATE THE POLITICAL SCENE, THE LABOUR FRONT IS TORN BY UNPRECEDENTED VIOLENCE

A bloody war breaks out on the labour front

South African strikes have often been bitter and brutal, but never quite as bitter as this month, when tensions have exploded into open war, including shootings, stabbings, petrol bombs and burning to death. **EDDIE KOCH reports**

WHEN police gun down workers inside trade union offices when a man is set alight for "scabbing" on strikers then something must be amiss in the country's system of industrial relations

Violence has always been a feature of labour action in South Africa. On the mines, it is commonplace for private paramilitary units and police to take action against striking workers. And, as in most countries, labourers who keep machines running during a stoppage are traditionally targets of brutal retribution by union members.

But the current strike wave, in which up to 45 000 beer workers and railmen have been out for more than a month, has been accompanied by at least a dozen deaths and violence of such ferocity that sectors of industry have literally been turned war zones.

On Tuesday evening a sacked railway worker was shot dead by police after he clashed with a ticket controller at the Langlaagte station near Johannesburg.

This followed an incident on Monday at a station in Durban where 15 workers were injured after police opened fire on a group of striking railwaymen. The official version says police were fired on by an "unknown" gunman in the crowd. The union says the police attacked without provocation.

On the same day a white ticket collector ran from Johannesburg station in flames after being set alight by a mob. He is being treated for serious burns. Two other men escaped.

Last week police opened fire with revolvers and shotguns inside the offices of the Congress of South African Trade Unions (Cosatu) in Germiston. One of two workers seriously injured in the shooting has since

died in hospital. Police say they acted on reports that the strikers were making petrol bombs. Lawyers for the union have denied this.

In the South African Breweries (SAB) strike, at least nine workers have died. Most of the victims were casual labourers who had been attacked by enraged strikers. Others were union members killed by Soweto shebeen owners opposed to the call for a consumer boycott of beer.

What is the cause of all this?

In each of the strike-bound industries there are particular factors that aggravate conflict. On the railways, the most immediate cause of tension is a long-standing animosity between police and members of the South African Railway and Harbour Workers' Union (Sarhu).

During the marathon railway strike of 1987, a police raid on the Germiston offices of Sarhu set in motion a cycle of repression and worker resistance that culminated in a military-style siege of Cosatu House in Johannesburg, where hundreds of unionists were detained and assaulted.

Authoritarian methods of running the railway stations have also whipped up public hostility to officials of the South African Transport Services (Sats) during the strike.

Last week an armed ticket collector shot an innocent bystander in Johannesburg while firing at two men who had not paid for their train ride. Sarhu general secretary Martin Sebakwane says plain-clothes police are being used to replace ticket collectors who are on strike. The *Weekly Mail* this week saw shotgun-wielding municipal police manning a number of railway stations on the Reef.

This is the context in which the horrific attack on the white railway official took place this week for the mob it was, no doubt, seen as an act of vengeance.

Then there is the frustration felt by Sarhu members who, for more than



Signs of violence are everywhere ... but this commuter strolls through

Picture CEDRIC NUNN, Afrapix

three years, have been negotiating for the recognition of their union without success. While the government talks of negotiating a political settlement, it has failed to achieve this with its own employees. The irony cannot be lost on black railway workers.

In the beer industry, SAB has a monopoly and this makes it difficult for legitimate strike action to affect production. Asked for his view on why the wage dispute was so violent, SAB public relations officer Adrian Botha said "Maybe its because they (the strikers) have come to realise that industrial action cannot stop us from producing and selling more beer now than we were last year."

Shop stewards of the Food and Allied Workers' Union (Fawu), at a recent press conference in Johannesburg, also focused on SAB's monopoly over beer production to explain the bitterness of the dispute.

"They (management) know they can do what they like. From the start they have not been serious about talking about our demands. They sommer

want to show us who's the boss," said a worker from Cape Town.

While the company rejects allegations of intransigence in wage talks, there is a widespread belief among Fawu members that, if SAB did not provoke the strike, the company is using it to roll back inroads that the union has made over the years into managerial control on the factory floor.

The company denies it had anything to do with a police raid on a hostel near Tembisa near Johannesburg last week, in which workers were injured and there is little evidence to back the union's claim that the company collaborated with the police.

But there are signs of collusion between SAB and other government departments to undermine the strike. A company memorandum, leaked to the *Weekly Mail*, says contingency plans drawn up to ensure delivery of supplies included the use of drivers from the fire department and ambulance services.

The difficulties of organising a boy-

cott in townships, where there are no sources of supply other than SAB, also explain the violence.


Says Botha "Basically they want shebeen owners, some of whom earn far less than they do, to cut their throats by not selling beer."

The ineffectiveness of the boycott could have prompted workers to vent their anger on casual labourers as well as shebeen owners.

Some Cosatu officials privately acknowledge that the beer boycott has been imposed from the top down and this lack of consultation has helped turn the strategy into an explosive issue in the townships.

These aggravating factors, specific to each of the strikes, operate in South Africa's broader political context. And here there is a basic paradox at play.

While the government now allows peaceful forms of political protest, such as street marches and mass rallies, businessmen are vigorously blocking the avenues in which where the labour movement can express its

 FIVE FREEDOMS FORUM

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140A



SAB workers show their muscle ... but are traders as enthusiastic?

Picture BENNY GOOL, Afrapix

JOE MAKHALIMA, owner of a small store in Soweto, describes himself as an avid supporter of worker struggles. Although he keeps informed by reading about strikes in newspapers, he can usually go about his business without being affected by the troubles in far-away factories.

The latest upsurge of labour unrest is different. With industrial disputes under way in both the railway services and the beer industry, township residents are being asked to support simultaneous consumer boycotts that reach deep into their daily experiences.

Black consumers have been asked to stop drinking beer while thousands of commuters are riding the trains to work and back without paying their fares. This has generated a vibrant debate in shebeens and crowded commuter trains that criss-cross the Reef. "The call to support Sarwhu squeezes the profits of the bosses but does not affect the well-being of the masses. But the beer boycott affects the well-being of people who make a living from selling beer," said Mak-

Who's hurt: the big guys or the little

halima.

"If you say people should not buy train tickets, surely they will support you. But if you say an old pensioner, who lives on selling beer, should stop selling then what you are saying is that she must die. How do you expect to get support that way?"

But during one of the impromptu debating sessions that take place every day in crowded train compartments, a striking railway worker called "Comrade Commander" pushed a different line.

"They (the train and beer boycotts) are one and the same thing. In the struggle you need to sacrifice. Those who claim they live on beer sales should stop for a while and sell non-SAB products. That is the price they

have to pay for liberation."

A young activist, who wanted to remain anonymous, felt differently. "We can't afford an action that divides our community... Who is the target? The SAB or the old lady who feeds and sends her children to school on money from beer?"

There are indications that the co-existence of two boycotts, each with different prospects of success, will be debated in a more formal way by organised labour.

At a press conference in Johannesburg last week, Fawu officials insisted that, as far as they know, the beer boycott was continuing.

However, they acknowledged a need to consult with civic groups as well as the National Taverners' Association (NTA) and Ukhamba, which represents black bottle-store owners about the tactic.

"After that we will report back to the trade union structures and reassess the question of a boycott," said Fawu national organiser Raigin Naicker.

Phil Molefe and Eddie Koch

Film them, then fire them

By EDDIE KOCH

PRIVATE security firms and police action were common features of industrial disputes this year, says a report by the National Union of Metalworkers of South Africa (Numsa)

In an analysis of strikes at Numsa factories on the Witwatersrand between May and October, the union claims violence has been employed against strikers even by companies that have had a long-standing relationship with the union

"The videotaping of strikes by security firms is clearly one of the 'services' offered — 'identify your agitators, dismiss and then selectively re-employ'," says Numsa.

"Outside consultants are also being used far more widely and management lawyers are mushrooming at exorbitant costs to exploit the advantages of the Labour Relations Act particularly the provisions which allow for the interdicting of strikers."

Mass dismissals and selective re-employment, often on condition that workers agree to obligatory overtime, was another key trend identified by the union in its analysis of management's handling of strike action.

"Companies are also becoming better equipped to handle strikes particularly the big concerns like Barlows who are able to transfer production very quickly from plant to plant."

Numsa says the trends confirm the union's analysis of the way metal companies have reacted to shrinking markets for their products. "Capital has had to turn inwards instead — towards increasing productivity in the workplace," the report says. "This process would involve capital intensification/

retrenchments and efforts by management to increase the ambit of unfettered decision making over the labour process."

The analysis is confirmed by strike trends in the industry, says Numsa. The report notes that disputes over discipline in the factory, trade union recognition and retrenchment together accounted for 62 percent of all strikes at Numsa factories on the Witwatersrand between May and October this year. Wage disputes accounted for the remaining 38 percent of strikes.

The statistics show a relatively high success rate for the union during strikes over wages (53 percent) and dismissals (51 percent) but a high loss rate in strikes over retrenchment (27 percent) and recognition (33 percent).

"It is noteworthy that 10 years after Wiehahn recognition disputes should feature so highly. This is indicative of the extreme backwardness of employers in large sections of industry," says the report.

Less than two percent of all strikes complied with the Labour Relations Act. "This suggests that in as far as the Act is intended to order and regulate conflict it is a complete failure."

The union explains the high rate of strike action over dismissals as the result of a lack of confidence among workers that disciplinary disputes will be handled by the industrial court within a reasonable time frame.

"For these members it makes sense to confront the issue at the time and point of origin."

grievances

By using the amended Labour Relations Act (LRA), employers can sue unions for damages lost in illegitimate strikes, obtain court interdicts to stifle industrial action and prolong interminable proceedings in the industrial and civil courts

Picketing on factory premises during strikes, the classic method of defusing antagonisms directed against replacement labour, is outlawed. So are consumer boycotts and solidarity strikes by workers in other factories

Thus it is no coincidence that features of the insurrection that raged between 1984 and 1986 — police shootings, petrol-bomb attacks on the homes of people labelled as "traitors", and the burning alive of those defined as "collaborators" — have shifted from the townships to the industrial arena.

At the end of last year, in the wake of an outbreak of industrial violence, Cosatu general secretary Jay Naidoo warned "If there is one thing that will cause violence during strikes in this

(coming) year it will be the LRA"

The political flux reshaping South African politics has thrown up many anomalies. One of these is that businessmen, many of whom are opponents of apartheid, can now look to the government for methods to defuse the conflict raging in their factories

Until this happens, and the labour laws are amended to facilitate rather than stifle legitimate forms of industrial protest, Naidoo's grim prediction will continue to come true

THE SACHED TRUST



Sached is a non-profit, independent, educational trust. The Durban office needs an assistant co-ordinator for the Distance University Students Support Programme (Dusspro). This project provides support for students studying through correspondence at tertiary level.

For the position we are looking for a full-time person who has

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Written applications including a CV and names of two referees should be sent to Sached Trust, P O Box 6043, Durban, 4001. Phone (031) 305-6748/9. Closing date for applications 8 December 1989.

The above project requires tutors in the following subjects

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GRASSROOTS PUBLICATIONS

3 VACANCIES

1. ORGANISER

The task of the organiser will be to co-ordinate the Grassroots project Requirements

- extensive organisational experience
- ability to co-ordinate, advise on and implement decisions taken by the project
- liaise constantly with progressive organisations
- ability to co-ordinate all Grassroots activities

2. ASSISTANT ADMINISTRATOR/FUNDRAISER

This person will concentrate largely on generating local funds Requirements

- ability to speak and write fluently in English
- the skills to generate interest and financial support for Grassroots through subscriptions, advertisements and pledges
- ability to work on your own
- own transport and driver's licence

3. TRAINED JOURNALIST

Be responsible for the co-ordination of the Grassroots community newspaper Requirements

- extensive media skills in writing and layout
- photographic skills will be an advantage
- driver's licence
- previous community involvement or contact with community organisations will be an advantage
- must be able to work evenings and weekends when required

Closing date for all applications 30 November 1989. All applications must be sent to The Secretary, Vacancies, P O Box 1161, Cape Town, 8000.

HOW THE RAIL STRIKERS USE THE RAILWAYS TO SPREAD THEIR GOSPEL

Sending a message down the rail tracks

STRIKING South African Transport Services employees have an unusual way of spreading their message they use the same train service and the compound system they are fighting against

The South African Railways and Harbours Workers Union (Sarhwu) has established a formidable link with commuters to win community support for the strike

Unlike the conventional methods of distributing pamphlets, says Sarhwu regional secretary Joe Ngcobo, railway workers use the trains to preach their gospel. This has enabled them to build a web-like communication network

Explained Ngcobo: "Workers meet daily at the union offices to discuss how to intensify the strike, assess how it is developing and to get report-backs from union officials.

"Workers are kept well informed about developments in other areas and how to formulate a common approach," he said

The majority of Sats employees are migrant workers who live in men-only compounds. Each compound has workers from various depots

"Our members are concentrated in these compounds and when there is a boycott or strike in one of the depots, the message is spread quickly among workers who work in other plants," said Ngcobo

A ride in the train around the Reef this week showed remarkable community support for the strike

Ticket offices are open but there are no ticket examiners at almost all stations. Most commuters do not buy tickets. From Dunswart station, near Benoni, to Delmore station, near Germiston, there was no sign this week of ticket examiners

While the beer boycott has met with mixed response in the townships, a train ride around the Reef reveals enthusiastic support for the railway strikers, reports PHIL MOLEFE

It was the same picture from Knights station to Kempton Park station on the Pretoria line and from Johannesburg's Park station to all the Soweto stations.

The only place ticket examiners were seen was at Germiston, where there has been a huge police presence since last week's clashes between police and strikers

"Sidla Ngo-dankie — we live on, thank you," said MaNgidi, a vegetable vendor at Johannesburg's Park station and one of the free riders

"The railways has been exploiting our husbands and sons for many years. Now it is their turn to lose some profits," she said

Added Thabiso Tsoai, an office worker in the city "Brother, you only have to see Bayete's video on TV when they sing *Mbombela* (train), then you will understand that railway workers are the most exploited

"Jy ken dai piece, it shows you die ouens pull dai swaar yster met hulle eie hande (You know this song shows these railway guys pulling heavy iron rail lines with their own hands)

"These guys have no rights, working conditions are bad and they need to be supported at all costs," Tsoai said

The train meetings are "hot" in the afternoon when commuters return from work

Ngcobo, who accompanied the *Weekly Mail* on the trains on Tuesday, says it normally cool in the mornings and meetings get into full swing when workers return home

"You see in the morning workers still have fresh thoughts of the comfort of their homes, but when they return in the afternoon the spirit is high because they have gone through *kom, kom, jong* and subjected to abusive language and all sorts of things by the

bosses," explains Ngcobo

Beneath those overalls and office coats are the T-shirts of unions and political organisations, with political slogans written all over them

Platform one and two at Park Station, from where most of the trains to Soweto depart, is a hive of activity from 4pm

The railway strike has added more fire to the usual political meetings in trains. One is greeted by loud and moving political song, punctuated by deafening shouts of *Amandla!* and *Mayibuye Afrika*

"We are sending a message to the government through the railways that enough is enough," said Peter, a bank teller, who declined to give his full name

"The railways is owned by the government. They tell the world they want to negotiate, but they can hardly negotiate with the workers on petty issues like wage increases



Not a ticket collector in sight, commuters make the most of the strike
Picture: CEDRIC NUNN, Afrapix

"If they can't negotiate wage increase, how the hell can they negotiate granting political rights to the oppressed majority," said Peter

As Naledi bound train number 943 left Park station at 5.45pm, "Comrade Commander" waved to the chanting commuters for silence

"Phambili ngo mzabalazo wa basebenzi (Forward with the workers' struggle)," he shouted to the thunderous response of "phambili"

"Today, we the struggling, oppressed and exploited workers of our country, have taken over the trains from the railways. They now belong to us and we are now riding free," he declared, as the crowd shouted approvingly

Then "Comrade Mary" led the coach in a song. "*Makwala a tshethele morao, ho ya rona ba pelo tse thata ko pele*" (Towards give way to the brave to lead the struggle)

"If you buy a ticket you are selling out the blood of workers," said "Comrade Commander"

"If you buy a beer, you are selling out the blood of workers," he added

As the train nears Langlaagte station, "Comrade Commander" pleads with the congregation to make way for other commuters who are about to board

Commuters who are members of the political congregation knew to look out for coach number 18325, the fourth from the last one, as the train slowly moved into the station

The message was clear as the train headed for Soweto "Support the striking workers" There was singing, shouts of *Amandla* and speeches by the "converts" all the way to the ghetto

Watch out for the **WEEKLY MAIL REVIEW OF BOOKS**

Don't miss the *Weekly Mail's* regular literary supplement, to appear in the issue of **December 8**

COSAW and the Theatre Alliance present **Silenced Voices**
a reading of banned literature including the works of Mandela, First, Serote, la Guma & others.
Read by Andrew Buckland, Ramalao Makhene, Gcina Mhlope, Roz Monat and others.
1 p.m., Saturday 25th November
"77 Years"
- a history of the struggle - performed by Ramalao Makhene, Patrick Shal, Jacqui Singer, Vanessa Cooke & others
1 p.m. Saturday 2nd December
Both at the Warehouse at the Market

WEEKLY MAIL BOOK WEEK CAPE TOWN

Friday 24 November Baxter Hall

6.30 pm: REGIONALISM IN HISTORY
Helen Bradford, Achmat Davids, Wilmot James, Shamiel Jeppie, Mary Simons

8.30 pm: IMAGES OF HISTORY
Colin Bundy, David Lewis-Williams, Jay Naidoo, Jeff Peires

Friday 24 November Baxter Studio

8.30 pm: LITERACY AT WHAT COST?
Stephen Bhana, Marian Clifford, Mike Kantey, Basia Ledochowska, Sindiswa Pakade

Saturday 25 November: Baxter Hall

3.00 pm: THE LISTENING PRESENT
Gus Ferguson, Niki Daly, Mike Kantey and others, tell, draw and read stories for children

6.30 pm: POVERTY AND TRANSFORMATION IN SA
Ken Owen, Mamphela Ramphele, Francis Wilson

8.30 pm: WRITING IN AFRICA
Peter Mtuze, Mthobeli Mufloate, Mike Nicol, Ngugi wa Thiong'o (by phone from London), Douglas Reid Skinner, Etienne van Heerden

Saturday 25 November Baxter Studio

9 am - 6 pm: VIDEOS FROM THE ROLAND COLLECTION.
WRITERS IN CONVERSATION

8.30 pm: WESTERN CAPE ECOSYSTEMS UNDER PRESSURE: Management or Mismanagement?
Bryan Davies, Barrie Gasson, Ian Macdonald, John Parkington, John Raimondo, Wolfgang Thomas

VIDEOS FREE

3.00 pm session: R2,00 All other sessions R5,00 - book at computicket
* Zonnbloem wines by courtesy of the Stellenbosch Farmers Winery will be served after the late sessions

Kagiso residents meet to plan stronger boycott

By VUSI GUNENE

RESIDENTS of Kagiso township on the East Rand are following the Mass Democratic Movement's call for the "rebuilding of people's structures" and rejecting their town council

The Kagiso Interim Co-ordinating Committee (KICC) has called on residents to attend a meeting this weekend to discuss strategies of intensifying the rent boycott — now in its second month

Residents have planned a march to the council offices on December 2 to deliver a memorandum demanding the suspension of the rent increases and the resignation of the town council

For the past two months residents have been holding block, street and area committee meetings to discuss the proposed rent increases, which range from 50 to 150 percent

According to a KICC representative, some of the residents have already received eviction notices from the council because of their refusal to pay rent.

"Our attempts to seek reasons for the increases have been met with inadequate answers and the community has engaged lawyers in a bid to resolve the matter," the representative said

Residents argue that they have been paying for electricity bills since 1979, but have not as yet had any electricity installed in their homes

"Since 1979 we have been paying R2 61 (per month) for electricity which to date has not been installed in our houses," said one resident, Annah Kgofera "Instead, we are receiving letters from the council which says we must first pay R2 100 for electricity installation. We feel that we have already paid for the installation and in fact the council owes us," she said

The mass meeting will be held at the Methodist Church in Kagiso on Sunday at 2.30pm. Approached for comment, the town clerk's office said it was not aware of the rent boycott and declined to comment about the rent increase and the electricity levy

1401 (10/1/89)

Taverners call for lifting of beer ban

Staff Reporter

M6W 24/11/89

THE SA Taverners' Association (Sata) has publicly appealed to the Food and Allied Workers Union (Fawu) to lift a ban on the sale of South African Breweries products.

The appeal comes in the seventh week of the strike affecting about 6 000 workers at SAB plants around the country and amid SAB claims that strikers are returning to work.

A meeting earlier this week between taverners and Fawu

failed to end the beer boycott in force in the Western Cape.

But in a statement yesterday, Sata (the governing body of the Western Cape Taverners Association) appealed to Mr Mike Madala, assistant general secretary of Fawu, to "review the ban on SA Breweries products".

"SAB are pressuring the taverners and bottle-store owners to pay up what they owe or face legal proceedings and even liquidation," Sata said.

However, Sata reaffirmed its

support for Fawu in its dispute with SAB.

● Sapa reports from Johannesburg that the South African Railways and Harbours Workers Union (Sarhwu) has demanded recognition and the reinstatement of all dismissed workers as a precondition for ending the two-week South African Transport Services strike by about 18 000 workers.

A Sata senior labour relations manager, Mr Victor van Vuuren, said about 4 000 strikers countrywide had been dismissed.

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SATS STRIKE *Final 24/11/89*

Taking its toll

The striking SA Railways & Harbour Workers' Union and Sats management were locked in crisis talks on Tuesday. The meeting, convened at the union's request, was the first since the strike started on November 6. Sats says 18 000 are out but union claims 40 000.

One striker was killed in a clash with police at Germiston on Thursday. Six policemen were hurt when strikers fought with sticks, sjamboks and stones. In Natal 16 strikers were injured when police opened fire on 3 500 people at Umlazi. One policeman was injured after a shot was apparently fired from among strikers.

Set alight

On Monday a 50-strong mob, presumed by police to be linked to the strike, attacked two Sats ticket examiners (one a senior financial superintendent, seconded from Sats' head office to take a striker's place). Superintendent Koos Grobler was set alight with petrol. He has serious burns on most of his upper body. The other man escaped unharmed.

The cost of damage to property has been put at R10,5m. Four motor coaches and six passenger coaches have been burnt out.

Sats spokesman Alan Lubbe says three

- demands are being put forward by the strikers
 - A minimum wage of R1 500 (up 150% from R600) a month,
 - Recognition of the union, and
 - Cancellation of the planned privatisation of Sats

Non-negotiable

Lubbe says the wage demand is non-negotiable because annual wage talks were completed in June and, in terms of the Conditions of Service Act, wages can be negotiated only once a year. Lubbe says Sats offered to recognise the union two years ago on the usual condition that it must register with the Department of Manpower and then show proof of membership (as most Cosatu unions

have done)

So far Sats has fired 2 817 strikers from the rail, road, catering and airport sectors after giving the required warnings. The areas mainly affected are Natal, Free State and southern and northern Transvaal. Lubbe says 644 strikers have returned to work. He adds "Let's hope the strike is resolved before we have to fire all of them."

Union general secretary Martin Sebakwane condemns police for interfering in "purely labour relations matters." Assistant general secretary Dave Moeti says "We are prepared to fight no matter what the consequences and even if it means the strike lasts three months or more." Moeti accuses Sats of taking "a very aggressive line" and believes it will eventually have to take back all

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fired workers
Lubbe admits rail services have been affected but are "coping very well under the circumstances"

Union warns of looming Consol disputes

THE Chemical Workers' Industrial Union (CWIU) warned yesterday of two major disputes looming with the Consol Group, at which the union claims to represent 3 000 employees at 11 plants.

CWIU national organiser Meshack Ravuku said the company had notified the union it planned to retrench 100 people at its Germiston plastics plant.

The second dispute, he said, revolved around Consol's refusal to recognise the union at its Dimbaza, Ciskei, plant.

A Consol spokesman said the Germis-

ALAN FINE

ton retrenchments had become necessary due to a major stock build-up brought about by an attempt to circumvent retrenchments. The build-up had reached unacceptable levels, and demand for building industry products and other lines had declined.

With regard to the Ciskei dispute, the spokesman said Consol's inability to recognise the union had been confirmed after discussions with the territory's Manpower Minister.

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wing as the "legitimate Ccawusa"

The Kganare-led Ccawusa went ahead to form an alliance with Harwu. The alliance hit snags this year with Harwu claiming that it was owed an undisclosed sum of money by Ccawusa.

Unity

It was against this backdrop that there was a re-think in Cosatu circles over the Ccawusa question.

The federation, which appointed a task force to help restore unity within the union, conceded at its third national congress this year that its decision to expel one of the warring sections "did not finally contribute to unity" in one of its largest affiliates.

With the problems now seemingly behind them, the major players in the formation of Saccawu believe the new union signifies the first step towards achieving unity in the retail industry. They have called on other unions in the sector to join further merger talks.

Saccawu, however, still faces the important task of strengthening its foundation on the shop-floor and resolving issues it has inherited from its founding unions.

Conflict

This foundation will most likely be tested by the political policy to be adopted by the union. Its political policy is to be debated at its first national congress in June next year.

With the two years of conflict still fresh in their minds, Saccawu members are certainly going to approach the debate with nothing short of trepidation.

"Saccawu will take heed of the lessons learnt during this period of struggle," Mr Vivian Mtwa, Saccawu's general secretary, said.

* The national office bearers of the union are Mr Duma Nkosi (president), Mr Miller Moela (first vice-president), Mr Chris Mohulatsi (second vice-president), Mr Amos Mothapo (treasurer) and Mr Papi Kganare (assistant general secretary).

THE newly formed South African Commercial Catering and Allied Workers Union is to embark on a process of rebuilding its structures following years of bickering which ended in a split.

Saccawu, launched in Johannesburg a fortnight ago, was formed through the merger of three retail unions. They are the Commercial Catering and Allied Workers Union of South Africa (Ccawusa), Hotel and Restaurant Workers Union (Harwu) and the Cape Liquor and Catering Trades Union.

The launch of the union stems from a fresh initiative by the three unions to forge unity after years of conflict within the sector.

Merger

The first attempt to build a single union in the retail industry floundered in 1987 when Ccawusa split into two wings, one led by Mr Vivian Mtwa and the other by Mr Papi Kganare.

The conflict between the two groups was over the merger involving the

By LEN MASEKO

Kganare wing, Harwu and the Retail and Allied Workers Union and the subsequent adoption of the Freedom Charter by the group.

Divisive

The Mtwa group, in rejecting the merger and the adoption of the document, argued that the move was divisive as members of the union favoured instead the drawing up of a "socialist programme of action".

This position was perceived as "anti-Cosatu" by the Kganare wing who argued that they were acting in concert with their mother body Cosatu which embraced the document.

The merger was nullified by an out-of-court settlement reached by the two Ccawusa wings in January last year. It was agreed under the settlement that the union would hold annual general meetings at branch-level to elect regional executives and delegates who would take part in a national

conference towards the end of last year.

But no sooner had the two parties reached the peace-pact than the cracks



Amos Mothapo, Saccawu treasurer

started showing again. Attempts to work towards unifying the union proved difficult. Some of the AGMs collapsed amid allegations of fraud and corruption before and during balloting.

The two parties also failed to convene the national conference by May 1988 - the date specified by the court settlement - as internal strife continued.

The Mtwa group was later kicked out by Cosatu, which then declared the Kganare

Plooding to unity



Sowetan 24/11/89

Injuries as police, strikers clash in Newlands streets

Staff Reporter

FIVE people were arrested and several workers and policemen injured in strike-related violence in Newlands yesterday.

About 100 workers arrived at Claremont station about 10 30am to march along Main Road and establish a strike picket outside the gates of Ohlssons Breweries in Newlands. The workers included striking South African Breweries and Italtile employees as well as members from the South African Railways and Harbour Workers' Union.

Captain Hendrik Opperman said information was received of a large group "armed with wooden batons and stones, gathering at the station".

"When the police warned them to disperse they attacked, injuring several policemen. Police dispersed the crowd and arrested three men and a woman."

The injured policemen were identified as a Major Dodd, who was allegedly struck on his chest with a brick and hit with a wooden baton; a Constable Lavery, hit in the face with a brick; Warrant-Officer F J de Klerk, struck on the neck with a baton, and WO F Barnard, struck in the face with a brick. They were treated at hospital for their injuries and released.

The workers regrouped in Main Street and continued their march to the breweries.

According to a union spokesman "it was a peaceful march, but the police were waiting for us and when we were about 200 metres from the gates we were warned to disperse". "Seconds later police fired teargas canisters and baton-charged, severely beating up and arresting one man."

A bystander said he saw two policemen holding a man while a third beat him over the head with a teargas launcher. "The man looked badly injured and was taken away by the police."

Captain Opperman said anyone who had complaints should "come forward" and give a statement to police.

Those arrested are expected to appear in the Wynberg Magistrate's Court soon.

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Sarhwu's preconditions for ending SATS strike

JOHANNESBURG — The South African Railways and Harbours Workers' Union (Sarhwu) has demanded recognition and the reinstatement of all dismissed workers as preconditions for ending the two-week-long SATS strike by about 18 000 workers.

Sarhwu's demands include that striking workers not be victimised and that they return to work as soon as a settlement agreement had been signed.

The union also suggested SATS appoint a conciliation board to deal with its demands concerning wages or agree on a date for wage negotiations.

Meanwhile only 15% of Black Trade Union (Blatu) members participating in the strike resumed duties at different depots in Durban yesterday following the union's decision that its members would return to work.

● A white railways labour unionist in Pretoria, Mr Phillip Strauss, intends asking the Minister of Law and Order for increased police protection for white workers during the strike — Sapa

Events on labour front march on

W/C ARB 25/11/89

140A

EVENTS on the labour front march briskly along. Some observers have suggested that the intensity of certain strikes, those at South African Breweries and South African Transport Services among them, has been influenced by developments in the wider political arena which, by heightening expectations, have led unions to raise the temperature of workplace struggles.

The significant relaxation of tensions since President F W de Klerk took office is among the factors which have helped raise expectations, because the union movement feels that many of these commonsense steps resulted from pressures mounted by the mass democratic movement in recent months.

The pressure in the wider arena is being maintained, not only through marches which continue in various centres, but also through the forthcoming Conference for a Democratic Future due to be held in Johannesburg early next month which aims to draw up a comprehensive programme for the demolition of apartheid.

And a most significant component of the MDM is the Congress of South African Trade Unions (Cosatu) and its affiliates, among them the Food and Allied Workers Union (Fawu) and the South African Railway and Harbour Workers' Union (Sarhwu).

Another of these affiliates, the South African Clothing and Textile Workers Union (Sactwu), started a strike yesterday in the cotton textile industry as a dispute about the sick pay fund escalated. This is not to suggest that the strike is a "political" act directly linked to some or other "programme", but as the first significant action by Sactwu since its formation it will be interesting to watch.

The dispute is also threatening the agreement which was so laboriously put together last year by the Cape Province Textile Manufacturers Association (CPTMA) and the Amalgamated Clothing and Textile Workers Union (Actwusa), which has since merged with the garment workers to form Sactwu. The CPTMA, claiming that industrial action by Sactwu earlier this week breached the spirit and terms of the agreement, cancelled it.

LABOUR AFFAIRS



DICK USHER

Dry festive season for Umlazi drinkers

By S'BU MNGADI.

DRINKERS in Umlazi, Durban, face a dry festive season following this week's closure of 17 bottle stores in the face of pressure to heed the nationwide beer boycott.

The fate of other liquor outlets in the greater Durban townships and informal settlements will be decided today at two separate meetings in Umlazi and Clermont, according to Ukhamba president Vuka Tshabalala.

The meetings take place at 10am and 1.30pm respectively.

Ukhamba, a national association for African liquor traders, and the SA Taverners' Association (Sata) will also hold a regional meeting in Durban next week to formulate a common strategy concerning the Food and Allied Workers' Union's beer boycott campaign.

Tshabalala said sporadic incidents of violence had forced the bottle store owners to close their businesses. Even traders who had stopped selling SA Breweries products were not exempted from attacks.

However, he said Uk-

hamba continued selling beer and would give only moral support to the striking SAB workers.

At a meeting of Umlazi liquor dealers on Tuesday night, Sylvester Ntuli, the Natal president of the SA Taverners' Association, told the meeting his organisation had committed itself to stop stocking beer until the SAB-Fawu dispute had been settled.

Ntuli and the organisation's liaison officer, Menzi Ntsala, said she-beeners who disregarded Sata's stand were frustrating the commitment of their organisation.

MDM marches in support of Sats and SAB strikers

By **CONNIE MOLUSI**

THE Mass Democratic Movement (MDM) has scheduled a series of protest marches at Witwatersrand townships in support of striking Sats and SAB workers.

The marches are to protest against the use of violence against strikers, to express support for their demands and to put pressure on managements to settle the disputes.

The MDM said in a statement that both Sats and SAB workers have legitimate grievances, relating to their demand for a living wage and recognition of their union.

They accused management of using a range of tactics which have led to violence instead of negotiation

The four-week-old Sats strike has led to the death of two workers, shot by police in separate incidents, while there have been three casualties as a result of the SAB action.

■ This week a white ticket examiner was admitted to hospital suffering multiple burns after he was doused with petrol and set alight;

■ A dismissed Sats worker was shot dead at Langlaagte station on Tuesday for allegedly attacking a policeman and ticket controller with a baton;

■ A Fawu shop steward was charged with attempted murder after a shot was fired at casual workers on Wednesday in Maritzburg; and

■ Five people were arrested and several workers and policeman were injured in strike-related violence in Newlands.

C. Press 26/11/89



SAB death

sparks

'child

labour

probe

Staff Reporter

THE death of a 14-year-old casual worker at the Newlands plant of South African Breweries (SAB) is to be probed by both the company and the Food and Allied Worker's Union (Fawu).

Fawu have accused SAB of using "child labour" to break the national strike by breweries workers.

Shaun Applegreen of Rocklands, Mitchells Plain, died on Saturday when he was overcome by carbon dioxide fumes inside a brewing tank.

He was employed by the breweries as a casual worker for the past three weeks — contrary to labour legislation forbidding child labour.

According to SAB spokesman Mr Adrian Botha, "employing children is contrary to SAB rules. A full-scale investigation will be launched today."

Shaun and another casual worker were working on top of the tank when a tool fell in. When he climbed into the tank to retrieve it, he was overcome by the gas.

The other casual worker climbed down to assist Shaun, but was also overcome by the fumes. Shaun was already dead when rescue personnel entered the tank.

The Fawu spokesman said it was obvious that safety regulations had not been followed at the plant.

Court interdict against 'toyi-toyi' dancing at work

CAPE TOWN — Bellville workers engaged in an overtime ban were yesterday interdicted and restrained in the Supreme Court from "toyi-toyi" dancing, demonstrating, or singing on the factory premises, except in certain areas.

The interim order was granted yesterday afternoon by Mr Acting-Judge Hoberman in an application by Table Bay Spinners Limited against SA Clothing and the Textile Workers' Union, five of its shop stewards and 451 workers.

The workers were further interdicted and restrained from in any way unlawfully interfering with or obstructing the normal operation of the factory.

They were also interdicted and restrained from intimidating, assaulting, harassing or unlawfully interfering with any employee.

In an affidavit, Table Bay Spinners personnel manager Edward George Arnott said two 12-hour shifts operated and employees did

Own Correspondent

two hours compulsory overtime per day. Overtime by these two shifts had been compulsory for the past 30 years.

Since November '13 the employees on the two 12-hour shifts had embarked on an overtime ban in support of the union's demands regarding the change of rules of the Industrial Council Sick Fund, Arnott said.

The overtime ban had been accompanied by singing and toyi-toying, and in March this year the company concluded a verbal agreement with the shop stewards that the workers could toyi-toyi in a designated area.

In spite of the agreement the workers had demonstrated and toyi-toyed inside the factory and caused disruption of the production process. Defamatory remarks had also been made about the MD on placards, Arnott said.

Return to work or leave docks, strikers told

AR 643 28/11/89
By JOHN YELD

Staff Reporter (2017) (20) (270)

MORE than 300 striking South African Transport Services workers at Cape Town docks have been told to return to work or to leave the harbour area because of "intimidation".

In another development in the countrywide strike by about 18 000 Sats workers, 13 ticket examiners at Langa station have refused to work.

Sats harbour spokesman Mr Roger Farley said today that 321 workers in the docks had been given an ultimatum after being paid yesterday for the previous month's work.

DISPERSED

"If they don't continue to work or return to work, they must remove themselves from the harbour because of intimidation and so on."

He said the workers had dispersed after being paid and the harbour management was still assessing the situation.

South African Railways and Harbour Workers' Union (Sarhwu) representative Mr Suleiman Isaacs said today that 500 Sats workers were still on strike at the Salt River workshops, in addition to those in the docks.

He also said that 13 ticket examiners at Langa had refused to work since Saturday and that Sarhwu was negotiating with them.

Sats passenger services spokesman Mr Brian Lotter confirmed that black commuters had been "asked, commanded, use what terminology you will" not to pay their train fares in support of the striking workers

Death at

^{CAF 714 f}
SAB: 28/11/87

Family's
^{140 A} ~~140 A~~
fears of
foul play

Staff Reporter

SHAUN APPLGREEN, the 14-year-old Mitchells Plain boy who died in a huge tank at Ohlssons Breweries in Newlands in the early hours of Saturday morning had a broken neck, according to his family

His father, Mr Edmund Applegreen of Rocklands, Mitchells Plain, at a meeting he had yesterday with the SAB general manager in Cape Town, Mr Sam Montsi, voiced his fears that something untoward might have happened to his son

Mr Adrian Botha, a spokesman for SAB in Johannesburg, said yesterday that Mr Montsi had explained that Shaun had tried to retrieve a nozzle that he had dropped to the bottom of a tank that was full of carbon dioxide

Instead of opening the door at the bottom of the tank, which would have let the gas out, he used the hose with which he had been cleaning the deep tank as a rope to climb down into it

On the way down, he was overcome by carbon dioxide fumes

Miss Denise Applegreen, Shaun's 25-year-old sister, said "something else" might have happened to her brother, as she had heard that his neck had been broken, there had been a "boot mark" on his clothing and his shirt had been torn

Own Correspondent

JOHANNESBURG — Concerned at the continuing township conflict arising out of the SAB strike and boycott, the Food and Allied Workers' Union (Fawu) yesterday announced two new initiatives

Moves to
CAH-T 28/11/89
resolve

(1408) (10) (10)
SAB strike

aimed at resolving the seven-week-old strike

Fawu president Mr Chris Dlamini said yesterday he was trying to set up a meeting this week between leaders of the Mass Democratic Movement (MDM) and SAB management in the hope such a meeting would facilitate further negotiations based on open minds and an absence of rigidity on both sides.

He said he hoped SAB, said to be a liberal and socially responsible company, was equally concerned about the situation.

"I know both Fawu and SAB are worried about damage to their reputations should they give in to the other side. But resolving the violent situation overrides this," Mr Dlamini said

Fawu national organiser Mr Rajin Naicker said the national SAB Shop Stewards' Council is to meet tomorrow to review the strike and he was confident the meeting would come up with a proposal which would create room for a settlement

B / pay 28/11/89

Fawu in new attempt to resolve SAB strike

CONCERNED at the continuing township conflict arising out of the SAB strike and boycott, the Food and Allied Workers' Union (Fawu) yesterday announced two new initiatives aimed at resolving the seven-week-old strike

Fawu president Chris Dlamini said yesterday he was attempting to set up a meeting this week between leaders of the mass democratic movement (MDM) and SAB management in the hope such a meeting would facilitate further negotiations based on open minds and an absence of rigidity on both sides

The MDM, he hoped, could play a conciliatory role

"The strike has given rise to a degeneration of the whole social situation, and conflict between taverners and supporters of the boycott will continue so long as the strike continues," he said

Dlamini said he hoped SAB was equally concerned about the situation and would be prepared to help resolve it

"I know both Fawu and SAB are worried about damage to their reputations should they give in to the other side. But resolving the

ALAN FINE

violent situation overrides this," he said

Fawu national organiser Rajin Naicker said the national SAB shop steward council was to meet tomorrow to review the strike and he was confident the meeting would come up with a proposal which would create room for a settlement

He said he expected, in a spirit of compromise, a substantial decrease in Fawu's wage proposals. SAB, he hoped, would view this in the same light

Invitation

Naicker said the meeting would also discuss the strike-related violence and ways of curbing it.

SAB spokesman Adrian Botha said he could not give a formal response to the proposed meeting with the MDM until a formal invitation had been received. But, he said, he and the MDM had always had a good relationship

The company, which considered itself enlightened, did not like being lumped together with Sats as an MDM statement last week had done, he said

Our Cape Town Correspondent reports that the 14-year-old Mitchell's Plain boy who died in a huge tank at Ohlssons Breweries in Newlands in the early hours of Saturday morning had a broken neck, his family says

His father, Edmund Applegreen, voiced his fears that something untoward might have happened to his son at a meeting he had yesterday with the SAB general manager in Cape Town, Sam Montsi.

SAB spokesman Botha said yesterday that Montsi had explained that Shaun had tried to retrieve a nozzle that he had dropped from the bottom of a tank that was full of carbon dioxide

On the way down, he was overcome by carbon dioxide fumes and he fell to the bottom. By the time his fellow workers got to him he was dead

Shaun's 25-year-old sister, Denise Applegreen, said yesterday "something else" might have happened to her brother as she had heard that his neck had been broken, there had been a "boot mark" on his clothing, his shirt had been torn, and there was some blood on it

The police are investigating

(140A)

Minor progress in Sats talks as strike goes on

ADELE BALETA

THERE was minor progress during yesterday's talks between Sats and the SA Railway and Harbour Workers Union (Sarhwu) but both parties were prepared to continue discussions aimed at ending the four-week strike by thousands of workers. BIDA 28/11/89

Sats spokesman Alan Lubbe said although there were "positive aspects" to the 3 1/2-hour talks, the strike was set to continue.

He refused to disclose further details but said management was re-evaluating dismissals and no workers had been fired since Friday.

Another round of talks is scheduled for Thursday.

Sarhwu general secretary Martin Sebakwane said management had moved "further away from any prospect of a settlement. Management has not changed its position at all."

He said Sats was not prepared to reinstate dismissed workers but would consider arbitration on the issue if Sarhwu dropped its wage increase demand.

On the question of recognition of the union, management said it was prepared to waive recognition of Sats' Black Trade Union (Blatu) in favour of recognising Sarhwu in Natal, according to Sebakwane.

In other regions Sarhwu would have to prove majority membership by stop order and become registered as a trade union, Sebakwane said.

"Management is overlooking the seriousness of the situation and not addressing workers' grievances relating to wages and working conditions which they say they are not prepared to discuss. They are not separating the issues but trying to negotiate a package deal."

A report-back meeting with Sarhwu members would be held

Sebakwane claimed Sats had evicted at least 500 workers from hostels in the Transvaal. He said legal action was being planned against Sats following the eviction of workers from hostels in Bloemfontein.

Sebakwane added that Sarhwu workers were prepared to take part in planned action organised by the MDM to protest against "management's use of violence" in the Sats and SAB strikes

Court restrains workers from factory toyi-toyis

Chf. Trk's 28/11/69 "1401" ~~1401~~
Supreme Court Reporter

BELLVILLE workers engaged in an overtime ban were yesterday interdicted and restrained in the Supreme Court from toyi-toying, demonstrating, singing or dancing on the factory premises except in designated areas

The interim order was granted late yesterday afternoon by Mr Acting Justice B Hoberman in an application by Table Bay Spinners Ltd against the SA Clothing and Textile Workers' Union, five of its shop stewards and 451 workers

The workers were further interdicted and restrained from interfering with the normal operation of the factory or intimidating other workers

In an affidavit, Mr Edward George Arnott, personnel manager of Table Bay Spinners, said employees did two hours compulsory overtime per day

Since November 13 the employees on the two shifts had embarked on an overtime ban in support of the union's demands regarding the change of the rules of the Industrial Council Sick Fund, he said

involved in educating their workers
Venter said governments should

an iceberg phenomenon what was
visible was only a small part of the

tancy from the onset of symptoms
to death was 15,6 months

NUM application on Kinross

THE NUM has applied to the Rand Supreme Court for an order reviewing and setting aside a decision by the presiding officer at the Kinross mine disaster inquiry not to allow the union's lawyers to cross-examine witnesses

The NUM's application began before Mr Justice Goldstein yesterday

According to an affidavit by NUM general secretary Cyril Ramaphosa, the union's legal representatives were told they would only be able to examine witnesses at the inquiry in terms of Section 6(2) of the Mines and Works Act

That section provides for the cross-examination by those implicated by the evidence of a witness at an inquiry held under Section 5(1) of the same Act

Ramaphosa said 50 of the 177 miners killed in the Kinross disaster on September 16 1986 were NUM members

The mine and six employees

B/day 28/11/89

SUSAN RUSSELL

were charged with culpable homicide and alternative charges of contravening the Mines and Works Act Kinross Mines Ltd and five of the employees were acquitted The sixth pleaded guilty to two contraventions of the Act and was fined R50 on each count.

140A Discretion

At the inquiry into the accident held at Evander on June 28 1988, presiding officer Hendrik Liebenberg ruled that the NUM's lawyers would be precluded from cross-examining witnesses except in terms of 6(2)

The NUM has brought the application for a review on the basis that the presiding officer is vested in law with a discretion to allow cross-examination outside the provisions of 6(2).

Ramaphosa said the criminal prosecution did not adequately explore all the causes of the accident or its background

Since the accident, he said, the practice of readily allowing the union an active role in inquiries had changed This was explicable only on the basis of the Government Mining Engineer deciding to exclude the NUM's participation from inquiries as much as possible

Government Mining Engineer Jan Raath denied in an answering affidavit there was any fixed policy adopted to restrict the union's rights at the inquiry or generally.

He admitted the NUM had been represented at inquiries and joint inquests into accidents but denied the NUM ought to be permitted to examine all witnesses as a matter of right Raath also denied there had been any improper policy on his part or that of presiding officer Hendrik Liebenberg.

Police at factory 'to enforce

CHE 7/15 29/11/87

court order'

1401F
Staff Reporter

POLICE were outside the Jungle Oats factory in Maitland yesterday to "enforce a Supreme Court order" issued against striking Food and Allied Workers' Union members, according to Jungle Oats management.

A union spokesman said workers, interdicted from "interfering" with casual workers, were prevented from picketing.

In addition, a police truck had brought casuals into the factory, the spokesman said.

Mr J Paddick, deputy-managing director of Jungle Oats, said about eight policemen were outside the premises to enforce a Supreme Court Order served on Monday.

ORDERLY MANNER

"The police requested the workers to move away from the gate, which they did in an orderly manner, after which the police withdrew," he said.

The company had made no arrangements with the police or any other party for transport of casuals.

"It is possible that casual workers sought and were given protection by the police in order to apply for work," said Mr Paddick.

**International aid is
sought on sackings
by L & M Radiators**

~~828~~ ALAN FINE (140A)

NUMSA has called for an international campaign to pressurise US multinational L & M Radiator Inc into ordering the reinstatement of 21 members dismissed by its Rustenburg-based subsidiary after the September 6 work stayaway.

The union wrote this week to the International Metalworkers' Federation in Geneva asking that affiliates in the US, Canada, Australia and Mexico, where L & M has other operations, "exert maximum pressure on the company to reinstate the dismissed workers".

Correspondence with L & M released yesterday by Numsa showed local L & M manager Johan de Kok had objected strongly to the political nature of the action. Soon after the dismissals he offered to take back some of the workers provided they renounced union membership.

De Kok yesterday confirmed this stance. He said some had been re-employed. But, he added, "there will never again be a union in this firm".

Included in the correspondence is a letter from L & M executive vice-president Richard Braun in which he said the stayaway was "not the action of a trade union but the action of a political organisation. Our company is not involved in politics and does not intend to be." 8/Dec 29/11/89

'Real progress' in new SAB and Fawu talks

REPRESENTATIVES of SAB and the Food and Allied Workers' Union (Fawu) met last night for the third in a series of so far unpublicised meetings aimed at finding ways of ending the seven-week-old strike. (1320)

Fawu president Chris Dlamini disclosed plans for last night's meeting. SAB personnel director Rob Childs confirmed the company was "working with lawyers to make contact with union representatives" (140A)

He believed some real progress

ALAN FINE

had been made. Neither he nor Dlamini would divulge details

Disclosure of these contacts followed optimistic statements by union officials earlier this week that a possible resolution of the bitter and violent dispute was closer than it had been until now. (140A) 29/11/84

The national SAB shop stewards council is to meet in Johannesburg today to review the strike and the union's position. (1320)

Day of solidarity

(WDA)
~~SA~~
~~UDF~~

TODAY has been declared a day of solidarity with striking workers from South African Breweries, SA Transport Services, Haggie Rand and SA Cynamid by the Southern Transvaal affiliates of the United Democratic Front

"We join in declaring November 29 as a day of solidarity with the striking workers," a statement from the UDF said on Tuesday.

"We give our unqualified support to their demonstrations outside the factories and mines and call on the masses of our country and the international community to make donations to the strike committees," the UDF said - Sapa

Sowetan 29/11/89

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Iscor windfall will aid Numsa 'struggle'

NUMSA and its shop stewards employed at Iscor have begun discussions on how the R1,57m windfall earned from the sale of more than 7-million Iscor shares earlier this month should be administered.

The union organised the financing, purchase and sale of employee preference shares to which its 9 500 members were entitled as part of the privatisation of the corporation.

The proceeds were to be used to advance the collective interests of members. The shares were sold to the Metal Industries Group Pension Fund, to which most Numsa members belong.

Numsa national organiser Bobby Marie said yesterday it had been agreed in principle the money, which

ALAN FINE

is to be put into a trust fund, should be used to help build organisation within Iscor, to promote union education and generally support Iscor members' "struggle".

It was also agreed, though, that individuals who leave Iscor should receive a payout from the fund.

He said it was planned that, as far as possible, only the interest earned by the fund should be used, leaving the capital amount intact.

Marie reiterated that Numsa remained opposed to privatisation, and its participation was designed as a collective response to management attempts to make the share participation scheme an individualistic exercise.

Strikers restrained from 'intimidation'

CPM. 7.11.15 27/11/89
Supreme Court Reporter

STRIKING South African Transport Services (SATS) workers were yesterday afternoon interdicted and restrained in the Supreme Court from intimidating any employee or preventing any employee from continuing normal duties

Mr Acting-Justice B Hoberman ordered the 348 workers to show cause on December 8 why they should not be interdicted and restrained from entering or remaining in Table Bay harbour for any purpose other than working, and why the workers opposing the application should not be ordered to pay the costs of the application jointly and severally.

In an affidavit, Mr Richard Cornelius Miller, manager of the Manpower Department, said the workers had been involved in a work stoppage in Table Bay harbour since November 13

Yesterday morning about 80 strikers gathered at J-Berth, Duncan dock, and remained there all day.

Police use birdshot on Jo'burg protesters

A POLICEMAN was stabbed three times and at least 15 people injured when police and protesters clashed in central Johannesburg yesterday. *B 1 Day 30/11/89*

Police have not yet released the name of the injured policeman but said his condition was not serious.

Several hundred workers, marching in solidarity with striking Sats (Sarwhu) and SA Breweries (Fawu) workers, were involved in a clash with police that led to hundreds of people fleeing through central Johannesburg while police fired teargas and birdshot.

CHARLENE SMITH

Police and worker versions of the incident differed. Police said they teargassed workers after they refused to disperse. Workers said police had begun teargassing and beating them with batons as singing workers gathered for the march in Wanderers Street. *(140A)*

Doctors who treated some of those injured said most injuries were minor, but three of those treated had extensive birdshot wounds. *(140A)*

To Page 2

Protest clash

B 1 Day 30/11/89
The march was planned to protest at violence surrounding the strikes and as a gesture of solidarity with striking Sarwhu and Fawu workers. The Sarwhu strike is in its fourth week, while the SAB strike has dragged into its eighth week.

There have been numerous allegations from all sides of violence and intimidation, and at least 10 workers have died in strike-related incidents.

Sapa reports that police said an "unknown explosive device" was detonated next to the SA Breweries head office in Johannesburg early yesterday.

From Page 1

(140A)
The blast, at the intersection of Jan Smuts Avenue and Ameshof Street, did only slight damage. No casualties were reported.

Fawu president Chris Dlamini said: "It is regrettable that an explosion, from whatever source, had to take place at the SAB head office at a time when the wage dispute negotiations between Fawu and SAB have made significant progress."

"These talks which have been in progress with Fawu, SAB and their respective lawyers since Thursday last week have reached a critical point."

Chemical union slams Consol

(1400)

THE Chemical Workers' industrial Union (CWIU) has warned that several industrial disputes are looming with the giant packaging company, Consol

The company has threatened to retrench about 100 workers at its Germiston factory

A CWIU national organiser Mochack Ravuku said the union was determined to fight the retrenchments

He said the company had refused to recognise the CWIU at its Dimbaza plant in the Ciskei

"Consol workers are outraged at the company's use of the apartheid homeland structures to block union recognition"

Many injured, 200 arrested as police and strikers clash

Argus 30/11/87
14078

The Argus Correspondent

PRETORIA — Clashes between police and strikers at a factory here left scores of people injured early today

At least 200 strikers were arrested at the Boerstra Bakery in Pretoria West

Cosatu claimed that people had been killed, including two pregnant women, but this could not be confirmed by the police or the bakery

BATONS AND TEARGAS

Major Reg Crewe, police liaison officer, said between 200 and 300 people had been arrested

"After being attacked by the workers, police moved in with batons and teargas. At least two policemen were injured — one with a broken nose and the other a broken ankle"

Mr Robin Kitchin, director of Boerstra Bakery, said he believed people had been injured and taken to Kalafong Hospital in Atteridgeville, but could not confirm this

"It started with a wildcat strike yesterday afternoon with staff staying on the premises and refusing to negotiate. We have yet to determine the reasons for them striking

"In the early morning members of the public in the vicinity of Boerstra apparently complained to the police, who then spoke to the senior trade union leaders

"The workers then apparently attacked the police with anything they could lay their hands on, forcing the police to retaliate," Mr Kitchin said

A formal statement would be issued later, he said. Police said they were still sorting out the details

Workers picket at council



CAPE Town City Council drivers are up in arms over what they say is a failure on the part of the council to recognise the difficult conditions under which they work.

The workers, members of the South African Municipal Workers' Union (Samwu), held a picket outside the Civic Centre on Tuesday night to highlight their grievances.

A spokesperson for the workers said they were "very dissatisfied" with the findings of a job evaluation report recently completed by the council.

The report failed to address the problems faced by code 10 and 11 drivers, he said.

The drivers felt they should be much better paid because their work involved a wide range of responsibilities.

South 30/11-6/12/89

Eight hurt as police stop docks meeting

Staff Reporter

EIGHT harbour workers were injured and two arrested when police used rubber bullets to disperse striking workers who had been told by Sats they were not allowed to meet in the harbour area.

And, in a further development on the Sats strike, about 500 workers at the Salt River mechanical engineering yard downed tools yesterday when they heard that 12 of their colleagues had been dismissed.

Regional organiser of the South African Harbor and Railway Workers' Union, Mr Sulerman Isaacs, said the eight workers did not go to hospital, but were treated by a private doctor.

RETURN TO WORK

According to Mr Isaacs workers met at K-berth in the harbour yesterday as usual, but police arrived and told them they either would have to return to work or disperse.

While the workers' committee was talking, police started firing rubber bullets, he said.

Later, workers were stopped at Salt River station while on their way to Community House in Salt River for a meeting.

Mr Isaacs intervened and workers were allowed to go ahead on condition they walked quietly and did not sing.

The workers from the Salt River mechanical yard joined docks workers for the meeting.

● Captain R Bloomberg of the South African Police said the men at the harbour had "gathered illegally" and were warned to disperse within five minutes.

15 hurt as
CMT TMD 30/11/88
140A
strikers
cops clash

JOHANNESBURG. — A policeman was stabbed three times and at least 15 people were injured when police and striking workers clashed in Johannesburg yesterday.

Several hundred workers were gathered for a solidarity march with striking SATS and SA Breweries workers when the clash broke out.

Police claimed they teargassed workers after they refused to disperse. Workers claimed police baton-charged and began teargassing them and firing buckshot as they gathered for the march in Wanderers Street.

Doctors said three of injured treated had extensive birdshot injuries. The policeman was not seriously injured.



Strikers from SAB and SATS were among about 600 people who took part in a march through the city centre to protest against the high cost of living and unemployment. The march was organised by the National Unemployed Workers' Co-ordinating Committee.

PIC: YUNUS MOHAMED

South 30/11 - 6/12/89
Police act against dockyard strikers

THE South African Transport Services (Sats) strike in Cape Town took a violent turn this week with police taking action against strikers.

Sarhwa organiser Suleiman Isaacs said eight strikers were injured by rubber bullets in the confrontation in the Cape Town docks.

Later the same day strikers "broke out" of Salt River workshop and marched to the union's offices in Community House to meet with the dock workers

An order issued by the Supreme

Court, Cape Town, on Tuesday, 348 restrained workers from entering the docks unless for the purposes of work

They were also restrained from intimidating other workers or preventing them from carrying out their duties

In another development this week several ticket collectors joined the strike

Isaacs said that six strikers were dismissed this week. More than 300 workers in the Cape Town docks were warned in writing that they could be fired

Meanwhile national negotiations have stalled over the reinstatement of an estimated 5 000 strikers dismissed throughout the country since the strike began more than a month ago.

Sarhwa general secretary Martin Sebakwane said the union's minimum demands were the reinstatement of the workers and a commitment by Sats to engage in wage negotiations.

Sats spokesperson Brian Lotter said commuters were being instigated not to pay their fares

September 6 1989

South LABOUR

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14/09/89



SACTWU Tested

By CHIARA CARTER

AN urgent meeting is due to take place this week between textile employers and the giant South African Clothing and Textile Workers' Union (Sactwu) following the union's first industry-wide strike.

In the past fortnight, textile factories in the Western Cape have been rocked by stoppages — described by a Sactwu spokesperson as "interrupted strikes" and employers have cancelled their recognition agreement with the union.

About 4 000 workers downed

tools last Friday forcing many factories to close early

Employers cancelled the recognition agreement last Wednesday after a two hour work stoppage the previous Monday and a widespread overtime ban

The ban was over a dispute about sick benefits.

Graeme Poynton, secretary of the employer association, said employers cancelled the recognition agreement because the industrial action contravened its terms

He said in terms of the agreement, industrial action had to be industry-wide

Poynton claimed a strike ballot taken by the union last month had not been completed before the industrial action began.

A Sactwu spokesperson said the

union did not agree that the ban was a breach of the agreement and that employers had declined to supply the union with details of which plants had not taken part in the ban

He said the union had rejected a proposal by employers to reduce the amount of sick leave by half

Employers have also said they want workers at Boland factories, which are not part of the Cotton council, excluded from the fund and all workers at new factories organised by Sactwu to join the fund

The Sactwu spokesperson said the union could not agree to exclude members from the fund or compel them to join it

He said the union had demanded that all workers were paid from the first day of sick-leave and that the percentage of sick pay was increased from 50 percent to about 65 percent

Beer strike: Taverners 'hold thumbs'

AN end to the marathon seven week beer strike might be on the cards.

This week the Food and Allied Workers' Union (Fawu) met with management from the South African Breweries for two days of secret talks aimed at reaching a settlement in the strike which has meant a beer drought in many townships.

Sources said the meeting was arranged through lawyers representing the two parties but both sides denied the talks were taking place.

The details of the negotiations were presented to the SAB shop stewards' council on Wednesday and the union was due to meet with SAB again later this week.

With the festive season approaching, there is considerable pressure on both sides to resolve the strike by about 6 000 workers.

Malchi Dyani, secretary of the Western Province Taverners' Association, said taverners were "holding thumbs" that the strike would end soon because the decision not to sell SAB products meant "financial disaster" for most shebeens.

Dyani said he had already been forced to lay off 22 employees.

Members of the Mass Democratic Movement this week offered to meet the company to discuss the strike.

SAB spokesperson Adrian Botha said the company had not yet been formally approached by the MDM.

140A South 30/11-6/12/89

Bottlestore association declines to call beer boycott

By ANDREA WEISS
Staff Reporter

THE Ukhamba Liquor Association, representing 1 500 black bottlestore owners, has agreed to give verbal support to South African Breweries strikers, but declines to call for a beer boycott

This is the latest development in response to a call for a national boycott of SAB products in support of Food and Allied Workers' Union (Fawu) strikers at SAB plants throughout the country

"NO CHANGE"

Fawu and SAB have reported no change in the strike, which has seen the National Taverners' Association and the Southern African Taverners' Association suspend sales of SAB products

Fawu workers are demanding a 38 percent increase on the minimum wage and SAB has made a final offer of an across-the-board 16 percent increase, bringing the minimum monthly wage to R1 063

Fawu assistant general secretary Mr Mike Madlala said yesterday there had been no correspondence between Fawu and SAB and the strike was continuing

Ukhamba president Mr V E M Tshabalala said today that while Ukhamba aligned itself with the 6 000 strikers struggle for better pay and working conditions for its Fawu workers, it should be noted that Ukhamba had an obligation in its communities

VIOLENCE

Ukhamba also had to meet contractual obligations to its 12 000 employees, most of whom were labourers paid far lower wages than brewery workers

A source said Ukhamba had also expressed concern about the escalating violence and felt that the Fawu should settle the dispute with SAB around the negotiating table

It also felt that a beer boycott would be self-defeating as shebeen operators would simply turn to white-owned stores for their supplies

The suggested beer boycott has also been rejected by some Soweto shebeens and night-clubs, which fear it could result in black-on-black violence and that the market would simply shift to white outlets

QUESTION

SAB has also questioned the effectiveness of a national consumer boycott of its products

In a Press statement an SAB spokesman said "At this stage there is no clear indication as to how effective the boycott is. It will take some time for us to gauge

"It is possible that many black liquor traders could lose their businesses, as beer accounts for a large proportion of their income"

● Charges have been laid against two strikers who allegedly attacked a casual worker, while the child of an SAB superintendent is in a critical condition following an attack on his Pietersburg home

LABOUR L...
8 Dec 11/2/89

Terror and trauma for unionist detainee

ALAN FINE

140 M

IN 1989 it is easy to forget that as recently as the first few years of this decade the now-established black labour movement was still struggling to overcome its first hurdle of gaining recognition by SA employers

All too often that struggle included (and sometimes still includes) encounters by trade union leaders with the forces of law and order.

The first autobiography by a modern generation trade unionist, former Commercial, Catering and Allied Workers' Union general secretary Emma Mashinini, vividly describing these times, reaches SA bookstores this week.

(For the record, I worked with Mashinini for a period and assisted with some of the research for this book). Mashinini's poignant description of her six-month spell in detention, and its long-term effects brings home, more clearly than any psychological study or philosophical treatise, the evils of the system of indefinite solitary confinement

For the first two months of her detention, which began in November 1981, Mashinini was held in Pretoria with no contact with, or explanation by, those who had arrested her. A pre-Christmas visit by her husband made her feel it was "the greatest day I've ever had"

In January she was transferred to Jeppe police station and the interrogation began. Her account is not one of physical torture. "I was never physically abused. Just pushed around, but not battered or assaulted. It was an emotional battery."

The "emotional battery" of non-communication created for Mashinini a situation where any change in routine was a relief — even a trip to an interrogation session. But it created guilt at being away from her family, and anxiety. "In

prison you are anxious and concerned about everything. You are killing yourself about being there and what is going to happen tomorrow... They don't have to torture you, you torture yourself."

One of the most difficult periods of mental anguish for her was one day, when being driven to John Vorster Square, she saw a newsbill saying "Detainee dies in cell."

She felt unable to ask the police the identity of the person, and when she put the question to an inspector of detainees, he smiled and replied: "Can you guess who it is?" It was only a few weeks later when

she was permitted a transistor radio that she heard it was Neil Aggett, a close colleague of hers

Another traumatic event was when she was unable for several days to recall the name of her youngest daughter Dudu. "I didn't know anything about the psychological effects (of detention)... I thought I was going mad," Mashinini recalls.

Then followed several bouts of hospital treatment and psychotherapy over a period of years to help her recover from the trauma of those six months — memory loss, physical ill-effects and a fear that each car that passed her home was the police arriving to arrest her again.

Mashinini's management counterparts in the retail sector will no doubt read her account of Cawusa's formative years with interest. Most

will not feel flattered
*STRIKES HAVE FOLLOWED ME
ALL MY LIFE, by Emma Mashinini.
Published by The Women's Press,
distributed in SA by David Philip.)

Correction to article

DUE to the inadvertent omission of key words in the article by Prof W Duncan, Reekie published on this page on Monday, the meaning of a sentence was reversed.

The sentence should have read: "This is the fundamental principle of classical liberalism, namely that the only just laws a legislature can pass, are those which affect each individual equally, not those which are passed with the approval of a majority based on the ephemeral arithmetic of the day." The words omitted are in italics. We apologise for the error.

REVIEWS

Star 1/12/84 140A

Sats makes new offer to strikers

By Drew Forrest,
Labour Reporter

SA Transport Services tabled new proposals at a meeting with unionists yesterday, but the four-week-old rail strike shows no sign of ending

At the meeting, the SA Railway and Harbour Workers Union (Sarhwu) conveyed members' continued demands for the reinstatement of 4 900 dismissed strikers and for pay talks, said Sarhwu general secretary Mr Martin Sebakwane

Sats proposed

- It would not talk about pay as Sarhwu was not yet recognised. A 10 percent increase had been negotiated with recognised unions this year
- It offered to refer the reinstatement issue to an arbitrator who would decide on the fairness of the dismissals
- Offered to recognise Sarhwu where it was 40 percent representative

Mr Sebakwane said that as the law stated that recognised rail unions had to be "substantially representative", this was no concession. Sarhwu would report back to its members on the proposals before the next negotiating session, set for Monday

In a statement yesterday Sats said 16 025 workers remained on strike countrywide

December 7 1989

1407A 182
1-7/12/89

Tentative steps to end of strikes

By EDDIE KOCH

TWO major strikes, one in the beer industry and the other on the railways, reached a delicate stage this week as management and trade unions engaged in intense collective bargaining.

The South African Railways and Harbour Workers' Union (Sarwhu) was locked in talks with the railways' management yesterday afternoon in a bid to end the strike.

And Chris Dlamini, president of the Food and Allied Workers' Union (Fawu), said low-key talks between the South African Breweries, union lawyers and the union this week had reached a "critical stage".

Both parties tried to find a solution to the violent disputes amid a growing controversy over allegations that the police employ brutal methods to crush the strikes.

Neil Coleman, representative for the Congress of South African Trade Unions (Cosatu), reports that more than 70 workers were admitted to hospital after the riot squad took action at a bakery.

The official police unrest report said a patrol, called to investigate a disturbance at the Boerstra bakery, was attacked by hundreds of workers armed with iron pipes and sticks.

The riot squad was called in and workers responded by turning fire hoses and throwing bread crates at them, the official version said. Five policemen were injured.

Union members dispute the police



The strike has taken a heavy toll ... but a solution may be near

version and say the attack was unprovoked. The fact that 70 workers were seriously hurt and only five policemen slightly injured proves that undue force was used, they say.

On Wednesday police used shotgun fire to break up a march in central Johannesburg by members of Fawu and Sarwhu to protest against the levels of violence in the strike wave. A policeman was stabbed and at least 15 protesters injured.

"Cosatu will be meeting with Fawu and Sarwhu to discuss the response by police to the strikes," said Coleman. "The security forces seem to be

scaling down their presence at political meetings and stepping up action in labour disputes. The question now is whether this is with the consent of management or whether it is police venting their frustrations."

SAB representative Adrian Botha confirmed that "talks with Fawu are alive" but could not provide details about their progress or the prospects for a settlement to the seven-week beer strike by 6 000 workers.

Allan Lubbe, deputy director of labour relations for the South African Transport Services, said management would table proposals regarding the dismissal of some 5 000 strikers and the possible recognition of Sarwhu in Natal in the hope that movement on these issues could end the strike by up to 40 000 railmen, now in its fourth week.

In a press statement yesterday, Sats deputy director of public relations, said that after a one-and-a-half hour meeting yesterday Sats and Sarwhu resolved that "striking employees whose services have not been terminated, will return to work at noon next Tuesday."

It was also agreed that the question of the fairness of the dismissal of strikers, their re-employment and possible severance compensation would be referred to arbitration.

"The prerequisites for recognition would be registration, sufficient representativeness and the conclusion of a mutually agreed recognition agreement," added Lubbe.

B/day 1/12/89

End to SAB dispute is closer than that of Sats

ALAN FINE

PROSPECTS for a settlement of the SAB dispute seemed more favourable than an end to the Sats strike, after further talks yesterday between management and worker representatives at each of the corporations.

SAB beer division MD Graham MacKay confirmed yesterday a "very delicate sort of mediation" was in progress

Food and Allied Workers' Union (Fawu) officials and SAB industrial relations personnel have been unavailable to the media for the past two days MacKay said it had been decided not to publicise the meetings so as not to raise expectations.

Proposal

He said, however, that "things were looking more hopeful than they had done for a while" He did not expect any decisive developments until early next week Fawu could not be reached for comment

Sats yesterday tabled a proposal to the SA Railways and Harbours Work-

ers' Union (Sarhwu) during a one-and-a-half-hour meeting conditional upon a return to work by noon next Tuesday.

The proposal contained an undertaking that no further employees would be dismissed The cases of the more than 5 100 already dismissed would be referred to arbitration. It also laid down conditions for recognition, including registration, representativeness and the conclusion of a recognition agreement.

The proposal excluded the possibility of negotiations on wages and other issues

A Sats spokesman said management had made a major concession in that the arbitrator would be entitled to consider the fairness of the dismissals — an issue not covered by the law governing Sats

Sarhwu general secretary Martin Sebakwane said a final decision on the proposal would be made by workers by Monday However, he said,

"we are looking for something substantial to take to the workers, but we see nothing"

He said the proposal was flawed by the fact that Sats made recognition a bargaining chip The union had applied for registration and was substantially representative, so this was no concession

Management, he said, was attempting to divert the dispute away from the substantive issues — wages, disciplinary issues and privatisation. He said there was no objective reason that some strikers should be dismissed and others not.

Threat

Sebakwane expressed concern that Sats planned to use the dispute as a pretext for trimming staff as a prelude to privatisation "If Sats wants to retrench, it should do so openly under the heading of privatisation."

He said prospective private sector investors in Sats should think twice about committing their money to a company whose labour practices were a threat to profitability.

9-week beer strike over

By JACQUELYN SWARTZ
Weekend Argus Reporter

THE NINE-week South African Breweries strike, which caused a huge boycott of beer sales, has ended

The dispute between SAB and the Food and Allied Workers Union was resolved in Johannesburg last night where a settlement was reached.

The nationwide strike, which began because of a pay dispute, was marked with outbreaks of violence with many deaths and arrests being made.

The first outbreak occurred on the sixth day of the strike

on Newlands station near the Ohlsson's Cape Brewery, where a casual labourer who had been working at the brewery for a week was stoned and knocked unconscious. This was the start of several incidents of violence at the brewery, resulting in an interdict being sought in the Supreme Court by SAB.

The interdict order was granted, banning all striking workers from intimidating, assaulting, harassing or interfering with temporary or casual workers.

In another incident, the child of a Maritzburg worker was in-

jured when his house was fire-bombed because of his continued work at the breweries.

Violence was also reported in Durban with several deaths and injuries being reported.

One casual worker was stabbed and beaten to death on his way to work.

Delivery vehicles were also gutted by fire outside the Amanzimtoti depot

Crowds of strikers also went on the rampage in Durban, causing damage to vehicles estimated at R70 000.

Outbreaks of violence were also reported in Johannesburg.

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The Top 100 Companies 1989

By Robyn Chalmers

INTENSE, widespread and, at times, violent opposition to the Labour Relations Amendment Act (LRAA) was the one constant factor in industrial relations this year

Promulgation of the LRAA in September last year resulted in an immediate and unprecedented campaign of protest by black trade unions

Two major stayaways in protest against the LRAA cost the economy almost R1-billion in lost production. Countless marches, demonstrations and sit-ins were organised, two worker summits on the Act were held and it was a major topic of debate at this year's Cosatu national congress. Although final figures for the year have not yet been collated, man-days lost because of industrial action against the LRAA must have been significant, even when compared with that of man-days lost through wage strikes. FSA-Contact director Mike Beaumont says the LRAA has without doubt been the major industrial relations issue throughout the year. "Unions have concentrated on the abolition of Section 79(2) (which gives companies the right to sue unions for costs incurred during strikes), the right to strike, the right to picket and the right to boycott"

SA's two largest labour federations — the Congress of SA Trade Unions (Cosatu) and the National Council of Trade Unions (Nactu) — have been negotiating with employer body Saccola on these issues almost since it was promulgated.

Talks have been difficult and protracted. Manpower Minister Eli Louw asked the National Manpower Commission to investigate the Act, and the parties concerned appear confident that major changes to it will take place by next year.

Industrial action increased significantly in the build-up to the September general election, and continued for some months after it.

Figures provided by FSA-Contact show that the number of man-days lost between July and September were



DEMONSTRATORS ... South Africa was hit by widespread strikes towards the end of this year

Amended Act fuels protests

Massive increase in lost man-days

934 798, compared with 75 442 in the first and 457 713 in the second quarter of this year.

One of the reasons advanced by labour analysts for the rise in industrial action were developments in the political field.

While black trade unions have always had a political agenda, labour spokesmen speculated that unionists wanted to ensure their own position in the political arena and pressurise the Government into moving as speedily as possible.

Trends

The Institute of Industrial Relations (IIR) identified two wage trends for 1989 to the end of the third quarter.

Firstly, it said average wage increases were moderately ahead of inflation as opposed to being more firmly up on inflation in 1988. Until the third quarter this year, it estimated an average wage increase of 16,7%, while inflation stood at 15,5%.

The second trend identified was that of average minimum wage increases, which were fairly firmly above inflation. The IIR calculated

the average minimum increase to be 19,2%.

Other trends were the increased pressure from employers to improve productivity trends, the deteriorating position of the skills shortage and greater union opposition to privatisation.

Unions found themselves in a dilemma over sanctions, disinvestment and corporate social responsibility. While calling for multinationals to disinvest, unions — particularly the Chemical Workers Industrial Union (CWIU) — laid down rules on how they should disinvest.

Looking to the future, AECI human resources general manager Bokkie Botha believes the next three years will be focused on labour flexibility, community involvement and the development of relationships.

He says SA companies will

face competition not just for their products, but will compete in almost every facet of business.

This includes the quality of management, retention of people, training and development, the provision of facilities, marketing, sales, procurement, engineering and production.

Reward

In order to get ahead in this environment, Mr Botha says employees will have to be given more flexibility to work harder, and to develop that flexibility, companies are going to have to deal with several problems.

Insecurity and the harmonisation of white-collar and blue-collar terms will have to be considered, with stress being laid on reward for performance and reward for giving up perceptions of

ownership of jobs. Community involvement, he points out, has played a major driving role in industrial relations in the past.

"We know the problems of unemployment, a burgeoning population, housing shortages, backlogs in education, gaps in health and welfare provision and many others."

"Employees and their trade unions are already making demands in these areas. As competition grows between communities and unions for a greater share of the cake, one consequence will be union demands for involvement in social responsibility funding decisions."

At the practical level, he says there will be increased demands for home ownership assistance, for access to land, non-racial schooling etc.

Mr Botha says trade union/employer relationships have become increasingly defined by litigation. While power has settled many shop-floor issues, an increasingly retaliatory atmosphere appears to be developing.

"In the end, there is no substitute for fair reward, development of job security and respect for human dignity."

Elbows up as beer strike ends

It's going to be elbows up for the Charles Glass Society in what was threatening to be a dry festive season.

The good news came on Friday that the long dry nine-week beer strike ended when the Food and Allied Workers' Union (Fawu) and SA Breweries settled.

A joint Fawu-SAB statement yesterday said efforts by both parties in tough negotiations resulted in settlement. The strike was immediately called off.

3/12/89

Breweries get best deal in beer-strike pact

The Argus Correspondent
JOHANNESBURG — The nine-week strike at South African Breweries, among the most bitter labour disputes this year, has been settled on terms highly favourable to SAB

This emerges from the settlement agreement signed last week after an intensive mediation process which provides for strikers at 22 of SAB's operations to return to work between Wednesday and next Monday

Workers are to receive SAB's pre-strike offer of a 16 percent pay increase. The Food and Allied Workers' Union's most recent demand was for 32 percent

Backdated

The union also lost its demand for the rise to be backdated to July 1. The agreement is effective from November 27. The only substantive management concession appears to be a one-cent-an-hour increase in the long-service allowance for some of the workforce

The deal also provides for a "joint industrial relations initiative", involving facilitators from the Independent Mediation Service, to improve relations between the parties

A priority would examine

the high level of strike-linked violence, with a view to preventing its recurrence, said a joint union-management statement. Also to be examined are the current recognition agreement, the Labour Relations Act and worker welfare in housing and health

Fawu has agreed not to ban overtime without following agreed procedures

Disputes arising out of disciplinary action against strikers will be subject to voluntary arbitration. About 50 workers are apparently affected

Fawu lost its demand for the immediate signing of a provident fund agreement. This will be concluded only when the industrial relations initiative has made adequate progress

SAB's bargaining strength sprang from carefully laid contingency plans which maintained production at satisfactory levels throughout the strike.

Sources indicate that there was a further crumbling in strike solidarity last week, with strikers returning to work in Pinelands, Cape Town.

Guguletu back to drinking beer

Staff Reporter

THREE hundred cases of beer were finished off in "three or four hours" in Guguletu on the weekend as thousands of township residents celebrated the end of the strike with glass after glass of the amber liquid.

Mr Sydney Chiloane, president of the Cape Town Taverners' Association, said that his organisation had been able to get hold of only about 300 cases on Saturday after hearing over the radio that the strike was over.

"We phoned the student leaders to tell them about it. Most of them already knew."

Almost everyone he contacted then went to go and fetch supplies, Mr Chiloane said, but there was only a limited amount available "and they all ran out". More supplies will be fetched today.

"We were all involved in this thing, we were jeopardising our business. Instead of the strike affecting S A Breweries, it was mostly affecting us, the taverners and shebeeners."

News that the strike was over had spread fast and he had not heard of any incidents of tavern patrons being attacked anywhere in the township.

"Most of my customers are back," he said. He had sold wine during the strike, but it was not nearly as popular as beer.

The strikers had indicated that they would not object to the sale of Wind-

hoek beer, "but we still did not sell it. We were not happy," he said.

Meanwhile, customers in his tavern were delighted that they could drink beer again in peace.

A Food and Allied Workers' Union member at the Johannesburg office said he did not have the details of the settlement, but he expected that they would be made known this week.

Beer flows strike ends

4/12/89

JOHANNESBURG. — The 8,000 beer workers who go back to work this week after a nine-week strike have failed to win an increase in basic wages.

This emerged at the weekend when the strikers union, Fawu, and SA Breweries disclosed some details of the settlement.

The strike, which ended on Friday night, had affected 22 of SA Breweries' 34 plants.

The strike was also marked by a boycott of beer sales in the townships and incidents of violence which led to some deaths.

About 50 strikers face disciplinary inquiries related to alleged incidents of intimidation according to an SAB spokesman.

On Saturday the Cape Town Taverners' Association, to which most shebeen owners belong, was able to buy only about 300 cases of beer when it heard the strike had ended. The supply ran out in about four hours in Guguletu.

Full report — Page 9



STRIKERS OVER Delighted tipplers (from left) Ms Ruth Ngumbela, taverner Mr Sydney Chilcane, Mr Benjamin Masize, Mr Mike Duzé and Mr Theo Ntuli celebrate the end of the beer strike in Bra Syd's Tavern at the weekend.

Picture: GLENN SHERRATT

No wage gains for strikers

CAP-TIP
4/12/87
1404

JOHANNESBURG. — The 6 000 beer workers who agreed on Friday to end their strike, return to work over the next seven days without having won any gains on basic wages.

In a joint statement, Fawu and SA Breweries said the settlement reached on Friday night had come into effect immediately. The strike affected 22 of SAB's 34 operations nationwide and was accompanied by a boycott of beer sales.

The workers have also agreed to waive their legal right to embark on overtime bans without first complying with dispute procedures.

Two concessions were made by SAB on its pre-strike offer in the agreement reached with the Food and Allied Workers' Union (Fawu)

Employees with less than five

years service are to receive an extra 1c an hour as part of their long-service allowance, and the company has undertaken that those who choose not to work on March 21, Sharpeville Day, would be treated on the basis of no work, no pay, no discipline.

Fawu's concession on overtime bans is particularly significant in that it was in a matter between Fawu and SAB that the Appeal Court earlier this year decided a company had no legal remedy against a collective overtime ban unless the parties had a separate contract on the issue.

An SAB spokesman said about 50 strikers are liable to face disciplinary inquiries related to alleged incidents, such as intimidation, which had occurred during the strike.

It was agreed any dispute arising from the hearings may, by agreement, be referred to arbitration.

A major feature of the settlement was agreement on a "joint industrial relations initiative" designed to establish "a sound foundation for a healthy future relationship".

The initiative is to be facilitated by four members of the Independent Mediation Service of South Africa's panel of mediators and arbitrators.

The process, according to the agreement, is to address a post-strike review, future approaches to negotiation, a revised recognition agreement, the Labour Relations Act, employee welfare and SAB's shift system.

The joint SAB/Fawu statement said a priority of the initiative would be an investigation into the causes of "the very high level of violence which accompanied the strike with a view to preventing recurrence". — Own Correspondent and Sapa

Racial tensions spark strike at Benoni plant

MORE than 150 members of the National Union of Metalworkers of South Africa have been dismissed by a Benoni company after taking part in a strike apparently triggered by racial conflict within the firm

Racial tension within the Astas company has apparently led to occasional fights between black and white employees on the shopfloor according to Numsa official Mr Alfred Woodington

But Astas management denies that there is such a thing as racial strife within the company

Woodington said relations between the two groups became worse this month when a white worker allegedly assaulted a black colleague. The white employee was subsequently fired by the company

Even then our members had to take part in a brief work stoppage to force management to haul the man before the dis-

reinstatement of its members. But the company intends to re-employ only some of them in January next year according to the union

Numsa has called for a meeting between itself and the East Rand Ysteren Staat Vakbond a union which represents Astas white workforce to discuss racial tension between their members

Problem

The Cosatu affiliate has proposed that the two parties and management establish a joint committee to deal with the problem. Management has rejected the proposal. Woodington said

Astas human resources manager Mr Piet Kruger said management was not aware of any racial strife within the company

We have a system through which grievances are channelled inside the company but this has never been brought to our attention he said

By LEN MASEKO

he disciplinary hearing said. He said the union was in possession of derogatory pamphlet titled Die Kulture se Psalm 27 allegedly distributed by a white employee on the plant

He said the company's white workforce angered by the dismissal of their colleague petitioned management to take action against the employees who participated in the stoppage. As a result he said 15 Numsa members who already had final warnings for previous offences were sacked

Meeting

The dismissals led to a strike by fellow union members on November 22. More than 150 strikers have now been dismissed by the company. Woodington said

Numsa is demanding the unconditional

Mopeli says 'group' concept hinders talks

THE Chief Minister of QwaQwa Di TK Mopeli yesterday said the group concept to which the Government was still tenaciously clinging remained the greatest impediment to negotiations in South Africa

Addressing the annual conference of the ruling Dikwankwella Party

Mopeli said only a strong unitary or federal form of Government would guarantee lasting political stability in this country

Groups will always get at each other's throats and exercise their right to veto to a point where seeds of discord and

points of friction will permanently be generated at our peril he told the conference

The groups concept is the greatest impediment to negotiation as envisaged to achieve the ideal of genuine power-sharing

Emergency

Noting that political events in South Africa were unfolding at a most bewildering pace

Mopeli said the country was headed for a very stormy political and constitutional weather

The dramatic release of seven important ANC figures and the sumptuous dramatic announcement that the Separate Amenities Act would be scrapped meant that South Africa can never be the same

Yet it does not make sense to release these prisoners without at the same time lifting the state of emergency and unhampering the political organisations they belong to he added

He called for the repeal of the Group Areas Act and the Population Registration Acts in or-



Dr TK Mopeli

der to make the climate more favourable for negotiations - Sapa

President F W de Klerk to "put a little schparkie into your cabinet"

CH/1 Traps 4/12/89 (2) (3) (4) (5) (6) (7) (8) (9) (10) (11) (12) (13) (14) (15) (16) (17) (18) (19) (20) (21) (22) (23) (24) (25) (26) (27) (28) (29) (30) (31) (32) (33) (34) (35) (36) (37) (38) (39) (40) (41) (42) (43) (44) (45) (46) (47) (48) (49) (50) (51) (52) (53) (54) (55) (56) (57) (58) (59) (60) (61) (62) (63) (64) (65) (66) (67) (68) (69) (70) (71) (72) (73) (74) (75) (76) (77) (78) (79) (80) (81) (82) (83) (84) (85) (86) (87) (88) (89) (90) (91) (92) (93) (94) (95) (96) (97) (98) (99) (100)

Strikes being considered

JOHANNESBURG. — Members of the 32,000-strong Paper, Printing, Wood and Allied Workers' Union are considering a series of work stoppages in protest against the detention of their general secretary, Mr Siphon Kubheka, who they say is being held in terms of the emergency regulations. Mr Kubheka was arrested during a march on Thursday with other Alexandra community leaders, four of whom are allegedly on a hunger strike in protest against their detention.

Sighs of relief as beer strike ends

1409

SHEBEENS and taverns swamped liquor supplies over the weekend as they battled to replenish after a nine week strike over pay increases which has left several people dead

The strike, which resulted in township liquor supplies boycotting South African Breweries (SAB), has caused huge rifts in both black and white communities.

The dispute between SAB and the Food Allied Workers Union (Fawu), was resolved in Johannesburg on Friday night.

According to a joint statement issued by the two organisations, the agreement came into effect immediately and applied to 22 of SAB's 30 operations nationwide

SOWETAN
Correspondent

No details of the agreement were released and some strikers said they were not even aware of the announcement.

An SAB employee from Guguletu in Cape Town, who spoke on condition of anonymity, said he was "very happy" that the "whole ordeal" was over.

He said he had been worried about how he would spend his festive season without his normal pay.

"But this was so dear to us that we did not even think of Xmas. I had told my children that they would have to go without

meaties this festive season," he said

A tour of Cape townships taverns, the hardest hit in the SAB products boycott, revealed that most taverners rushed to bottle stores as early as 6am on Saturday to buy beer and patrons were visibly relieved

Guguletu tavern patron Mr Lungile Goxa, who had switched to wine after the strike, said: "We are happy, it's now all over. We didn't even know what it was all about in the first place. I even drank wine for the first in my life."

The president of the Cape Town Taverners Association, a National Taverners Association affiliate, Mr Sydney

Chiloane, said taverners had been hardest hit by the strike and many of his members were on the brink of going under. He said they had written on Wednesday to the Western Cape UDF president requesting an "urgent meeting".

Violence

"Although the strike is now over and we are happy, we are still going to meet them because we feel very strongly about the way the whole thing has been handled," he said. "Violent behaviour" by youths enforcing the boycott had put about five of his members out of business for the entire period of the strike.

They had been found with some cases of beer and all their products had been destroyed, he said

SAB and FAWU said the agreement they had reached provided for the appointment of a joint industrial relations initiative, a programme involving third party facilitators to improve relationships between them.

On the list of priorities was an investigation into the causes of the high level of violence.

Sowetan 4/12/89

Potch poultry workers fired

Man asked to clean sewerage - claim

By LEN MASEKO

ABOUT 400 workers have been dismissed by a Potchelstroom poultry company after participating in a work stoppage.

The workers all members of the Food and Allied Workers Union (Fawu) were fired by Chubby Chicks management on November 23 - the same day they downed tools to protest against the alleged dismissal of an employee.

Tough

Fawu official Mr George Nene said the company also got tough with its union's members by evicting them from their homesteads on the company-owned poultry farm.

Talks between the company and Fawu are continuing.

The company is prepared only to re-employ some of the

workers but the union has rejected the offer. Nene said the union wants the entire workforce to be reinstated.

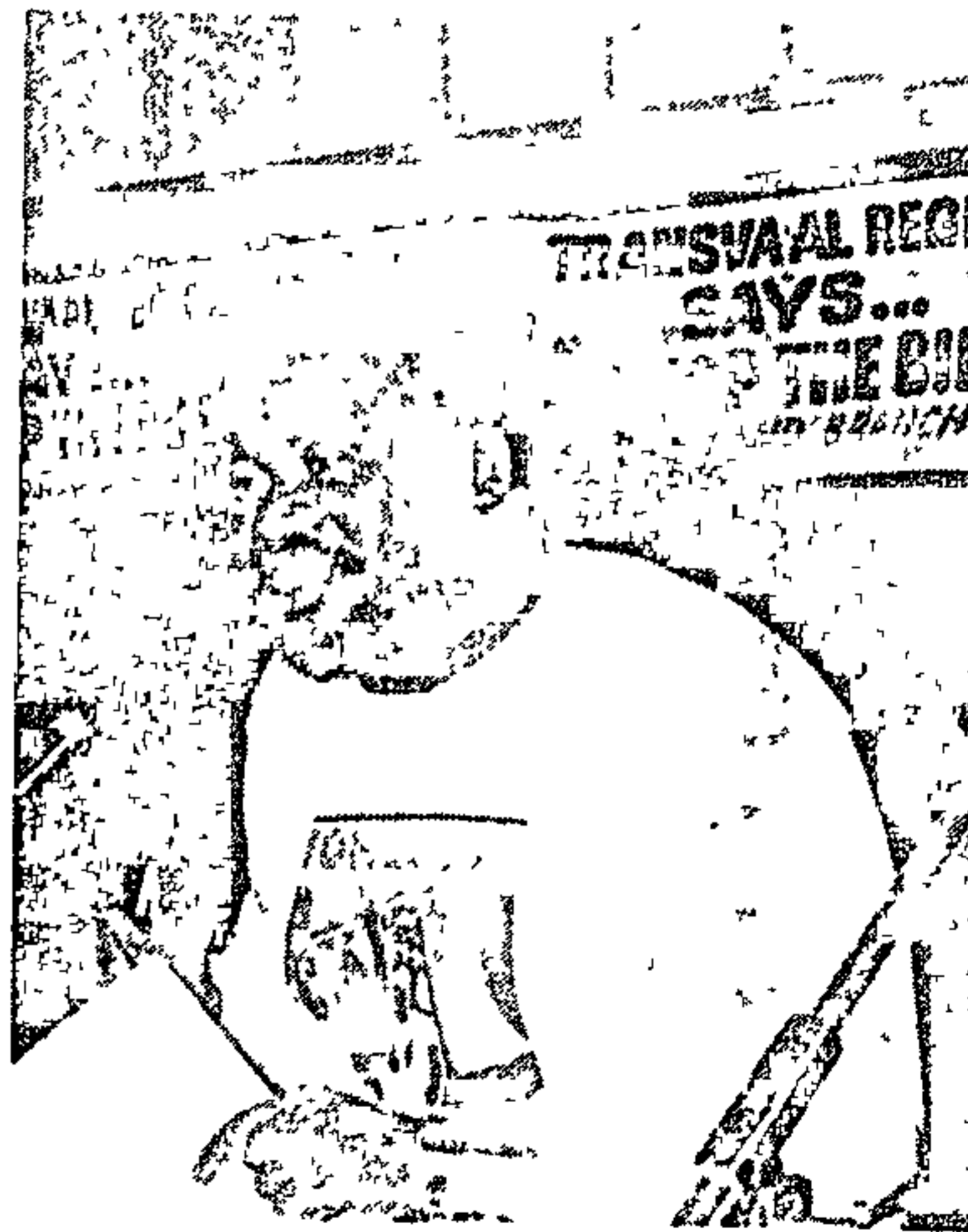
Chubby Chicks manager Mr Bert Herbst yesterday denied that the company had dismissed the said employee. He said the employee offered to resign after he refused to obey instructions from management.

Sewerage

According to Fawu, the employee was asked "to help clear a block in the sewerage pipes".

"Our member refused to have anything to do with fixing sewerage pipes because he was not employed for that job," Nene said.

Herbst said the company was prepared only to re-employ 250 of the strikers because some of their posts had been filled



Fawu official Mr George Nene

by new workers.

* Dozens of members of the Paper, Printing and Allied Workers Union (Ppawu) picketed outside the offices of their employer, Maister Outdoor Marketing (MOM), in Industria yesterday.

They have been on

strike since Wednesday. Their demands include a minimum wage of R215 a week and an across-the-board increase of R60 a week.

The company's spokesman, Mr Rob Davis, was not available for comment yesterday.

14/01/89
Sowetan

Workers accept pre-strike pay offer

SAB scores most from settlement

ster 4/12/89 (140A)

By Drew Forrest, Labour Reporter

The nine-week strike at South African Breweries has been settled on terms highly favourable to SAB

This emerges from the agreement signed last week after an intensive mediation process which provides for strikers at 22 SAB operations to return to work between December 6 and 11.

In terms of the agreement, workers are to receive SAB's pre-strike offer of a 16 percent pay increase. The Food and Allied Workers Union's most recent demand was for 32 percent.

Joint initiative

The union lost its demand for the rise to be backdated to July 1. The agreement is effective from November 27. The major concession by SAB appears to be a 1c-an-hour increase in the long-service allowance for some of the workforce.

The deal also provides for

- The launch of a "joint industrial relations ini-

tiative" to improve the relationship between the parties.

A priority would be to examine the high level of strike-linked violence with a view to preventing its recurrence, a joint union-SAB statement said. Also to be examined are the current recognition agreement, the Labour Relations Act, and worker welfare in areas like housing and health.

- Fawu has agreed not to ban overtime without following agreed procedures.

- Disputes arising out of disciplinary action against strikers will be subject to voluntary arbitration, about 50 workers are apparently affected.

- Fawu lost its demand for the immediate signing of a provident fund agreement. This will be concluded only when the industrial relations initiative has made adequate progress.

SAB's bargaining strength sprang from carefully laid contingency plans which kept production at satisfactory levels throughout the strike.

Sources indicate there was a further crumbling in strike solidarity last week, with strikers returning to work at SAB's Pinelands depot.

Star 5/12/84

140A

Sarhwu to challenge evictions

By Drew Forrest

The SA Railway and Harbour Workers Union is to launch further court actions this week, challenging the eviction of fired strikers from railway hostels.

Sarhwu general-secretary Mr Martin Sebakwane said yesterday the actions would be test cases with key implications for 500 workers evicted from hostels in Johannesburg, the Reef, Bloemfontein and Pretoria.

Papers were served on SA Transport Services last week over two evictions, he said.

Sats had withdrawn one and denied the other had taken place.

Mr Sebakwane confirmed Sats had rejected a union proposal of mediation on its demands for pay talks and the reinstatement of 4 900 dismissed strikers at a meeting yesterday.

Sats spokesman Mr Alan Lubbe said the meeting had ended in deadlock and that the dismissal of strikers could resume. Dismissals were suspended last week during negotiations.

producers **B/DW 5/12/89**
Interest payments comprise a

pressing farmers on marginal land to
switch to pastures
In the two years the target of 25 000

average
between
least three

Cape textile strike still on

CAPE TOWN — About 3 500 textile workers from six western Cape manufacturers were still on strike yesterday after the intermittent strike action, which followed a dispute over the industry's medical aid fund, was resumed last Friday.

A separate dispute over annual wage increases in the textile industry is expected to go into mediation today, while a third dispute called by the SA Clothing and Textile Workers' Union (Sactwu), has been relegated to the back-burner.

The prolonged dispute between Sactwu and the employers' representative, the Cape Province Textile Manufacturer's Association (CPTMA), began when the two parties failed to agree on proposed changes to the cotton and textile industry's medical aid fund.

The dispute took a new turn recently when the CPTMA cancelled an industrial council agreement with Sactwu which, it claimed, the union had breached by prejudicing one employer more than another in an overtime ban it had called.

In effect, the cancellation of the agreement nullified the industrial council. This

B/DW 5/12/89
LESLEY LAMBERT

meant that, in future, CPTMA members would have to conduct separate wage negotiations.

Sactwu rejected the cancellation, claiming that it constituted an unfair labour practice.

The CPTMA subsequently made itself available for further discussions on the future of the medical-aid fund and the industrial council.

140A
Agreement

A further complication in the medical aid dispute is that a number of companies which were CPTMA members when the industrial council agreement was signed have subsequently resigned.

Sactwu still regards them as being bound by the agreement.

A spokesman for the CPTMA said the industry's labour affairs were in a state of upheaval but said he expected more clarity and direction early in the new year.

New body for quality controllers

THE 10 000 black quality controllers employed by commerce and industry are to fall under the protective wing of a new organisation, the Institute of Black Quality Management **B/DW 5/12/89**.

Institute director Henry Sambane says members of this "useful sector" of SA's labour force are often denied the opportunity to advance in their careers, and for this reason the Consumer Institute for Research and Promotion (CIRP) felt the need to establish this wing.

Sambane says research conducted by the institute shows that despite the fact that 60% of these potential quality engin-

THEO RAWANA

ers have more than 10 years' experience, they are denied the opportunity to expand in their chosen career.

The CIRP will, among other things

- Train and prepare future quality engineers,
- Organise courses for members and maintain a central library of books, documents and papers,
- Hold conferences and meetings for dissemination of information, and
- Organise awards for members

Strike over violence in township

By Drew Forrest,
Labour Reporter

5/12/89
140A

The major Pinetown-New Germany industrial complex was crippled yesterday by a one-day stayaway called to protest against vigilante violence in the township of Mpumalanga.

The Natal Chamber of Industries executive director, Mr John Pohl, said the stayaway had been called by the Congress of South African Trade Unions.

It involved between 80 and 100 percent of the workforce.

He said the action was apparently to express sympathy for victims of long-running political violence in Mpumalanga.

Mr Cobs Pillay of the National Union of Metalworkers said the protest had been sparked by a vigilante rampage in Mpumalanga, a Mass Democratic Movement stronghold, on November 28. This had left about 10 people dead and many injured, he said.

Sapa reports that a pamphlet calling for a stayaway "to mourn the deaths of the Hammarsdale people" was distributed in Clermont, Klaarwater, Shongweni, St Wendolin's and other townships.

Buses, private cars and taxis trying to leave Clermont had been stoned by youths who sealed off all exits.

JOHANNESBURG. —
Negotiations between
SATS management and
the SA Railways and
Harbour Workers'
Union (Sarhwu) aimed at ending a four-week strike
broke down yesterday.

Strike talks
break down
1401

A SATS statement earlier yesterday said the talks
centring around wages and the dismissal of workers
were "deadlocked". Sarhwu at a later press confer-
ence here said its suggestion that the situation be
mediated had been rejected by SATS and insisted
the talks were not deadlocked — Sapa

Wage offer ended beer strike

Labour Reporter

A "REASONABLE" wage offer, escalating strike violence and a faltering beer boycott had edged the Food and Allied Workers Union (Fawu) into final settlement with SA Breweries, company public affairs manager Mr Adrian Botha said yesterday.

About 6 000 beer workers who engaged in a nine-week legal strike will return to work over the next week without having won any gains on basic wages.

Fawu assistant-general secretary Mr Mike Madlala yesterday described the settlement as "fair", but said SAB had to ensure fair labour practices were also practised at plant and shopfloor level.

Mr Botha said the union had not anticipated the high level of violence fomented by the strike, which was "extremely" disruptive for the company, strikers, township shebeens and the black community.

A "good" 16% wage offer — bringing the minimum monthly earnings to R1 063 — and violence had already induced some workers to break the strike in the week preceding final settlement on Friday

night, he said.

The company's monopolistic position in the industry combined with well-laid contingency plans are regarded by commentators as adding to its ability to weather the strike

In this regard the union leadership had "underestimated" SAB, which Mr Botha described as a company with a good reputation for its wages, social responsibility programmes and political stance.

The company still had to form the mechanisms to retrench casual labourers employed during the strike as permanent employees started returning to work, he said

The settlement was reached at 10 30pm on Friday after SAB, Fawu and a representative of the Mass Democratic Movement, acting as an external facilitator, met in Johannesburg.

Denying that "outside factors pushed the union into settlement", Mr Madlala said Fawu had never exhausted its mandate on wages and was still willing to negotiate the issue.

CAPE TIMES 5/12/87 1404

18 injured as SATS strikers attacked

140A *152* *226* *CPT* *TOP* *5/12/87*
JOHANNESBURG — About 18 striking SATS workers were apparently assaulted by ticket collectors as they alighted from a train at Johannesburg station yesterday morning, according to a Cosatu spokesman.

Cosatu's Witwatersrand regional secretary Mr Ariel Mabalane said the workers were on their way to a South African Railways and Harbour Workers' Union (Sarwhu) meeting when they were attacked by about 20 ticket collectors.

"Weapons such as knives, pangas and kieres were used by the ticket collectors," Mr Mabalane alleged.

He added that though police were at the scene they did not intervene till fighting between the two groups had stopped.

Eighteen injured workers were taken to Hillbrow Hospital, according to Mr Mabalane.

"We are calling on SATS to stop this violence on our membership and negotiate with the authentic body of the workers," Mr Mabalane stated.

SATS' deputy director of public relations, Mr Alan Lubbe, said he knew nothing of the incident and added it was a "police matter". — Sapa

Assault on Sats strikers alleged

ABOUT 18 striking SA Transport Services workers were allegedly assaulted by ticket collectors as they alighted from a train at Johannesburg station yesterday morning, according to a Cosatu spokesman.

Cosatu's Witwatersrand regional secretary Mr Ariel Mabalane, told Sapa the workers were on their way to a South African Railways and Harbours Workers Union meeting when they were attacked by about 20 ticket collectors.

Sats' deputy director of public relations Mr Alan Lubbe said he knew nothing about the incident and added it was a "police matter".

"Weapons such as knives, pangas and kieres were used by the ticket collectors," Mabalane alleged.

He added that although police were at the scene they did not intervene until fighting between the two groups had stopped. "They then ordered people to disperse but no arrests were made," he said.

Eighteen injured workers were taken to the Hillbrow Hospital, according to Mabalane.

"Cosatu condemns the attack on their workers. We view this as an at-

● To page 2

Powerstar 5/12/89

(NDA)

(S)

Beer strike ends — but who really won?

The nine-week strike at South African Breweries was an impressive display of collective worker muscle — but there can be no real doubt about which side came off best.

Food and Allied Workers Union (Fawu) president Mr Chris Dlamini said yesterday that both parties had gained by the settlement agreement signed last week.

An inspection of the agreement suggests otherwise. The union accepted the 16 percent final offer tabled before the strike — it originally demanded 37 percent — and lost its demand for backdating the award.

SAB estimates that workers lost about R20 million back-pay and wages during the strike.

COVETOUS EYES

Fawu also made a key concession on overtime work, the subject of a prolonged court battle. It undertook to follow agreed procedures before launching an overtime ban, thus limiting a right to refuse non-contractual overtime upheld by the Appellate Division earlier this year.

The settlement of the protracted strike at South African Breweries looks like a defeat for the union. But it may herald a new era in a strife-torn relationship.

DREW FORREST reports

Star 5/12/89

The only substantive union gain appears to be a 1c-an-hour increase in the long-service allowance for workers with less than five years' service — about 25 percent of the workforce.

SAB also refused a demand for the immediate signing of a provident fund agreement. This will only be concluded when satisfactory progress has been made in a relationship-building programme involving third-party facilitators.

SAB has always argued that its wage offer — bringing the basic minimum to R5,45 an hour — was fair and the strike contrived. But workers can be forgiven for casting covetous eyes at pre-tax profits of R250 million for the last half-year, and a 25 percent increase in dividends.

In fairness to Fawu, it was pitted against a powerful, determined and sophisticated adversary.

Beer distribution did suffer, but carefully-laid contingency plans — involving stockpiling and the use of temporary labour — meant that production remained largely unaffected.

There can no doubt that worker frustration at continued SAB output lay behind much of the violence which marred the strike.

PRODUCT BOYCOTT

The cards were also stacked against workers in their second-line strategy of a product boycott. SAB's virtual monopoly in the beer market, and the fact that many black people depend on beer sales for a living, were potent obstacles.

Fawu evidently believed that black solidarity would make the boycott stick. But except in some areas — SAB says sales were only hit in East London — shebeeners and township

liquor dealers paid no more than lip-service to the ban.

The boycott sparked township violence, alienating potential strike support. Mass Democratic Movement concern over the divisive effect of the action appears to be one reason why Fawu settled.

It would be wrong, however, to see the strike as a complete failure. Industrial relations consultant Mr Theo Heffer believes the union has not necessarily lost face or power.

"Unions use a far more democratic decision-making process than management's top-down style, and one should not ignore the effect of pent-up feelings and group frustrations on their decisions."

The most gratifying aspect of the settlement, Mr Heffer said, was the joint commitment to the relationship-building programme. This will investigate ways of reaching common goals on issues such as the Labour Relations Act, the current recognition agreement and employee welfare.

The hope is that the initiative will usher in a new labour relations era.

B1 Day 5/12/89
**Sats: strike set
to continue
into new year**

~~(S)~~ ADELE BALETA ~~(S)~~

THE four-week-old Sats strike was set to continue beyond Christmas after two-hour talks between management and the SA Railway and Harbour Workers' Union ended (Sarhwu) ended in deadlock yesterday, Sats spokesman Alan Lubbe said.

But Sarhwu, which rejected management's proposals tabled last week, insisted talks had not stalemated. Sarhwu general secretary Martin Sebakwane said: "We still believe the matter can be resolved through mediation." (140A)

Sats's proposals, conditional on a return to work by striking workers by noon today, included that there be no further dismissals and that the cases of 5 177 workers who had been fired be referred to arbitration.

Conditions were also set for recognition, including registration, representativeness and a recognition agreement.

Sarhwu turned down Sats's proposals as they did not include the possibility of wage negotiations. Sats rejected Sarhwu's counter proposal yesterday that the issue of dismissed workers and wage negotiations be resolved through mediation.

Lubbe said the dealock resulted after management turned down Sarhwu's mediation proposal. He added Sats would today consider firing more workers.

He said it had already been pointed out that salary increases would not be negoti-

□ To Page 2

Sats strike B1 Day 5/12/89

ated with the unrecognised Sarhwu and that wage hikes had been negotiated earlier by the 12 recognised trade unions

Sebakwane said "Throughout talks Sats refused to discuss the issues of wages and the subsequent dismissals and changed the tack of the talks to recognition"

He accused management of trying to use the question of recognition as a way out of dealing with wages, disciplinary issues, dismissals and privatisation

"They have shifted from their position of refusing to negotiate wages and working conditions for technical, legal and econom-

~~(S)~~ □ From Page 1

(140A)
ic reasons to one where they are refusing outright to address the question of a living wage for workers," he said

Sarhwu is to report back and seek a new mandate from striking workers

□ Sebakwane claimed about 18 striking workers were assaulted by about 20 ticket collectors as they alighted from a train at Johannesburg station yesterday morning, on their way to a union meeting He said injured workers were taken to the Hillbrow Hospital A Sats spokesman said he had no knowledge of the incident.

B/day 5/12/89

140A

Consol Glass agrees to union's provident fund

IN A major breakthrough for the Chemical Workers' Industrial Union (CWIU), the Consol Group's glass division has become the first large company to agree to participate in the union-initiated Chemical Industries National Provident Fund (CINPF)

While nine smaller companies with a few hundred employees are already involved, Consol's participation from March 1 has the potential to more than triple the fund's membership

The union is in dispute with several other companies, including some prominent multinationals, which are reluctant to join the fund. However, the CWIU's Chris Bonner believes the Consol agreement, signed last Thursday, marks a turning point

The fund is controlled by a board of trustees comprising 50% union repre-

ALAN FINE

sentatives and 50% employers. It is administered by Alexander Forbes

Each of the union's 2,000 members at Consol Glass will have the right to choose whether they wish to join the fund or retain membership of the existing company pension fund

Minimum

As a condition of employment, new employees will have to join the CINPF after six months service, but will have the option of joining the pension fund within three months should they so choose

The fund is flexible on contributions from a minimum of 6% of wages from each of employee and employer. In the Consol case, employees will pay 7.5% and the company 10%

Consol Group personnel director

Hennie Stroh said yesterday employees had become more sophisticated in their understanding of pension and provident funds, and Consol planned to offer further education on the subject

"We do not want to be prescriptive, employees must exercise their free choice," he said

Stroh added Consol was satisfied the fund would be administered in the best interests of members

Bonner said the Consol agreement would enhance the CINPF and would undercut other companies' arguments against participation -- in particular the assertion that the fund was small and untested.

She said the CINPF would now be larger than in-company funds set up by companies opposed to participation.

"It is absurd for multinationals to continue fighting now that a major local company has agreed," she said

international
test village yesterday

Cosatu stages marches

*Cape Times 6/12/87
140A*

JOHANNESBURG.— The Witwatersrand region of Cosatu is to stage two marches on the New Canada police station in Soweto today to protest against alleged intimidation of workers on trains by soldiers



Cosatu stage march

Soweto 6/12/89

THE Witwatersrand region of Cosatu is to stage two marches on the New Canada police station in Soweto near Johannesburg this morning to protest against alleged intimidation of workers on trains by soldiers.

Asked to respond to the allegations, SADF spokesman Colonel John Rolt denied knowledge of the incidents.

He said the allegations would be investigated whereupon a statement would be issued if found to be true.

In a statement yesterday Cosatu regional secretary Ariel Mabalane said their members had complained of soldiers spraying teargas at them while they sang songs on the way to and from work.

All the harassment is taking place on the New Canada and Orlando/Naledi stations.

The SADF members are using teargas sprays in all the train coaches where our members are singing freedom songs. Some are being beaten up while others are being sworn at, alleged Mr Mabalane.

The marches, scheduled to take place at 6.50am and 7.30am, are aimed at forcing the station commander to hear our grievances on the SADF harassment, explained the Cosatu official. Sapa.

140A

Cosatu stage march

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Asked to respond to the allegations SADF spokesman Colonel John Rolt, denied knowledge of the incidents

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The marches scheduled to take place at 6 50am and 7 30am are aimed at forcing the station commander to hear our grievances on the SADF harassment,' explained the Cosatu official. - Sapa.

Sowetan 6/12/89

Sowetan 6/12/89

Sats strike denial

POLICE and the SA Transport Services have denied any knowledge of violence between striking and non-striking Sats workers at the Johannesburg railway station on Monday morning.

According to a Cosatu spokesman, Mr Ariel Mabalane, about 18 striking workers were assaulted by ticket collectors as they alighted from a train at the station at about 9am.

Mabalane said the workers who

SA Press Association were on their way to a South African Railways and Harbours Workers Union meeting were attacked by knife- and panga-wielding ticket collectors while police looked on.

He added that police took no action until the fighting had stopped and only then were people ordered to disperse.

A spokesman for the SAP Public Relations Division, Captain R Bloomberg, said that "nothing was reported and police have no record of the inci-

dent". Sarhwi's Press officer, Mr Martin Sebakwane, said however that "workers were injured at the station and taken to various hospitals and clinics."

Confrontation

He added that railway stations around Johannesburg had become a "flash point" for confrontations between striking and non-striking Sats workers.

He said a trend had arisen where

workers were frequently attacked as they alighted from trains to attend union report-back meetings.

A spokeswoman at the Hillbrow Hospital said 10 Sats workers and three train passengers were treated there yesterday morning.

She said two of the injured were admitted while the others were treated for light injuries and discharged.

A senior Sats spokesman said he knew nothing of Monday's incident and added that it was a "police matter."

Dispute

Hit squads

Star 7/12/89

Sats action against railway saboteurs

By Drew Forrest

SA Transport Services is to take court action today in a bid to combat increasing violence on the railways following a deadlock in strike negotiations

Sats senior labour manager Mr Jan Bredekamp said management would seek Supreme Court interdicts in Durban and Maritzburg restraining strikers from industrial sabotage and intimidation of non-striking colleagues

Mr Bredekamp said there would be further dismissals today. Yesterday, 254 strikers were fired, bringing total dismissals to date to 5 601

Referring to sabotage acts, Mr Bredekamp said it had been definitely established that an 11 truck derailment yesterday in Durban had been the result of sabotage. This morning further attempts to uncouple lines had been discovered in Durban

Sats said that since the breakdown in negotiations with the SA Railways and Harbour Workers Union (Sarhwu) on Monday, assaults on commuters with train tickets had been rife. Other incidents included the burning of coaches, attacks on ticket collectors and clashes between strikers and strikebreakers

Armed ticket collectors

Sarhwu general secretary Mr Martin Sebakwane could not be contacted but the union has alleged mounting intimidation of strikers by armed ticket collectors and the security forces

About 1 000 people marched on the New Canada police station in Soweto yesterday to protest against the intimidation of workers on trains

Yesterday, a train made an emergency stop outside Doornfontein Station after arsonists set fire to a motor coach. No one was injured in the incident, but the coach was destroyed

A Sats spokesman, Mr Alan Lubbe, said another motor coach was burnt out at Phomolong Station on the Soweto line on Tuesday. Sixteen coaches, with a total value of R17 million, had been destroyed and another 12 damaged since the strike started five weeks ago

In other developments

● Sats resumed its dismissal of strikers, after staying its hand during negotiations last week

● In advertisements today in a range of major newspapers, Sats reiterated its refusal to negotiate on wages and its insistence that the dismissal of strikers be referred to arbitration

Sarhwu's Mr Sebakwane accused Sats of trying to smash Sarhwu by dismissing "the cream of the union"

He also said the dismissals were disguised retrenchments in preparation for privatisation

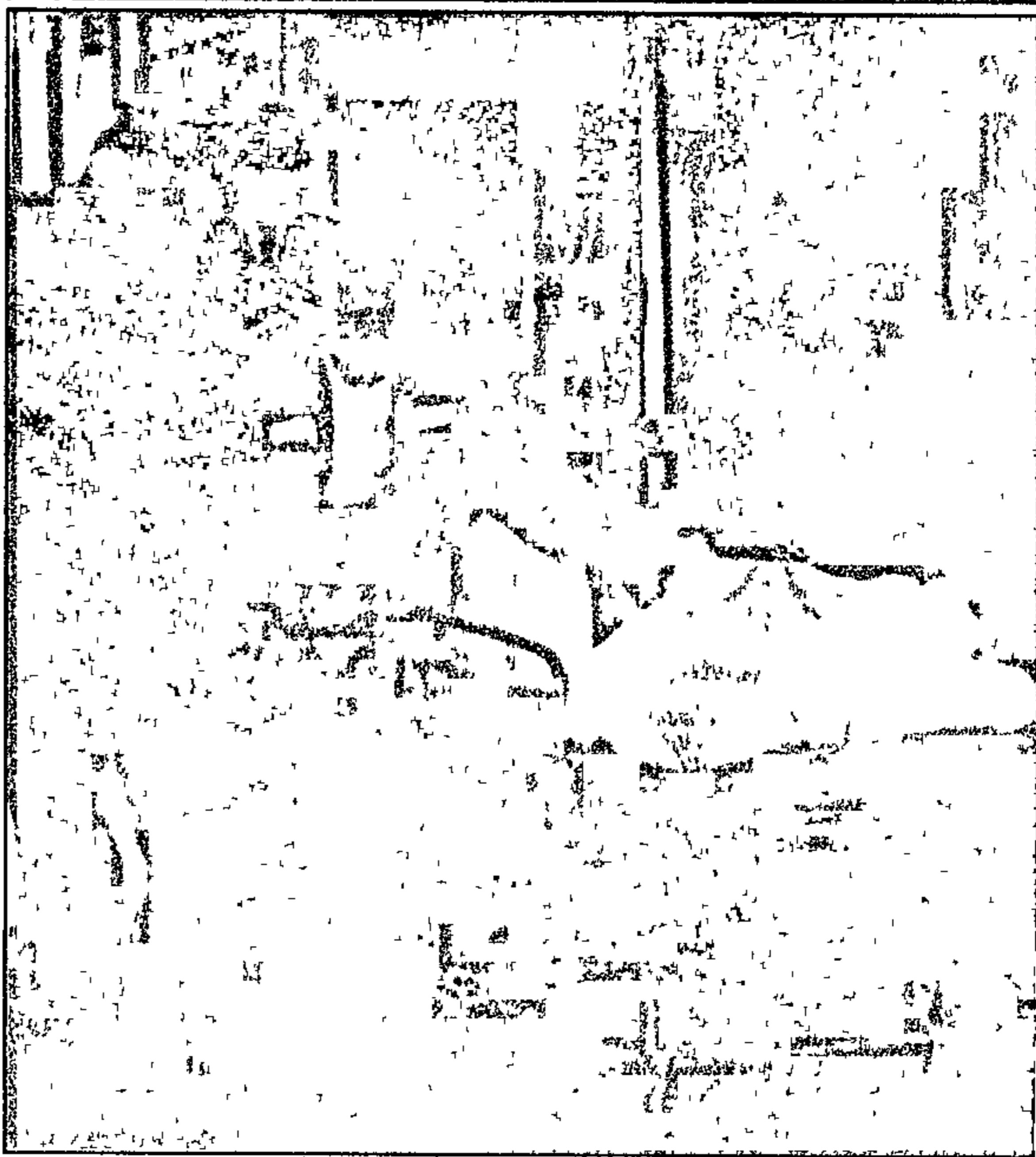
Giving details of recent violence, Mr Lubbe said intimidation of commuters was rife

"The intention seems to be to enforce a kind of boycott. And people with concessionary tickets are immediately identified as strike-breakers," he said

On Tuesday, a number of commuters with tickets were sjambokked at the Johannesburg Station, he said

Two ticket collectors had been admitted to hospital after they were stabbed

Crazed hunter kills 14 women



One of the injured is wheeled away from the University of Montreal yesterday after a gunman opened fire on a packed classroom

Hail, high winds and heavy rains lash PWV triangle

Staff Reporters

A devastating hail, wind and rain storm lashed the East Rand and the PWV triangle last night, smashing windows, causing roofs to collapse and trapping at least one motorist in a subway

The worst hit towns were Brakpan, Kempton Park, Nigel and Meyerton where buildings were flooded, roofs caved in under the weight of hail and roads were impassable. The Nigel/Springs road was closed for an hour after vehicles were swept from the road and the fire brigade had to rescue the occupants

MOTORIST TRAPPED

In Brakpan more than 62 mm of rain fell in an hour, subways were flooded, trees were uprooted and houses in Brakpan North were awash

In Stoffberg Drive, Dalview, a motorist and his child were trapped as

A Dalview resident, Mr Anton Koen, said hail broke 12 windows in his house. Part of his roof collapsed from the weight of the hail and in his garden the hailstones were ankle deep in places

Duduza residents who telephoned The Star said there was extensive flooding in the area

"Rainwater was pouring in under our doors, and cars are getting stuck in mud. People are moving their furniture out of flooded houses into other houses," said Mr Titus Mazibuko

In Kempton Park the hail was said to be as big as dove's eggs

A hailstorm at 6 pm yesterday in Meyerton caused damage estimated at more than R100 000

Hail smashed window panes in Benoni roofs were blown off and high winds blew over large trees

The roof of the Actonville post office was blown off, landing on top of a small business at the back

Pretoria hotel evacuated as huge blaze destroys store

Pretoria Correspondent

A city hotel was evacuated early today when a huge fire gutted a two-storey furniture store, causing damage estimated at millions of rands

Residents of the Protea Hof Hotel left their beds just after 1 am, huddling together as firemen battled to extinguish flames which leapt more than 20 m into the air

A spokesman for the hotel said night staff raced through the building to warn the 80 residents to evacuate

"But there was no real danger and residents looked upon the situation with humour," he said. Pretoria manager of Geel

Union leader wins appeal over firing

Star 7/12/89
Labour Reporter

The South African Clothing and Textile Workers' Union (Sactwu) has hailed the Industrial Court's reinstatement of its vice-president, fired from a textile firm in Parow

Mr Bert Pitts was dismissed in August. The company argued that he fraudulently used a medical certificate to attend a Cosatu congress

The court found that there was no evidence of misconduct, Sactwu said.

1 000 march
Cap & Trucks 7/17/83
against SAP
(20) (100) (100)
intimidation

140A

JOHANNESBURG. — About 1 000 people marched to the New Canada Police station in Soweto yesterday morning in protest at alleged intimidation of workers on trains by police and soldiers

Cosatu's regional secretary, Mr Ariel Mabelane, said workers were protesting against members of the SAP and SADF spraying teargas at them as they sang in trains on their way to and from work.

Mr Mabelane said the workers marched to the police station where a group of six Cosatu delegates — led by Mr Justice Khumalo, a senior Numsa shop steward — met with police officers.

The delegation agreed to draw up a list of grievances and hand it in at the police station. The crowd then dispersed. — Sapa

Sats poised to fire 16 000 as talks deadlock

(140A) ADELE BALETA

SATS is poised to fire more than 16 000 striking workers and continued dismissals yesterday after the breakdown in talks this week between management and the SA Railway and Harbours Workers Union (Sarhwu) *B10am 7/12/89*

Conflicting reports of the escalating violence and intimidation that has characterised the five-week-old strike were made by both parties

Sats suspended dismissals pending the outcome of Monday's talks, which deadlocked after Sarhwu rejected Sats' proposals aimed at ending the industrial action and management refused to accept counter-proposals that the matter of wages and dismissals be mediated

Sats spokesman Alan Lubbe said 254 workers were fired in Natal, Free State and the western Cape yesterday

This brought the total number of employees dismissed since the start of the national strike to 5 601. He added there were 16 464 workers still on strike

Lubbe said management was "very concerned" about the situation. "Intimidation is rife, especially on trains"

He said Sarhwu was using violence as a tactic to force Sats to negotiate wages

Although prepared to continue talks, Sats would not consider wage negotiations. Lubbe reiterated Sats's proposal that the question of dismissals be referred to arbitration.

Since the start of the national strike a total of 16 motor and suburban coaches had been gutted by fire, resulting in a loss of about R17,2m, he said.

Sarhwu general secretary Martin Sebakwane has said violence, dismissals and evictions were part of an attempt by management to break the strike. He condemned "those parties condoning violence, especially when the perpetrators are in Sats uniform on Sats property during working hours"

He recalled an incident this week where 18 striking workers had to go to hospital after they were allegedly attacked at Johannesburg Station by ticket collectors

About 1 000 people marched to the New Canada police station in Soweto yesterday to protest at alleged intimidation of work-

□ To Page 2

Sats dismissals

ers on trains by police and SADF members *B10am 7/12/89*

Cosatu regional secretary Ariel Mablane said workers were protesting against the use of teargas sprayed at them as they sang in trains

A police spokesman said a group of people set alight two coaches at Ellispark station yesterday.

There were no reported injuries and no arrests were made.

Lubbe said there were reports in Pretoria, Johannesburg and Durban that com-

□ From Page 1

(140A)
muters with concessionary tickets, mainly non-striking employees, had been assaulted by striking workers

Sapa reports that police believe sabotage may have caused the derailment of a goods train on the Umhlaas River Canal Bridge in Durban early yesterday. The 15-truck train ran off the tracks between Union and Merebank stations about 7.30am

A police spokesman said there were no injuries but about 500 tons of coal were spilt. Sats estimated that the line would be blocked until early today.

SATS set to sack 16 000

CME Times 7/12/89 140H

Own Correspondent

JOHANNESBURG. — SATS is poised to fire more than 16 000 striking workers following the breakdown in talks this week between management and the union

The five-week strike has been marked by violence. Yesterday a SATS spokesman Mr Alon Lubbe said 16 motor and suburban coaches had been gutted by fire, resulting in a loss of about R17.2 million. There have been conflicting reports of escalating violence and intimidation.

SATS had suspended dismissals pending the outcome of Monday's talks which reached a deadlock after the SA Railway and Harbour Workers Union (SARHU) rejected SATS's proposals aimed at ending the industrial action, and management refused to accept counter proposals that the matter of wages and dismissals be mediated.

Mr Lubbe said 254 workers were fired in Natal, Free State and the Western Cape yesterday, bringing the total number of employees dismissed since the start of the national strike to 5 601. He added there were 16 464 workers still on strike.

Allegations and counter allegations of violence and intimidation were made by SATS and SARHU.

Evictions

Mr Lubbe said management was very concerned about the situation. Intimidation is rife, especially on trains. He said SARHU was using violence as a tactic to force SATS to negotiate wages.

Although prepared to continue talks, SATS would not consider wage negotiation. Mr Lubbe reiterated SATS's proposal that the question of dismissals be referred to arbitration.

SARHU general secretary Mr Martin Sebakwane has said violence, dismissals and evictions were part of an attempt by management to break the strike. He condemned those parties condoning violence, especially when the perpetrators are in SATS uniform on SATS property during working hours.

He recalled an incident this week where 18 striking workers had to be hospitalised for injuries after they were allegedly attacked at Johannesburg station by ticket collectors.

About 1 000 people marched to the New Canada Police station in Soweto yesterday to protest alleged intimidation of workers on trains by police and SADF members.

A police spokesman said a group of people set alight two coaches at Ellis Park station yesterday. There were no reported injuries and no arrests were made.

Sapa reports police believe sabotage may have caused the derailment of a goods train on the Umhlanga River Canal Bridge in Durban yesterday.



CANNED CAPE DOCTOR
Mr Jacques Cronje holds up a can of genuine fresh and healthy Cape Town air the latest sales gimmick to hit Greenmarket Square. Ms Anke Oorthuizen, who turns 18 today, enjoys the sun and the "fresh" Cape air at the flower market. Photo: ALAN TAYLOR

140A

Cape Times, Friday, December 8, 1999 9

SATS strike: No end in sight yet

JOHANNESBURG — The five-week-old South African Transport Services strike has left at least four workers dead, 7 012 workers fired, scores injured and led to court action by SATS effectively preventing striking workers from entering its premises in most of Natal, Cape and Transvaal.

And the end of the strike does not seem to be in sight, with talks between SATS and the South African Railway and Harbours Worker's Union (Sarhwi) ending in deadlock on Monday and SATS threatening to dismiss the remaining 16 000 strikers.

In yesterday's latest strike developments — which so far have cost SATS R20 million in damages to property and workers R12 million in lost wages — 1 417 strikers were sacked and court interdicts

granted to management against strikers. The interdicts prevent any SATS employee from encouraging, influencing or forcing workers to

- Take part in any strike, or continue striking,
- Damage SATS' or SATS employees' property, or
- Injure, intimidate or threaten other workers.

The interdicts apply to SATS premises and property in Table Bay Harbour, Durban, the entire North and South Coasts, Maritzburg, Kimberley goods depot and Koedoespoort workshops in Pretoria.

SATS' deputy public relations director Mr Alan Lubbe said "These interdicts prevent striking workers from entering our premises in these areas and will facilitate that those people who want to go to work can do so".

The strike has been characterised by violence, the most recent of which occurred yesterday morning when about 17 people were admitted to hospital after a violent clash at Braamfontein railway station in Johannesburg.

Mr Lubbe accused striking workers of pulling non-striking into a train and beating them, while Sarhwi blamed the incident on an attack by non-striking union members who were travelling to a meeting.

The strike began on November 2 in Johannesburg and spread to Durban four days later.

Workers downed tools demanding a minimum monthly wage of R1 500 — more than double the current minimum — and recognition of Sarhwi — Sapa

9/12/89.

~~140A~~ 140A

~~140A~~ ~~140A~~ mail

Madlala, who might have been thinking he was merely prosecuting Cosatu's living wage campaign, is philosophical about the turn of events: "Sometimes there has to be contradictory pulling back movements to enable you to make the train go forward. It's a necessary contradiction."

He says the settlement is fair — "neither party won or lost." But he is slightly less generous towards the MDM, which, he says, adopted a "very passive stance," only getting active to persuade the parties to settle.

An SAB source says "What did they get in the end? Nothing but a few fish-and-chip items." On the other hand, no union members were dismissed during the strike.

Among the union's concessions: a remarkable undertaking to waive its legal right to enforce overtime bans, as well as the accompanying right to institute dispute procedures. This is a major defeat for Fawu: the Appeal Court recently ruled that overtime work is entirely voluntary.

SAB will place 50 strikers under investigation for disciplinary breaches relating mainly to violence — for instance, the stabbing of a non-striker by a shop steward in Kimberley. It was also agreed to establish a forum to discuss ways of improving industrial relations.

SAB public affairs manager Adrian Botha says the strike was disruptive, yet SAB "surprised itself" by its ability to cope. It relied mainly on casual labour.

"If there is a lesson to be learnt," says Botha, "it is that when the company says 'this is the final offer' they mean it. They aren't playing games. We made a reasonable offer."

In realigning itself towards the black market (comprising 80% of its beer sales), SAB has been liberalised. It has managed to withstand almost everything a militant black union had to throw at it, without calling in the police. It has also emerged with a measure of township approval. ■

145A

Man killed,

17 hurt as strike conflict intensifies

By Drew Forrest, Labour Reporter

A man believed to be a striking SA Transport Services worker was shot dead by a Sats security guard following an alleged attack on him, police said last night.

The man was part of a group who allegedly attacked the guard who fired a round of bird-shot, fatally wounding one man, according to the police.

Sats dismissed another 1 400 strikers and at least another 17 people were hurt in violent clashes at Braamfontein Station as conflict in the five-week rail strike intensified yesterday.

ATTACKED

The SA Railway and Harbour Workers' Union (Sathw) said non-strikers boarded a train in Braamfontein and indiscriminately attacked commuters. The Congress of SA Trade Unions alleged that police had been present but had not intervened.

Police said they arrived after the incident had taken place in other developments.

Sats won Supreme Court interdicts against strikers in Durban and Maritzburg, the area worst hit by labour unrest.

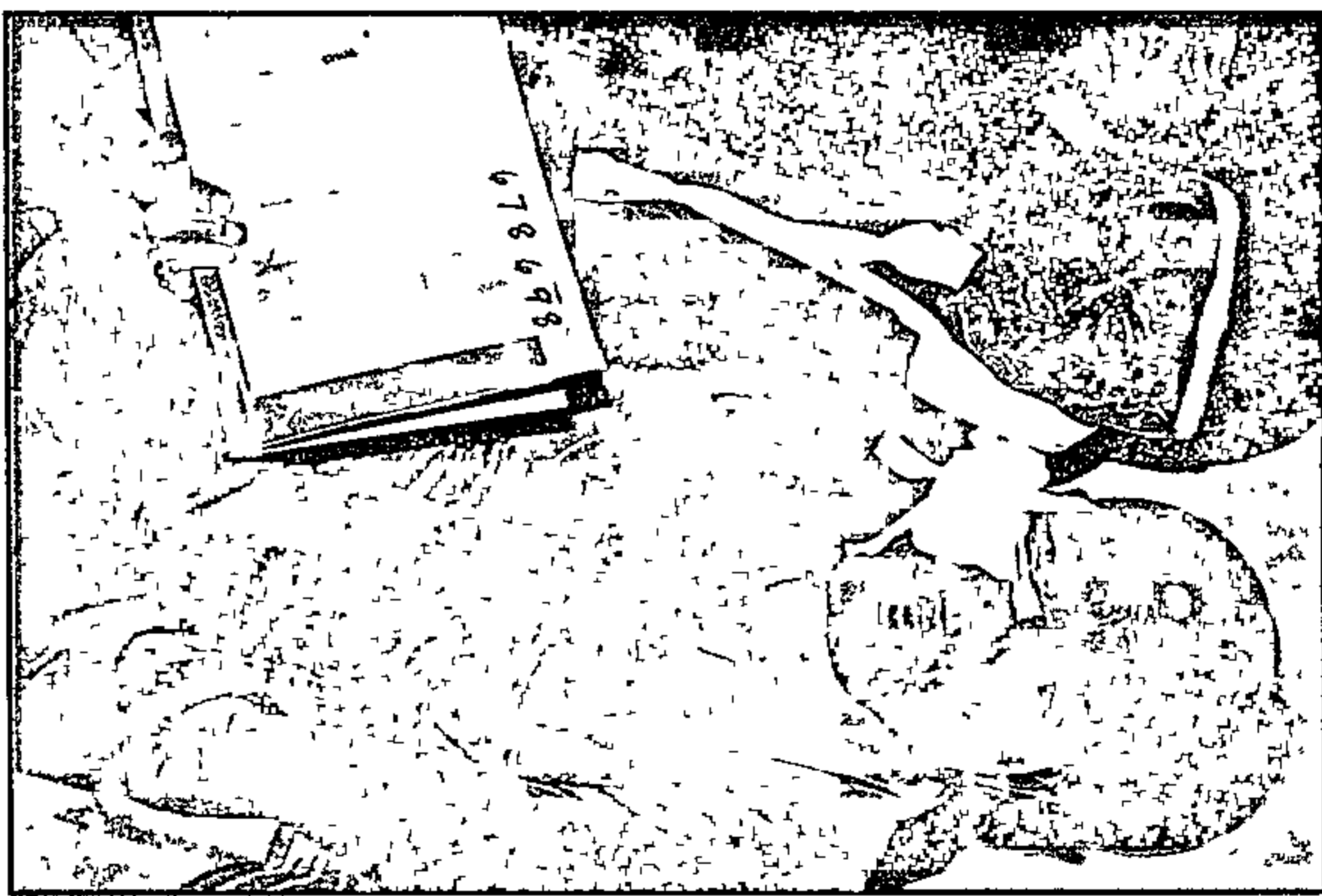
Sats agreed to allow two evicted workers to move back into its hostel at Delmore, Germiston, after the workers challenged the evictions in the Rand Supreme Court.

Two railway coaches were destroyed and two damaged in arson attacks on Wednesday in Daveyton and kwaDangaza in Natal, Sats said.

See Page 13



Mr George Modise (50), a Sats striker, was among the injured when train commuters were attacked at Johannesburg's Braamfontein Station yesterday



Sats striker Mr Samuel Ndlovu nearly lost one eye when he was injured in an attack on train commuters at the Braamfontein Station

Train travellers and strikers tell of clashes

At least 17 people were injured when a group of men dressed in brown overalls, believed to be non-strikers and strike-breakers, pounced on a Johannesburg-bound train and attacked commuters.

The injured were taken to hospital in ambulances and police vans.

Mr George Modise (50), a striker, said he was attacked by colleagues not on strike.

My friends, who I used to drink tea with, attacked me with axes and iron bars. I tried to talk to them but they would not listen. Mr Oupa Montsho (29), who is not an employee of Sats, received a head injury. He said that as the train moved into Braamfontein Station, scores of armed white and black men dressed in brown overalls attacked the train.

They were armed with axes, pangas, knives and iron bars, and attacked everyone at random. There was blood everywhere.

Mr Joseph Mokomela had both his arms broken in the attack. Mr William Maboko, who was stabbed in

Man killed, 17 hurt as strike conflict intensifies

An employee of a car hire company, Mr Joseph Ramochia (33) said that after he was attacked he was taken to a warehouse where he was interrogated and assaulted again. He was released after his assailants had confirmed his employment with his manager.

Captain Eugene Oppertman, police liaison officer for the Witwatersrand, said "Police heard about the incident, and when we arrived at the scene it was all over. A number of weapons lying around were seized."

See Page 13

Star 8/12/89

12 March
8-14/12/87

Armed vigilantes attack passengers without tickets

1000
2500
11/10/87

Scores injured in rail violence

By EDDIE KOCH and MZIMKULU MALUNGA

CORES of train passengers were injured at a Johannesburg station yesterday as violence during the five-week strike by thousands of railwaymen reached a new peak.

Martun Sebakwane, general secretary of the South African Railway and Harbour Workers' Union (Sarwhu), said about 16 commuters and striking workers had to be admitted to hospital after "vigilante" groups attacked people in coaches as a train pulled into Braamfontein station.

The attack follows a week in which about 1 000 workers marched on a police station in Soweto to protest against alleged teargas attacks on train commuters by members of the South African Defence



Injured commuter in Hillbrow Hospital after yesterday's railway clashes

Picture GUY TILLM Ahax

Scores injured in new railway violence

●From PAGE 1

Force. The South African Transport Services warned that industrial sabotage had caused a derailment in Durban on Wednesday.

A reporter, who was hacked with a panga across the forehead at Braamfontein station, said that armed men attacked the train's passengers while ticket collectors looked on. The reporter, who asked not to be named, said the mob singled out people who did not have tickets and appeared intent on terrorising commuters into paying their fares.

"When the train pulled up to the platform these vigilantes attacked anybody who could not show a ticket to prove they had paid for the train trip," he said. "There was a group of white ticket collectors watching the whole thing from the background."

The strike is supported by township residents who refuse to pay train fares and riding the trains for free. A doctor at the Johannesburg Hospital told reporters that injured com-

muters had reported the presence of uniformed ticket collectors during the operation.

"Vigilante types obviously operating on Sats property in working hours were responsible," said Sebakwane. "They appear to have been given time off to undertake violent acts. They rushed through the coaches and started indiscriminately hacking and stabbing. This is no longer an issue between the Sats and strikers. The public is now involved."

A Sats representative rejected the union version of events. He said the violence began after striking workers had pulled non-strikers into the carriages in a bid to stop them from working. The non-strikers retaliated.

Yesterday Sats obtained an interdict in the supreme court to bar striking workers from entering railway premises in Durban as well as the North and South Coasts. A similar applica-

tion in Pietermaritzburg was being heard yesterday afternoon.

Sats labour manager Jan Bredenkamp said yesterday that industrial sabotage during the dispute had reached new highs and that 11 rail trucks were derailed in Durban after the lines had been uncoupled.

On Wednesday a coach on a Reef train was torched and the driver had to make an emergency stop near the Doornfontein station.

Sats deputy director of public relations Alan Lubbe said yesterday that the parastatal was prepared to "go all the way" and fire 16 000 striking workers. So far more than 7 000 strikers have been dismissed and Sats estimates that the workers have collectively lost R12-million in wages.

But Sarwhu yesterday protected its members from being evicted from Sats hostels, when management agreed in an out-of-court settlement to allow two workers back in to the Delmore hostel near Germiston.

The pair had filed an application in the Rand Supreme Court asking for their eviction to be declared illegal. The union's attorney, Joe Nxusani, said the settlement meant Sats could no longer evict workers without first obtaining a court order.

According to Sarwhu more than 1 000 workers have been evicted from railway hostels across the country. The strikers said they had been given only 24 hours notice to leave the premises and that police had been called in to "chase us out".

One of the applicants, Elias Mudzani, said he had to sleep in the veld for four nights after being thrown out of Delmore hostel.

Talks between Sats and Sarwhu early in the week failed to resolve the strike. The management of Sats is refusing to negotiate with the union on its wage demands saying the Labour organisation must first register with the government and obtain formal recognition from Sats.

9 injured as groups battle at station

STRIKERS IN CLASH

140A

Sowetan 2/12/89

By MATSHUBE MFOLOE
and
LEN MASEKO

NINE people were injured - four of them seriously - during a clash between railway strikers and employees who are not on strike at Braamfontein station yesterday.

Police found the body of an unknown man on the scene but could not confirm whether his death was linked to the strike violence.

A spokesman for the SA Transport Services said trouble started when a group of armed men tried to abduct railway employees at the station.

Several commuters and railway employees were injured during the skirmish.

Pangas

Fifteen of those injured were admitted to the Hillbrow Hospital with stab wounds. The injured were escorted to hospital under police guard. The incident occurred about 9am.

Police confiscated an assortment of weapons which included pangas, axes and knobkerries on the scene. No arrests were made.

A police spokesman said about 500 striking workers arrived by train at the station and "intimidated other people on the platform not to board the train. The clash

• To page 2



A Paramedic (foreground) objects to Sowetan photographer Joe Molefe taking pictures of one of the people during a clash at Braamfontein station yesterday.

Strikers

• From page 1 started after the people on the platform resisted. Most of the injured had multiple stab wounds and one was hacked with an axe.

Meanwhile, Sats spokesman Mr Allan Lubbe said a further 411 strikers were dismissed yesterday, bringing to 7 012 the number sacked since the strike began.

Lubbe said coaches were damaged in three separate incidents on Tuesday. He said damage to Sats property since the strike started could be more than R19 million.

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(18)

Dep R377 - R1 88 p.m.
(24 Months)

Dep R305
(24 Months)

Dep R404
R185 - R240 p.m.
(24 Months)



Strike violence on trains, stations

Weekend Argus Reporter 9/12/81
SEVERAL incidents of vandalism and violence at rail stations and on trains have been reported as Sats workers enter the fifth week of a national strike. Police report that a first class passenger coach was set alight at Netreg railway station near Cape Town yesterday, causing extensive damage.

The train was en route from Cape Town to Kaptainskip. It is believed that the fire started inside the carriage as the seats were quickly engulfed in flames. No one was hurt in the fire which is suspected to be related to the strike. The fire brigade was called to douse the fire.

At Khayelitsha a crowd threw stones at a train. Police on the train dispersed the crowd. A youth was slightly wounded by pellets. Passengers commuting between Kaptainskip and Langa were stranded when two other trains were delayed and a further two cancelled.

■ Pictures — Page 3

During incidents of violence both strikers and non-strikers have sustained injuries. According to Sats, a conductor was stabbed on the Kraaifontein train on Thursday.

SA Railways and Harbour Workers Union spokesmen said two of their members were taken to Somerset Hospital ves-

terday after sustaining injuries at Cape Town station.

A police helicopter has been used to monitor the movements of trains carrying strikers in and out of Cape Town.

In a statement today a spokesman said Sats apologised for disrupted services "due to circumstances beyond our control."

An indication that striking and non-striking Sats employees have locked horns in several violent confrontations emerged in the Cape Town Supreme Court yesterday.

An urgent application to restrain six non-strikers from assaulting or otherwise interfering with five strikers was granted late yesterday.

The temporary interdict brought by Mr N M Arendse instructed by E Moosa & Associates followed violent eruptions between Sats strikers and non-strikers.

The five applicants, all members of the South African Railway and Harbour Workers' Union (SARHU) are Mr Wilson Mthendeni, Mr Mfontsha Mhakatshwana, Mr Nomlakane Nogwegwe, Mr Colin Buzani and Mr William Mkwata.

The application was brought against Mr Lennox Mponyila, Mr George Ziyange, Ms Linda Nzingwe, Mr Patrick Khupe, Mr Malongwe and Mr Hem

Mr Justice Ian Farlam granted the application.

Worker violence often a response to oppression, says expert

VIOLENCE has escalated sharply in what is fast becoming South Africa's worst strike to date

With no end in sight to the 40 day old strike by an estimated 30 000 South African Transport Services workers, not only jobs but lives are being lost

This week 1 411 more Sats employees lost their jobs, bringing to 7 012 the number dismissed. The death toll stands at five

Since the countrywide strike began, the parastatal — which is to be privatised next year — has suffered an estimated R20 million in damages including the destruction of 18 railway coaches

Clashes

In daily clashes between SA Railways and Harbours Workers' Union (Sarhwu) strikers and Sats employees or police, nearly 100 people — mainly strikers — have been injured

The main issues of dispute include protest by workers against Sats' privatisation. Sats management has also refused to get involved in pay talks with Sarhwu as it does not recognise the union. Sarhwu has rejected

When strikers go off the rails

Sats' proposals and reiterated its demand that the union be recognised. It has also demanded the reinstatement of workers — some dismissed during the 1987 strike — and a minimum wage of R1 500. It has been estimated that workers have lost R9 million in wages since talks between Sarhwu and Sats broke down.

Labour experts and a psychologist have provided insight into the reasons for the violence.

The violence of workers is one small part of a violent whole, and cannot be understood in isolation. Worker violence is often a response to other kinds of violence or oppression or an attempt to strengthen their bargaining position against overwhelming odds, said

South African Labour Bulletin editor, Mr Karl von Holdt.

Most would agree that resorting to violence by any party in a labour dispute can only escalate the conflict. But there is no agreement on what violence is, or why it happens. The Government, it is argued, uses violence in the form of apartheid and the state of emergency — which allows it and employers to act with almost total impunity to crush strikers' resistance.

And worker violence is often used by the Government and employers to justify 'union bashing'.

Director of the Project for the Study of Violence at Wits University, Mr Lloyd Vogelmann, said 'Hostile and violent reactions often develop as a

PAT DEVEREAUX

result of inadequate industrial-relations and political mechanisms.

Prior to 1987, Sats workers experienced depriving work conditions, but had little hope and few expectations of improving them.

'The Government's reform initiatives as well as Sarhwu's push into the railway sector, led to a belief that their work and living conditions would improve. Short-term expectations were raised.'

Arduous

Mr Vogelmann pointed out that legal restrictions, which make political protest arduous — and the fact that it is an offence to picket or en-

gage in secondary strike action — could make the strengthening of a strike difficult.

Thus, when there was heightened fear that a strike would be unsuccessful, workers might resort to more aggressive measures to ensure the strike's success.

'Often in SA, striking workers are deprived in a number of areas. They are economically deprived — their wages are low and it is sometimes difficult to ensure their own and their families' physical survival.

Apartheid deprives workers, because they are black, of basic political rights and political power. On a day to day level they are deprived of human dignity through racism. Their living con-

ditions, particularly if they are living in old compounds, as many Sats workers do, deprives them of privacy, adequate sleeping conditions and living space. It may even inhibit the development of serious heterosexual relationships.

Workers may seek to overcome this intense deprivation by joining unions and resisting what they see as unfair treatment of workers. Resistance can manifest itself in strike action.

The Congress of SA Trade Unions has highlighted the Labour Relations Amendment Act and the state of emergency as main factors contributing to the dramatic increase of violence on the factory floor.

Cosatu's Jay Naidoo

said recently 'Frustration and resulting violence could be reduced if workers had some form of security as well as channels to express grievances during disputes.'

'Instead, attempts to picket are usually smashed by police. The only outcome of meetings being banned, and leadership being placed in detention, can be violence.'

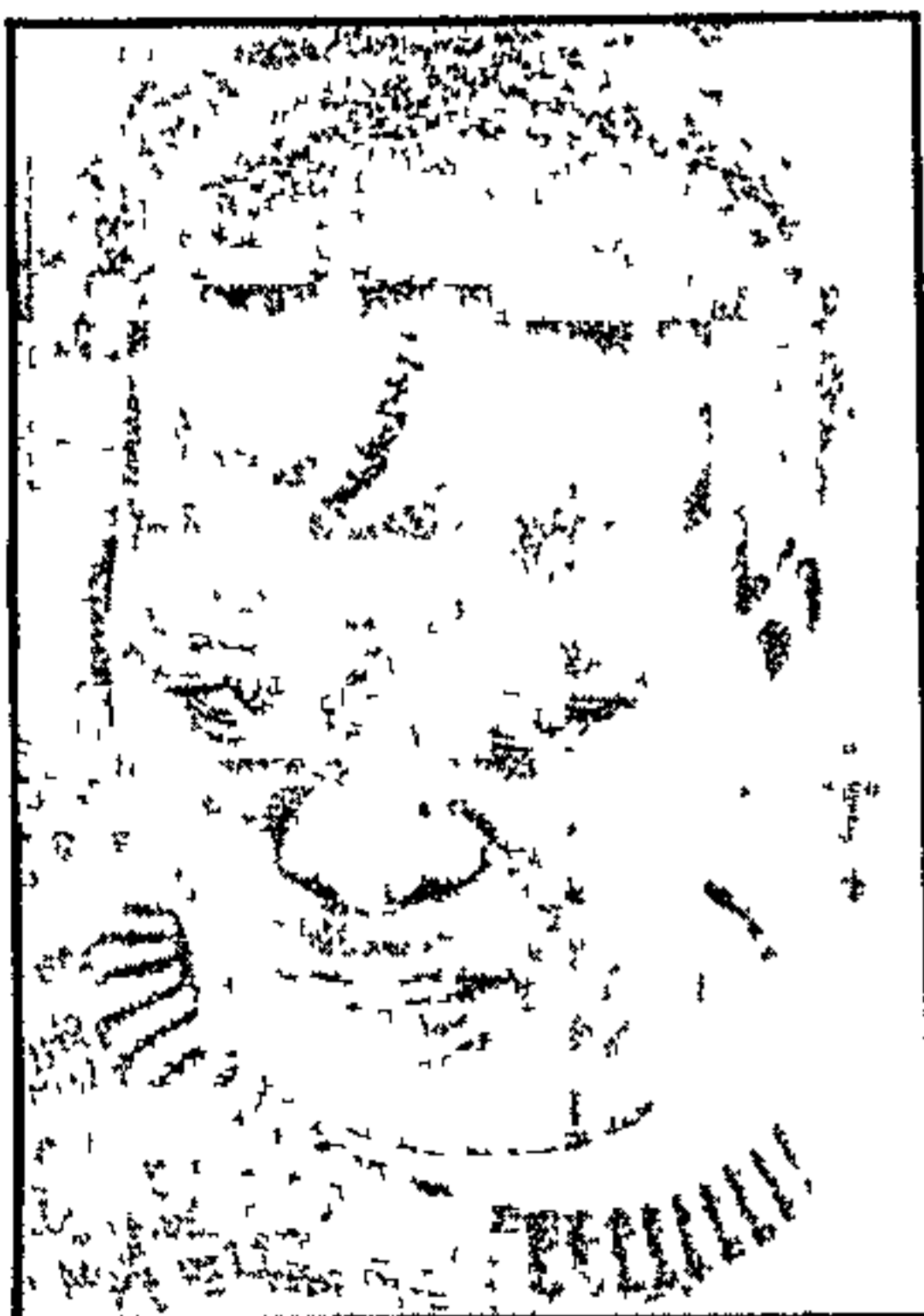
Dismissal during a strike may mean being sent back to homelands where there is nothing but poverty and hunger.

Cosatu recently noted that

● Employers often use police and security forces when there is an industrial action and dismissals of workers. Vigilantes and detention are often used against strikers.

● Unfair dismissal, sending workers back to the homelands, and harassment in the factories are also forms of violence against workers.

● Management provokes workers by repression of union organisation and industrial action, refusal to negotiate over low wages, dismissal of striking workers and employment of workers from hostels, the use of spies, and false charges of intimidation.



PAINFUL JOURNEY Commuter Mr Oupa Montsho stitched up after Thursday's clash between strikers and guards. ● Photograph Herbert Mabuza

'We worry, we may die without food'

Mzaman Mabonde (45) 'I am a migrant worker from Venda land and I have been working for Sats for 10 years as a labourer, sweeping floors at Kaserne in Johannesburg. I earn R600 per month.

I have four children, all at school. I don't know how life will be for us now because things aren't going very smoothly.

'I use about R300 of my salary for my self — for rent, transport and food — and I send the rest home. I usually manage to send about R150 to my family. I pay R85 per month for a room in Soweto.

'The last time I received pay was on November 27. Strikers are worrying about the fact that we will have no money but what can we do? We are worried because we have to feed ourselves and our families, but it seems as though we are going to have to die. Strikers and their families may die if there is no food but we are committed.

While on strike most of my days are spent either attending court cases as a show of solidarity, or attending meetings.

'On December 7, some strikers were injured by scabs (non-strikers) and members of the SAP. It seems we are victims of the SAP and ticket collectors. The ticket collectors victimise us with knives, pangas and knobkerries and they are backed by the guns of the SAP.

UP to 30 000 South African Transport Services workers began a countrywide strike over a month ago to press for higher wages, better working conditions, recognition of their union, Sarhwu, and to protest against the privatisation of the railway. In an attempt to find out how individual strikers are affected, PAT DEVEREAUX and SUE OLSWANG spoke to some of them this week.

We are peaceful strikers. We have said and been told we must be disciplined. We just want our demands, not trouble. We believe R1 500 is a living wage. We also want all those who were dismissed — even as far back as 1987 — to be reinstated.

Beatings are happening every day. I travel by taxi now but those who still travel by train often find armed ticket collectors waiting for them.

Sats have also evicted workers from hostels and they are evicting people with out giving them a chance to claim their possessions.

Dalingebo Ndlatzi (34) 'I have one child, age three years, at home in the Transkei. I earn R600 and I send money home every month. I stay at Delmore hostel at a cost of R18 per month. I have

worked for Sats for five years.

I am waiting here (at the Supreme Court) to hear what the outcome of our eviction from the hostel is. Sats has deducted rent from hostel dwellers' wage packets but they then evicted us from Delmore hostel. Many of us are sleeping in the veld.

I was beaten up last week Wednesday at the Johannesburg station and had to have stitches put in over my one eye. Scabs beat me. I was fixed up at the Johannesburg Hospital.

Ms Sandile Mazibunko (28) 'I come from Natal. I have one child of my own and I also care for my dead sister's four children. I am the only breadwinner. I live in a room in Soweto.

I have worked for Sats since 1985. I am employed as a cleaner — I wash the trains. I started at Sats on R182 per month and I now earn R575 80.

The last time we were paid was on November 27. Insurance and pension deductions were made and money was also taken off for hostel fees even though many workers were later evicted.

● South African Railway and Harbour Workers Union which represents the striking Sats workers has listed a number of major demands including an increase in wages from the present minimum of R600 to R1 500 a month.

Bloody conflict intensifies as the strike takes hold

● **November 6:** Three strikers are attacked at Soweto's Mzimhlope station according to general secretary of Sarhwu, Mr Martin Sebakwane. ● **November 7:** Mr Sebakwane reports more violence by groups of armed uniformed ticket collectors toward workers. Eight workers are beaten on the central Rand and a striker is attacked at Dunswart station. A Sats spokesman denied both claims and said Sarhwu workers had attacked non-strikers re-

porting for work. ● **November 9:** Sats reports a motor coach has been set alight in Soweto. On the same day police claim a large group of black youths went on the rampage and damaged railway coaches at Park Station. ● **November 10:** A police spokesman denies union claims that police beat striking workers at Goldenhuis station, east of Johannesburg. The spokesman said riot police intervened when a group of about eight

SINCE November 1 when the railway workers' strike began there has been a dramatic escalation in violence involving arson, attacks and confrontations between the police, Sats employees and striking union members. SUE OLSWANG compiled a list of the incidents.

workers allegedly damaged a train at Johannesburg station. ● **November 11:** A motor coach and suburban coach are destroyed by fire on the Umlazi line in Durban. Sats spokesman Mr Alan Lubbe says this brings the number of coaches destroyed nationwide since the start of the strike to five. ● **November 20:** The

strike reaches its ugliest. Another railway coach is destroyed by fire at Soweto's Mzimhlope station. Police confirm the death of a Sats employee who was shot in a clash between striking workers and police in Germiston on November 16. Railway ticket examiners Mr C van Blerk and Mr J Grobelaar are set alight at Johannesburg

station by a group of about 50 people 'presumed to be linked to the Sats strike'. ● **Same day:** Police say 15 men suffered gunshot wounds and a policeman was injured when police returned fire after being surrounded by about 3 500 people at Reunition station near Durban. ● **November 21:** A dismissed Sats worker is

shot dead at Johannesburg's Langlaagte station after allegedly attacking a policeman and ticket controller with a baton.

● **November 22:** Two coaches are gutted by fire at Croesestation.

● **December 6:** A limpet mine is found at the Ikwezi station in Soweto. Two coaches are destroyed and two damaged in arson attacks in Daveyton and kwaDengaza, in Natal. A Sats spokesman says 18 coaches have been destroyed

since the strike began. ● **December 7:** A major clash in which at least 17 people are injured at Johannesburg's Braamfontein Station and two more coaches are destroyed is reported. Attempts by saboteurs to uncouple rail lines are discovered in Durban. This follows an 11-truck derailment in Durban. Sats wins Supreme Court interdicts against the strike in Durban and Maritzburg, the area worst hit by labour unrest.

Strike clashes flare in city

Cvt. Trucks 9/12/87
ALDA

RAIL strike violence flared sharply in the Peninsula yesterday as police clashed with strikers at Salt River and Cape Town stations, and at least two coaches were gutted on Cape Flats lines.

An estimated 1 600 SATS workers in the Western Cape have joined the strike over recognition of the SA Railways and Harbour Workers Union (Sarhwu) and wages. More than 300 striking dock workers were fired on Wednesday, and another 66 dismissals "would follow", SATS harbour spokesman Mr Roger Farley said.

At Salt River station police used birdshot, rubber bullets and teargas to disperse about 200 workers getting off a train at about 11am, eyewitnesses said. And two striking workers from SATS Bellville goods yard who were on their way to a union meeting were injured by rubber bullets, a Sarhwu spokesman said yesterday. Police liaison officer Major Reg Crewe confirmed the incident. Police also intervened when fights broke out between strikers and ticket collectors in the third-class hall at Cape Town Station early yesterday. Two railway coaches were yesterday burnt out by arsonists at Netreg station and on the Khayelitsha-Philippi line.

● Another 1 885 workers were fired yesterday bringing the total number of dismissals to 8 903.

■ PRESS WATCH

What the Afrikaans papers are saying

Grave concern at strike violence

THE violence and intimidation which mark strikes lately, is a matter of grave concern, says *Beeld* in an editorial.

During the the strike at South African Breweries, people were killed and a petrol bomb was thrown at the house of a non-striker.

And since members of the South African Railway and Harbours Union have stayed away from work, somebody has been set alight while damage worth millions has been done to trains.

South Africa's labour legislation is among the most modern in the world. It is widely accepted as an example of the progress made with reform.

The legislation has demanded huge adaptations and sacrifices from employers.

Employer and trade union bosses must learn to accept – and trust – each other.

Nowhere in the world can terror be justified as a means to to solve labour disputes.

How can you destroy the property of your employer and expect at the same time that he will have money left to pay you increased wages?

"We have no sympathy with the striking Sats workers. Decent people despise their methods and we hope the police apprehend those who are guilty so that the courts can punish them thoroughly."

By ANDREW GILLINGHAM
THOUSANDS of transport workers and their families are facing a bleak Christmas as the SA Transport Services' strike enters its second month.

In the four and a half weeks ending December 7, the striking workers lost R12 million in wages.

Adding to the Christmas gloom is the violence which has erupted since the strike. Neither Sats nor the South African Railways and Harbour Workers' Union accepts responsibility.

Each blames the other for the estimated R20-million damage to property, as well as deaths and injuries that have marred the dispute.

The strike began in the southern Transvaal on November 2, but has since spread throughout the country. Sats deputy public relations director Alan Lubbe estimates about 16 000 workers are on strike.

But behind the statistics are families who face Christmas with

out money and no prospect of "living it up" during the festive season.

Mr Morris Khwidzihli, 38, a shop steward with Sats, has worked for Sats for 13 years. As a "general worker" he earns R600 a month before deductions.

With this he has to support his wife Mariha and their five children. The union is calling for a R1 500 a month minimum wage for general workers.

"When I first heard of the strike I was against it. I am against strikes. But the wages paid by Sats

are just too low," he said. "I am also scared that they are able to dismiss workers so easily."

Mr Khwidzihli lives with his wife and two of their children in a five-metre-square tin shack — his three other children stay in a homeland near Louis Trichardt.

"It will be a bad Christmas for our family. I had planned to buy the children clothes and to cook a sheep. Now there is no money for anything. The last pay I had was for two weeks in November," he said.

But there is little hope for the striking workers as Sats and Sats are deadlocked.

Mr Lubbe said Sats was prepared to talk about ending the strike but would not negotiate with Sats about wages and the disciplinary code because it does not recognise the union, which it says is not registered.

"They must either register or produce proof of membership," Mr Lubbe said that Sats did not regard the 16 000 strikers as proof of union membership.

"They have been intimidated," he claimed.

We negotiated wages with the 12 recognised unions earlier in the year. It is not good policy to have wage talks more than once a year.

BACK CHRISTMAS BOOM FOR THE 16 000 STRIKING SATS WORKERS

1401

We would like Sarhwa to become a recognised union. If it does not, it will be left out of next year's negotiations as well.

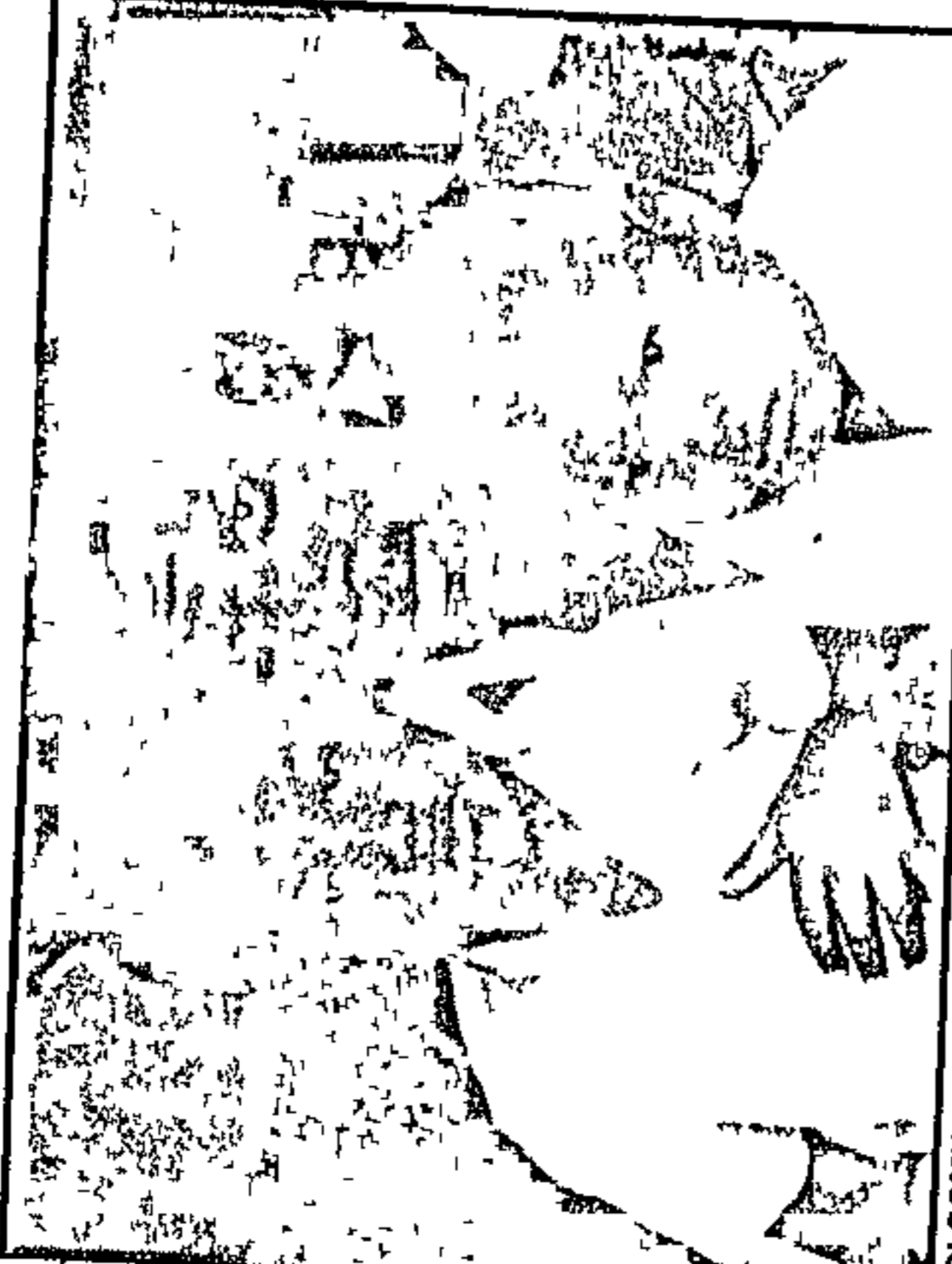
Mr Lubbe said the image of Sats in the marketplace as a result of the strike was a cause for concern, given that it will be privatised.

"However, there is still some time to go before that will happen. Workers are worried that they will lose their jobs when Sats is privatised but their jobs are safe.

"We are willing to submit the issues to independent arbitration to be agreed by both parties. Whether the workers' dismissals are fair would also be subject to arbitration."

More than 7 000 workers have been dismissed since the strike began.

Sats made a profit of R148-million this year — compared with R163-million in 1988 — and has reduced staff levels from 202 770 in 1987 to 177 000 this year.



GLOOMY Morris Khwidzihli and two of his sons Picture MARGOT WILLIAMS

AND ANOTHER DAY

Rail strike erupts into violence

By CONNIE MOLISI

THE SA Transport Services strike enters its sixth week tomorrow - leaving in its trail four people dead, many more injured and damage estimated at R17.2 million. Observers fear more trouble could erupt if the SA Railways and Harbours Workers' Union (Sarhwu) and Sats do not reach a settlement.

The strike started when Sarhwu and Sats reached deadlock over wage and recognition demands. Sats deputy director of public relations Allan Lubbe said seven motor coaches and nine passenger coaches had been destroyed and their replacement would cost about R17.2 million.

In another incident, a train was set alight near Ellis Park station destroying one coach and causing more than R500 000 damage. So far, 5 601 workers have been dismissed and another 16 464 are facing dismissal.

Sats was granted court interdicts barring striking workers from entering company property in Durban and the Natal north and south coasts.

Lubbe accused strikers of resorting to violence to force Sats to negotiate on wages.

One worker was shot dead at Johannesburg Station for allegedly attacking a security guard employed by Sats and about 15 others were treated at Hillbrow Hospital after being assaulted by other Sats workers.

Gruesome attacks were reported on Friday as workers who had gone back to work launched indiscriminate attacks.

Workers gathered at Westgate station waiting for those on strike. When the strikers arrived in town, the workers attacked them.

Later, the workers moved to New Canada where they searched trains.

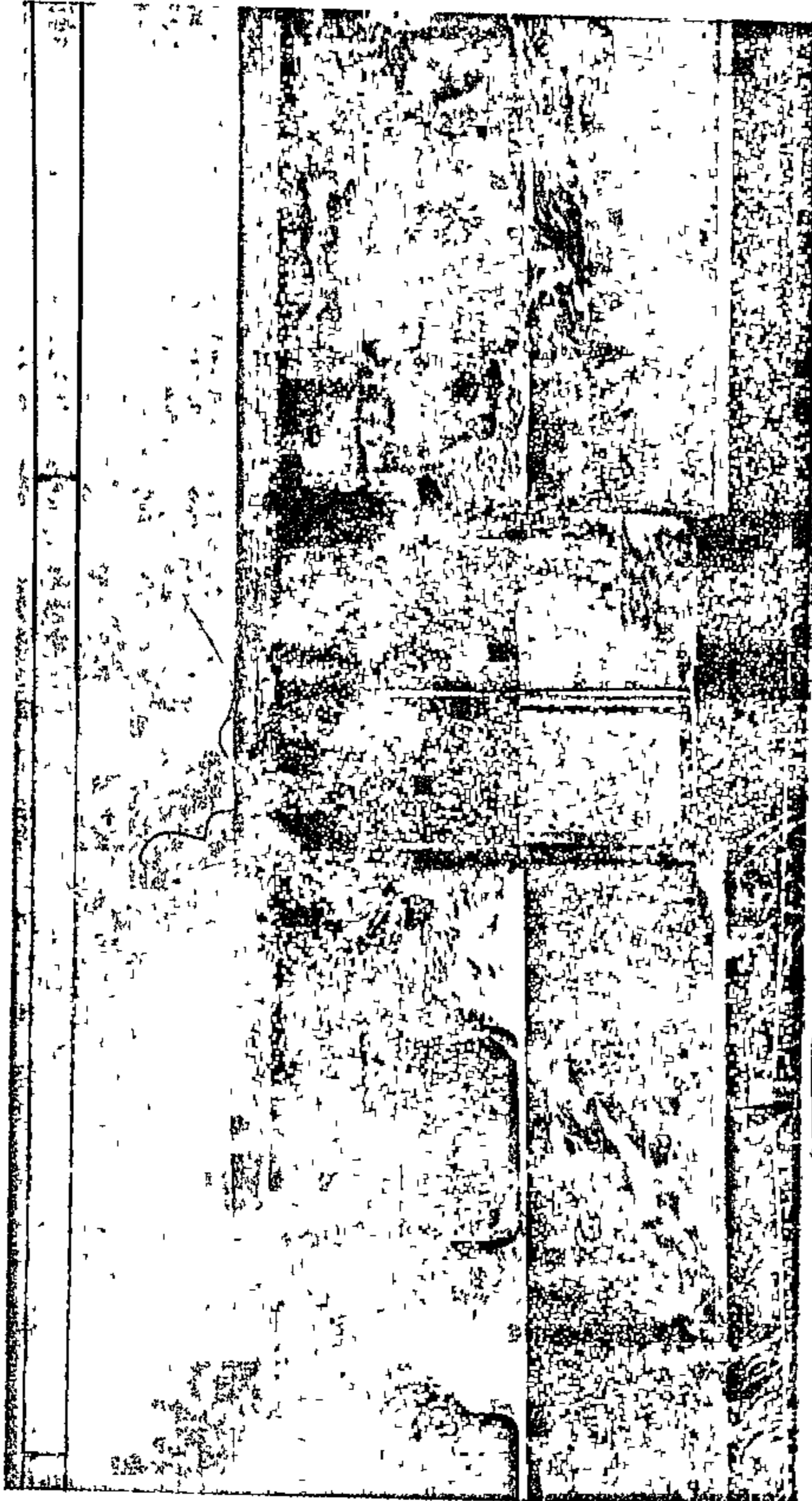
When they found strikers, they assaulted them and allegedly handed them over to the police.

Three strikers were assaulted at New Canada when the attackers spotted them and gave chase.

The regional organiser of Sarhwu in Southern Transvaal, Darkey Africa, said any person who got off the train at New Canada was assaulted.

Africa said the claim by Sats that strikers were attacking non-strikers was absolutely false.

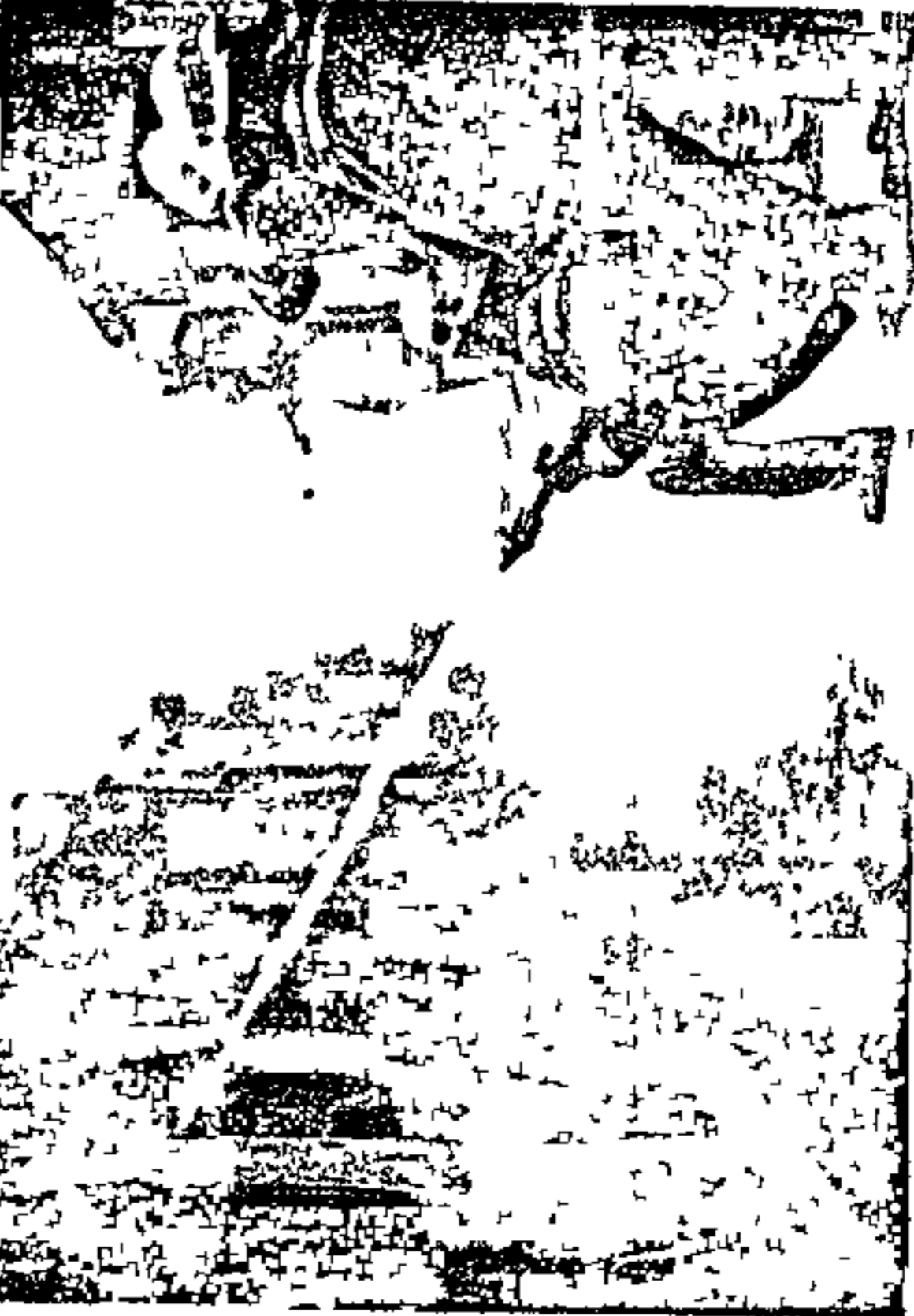
He said that at Braamfontein station on Thursday, several workers had massed at the running shed and moved to the platform with one aim - to attack commuters and strikers.



Trains burn

Damage to trains vandalised in the six-week-old railways strike has been estimated at R17.2 million. Four people have died and several have been injured.

Above, a train burns in Johannesburg. Firemen battle to extinguish the blaze.



SA prisons based on violence, says ex-Death Row man

By CONNIE MOLISI

THE government is calling on people to abandon violence but at the same time is running a prison system based on violence, according to recently-released Death Row inmate Menzi Thafeni.

He made the comment at a meeting organised by the Society for the Abolition of the Death Penalty in South Africa (SADPSA) to protest against the continued use of capital punishment.

"The worst time for us in the condemned section is when our fellow brothers are going to the cells, where they must wait for seven days before they go to the gallows."

Thafeni said it was painful when loved ones died because of accident or illness but the pain was terrible when a mother said goodbye to a child knowing he was not sick but would soon be dead.

SADPSA executive member and Wis law professor Etienne Muremuk, said the death penalty was the fourth evil - along with slavery, colonialism and racism - uniting the modern world in condemnation.

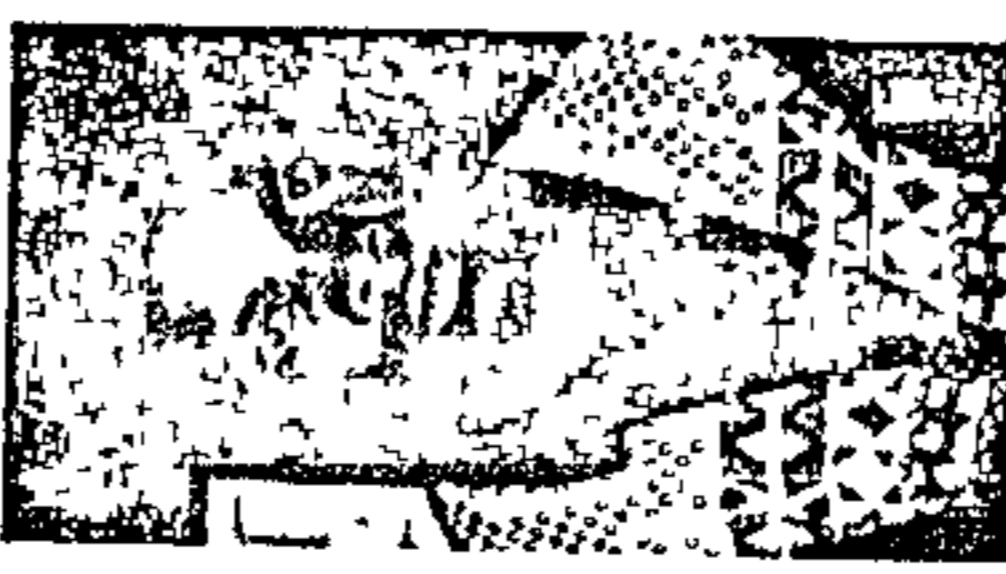
He said the abolition of the death penalty was becoming the standard by which to judge whether a country was civilised.

He said South Africa had one of the highest judicial execution rates in the world, despite having cut executions by two thirds in the past two years.

"Racial psychology begets the kind of contempt for people that makes it possible to hang seven human beings at a time," he said.

He called on the government to put a moratorium on further hangings while investigating the system of capital punishment.

Lawyers for Human Rights (LHR) member Shucks Sefanyatso said little co-operation has been received from the Department of Justice since Butana Nofome-la's claims on death squads were exposed.



Menzi Thafeni

Court order restrains priest, police and chief

By SELLO SERIPE

RESIDENTS of Acornthoek, near Bushbuckridge, have been granted a court order restraining a local priest, tribal leader and Lebowa police from assaulting and harassing them.

The order against the Rev P Pako chief Nkotobana Chiloane and the police follows an incident a fortnight ago when an armed mob allegedly burnt seven homes belonging to members of the local youth congress.

Other residents thought to sympathise with the Mass Democratic Move-

ment, were allegedly assaulted.

The interim order was granted last Sunday by the Pretoria Supreme Court in favour of Langson Modipane and Prince Lekoba - whose homes were burnt - and to Lawrence Mogakane and local Lebowa MP Lenos Mashile - whose homes were targeted by the mob.

The respondents have until December 27 to show cause why the order should be declared void.

Other homes burnt by the mob belonged to Jacques Modipane, Tumelo Mashego, William Searane, Sello Mogakane and Patrick Malebe.

Ellerine managers given a hearing

140A

SENIOR management at furniture group Ellerine is aware of branch managers' grievances and is investigating them.

Reacting to claims by some managers operating through a so-called management committee, Ellerine human resources head Pierre de Villiers says "We are dealing with the problems."

The management committee complained, through Business Times, of poor salary increases, lack of personal

By Don Robertson

transport, dismissals, disciplinary procedures, the absence of offices for managers, no lunch hours and the withdrawal of sales bonuses

They also objected to "favouritism" shown to members of the Commercial Catering Allied Workers Union of SA (Ccawusa).

It is thought to be the first time that middle management has objected to the treatment of union members

Ellerine has about 300 stores in SA and neighbouring states and employs about 6 500 people

Mr De Villiers says that through a series of internal employee surveys conducted this year several grievances were identified

An 18-point questionnaire was prepared and meetings between regional and area managers showed up the possibility of a "cultural problem" between senior management and branch bosses.

Strict

Two top-level discussions by senior management analysed these difficulties.

"Contact has been made with us and we are dealing with the problems," says Mr De Villiers

"We would have been happy to investigate these issues even if they had not been aired in the newspaper."

He concedes that Ellerine is perhaps more disciplined and strict than some other companies.

Ellerine is also in dispute with Ccawusa over retrenchment. Mr De Villiers says there are no plans for large-scale retrenchment.

Beer strikers licked

S/Times 10/12/89

RELIEF on many sides greeted this week's settlement of the strike at SA Breweries

Beer drinkers are assured of their pints over Christmas and SAB management is slowly letting out its breath, but members of the Food and Allied Workers Union (Fawu) are quietly licking their wounds

At the end of one of the most violent strikes for some time, the concessions they gained were not large, and their losses were heavy

The 6 000 workers who walked out on strike on October 11, hoping to secure wage increases of up to 32%, lost between R15-million and R20-million

in wages and benefits in 8½ weeks

The strike, which included a shaky nationwide beer boycott by blacks, did not budge SAB from its initial wage offer of 16%

WORST

Fawu assistant general secretary Mike Madlala describes the settlement as fair. Financial gains for union members amounted to an increase of a cent an hour in long-service allowances for some

The agreement included an across-the-board pay increase of 16%, backdated to November 17, and provided for the establishment of a joint indus-

trial relations initiative to help prevent a repeat of the violence which erupted during the strike

SAB spokesman Adrian Botha says the cost of the strike to the company was minimal because of contingency plans laid by management to shield it from the worst of the walk-out

"Sales were considerably up on last year during the strike, so it is impossible to estimate what we might have lost

"Part of the settlement included that workers would return between December 6 and 11. We expect the company to be in full production by tomorrow"

ADRIAN BOTHA cost to SAB minimal

140A

between all parties, it added "Only broad-based negotiations bringing together the true leaders of the different constituent parts of the South Afri-

The 12 leaders said significant advances on the road to peace had been recently made in war-torn Angola and Mozambique. — Sapa-Reuter.

Employer group puzzled by union threats

By Drew Forrest, Labour Reporter

The employer body Saccola takes "a very serious" view of trade union threats to intensify their anti-Labour Relations Act campaign, and will meet to decide its response this week.

The secretary of Saccola (SA Consultative Committee on Labour Affairs), Mrs Friede Dowie, said she was puzzled by the threats. Employers and unions had agreed on key issues in talks aimed at submissions to Government on the Act.

"We think we should make submissions on agreed areas, as changes are planned to the LRA next year and we're going to miss the boat. But the unions want all or nothing."

Last week Cosatu and Nactu announced proposals for a campaign next year involving stayaways, marches, the occupation of factories,

defiance of Industrial Court interdicts and the blacklisting of firms using LRA amendments

The proposals would be discussed at rallies. Criticising Saccola for dragging its heels, the unions hinted that SA Transport Services, the Commission for Administration and the SA Agricultural Union would be major campaign targets, because of their refusal to discuss union rights in the public sector and farming.

Saccola's Mrs Dowie also described as "childish and unproductive" an attack on Barlow Rand

Accusing Barlows of leading an attack on national bargaining and worker rights to collective action, the unions said the group was likely to be the target of a campaign early next year

Mrs Dowie stressed that Saccola represented a range of employer bodies and "rejected with contempt" any move to single out companies

140A

Star 11/12/89

SATS man hurt in blast

CNA Times 11/12/89 Staff Reporter *1/20A* *(11/12/89)*

A SATS worker was admitted to Woodstock Hospital yesterday morning after he was injured when an explosion rocked the SATS bus he was apparently loading at Langa railway station.

It is believed the bus was petrol-bombed. The worker, Mr Frederick Snyman, sustained burns on one arm and his back. A hospital spokesman said he was not seriously injured.

The incident is believed to be related to the strike by an estimated 1 600 SATS workers in the Western Cape, concerning the recognition of the SA Railways and Harbours Workers Union (Sarhwu) and wages.

80 strikers hurt in clashes

Staff Reporters
and Own Correspondent

About 80 people were injured in violent clashes between striking workers and police at the Boerstra Bakery in Pretoria early yesterday. *Star 11/2/84*

Colonel Vic Haynes, police liaison officer, confirmed the incident, saying about 200 people had been arrested during the police operation

According to Food and Allied Workers Union organiser Mrs Ella Mnguni, about 900 workers went on strike yesterday over commission for drivers and other grievances, which were first raised with management in January this year

After four meetings with management failed to settle the dispute, striking workers decid-

ed to sleep in the factory.

Mrs Mnguni said a supervisor had called police after complaining that strikers' singing was disturbing residents in the area.

More than 50 policemen arrived at the factory and tear-gassed and baton-charged workers without first warning them to disperse, she said

"The operation lasted 1½ hours. People were lying everywhere and being beaten."

Colonel Haynes said police had reacted to a complaint of workers disturbing the peace and asked the large group of singing and shouting strikers to disperse.

"After being attacked by the workers with, among other

things, bread crates, police moved in with batons and tear-gas. At least five policemen were slightly injured," he said.

Of the 80 strikers treated at the Kalafong Hospital, 50 had already been discharged, said superintendent Dr J A Kunzmann

"The others are being treated for aches and pains and 'bruising,'" he said, adding that all the injuries appeared to be minor.

In a statement Boerstra management said the strike had been illegal.

"It started as a wildcat strike with staff members staying on the premises and refusing to negotiate with management. We have yet to determine the grievances which prompted the strike."

Merger ^(INOP) strengthens the TGWU

stow 11/12/89
Labour Reporter

A trade union merger has brought 5 000 new members to Cosatu's Transport and General Workers Union

At its recent congress, TGWU joined forces with the Zakheni Transport and Allied Workers Union, a breakaway from Nactu's transport affiliate.

A union spokesman also revealed that TGWU's long-serving general-secretary, Ms Jane Barratt, was standing down. Mr Nathi Nhleko, from the northern Natal branch, replaces her.

Mr Alfred Ndlovu, currently serving a five-year terrorism sentence on Robben Island, was confirmed at the congress as the union's vice-president

Mrs Nomsa Chope was elected TGWU treasurer

Bomber blows himself up as two men die

Station blast tied to railway strike

Star 12/12/89
140A

Staff Reporters

Police have linked the explosion at Johannesburg Station late last night in which two men were killed to the strike by members of the South African Railway and Harbours Workers' Union.

The fatal blast brings to at least seven the number of people who have died in strike-related violence in the six weeks of the strike.

Sats has also suffered losses of at least R20 million in coaches burnt out in strike violence. A passenger coach was destroyed by fire at Angus station on the East Rand last night. Two derailments of rolling stock have also occurred that have been blamed on strike action.

At least 11 000 strikers have been dismissed, of whom 2 641 were sacked in the Transvaal and Natal yesterday, and strikers have lost at least R16 million in pay since the strike began.

Sats and Sarhwa remain deadlocked. Sarhwa general secretary Mr Martin Sebakwane said the Mass Democratic Movement would meet today to plan new initiatives in the strike.

In the Johannesburg Station explosion, one man was badly mutilated and could not be identified. In the second explosion near the financial headquarters of Sats, damage was minimal and confined to shattered windows.

Picture on Page 2

The first explosion, near the entrance to the station, took place at 11.25 pm.

The second happened 12 minutes later.

The second limpet mine to explode was apparently placed first and police believe one of the men who died in the blast was responsible.

The two dead men have not yet been identified. One of them, a black man, was badly mutilated. The other, believed to be

Indian, sustained severe burns.

Witwatersrand police liaison officer Captain Eugene Opperman said one of the dead men at the station was suspected of carrying the bomb, while the other man was apparently a passerby.

Police were at the station about 10 minutes after the explosion, and later cordoned off the Rissik Street bridge near the station and the building to the public.

A man who was on the scene of the explosion minutes after it occurred told The Star "The one man was totally mangled - his head and his leg are off."

A resident who lives on the corner of Bok and King George streets said he was asleep when he heard a huge explosion.

"I went to the scene and saw the body and a man's head. It was horrible."

A young couple who live in Jeppe Street, three blocks from the station, also heard the blast. "Since we have lived here there have been about six bomb explosions, we know the sound by now."

ARGUS 12/12/1977 (140A)

Sats sacks another 2 461 railway strikers

The Argus Correspondent

JOHANNESBURG — Another 2 641 railway strikers have been sacked — the largest single number since the strike started six weeks ago.

And in another development yesterday Sats confirmed that fresh labour unrest had erupted in Kimberley, where workers appeared to have ended their strike. About 300 workers downed tools.

Mr Martin Sebakwane, SA Railway and Harbour Workers' Union secretary, warned that the Mass Democratic Movement had noted the dismissals and would be discussing them.

He referred to a resolution of the Conference for a Democratic Future pledging support

for strikers.

Mr Sebakwane also said the union was considering legal action on the dismissals "now that Sats has abandoned the path of negotiation".

According to Sats spokesman Mr Frikkie Stevenson, 11 544 strikers have now been dismissed.

A total of 13 179 workers remained on strike, although included were more than 2 000 in the Pretoria area who were "too frightened" to come to work.

News in Brief

Chp 11/15 12/12/89
Sactwu wage increase *(1401)* *(303)*

ABOUT 4 000 Western Cape textile workers have accepted a 70c across-the-board hourly wage increase following mediation between employers and the SA Clothing and Textile Workers Union (Sactwu).

SATS ^{CAP-1}
fires ^{12/12/89}
another
2 600 ^{120A}

JOHANNESBURG
South African Transport Services fired another 2 641 striking workers yesterday and reiterated its threat to fire the remaining 10 884 strikers

SATS spokesman Mr Alan Lubbe said damage to the company's property had exceeded R20 million

The number of strikers did not include 2 295 workers from the Northern Transvaal region who downed tools on Friday demanding protection from SATS and the SAP against intimidation, he said

"These people are not part of the Railway and Harbour Workers' Union strike

"They demanded nothing else but protection and did not arrive for work today," Mr Lubbe explained

● In Cape Town police allegedly prevented striking workers without valid railway tickets from boarding trains at two Khayelitsha stations — Sapa

Sats sack another 2 641 striking staff

Stow

12/12/89
Labour Reporter

South African Transport Services yesterday sacked another 2 641 railway strikers — the highest single number since the strike started six weeks ago

In other developments,

- A goods train was derailed near Stanger in Natal on Sunday. Police suspect sabotage.
- Sats confirmed that fresh labour unrest had erupted in Kimberley, where workers had seemed to have ended their strike.

Mr Martin Sebakwane, SA Railway and Harbour Workers Union (Sarhwu) general secretary, warned that the Mass Democratic Movement had noted the dismissals.

Mr Sebakwane also said the union was considering legal action on the dismissals.

Sats spokesman Mr Frikkie Stevenson said 11 544 strikers had been dismissed.

More than 13 000 were still on strike including about 2 000 in the Pretoria area "too frightened" to go to work.

Sats boots out more strikers

Sowetan

12/12/89



THE South African Transport Services yesterday fired about 2 600 railway strikers, bringing the total of dismissals since the strike started last month to 11 500.

Sats has threatened to fire all their Durban workers unless they return to work. Natal regional manager Mr Andre Fourie said yesterday

A Sats spokesman said 2 295 of the railway strikers were staying away from work in Pretoria "because of intimidation".

By LEN MASEKO and Sapa

He said these employees had indicated that they would not return to work unless "police protection has been arranged for them

SA Railway and Harbour Workers Union official Mr Elliot Sogoni said his union was not aware of the incident

Sogoni said Sarhwa did not recognise the dismissals because the union was still in dispute with Sats

Fourie said at a Press conference that Sats

would not negotiate wages under any circumstances

He said Sats was investigating the possibility of suing unions for the R20 million damage Sats had suffered nationwide since November 6

Sats would dismiss those still on strike as fast as the administrative work could be completed

Dismissed workers would not be given their jobs back but could apply to be rehired

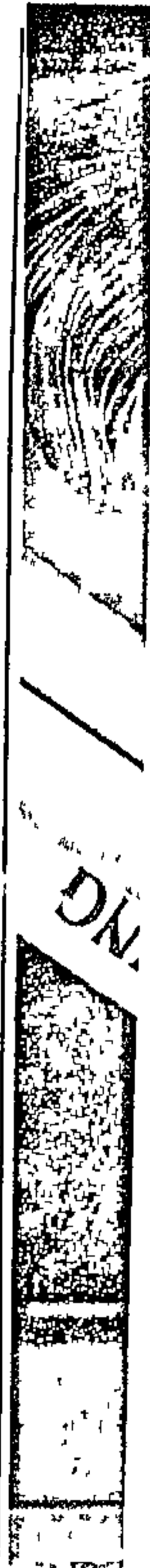
Mr Vic van Vuuren, Sats' director of labour relations, said from Johannesburg that under

no circumstances whatever Sats discuss the wage situation as it was not negotiable

This was because the current wage agreement has been negotiated with the recognised trade unions - which represented 150 000 members - and because the current strike had been called by the unrecognised SA Railways and Harbours Workers' Union

The minimum wage is between R575 and R620 a month for a 45-hour week.

Sarhwa is demanding R1500



Mob burns man to death in day of Sats violence

By ANDREA WEISS and JOHN YELD
Staff Reporters

EMERGENCY UPDATE

A MAN was burned to death by a mob, several people were wounded in clashes with police and three railway coaches were set alight in incidents in Cape Town yesterday

yesterday after attending a meeting at the Sactu hall in Salt River

According to the police unrest report the unidentified man was burned to death by a mob at Salt River station yesterday afternoon

According to police spokesman Major Reg Crewe, a large group of men with sticks, knives and pangas approached control points at Salt River station and tried to force their way through without tickets

About the same time, police and employees of a private security firm employed by Sats opened fire on a group of striking Sats workers at Salt River station, wounding 53. Three were seriously hurt

"They were warned to put down their weapons and to go through in an orderly manner. They ignored this and stormed the control point while displaying their weapons," he said

Three railway coaches were set alight — one on platform 17 at the main Cape Town station, one at Netreg station, near Bonteheuwel, and one at Lentegeur station, Mitchell's Plain. Damage was reported to be slight

Major Crewe said police used rubber bullets and birdshot while employees of the private security firm fired live ammunition from revolvers

● Unrest report, page 3.

Press curbs

The clash between police and railways workers at Salt River occurred when members of the South African Railways and Harbour Workers' Union, were on their way to the station about 130 pm

In terms of the emergency regulation report, comment and pictures may be restricted

Staff Reporters

Further arson attacks on rolling stock were reported today by South African Transport Services as the Sats strike continued

Widespread strike violence continues

Countrywide outbursts of violence coincided yesterday with the sacking of a further 1073 Sats workers, bringing to more than 13 000 the dismissals during the six-week strike deadlock involving Sats and the South African Railway and Harbour Workers' Union (Sarhwu)

Early today

Mr Stevenson said a total of 24 coaches, with a replacement value of close to R25 million, had been destroyed since the strike began

Police said that at Salt River station in Cape Town at least 11 people were injured after rubber bullets had been used to disperse a crowd

However, other reports alleged that as many as 54 workers were injured, three serious-

Sats spokesman Mr Frikke Stevenson said 10 642 workers remained on strike

DESTROYED

A motor coach had been destroyed by fire and a suburban passenger coach damaged in Wadeville, Germiston, last night, he said At New Era station on the Soweto line, another passenger coach was burnt out and a motor coach damaged

On the West Rand, four train drivers and two passengers were injured when a grenade was thrown from a train at New Canada station

In Natal, many striking rail-

men were injured when non-strikers led by white supervisors attacked a union meeting in Empangeni yesterday, Congress of SA Trade Union (Cosatu) members alleged

Police confirmed there had been a clash Reacting to allegations that policemen stood by during the raid, a spokesman said he could not confirm that police had been present

OVERALLS

Cosatu's Mr Vusi Sibiya said about 300 men wearing Sats overalls and armed with knobkerries and bush knives attacked SA Railway and Harbour Workers Union members at union offices in Empangeni yes-

terday morning They were led by about 20 white men who were known railways employees, he said At least four workers had been taken to hospital

The Salt River shootings occurred when Sarhwu members were on their way to the station after attending a meeting at the nearby Sactu Hall

Groote Schuur Hospital confirmed that 14 people had been admitted

One was in a critical condition and two were serious, a spokesman said

Six would require surgery, three would probably be discharged and by 6 pm yesterday three had not yet been assessed

A further 39 strikers were treated by private practitioners for wounds caused by birdshot and rubber bullets A doctor said none of the men had been seriously injured

A cafe owner said shooting lasted for three to five minutes

Holiday week to

Police

CAPT TINTS 13/12/89

fire on

strikers:

14 hurt

By CHARL DE VILLIERS

POLICE yesterday opened fire on 1 000 SATS strikers at Salt River station, wounding 14

However, unofficial sources said 54 strikers were wounded, one of them critically

Police fired birdshot at the strikers.

The shooting followed the death of two people in one of two Johannesburg explosions — which were linked to the violence-torn strike — and another blast between Bishop Lavis and Bonteheuwel stations yesterday

Attorney Mr Essa Moosa confirmed last night that at least five wounded men were being treated under police guard in Groote Schuur Hospital following the police action at Salt River station.

And police spokesman Colonel H B Heymans confirmed that 14 people were injured after police used rubber bullets and birdshot to disperse the group

He said a large group of blacks "wanted to board a train at Salt River without paying".

The group was armed with knives and iron pipes and were allegedly aggressive

"They ignored police warnings to disperse and stones were thrown at the police," Colonel Heymans added

He said of the 14 people injured, eight were hospitalised

Police were investigating reports of members of a private security firm employed by SATS allegedly

● Bomber's arms cache found — Page 3

From page 1

firing at the group

According to a South African Railways and Harbours Workers' Union (Sarhwu) spokesman, police opened fire "without warning" on the crowd of workers returning from a union meeting in Salt River.

Denying that there had been any "clashes", the Sarhwu spokesman said he was "adamant" that no warning had been given by police and that shots had been fired at men who were fleeing

A Groote Schuur Hospital spokesman said yesterday that 15 men with wounds resembling those inflicted by birdshot were admitted to the hospital.

One was in a critical condition.

Six more people were injured yesterday afternoon in one of the Johannesburg blasts, which occurred at New Canada Railway station in Soweto. A handgrenade exploded after it was thrown from a moving train

Police said four of those hurt were engine

drivers. Damage to the station was not extensive.

Early yesterday another blast ripped up a section of track between Bishop Lavis and Bonteheuwel stations, but there was no proof linking it to the strike

Thousands of early-morning commuters were left stranded after 30 trains were cancelled and repair crews battled to fix the section of line destroyed by the explosion at 2.08am, SATS spokesman Mr Brian Lotter said yesterday.

All train movements between Langa and Kapteynsklip and Langa and Khayelitsha were stopped until about 7.30am, as was the service between Bonteheuwel and Bellville.

● SATS continued its crackdown on strikers yesterday when another 1 073 were dismissed, ac-

Salt River station shootings: Strikers reject police version

17266-1
14/12/89

By ANDREA WEISS
and JOHN YELD
Staff Reporters

THE South African Railway and Harbour Workers' Union (Sarhwu) has rejected a police version of events at Salt River station earlier this week when more than 50 people were injured — three seriously — after police and private security guards opened fire on striking Sats workers

According to the police version of Monday's events, a large group of men carrying sticks, knives and pangas approached the control points at the station and attempted to force their way through without tickets

Police said the men "stormed the control point displaying their weapons" and that police used rubber bullets and birdshot while employees of the private security firm

fired live ammunition from revolvers

However, Sarhwu said in a statement that about 1 800 strikers had been returning from their normal daily meeting in a peaceful manner and that riot police had allowed many of them onto the station before opening fire without warning

POLICE GUARD

Twelve of the injured are under police guard in Groote Schuur Hospital and those who are fit enough are expected to appear in court tomorrow, according to Sarhwu lawyers

● The Sats strike needed to be resolved "urgently" as it was doing "incalculable harm" to industrial relations in South Africa, according to Democratic Party spokesman on manpower Mr Tony Leon

The DP deplored in the

strongest possible terms the "violence and lawlessness" which had characterised the strike in the past month and was also dismayed at the "intransigence" of Sats management, he said

The strike could also pose long-term damage to related issues such as the privatisation of Sats, Mr Leon added

"Strike violence against Sats property and rolling stock, now estimated to have exceeded R25-million in damage, should be seen as misdirected, since it has damaged assets of state which belong to all the people of South Africa"

"According to our information, there have also been individual acts of violence and harassment by strikers against non-strikers and by vigilante groups of Sats workers against strikers. This cycle of violence must end," said Mr Leon

Durban port operations hit by strike

Labour Reporter

Durban harbour is operating only 12 hours a day and shipments are being delayed by a labour shortage due to the SA Transport Services workers' strike shippers told a businessman who contacted The Star yesterday.

This is the first clear sign that the strike is hitting strategic services

Sats and the SA Railway and Harbour Workers' Union (Sarhwu) are believed to have met last night in a fresh bid to break the strike logjam. Sats would not comment on the reports.

In another development, a further 2 477 strikers were fired yesterday, mainly in the Natal region. More than 15 000 workers have been fired in all but the dismissals tactic does not seem to be weakening the strike.

Mr Colin Cormack, who described himself as a "one-man business", said a shipment due to leave Durban for Europe on December 10 had been delayed to today and then December 19.

STEVEDORES

"The shippers wrote to me to say that the port was only operating between 6 am and 6 pm and that their stevedores were having to organise casual workers to prevent a total collapse of port operations"

In a subsequent telephone conversation, the shipping company had said the situation in the port was chaotic, he said Sats had not commented at the time of going to press.

● The Democratic Party's deputy manpower spokesman, Mr Tony Leon, yesterday attacked the "intransigence displayed by Sats' management" over the rail strike and called for the urgent resolution of the dispute

He also deplored the "violence and lawlessness" which had marked the strike

ation

WE TO UNASS



140A

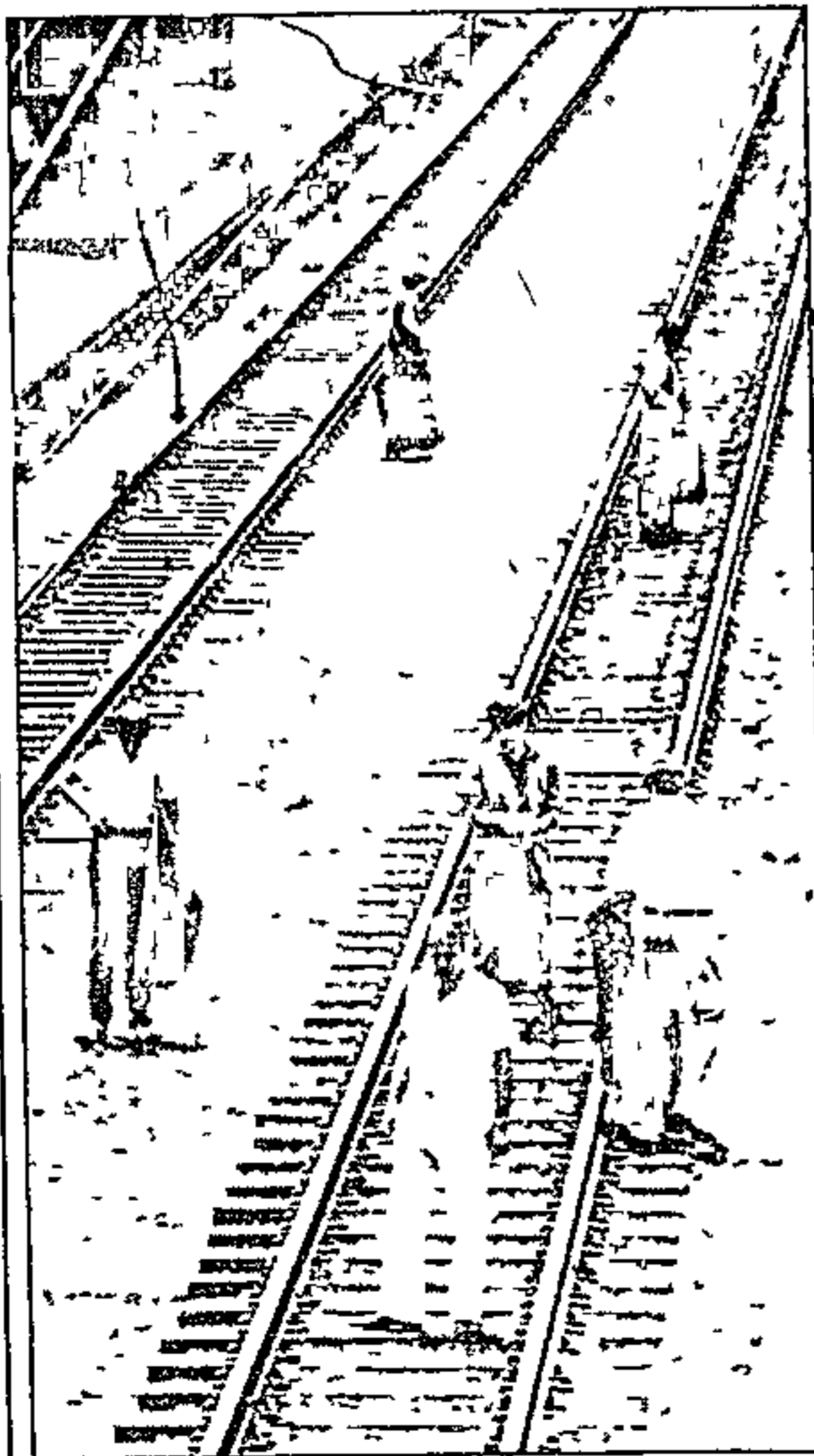


Star

17/12/89



Menacing Two Sats workers — one ready for trouble — at Braamfontein, Johannesburg, railway station yesterday More than 15 000 workers have been fired during the violence-hit strike



Cleaning up Schoolchildren pick up rubbish on the Braamfontein railway line
● Picture by Stephen Davimes

Children fill in for absent rail workers

Star 14/12/89
140A
By Louise Burgers

Schoolchildren and clerical workers in the South African Transport Services (Sats) are being used to fill the positions vacated by striking workers

Sats spokesman Mr Frikkie Stevenson said 82 children were presently being employed as casual workers with their parents' approval in safe places where there were security personnel

Many parents approached Sats and asked if we had jobs for their children during the school holidays Most have just finished school and are waiting to go into the army or start work

"I must stress that their safety is a priority We are using them to deliver parcels and in cleaning jobs"

The Star came across several youngsters picking up litter on the railway lines at Braamfontein Station They were pleased to be earning money during the holidays

There are also 600 other temporary personnel being employed to fill the gaps

MOW MILD



Special
BENSON & A

Strike: SATS use children

CML Texts 14/12/89 140A 100

Own Correspondent

JOHANNESBURG — Schoolchildren have been hired by SATS to clean railway tracks and coaches as the violence which has characterised the six-week-old strike escalated and SATS continued firing striking workers

A special constable died after he was thrown from a moving train near Katlehong on the East Rand, where two coaches were also extensively damaged

SATS spokesman Mr Frikkie Stevenson said 82 children over the age of 16 — most of them matriculants — were employed for the Christmas holidays to help carry parcels in SATS' depots and to clean trains and tracks

The children were taking the place of unskilled striking employees

Mr Stevenson stressed the youths were being protected by security guards

A total of 2 477 strikers were dismissed in Natal and Johannesburg yesterday, leaving 8 379 workers still on strike

Mr Stevenson said the figure did not include 2 211 workers in Pretoria who had stopped work "for fear of intimidation"

Altogether 15 094 have been dis-

missed since the start of the nationwide strike on November 2

In Athlone, three trains were set alight in separate incidents, but little damage was caused

In Johannesburg, police dispersed a crowd of about 50 at Mayfair railway station. There were no incidents and those who had gathered left peacefully

Our Durban correspondent reports a suburban train was derailed yesterday on Natal's North Coast after the line had been tampered with. No one was injured but there were delays of up to four hours on the line

SATS said nine motor coaches valued at R13,5million and 16 suburban coaches worth R12m had been destroyed by fire. Four motor coaches and 29 suburban coaches had been damaged

Sapa reports one person was in the intensive care unit of Groote Schuur Hospital in a "fairly stable" condition after police fired rubber bullets at a group of strikers at Salt River station on Tuesday

A hospital spokeswoman said 14 patients were seen and three were discharged after treatment. Eleven patients were admitted, but five were discharged later



Picture: ANDREW INGRAM, The Argus.

PROTEST BANNERS: Chanting City Park Hospital workers and union members demonstrate outside the hospital in support of 113 workers dismissed in August.

Dismissed hospital workers stage city protest march

By STEWART ALCOCK
Staff Reporter

ABOUT 200 chanting City Park Hospital workers and union members, waving banners and placards demanding a "living wage", marched through Cape Town in support of 113 workers dismissed in August.

Yesterday's march was called by the National Education, Health and Allied Workers' Union, whose representatives presented a petition listing the dismissed workers' grievances to City Park Hospital manager Mr Alan Matthews.

They have had no financial support since their dismissal on August 22 for striking over claims of low pay and poor working conditions.

The union claimed that since their dismissal the management had stalled attempted reconciliation talks.

The march was organised when the latest talks, due to be held with a representative of the hospital's executive committee next Monday were postponed until January.

The hospital claimed there were no flights available from Johannesburg for executive committee members, the union said.

Mr Matthews declined to comment on the dispute.

The march, sanctioned by the chief magistrate of Cape Town, started at St George's Cathedral and proceeded to the hospital.

Four union representatives were allowed into the hospital

to present their petition to Mr Matthews.

The petition was signed by hundreds of workers and union supporters, including at least 60 doctors who are members of the National Medical and Dental Association, demanding reinstatement of all the workers and a living wage.

An association spokesman described the pay as "starvation wages".

"The way the administration has handled this episode reflects badly on the whole medical profession," said association chairman Dr Stanley Levenstein.

He said the least they were asking for was immediate negotiations between the hospital and the dismissed workers.

argus 14/12/89
1407

Sats accuses the union. And the union accuses Sats

140R

W. M. L. 15-20/12/89

STRIKING railway workers have accused the South African Transport Services of mounting a co-ordinated campaign of violence to smash the six-week transport strike

Armed members of staff are being used to patrol stations and evict workers from their hostels, say shop stewards from the South African Railway and Harbour Workers' Union (Sarwhu)

There are also widespread reports of strikers attacking workers who have not joined the industrial action. Police reported that a man died after being set alight at the Salt River station in Cape Town on Wednesday

Sarwhu shop stewards in Germiston yesterday said that armed men dressed in brown overalls were patrolling stations on the Reef and asking people for proof that they had paid their fares

The unionists say sacked strikers have been handed letters giving them 24 hours notice to vacate their hostels on the Witwatersrand

"At Central Rand Hostel (Benoni) 'scabs' armed with sticks and metal bars are used to evict workers who refuse to leave," said a shop steward.

Sats representative Frikkie Stevenson rejected the allegations

But *Weekly Mail* reporters yesterday saw scores of Sats staff in brown overall patrolling platforms at the Braamfontein station, Johannesburg

The unionists said Sats was using loyal staff members to crush the networks that union members rely on to mobilise support for the strike. Strikers have received consumer solidarity in the form of a fares boycott.

Carmel Rickard reports from Durban that at least four people were seriously hurt and was one admitted to the intensive care unit of a Durban hospital, after an attack by armed men wearing Sats overalls on the offices of the Congress of South African Trade Unions in Empangeni

Union officials, who are investigating possible legal action, said the violence erupted on Tuesday morning when about 300 men armed with sticks and knives, attacked the offices which house more than a dozen Cosatu affiliates. In the offices at the time were some of the hundreds of workers in Empangeni who are involved in the transport strike.

Union officials said most of the attackers were wearing brown Sats overalls and that among them were about 20 white men, also armed.

Striking workers said they could identify many of the attackers as Sats workers who have not joined the strike — or who joined and then went back to work, while the whites were foremen and supervisors

Vusi Sibiyi of the National Education, Health and Allied Workers Union, who was in the building at the time of the attack, said he had confirmed at least four people were taken to hospital, one of whom was in the intensive care unit.

He had heard reports that others hurt in the incident did not report to any hospital and went into hiding, fearing further attack

Union officials claimed the attackers were seen leaving from their

By EDDIE KOCH and PHIL MOLEFE

workplace and going back there after the attack. The officials said this meant management must have known about, if not approved the attack

The *Weekly Mail* made repeated attempts to obtain comment from management but failed

There is no sign of an end to the strike although there are reliable reports that low-key contact between the union and management has been set in motion in a bid to reach a settlement

There were a series of other violent incidents this week connected to the strike which, according to Sats figures, has already claimed 11 lives

● A striker was critically injured and 54 hurt when police fired on a 1 000-strong crowd of workers at Salt River station, Cape Town, on Tuesday. Sarwhu officials say the attack was unprovoked and police gave no warning. Captain Roy Bloomberg said police acted to disperse two groups of "clashing" workers

● The police unrest report yesterday said a man died after being set alight at Salt River

● Two African National Congress guerrillas died after being blown apart while placing a limpet mine at the Johannesburg station on Tuesday night. It is not clear that this incident was connected to the strike.

● Six people, two passengers and four engine drivers, were injured at New Canada station in Soweto when a handgrenade was thrown at them from a moving train on Tuesday.

Stevenson said Sats had sacked 17 315 strikers by yesterday.

'No police warning'

Cont. 71173 15/12/89

(40A)

Witnesses tell of city clashes

Labour Reporter

WITNESSES to Tuesday's shooting at Salt River station — in which 54 people were injured — claimed this week that they heard no warning before police fired on railway strikers at "at close range"

The witnesses, all people who work within sight of the scene, near the corner of Foundry and London roads, Salt River, gave their accounts in interviews with the Cape Times on Wednesday

One said that after police had fired on the crowd, items of clothing, shoes and packets were left strewn on the road "It looked like a scene from (the film) Gandhi."

According to the official police unrest report issued on Wednesday, police warned a crowd who were intent on boarding trains without buying tickets, to lay down their weapons

The crowd ignored the warning and stormed forward. Police opened fire with birdshot and rubber bullets

Police also fired at a smaller group who had broken through the ticket barrier and were throwing stones and bottles at policemen

Replying yesterday to witnesses' allegations, police spokesman Major Reg Crewe said police "abided by the official unrest report" issued on Wednesday

Recounting their impression of events on Tuesday, witnesses said they saw police, some armed with shotguns, standing at the Foundry Road entrance to Salt

River station about 1pm

They said they saw a large group, some of whom were singing and dancing, walking down London Road towards the station

Some in the crowd — estimated by the SA Railways and Harbour Workers' Union at 1 000-strong — were seen wielding "planks" and sticks while others waved rolled up newspapers.

Witnesses said they saw no pangas or knives. The crowd was blocked at the station gate and shots rang out

"Without issuing a warning, police suddenly shot at the people in front at close range," a witness claimed

The crowd scattered, some fleeing up London and Foundry roads and others running into nearby shops for shelter

Police were then seen firing at people throwing stones from a nearby pedestrian bridge spanning the railway lines

One person who was shot is in a "fairly stable" condition in Groote Schuur Hospital's surgical intensive care unit, a hos-

pital spokesman said

The spokesman said some of the wounded had been hit from behind, and others had injuries "consistent with birdshot fired from close range"

The unrest report said private security guards hired by SATS had also fired shots from revolvers.

SATS spokesman Mr Brian Lotter confirmed yesterday that armed security guards from CIPS Security Guarding had been on duty at Salt River station on Tuesday

CIPS managing director Mr Kenny Uytendogaardt refused to comment.

Commenting on the witnesses' claims, Major Crewe said police rejected allegations that nobody in the crowd was armed "In our unrest report we stated that police took possession of numerous weapons"

Police had admitted that birdshot was used and had "no argument" with witnesses' claims in this regard

Reiterating that police had first

warned "the mob" to lay down their weapons and move through the ticket barrier in an "orderly fashion", Major Crewe said the warning was ignored and "the mob stormed the control point"

"At this stage no further warnings were given as the police were forced to act to ward off the attack and disperse the mob"

If bystanders were caught up in the situation they could lodge complaints with police, Major Crewe assured.

● The unrest report of December 13 reads "A large group of blacks approached a control point with the apparent intention of boarding a train without paying (this has been a tactic of some strikers)"

"The group was aggressive and armed with an assortment of weapons (sticks, pangas, knives etc) Police warned them to lay down their weapons and move through the control point in an orderly fashion.

"Instead of obeying, they stormed the control point. Police used rubber bullets and birdshot to disperse them. Members of a private security firm employed by SATS also fired a number of shots

"The majority of the crowd fled towards the main road but a smaller group broke through the control point and threw stones and bottles at the police. Birdshot was again used to disperse this group. Police took possession of numerous weapons after the group had dispersed. A total of 14 injuries were reported to the police"



DISPUTED WEAPONRY... Constable C J de Jager of Woodstock police station examines an assortment of weapons allegedly retrieved by police after 54 people were wounded by police gunfire at Salt River station on Tuesday

Picture RICHARD BELL

Shooting:
Injured 8

17 000 Sats strikers have been dismissed

More than 17 000 railway strikers have now been fired by SA Transport Services, after the dismissal of another 2 221 workers across the country yesterday.

Sats said 8 902 workers remained on strike but stressed that strikers and dismissed workers together constituted only 28 percent of Sats' general worker complement

● It is reported that police dispersed a meeting of about 1 000 Sats workers at union offices in Pretoria yesterday

● Two houses in Daveyton, Benoni, which belong to two non-striking Sats employees, were petrol bombed on Wednesday — Labour Reporter.

mail 15/12/89.

mail 15/12/89.



ire ... singing the anthem

changes; he is responding to the situation on the ground created by our people. Thus he opens the beaches after our people have already done so; and he is going to unban the ANC, but we've done so already."

The conference further sends a very clear message to De Klerk rejecting his idea of a great indaba, as well as a black election, to choose leaders.

"He can't escape our demand for a constituent assembly based on one person, one vote." We'll see. ■

SATS STRIKE (S) (140A) (S)

Season of ill will

In the end, the Sats strike will probably see the SA Railway and Harbour Workers' Union negotiating simply to regain the jobs of about 12 000 fired members.

If so, it will mean that a second major strike by a Cosatu-affiliated union will have

proved almost futile. It has achieved little more than economic hardship, chaos, pain and the loss of life.

The eight-week Breweries strike ended recently after the Mass Democratic Movement intervened, withdrawing its support for 5 500 striking Food & Allied Workers' Union members, and effectively ending a somewhat pointless strike and beer boycott that fizzled out.

The strikers got no more money than the company offered and even conceded to waive an Appeal Court ruling that overtime work was voluntary. At least eight people died.

Will the Sats strike echo this? Sats certainly won't be granting a wage increase — it already did so after negotiations in June with 12 unions representing 130 000 out of 177 000 employees. (The union on strike says it represents 45 000 employees but Sats' figures show only 22 500 are involved.)

A union spokesman says the violence surrounding the six-week strike has claimed the lives of four unionists while 12 have been seriously injured and more than 100 suffered minor injuries.

The spokesman says that "every day" union leaders call on members not to compromise strikers' discipline and the chances of negotiation. He accuses the police of supporting vigilantes who have attacked strikers and travellers.

Sats, like SAB, believes its increases are generous. Spokesman Alan Lubbe says they averaged 10% with "the general worker" getting up to 27%.

The union, meanwhile, has begun a climb-down on wage demands. Spokesman Elliot Sogoni says it has decided to make its demand for R1 500 a month (up from a R600 minimum) flexible — which means that it will take less.

The MDM is also poised to intervene again though, at its Conference for a Democratic Future at the weekend, it resolved to support any union opposing privatisation for fear of lay offs.

Recognition of the union, originally an issue, is now also apparently history. It has applied to register — 14 months after Sats got the union to sign an agreement that it would do so, and proposed to recognise the union on a regional level on condition it had more than 40% representation.

"For some reason they don't want to follow the standard path and register like most of the Cosatu unions have done," Lubbe says. He suggests the union wants "a shortcut to recognition."

Sogoni says the union still wants Sats to grant maternity leave for the "lady comrades," to negotiate a grievance and retrenchment procedure, and provide better safety measures.

All this at a cost of seven deaths, hundreds of injuries, R20m in lost pay, R20m-worth of torched railway coaches, the derailling of two goods trains and the indirect costs of at least three bomb blasts, one of which killed a passer-by.

Sogoni says the union is prepared to return to work immediately but Sats must agree to reinstate strikers and not use its disciplinary procedure against them. Lubbe says Sats has

already proposed arbitration — with the mutually agreed arbitrator's decision as final — but that those who used intimidation and harassment are still to be subjected to investigation.

Sats, meanwhile, says it has felt the effects of the strike but that all main lines and services are operating adequately. It adds this should be maintained over the Christmas holiday period. ■

Sacked

Sacked 15/12/89

1400

1400

1400

1400

THE South African Transport Services fired more than 2 200 striking workers yesterday, the SABC-TV news reported last night.

This brings to more than 10 000 the number of sacked employees so far since the bloody strike started more than a month ago.

More than 8 000 other workers are still on strike.

Workers are demanding a minimum monthly salary of R1 500 -Sapa

Hawkers' party

THE South African Black Hawkers and Informal Business Association will host a party for its members in Daveyton tomorrow.

It will be held at Timken swimming pool.

CAP TIPS 15/12/89

17 000 fired in 7-week SATS strike

Own Correspondent (1401)
JOHANNESBURG. — More than 17 000 SA Railway and Harbour Workers Union (Sarhwu) members have been fired and damage to SATS property has reached R37 million.

The strike today enters its seventh week with prospects of an early settlement apparently remote.

Management yesterday dis-

missed 2 221 workers in the southern Transvaal, Natal, northern Transvaal and Western Cape.

SATS spokesman Mr Frikkie Stevenson said 8 902 workers were still on strike

The figure included more than 2 000 workers in Pretoria who had stopped work for fear of intimidation, he said.

Earlier SATS said 72% of 80 108 black employees were at work.

Natal has been hardest hit by the strike with 64% of workers on strike, followed by northern Transvaal 31%, southern Transvaal 30%, Western Cape 12%, Kimberley 11%, Bloemfontein 10% and northern Natal 7%. The percentages include workers who have been dismissed.

Sarhwu has consistently claimed higher strike figures.

● Salt River shooting — Page 9

Strike costs Sats R37m

PROPERTY losses incurred by the South African Transport Services since the beginning of the strike by about 22 000 railway workers totalled a staggering R37 million, a Sats spokesman said yesterday

Mr Alan Lubbe said the strikers, all members of the SA Railway and Harbour Workers Union, have lost R16 million in wages to date

Three railway trucks were set alight on Wednesday as the number of dismissed strikers rose to about 17 315 Yesterday, SATS management fired a further 2 322 workers

Sarhwu's general secretary, Mr Martin Sebakwane was not available for comment. The union

has rejected the dismissals saying it is still in dispute with the parastatal over wage demands and the issue of its recognition

Lubbe said 8 902 railway employees were still on strike

A total of 24 coaches, with a replacement value of close on R25 million, have been destroyed since the strike started on November 2

Negotiations between Sarhwu and Sats have deadlocked, with Sarhwu accusing management of failing to make any wage offer. No further talks are planned between the two parties



14/01

Secretary
15/12/89



Sats strike: Violence goes on as coaches set alight

16/12/89 (140M) (102) (212)
Weekend Argus Reporter

VIOLENCE centred around the SA Transport Services strike is continuing to escalate.

Train coaches have been set alight in Khayelitsha and near Wellington and have been derailed near Pinetown.

Already the strike has claimed four lives and scores of people have been injured

Nearly 20 000 workers have been fired since the start of the six-week-old strike

According to Sats, workers

want a minimum wage of R1 500 a month.

Sats says it cannot negotiate wages with the strikers because:

- A salary increase of up to 27 percent for general workers was granted on July 1 after negotiations with 12 recognised unions representing 130 000 employees.

- It was not practical to have wage negotiations more than once a year, and

- The strikers' union, Sarhwu, was not recognised

Dismissals fail to break

Sats strike



DREW FORREST

Close to 20 000 black railway workers have now been sacked by SA Transport Services — but the dismissals strategy shows no signs of breaking the six-week rail strike.

And although the strike has had no major impact on Sats services, the cost in lives and property represents mounting pressure on management to find a negotiated solution.

The strike has already claimed 11 lives, according to Sats figures. Strikers are increasingly the victims of violent attacks by non-striking railworkers.

Sats spokesman Mr Alan Lubbe has revealed that total damage to Sats rolling stock during the strike amounts to R37 million. Twenty-six coaches have been destroyed by fire and 36 damaged.

Re-employment

Yesterday Sats fired another 2 352 workers, mainly in Natal, but Mr Lubbe conceded that fired strikers had not re-applied for their jobs in large numbers.

He said management was considering re-employing dismissed workers. No decision had been taken on whether re-employment would be selective and the criteria for selection.

The director of the SA Association of Freight Forwarders (SAAFF), Mr Alan Cowell has confirmed that no major backlogs had developed at the Sats terminals in Johannesburg.

The only way forward appears to be through negotiations between Sats and the SA Railway and Harbour Workers Union (Sarhwu)

This week, there were reports of low-profile contact between the parties.

Sarhwu is demanding pay increases and the unconditional reinstatement of strikers. Sats has refused wage talks — arguing that it has already negotiated increases with recognised unions this year.

VIOLENCE continued to mar the seven-week strike by railways workers, with two limpet mine blasts on city suburban railway lines and a fatal firebomb attack on the home of a Pretoria railways employee

Another 2 352 striking SA Transport Services (SATS) workers were fired yesterday — including 60 in the Western Cape — bringing the total number of dismissals to 19 667 since the start of the seven-week-old strike, SATS said

An estimated 10 000 workers downed tools seven weeks ago, demanding recognition of the SA Railways and Harbour Workers' Union (Sarhwu) and a R1 500 monthly wage

There were still 6 863 workers on strike, of which 2 300 were Pretoria workers who downed tools on Thursday "demanding police protection from intimidators", a SATS spokesman said

Damage to SATS property had exceeded R37 million and workers had so far lost R17m — excluding overtime and bonuses

The spokesman said SATS had not been approached by Sarhwu since talks deadlocked last Monday. Sarhwu had not replied to requests for comment by late yesterday

In the city a man has been arrested following two explosions which caused slight damage to lines at Athlone and Observatory stations early yesterday, police said

Rail services were not disrupted following the blasts about 2 10am

In Atteridgeville, near Pretoria, two children were burnt to death when the home of a SATS public relations officer was razed, police said

The incident appeared to be strike-

Violence, sackings continue in 7-week rail strike

(140P) (12)
CMT Tm 16/12/89

related The employee was not at home during the attack.

The strike had moved to Durban harbour yesterday, where shifts were slashed by half and schoolchildren were employed to clean railway lines and coaches, a SATS spokesman said

● SATS yesterday placed advertisements in three daily newspapers countrywide outlining "central issues" to the strike and the railways' reasons for sacking workers.

While SATS would "gladly" see Sarhwu as a recognised trade union, it could not negotiate until the union was registered with the Department of Manpower

"Sarhwu's persistence with unrealistic conduct has therefore left SATS with little alternative but to embark upon the course they are currently pursuing (dismissing striking workers en masse)," the advertisement said. — Labour Reporter and Sapa

Strikes 17/12/84

No end seen to bitter rail strike

1407

By ANDREW GILLINGHAM

SA Transport Services and the union Sarhwu are locked in bitter confrontation as a crippling strike enters its sixth week

And while there seems little hope of a settlement, both sides admit there is room for compromise

A Sats spokesman said "We have reached deadlock. There have been no new initiatives or meetings"

Previously Sats estimated the number of strikers at about 20 000, but the numbers grew to 26 530 this week

Sats said it had dismissed 19 667 strikers since the strike began on November 2, leaving 6 863 strikers still officially employed

Angered

Sarhwu vice-president Mr Johnny Potgieter said "Despite the dismissals we are not losing the strike. The violence being used against strikers has angered workers throughout the country and they are joining the strike"

"Sarhwu is willing to negotiate. We have said we want a minimum wage of R1 500 and talks about the disciplinary code. We have never said the demands were not negotiable"

Sats said it would not negotiate with Sarhwu, the South African Railway and Harbour Workers' Union, until it became a "recognised" union. Sats said the union had either to register with the Department of Manpower or provide proof of membership.

Killed

- Seven people have so far been killed and hundreds injured in battles between strikers, non-strikers and passengers,
- A bomb exploded at Johannesburg Station on Monday. Two men were killed, one of whom is believed to have been carrying the device when it exploded. Police said the bomb was connected to the strike;
- Houses belonging to non-strikers have been petrol-bombed,

- Damage to Sats property has been extensive with 26 carriages destroyed and 36 damaged. The cost is estimated at R37-million. The strike is also proving costly to striking workers — they have lost R17-million, not including bonuses, since the strike began

Two kids burnt to death as rail strike spreads

140A

VIOLENCE continued to characterise the six-week-old strike by SA Transport Services workers with two limpet mine blasts on Cape Town suburban railway lines and a fatal firebomb attack on the home of a Pretoria railways employee on Friday.

Another 2 352 strikers were sacked on Friday bringing the total number of dismissals to 19 667 since the start of the strike, Sats said. *C. Press*

About 10 000 workers downed tools seven weeks ago, demanding recognition of the SA Railways and Harbour Workers' Union and a R1 500 monthly wage.

There were still 6 863 workers on strike of which 2 300 were Pretoria workers who walked out on Thursday "demanding police protection from intimidators", a Sats spokesman said.

Damage to Sats property had exceeded R26-million and workers had so far lost R17-million in wages. *17/12/89*

In Cape Town a man was arrested following two explosions which caused slight damage to railway lines early on Friday, police said.

In Atteridgeville near Pretoria two children were burnt to death when the home of a Sats public relations officer was razed, police added.

They said the incident appeared to be strike-related. The Sats employee was not at home during the attack, but his mother and a relative were in a "serious condition" with burns.

The strike had moved to Durban harbour on Friday, where shifts were slashed by half and schoolchildren were employed to clean railway lines and coaches, a Sats spokesman said.



Sats strike is in bad odour with commuters

CP Correspondent

17/12/89
 IWOA C-Press

THE Sats labour strike, now in its fifth week, is taking its toll on commuters. The dispute, which has been marked by dismissals, violence and allegations of intimidation on both sides, is now forcing commuters to use other forms of transport to get away from the smell of trains and stations which have not been cleaned for days.

Worst affected are third-class coaches, township stations and the more isolated areas, where non-striking workers fear to tread.

Commuters have complained about the unhygienic conditions, but Sats says it is experiencing manpower problems because of the strike.

Sats Pretoria spokesman and transport manager Marius Butler said the problem could not be solved overnight and appealed to commuters to be patient.

To alleviate the problem, Sats was using white employees to do menial work abandoned by the strikers, but he denied they were "scabs".

"There has been a good response from Sats employees who help with cleansing and other jobs. I can assure you they are full-time employees of Sats," Butler said.

They did their normal jobs during working hours and took over the jobs of striking workers as overtime, he said.

Taxi operators are making a killing as train commuters switch to road transport to avoid the smelly trains and stations. Many commuters said they were also unhappy about the heavy presence of the police and Defence Forces who

Death and misery in wake of strike

By CONNIE MOLUSI

THE six-week-old Sats strike has left a trail of death, destruction, bitterness, misery and losses to both the company and striking workers.

The strike, which was sparked by workers' wage and recognition demands, has developed into one of the worst incidents of industrial violence in recent years.

Parties have become deadlocked over the issue of wage increases, which Sats has stated categorically it is not prepared to negotiate with the SA Railways and Harbours Workers' Union (Sarlwu).

Sats says it is prepared to talk about ending the strike but will not negotiate with Sarlwu on wages or a disciplinary code because it does not recognise the union, which is unregistered.

Strike violence has caused damage to motor coaches and commuter carriages estimated at R26,3 million, and there are other losses which cannot be calculated easily.

Sats spokesman Allan Lubbe said such losses were, for example, when commuters did not buy tickets. He said although there were people manning ticket checkpoints, there were not enough of them to check all commuters.

Sats has called in police at stations to protect workers not on strike and the public, while several court orders have been granted preventing strikers from intimidating other workers at goods depots or entering the premises.

To date 19 667 people have lost their jobs and 6 863 are still on strike, but Lubbe said these figures represented only 28 percent of the Sats black labour force.

Seventy-two percent of black workers are still working and, as a result, there has not been any major disruption of operations as passenger, mainline and goods services are operating well.

Lubbe said workers had lost R16,7 million in wages, excluding bonuses and overtime.

"turned railway stations and platforms into parade grounds"

Butler said apart from the smell, several factors drove commuters off trains, particularly at this time of year.

"There has been a lot of intimidation. Certain elements are confiscating tickets from commuters and there are violent incidents. Sats normally experiences a drop in commuters. It is difficult to link the drop in commuters directly with the prevailing conditions," said Butler.

These commuters appear undecided on which transport to use for the journey home. The Sats dispute has created a situation where the lack of cleaning staff is making it impossible for the average traveller to use the smelly trains and stations.



140A

Mandela to meet union delegations this week

By JOHN YELD, Staff Reporter

NELSON Mandela is to meet two high-powered Congress of South African Trade Unions (Cosatu) delegations in his quarters at Victor Verster Prison this week

But there is no direct connection between these visits and Mr Mandela's meeting with President De Klerk last week, according to Mr Dullah Omar, city advocate and United Democratic Front Western Cape vice-president

Mr Omar, who visited Mr Mandela for three hours on Friday, said in a statement that Mr Mandela had applied to the authorities to see the Cosatu representatives "long before" his meeting with Mr De Klerk

TWO GROUPS

"There is no direct connection between the meeting with (Mr) De Klerk and the visit by the Cosatu delegation," he said

The Cosatu officials will meet Mr Mandela in two groups of five tomorrow and on Friday

Tomorrow's group consists of Mr Chris Dlamini, president of the Food and Allied Workers' Union, Cosatu second vice-president Mr John Gomomo; Mr Cyril Ramaphosa, general secretary of the National Union of Mineworkers and a leading figure in the Mass Democratic Movement, Mr Sydney Mufamadi, Cosatu assistant

general secretary, and Mr Moses Mayekiso, general secretary of the National Union of Metalworkers.

Mr Omar said Mr Mandela had reaffirmed that he did not know when he would be released and was "emphatic" that his release was not in his own hands.

"The keys are in the hands of the government and as soon as they unlock the doors of his prison he will leave without a moment's waste of time ...

"WILL NOT BEG"

"Mr Mandela again repeated that while he is entitled to be released without delay, he is not prepared to beg for his release or to plead for his own cause," Mr Omar said

● Mr Mandela did request the meeting with Mr De Klerk

This was pointed out by Mr Omar after an incorrect report in Weekend Argus.

Mr Omar said that at a Press conference he had clearly stated that the meeting with the President was at Mr Mandela's request.

He pointed out that the timing was not in Mr Mandela's hands and Mr Mandela had been told about it only the afternoon before

Because of this Mr Mandela had not been able to tell recently released ANC leaders Mr Walter Sisulu and Mr Ahmed Kathrada that the meeting was due to take place on the 13th.

More die in strike

SATS does paperwork for mass dismissals

1/20/11
Cape Town 18/12/89

Own Correspondent

JOHANNESBURG — Violence continued to mar the seven-week SATS strike by thousand of workers with two limpet-mine blasts in Cape Town and the deaths of two children in a fire at a SATS employee's house.

SATS paid out another 2 352 strikers on Friday — 2 327 in Natal, 14 in Southern Transvaal and 11 in the Western Cape — bringing the total number of dismissals to 19 667 since the start of the national strike in November.

A total of 6 863 are still on strike. The figure includes 2 322 workers in Pretoria who stopped work for fear of intimidation.

All 27 000 striking SATS workers will have been fired by this afternoon before a massive re-employment programme to fill vital skilled positions begins tomorrow.

Our Durban correspondent reports

SATS public relations manager Mr Mike Asefovitz as saying the strikers were being dismissed as quickly as paperwork could be completed and an advertisement for new workers had already been placed in one black newspaper.

Two children were burnt to death in Atteridgeville, near Pretoria, when the home of SATS public relations officer Mr Ephraim Mohale was razed on Thursday, police said.

At first a firebomb attack was suspected but it is now thought an electrical fault — cause by overloading — was the cause of the fire.

Eleven people have died in strike-related violence so far.

In Cape Town police said a man was arrested following two explosions which caused slight damage to lines at Athlone and Observatory stations early on Friday. Damage was slight and rail services were

not disrupted following the blasts. Two goods trains were derailed near Pinetown on Thursday.

Police said two passenger coaches were set on fire and destroyed on Friday, one at Khayelitsha station and the other at Mbekweni station near Paarl.

Our Durban correspondent reports police said the body of a SATS employee, Mr Petros Geicane, was found at a rubbish dump in Umhlazana Road on Thursday.

It is believed he and another SATS worker, Mr Sipho Mthetwa, both shunters at Bayhead, were abducted by strikers near the Clermont Hotel on Monday.

Mr Mthetwa was pounced on by a group of men, stabbed and assaulted. He pretended to be dead and the mob then chased after Mr Geicane.

Mr Mthetwa walked to a nearby truck depot and called for an ambulance. He was discharged from hospital yesterday.

Strike damage ^{19/12/88} R38-m, says Sats

By ANDREA WEISS, Staff Reporter

THE cost of damage to SA Transport Services property during the six-week nationwide strike was today put at R37,9-million.

The major part of this damage had been to suburban commuter trains, Sats public relations spokesman Mr Ian Bleasdale said.

Other damage included minor blasts on lines, the most recent being two near Wellington and one at Khayelitsha.

To date, 20 464 workers have been paid off and 6 008 strikers are still in the employ of Sats, but face dismissal.

Talks between Sats and the South African Railways and Harbour Workers' Union took place in Johannesburg yesterday while Sats embarked on a recruitment campaign in Natal.

The recruitment drive is aimed at about 12 000 Sats workers dismissed in Natal.

They will be given first option on their jobs until Tuesday next week but then risk having them given to newcomers.

The first advertisements in the campaign were placed yesterday.

Mr Bleasdale said each area was being considered separately but it was possible that the recruitment campaign could be extended to the Cape and Transvaal.

Gleam of hope in rail strike impasse

Star 19/12/59
Labour Reporter

There was a slight but hopeful shift in the rail strike logjam yesterday when legal representatives of management and workers met in Johannesburg

This was the first official contact since the breakdown of negotiations a fortnight ago

The SA Railway and Harbour Workers Union could not be contacted, but SA Transport Services' Mr Leon Els said there had been an exchange of proposals.

Although no date had been set for the next meeting, Sats was "optimistic" about prospects for

progress.

Yesterday Sats fired a further 802 strikers, taking the total number of dismissals past the 20 000 mark.

The dismissals process in Natal, the area hardest hit by strike action, has been concluded and Sats yesterday advertised in the Natal press for workers to reapply for jobs.

Mr Els said the same procedure would be followed elsewhere once dismissals had been finalised. A total of 6 008 workers remained on strike. (140A)

Strikers would be re-employed selectively, Mr Els said.

Mining union signs agreement

THE Federated Mining Union has entered into an agreement with the Rustenburg Platinum Mines

**SOWETAN
REPORTER**

The agreement will ensure that union members are not transferred without notice.

The union's general secretary, Mr Sydney Zimba, said the agreement also entitled a worker to proper representation concerning such a transfer.

Zimba said it had been of concern to his union that big mining

operations could transfer union members from areas on the mine within South Africa to those in Bophuthatswana

Workers

Bophuthatswana laws do not allow union activities if a union is not registered in the homeland

Previously, workers were transferred without being consulted.

In most cases workers were also transferred even if they did not want to move.

"We have always regarded this as a

unilateral change in terms of conditions of employment

"Not only does a member forfeit the benefit of having his union dues deducted from his wages but he forfeits representation and his bargaining power," Zimba said

19/20/89
Sowetan

Bonus: Union goes to court

(1408)
19/12/89
Labour Reporter

WORKERS at a Parow textile factory have approached the Industrial Court for an urgent order declaring their employer's decision not to pay annual bonuses in breach of contract.

The application against Meritex (Pty) Ltd was brought by the SA Clothing and Textile Workers' Union (Sactwu), its Meritex shop stewards' committee and about 1400 union members.

The applicants claimed the company's decision on December 8 not to pay cut bonuses — due on December 21 — was in breach of contract and/or an unfair labour practice.

Alternatively, the court was asked to order the company to negotiate on the issue no later than December 20.

140A 122 1987
CMT TMTS 19/12/87

SATS and union hold new talks

THE strike-racked SA Transport Services (SATS) and the SA Railways and Harbour Workers' Union (Sarhwu) yesterday met for the first time in two weeks amid further sackings of strikers.

Both parties hailed the meeting as pointing to further talks to ease the deadlock over SATS recognition of Sarhwu and workers' wage demands.

Strike-related violence involving the loss of 11 lives and featuring "vigilante" attacks on strikers and commuters had pressured both parties into resuming "talks about negotiations". Sarhwu general-secretary Mr. Martin Sebakwane said yesterday

Another 800 strikers were sacked yesterday, swelling the total number of fired SATS employees to 20 464, SATS spokesman Mr. Ian Bleasdale said.

SATS yesterday placed advertisements in Natal newspapers asking dismissed workers to re-apply for their jobs, he said.

Mr. Sebakwane said SATS had moved from its earlier position of "no contact, no negotiations".

Confirming the meeting, Mr. Bleasdale said the talks had been "fruitful" and that SATS would be discussing Sarhwu's suggestions. — Labour Reporter and Sapa

Sit-in *CAL Tmt's*
19/12/89
at Sappi

140A
Labour Reporter

ABOUT 60 workers at Sappi Cape Kraft in Montagu Gardens have staged a sit-in strike in support of wage demands since Saturday, a Paper, Printing, Wood and Allied Workers Union (PPWAWU) spokesman said yesterday.

Workers were demanding a R1.30 and R1.20 across-the-board hourly increases for lower and higher paid employees, respectively.

According to the PPWAWU spokesman, the company implemented a lockout on Saturday afternoon.

Provided the strike was ended by today, the company would implement its final offer on January 1 next year.

Service and shift allowances are also at dispute.

Sats tries to woo strikers back to work

19/12/89

Sowetan
SOWETAN Correspondent
and Sapa

IN A bid to encourage fired strikers to reapply for their jobs, SA Transport Services yesterday launched an advertising campaign in the Natal Press.

Sats PRO Mr Leon Els said another 500 strikers were due to be paid off in Natal yesterday, rounding off the dismissals process in the region.

Natal has been hardest hit by the rail strike, with more than 11 000 workers being fired there. Close to 20 000 have been dismissed countrywide.

Els said 6 000 workers remained on strike elsewhere in the country, and that as dismissals were concluded in other areas, further Press advertisements would be placed.

Re-employment would be selective, he said

The advertising campaign is a sign that the dismissals have so far not had much effect in weakening the strike. Els confirmed that few dismissed strikers had reapplied for their jobs.

On the prospects for fresh negotiations between Sats and the SA Railway and Harbour Workers Union, Els said management was waiting for proposals from the union.

Meanwhile, an explosion on the railway line near Wittebome Station rocked surrounding neighbourhoods at about midnight on Sunday night.

A police spokesman said the explosion happened about 100m from the station, on the Simon's Town side.

It caused unspecified damage to the lines and there were no injuries, he said.

Soweto and Lekoa face cash crisis

THE Soweto and Lekoa councils face a financial crisis following the Transvaal Provincial Administration's disclosure yesterday that the sources of its bridging finance had dried up, writes SY MAKARINGE

The two councils, which have been given a two-month ultimatum to mend their ways, have been relying mainly on bridging finance provided by the TPA to run their affairs in the wake of the on-going rent boycott in their townships.

Mr Olaus van Zyl, a member of the Executive Committee of the Transvaal, yesterday confirmed the TPA had run out of bridging finance to help the two local authorities and 80 others pay their electricity, sewerage disposal and water bills.

Van Zyl said the TPA had "recently" provided the Soweto Council with more funds, but did not know for how long these will sustain that local authority.

"We're trying to obtain more funds from the Government. Whether we'll succeed we cannot say," Van Zyl said.

22 more fired after strike talks re-open

ADELE BALETA

SATS dismissed a further 22 workers yesterday bringing the total number of workers fired to 20 488, leaving only 5 765 employees on strike, Sats spokesman Ian Bleasdale said.

He said 12 strikers were fired in the Southern Transvaal, five in Natal and five in the Western Cape yesterday. (140A)

SA Railway and Harbours Worker' Union (Sarhwu) general secretary Martin Sebakwane said there was no substantial difference in the proposals put forward by Sats at Monday's talks compared to when negotiations deadlocked two weeks ago.

On December 4 Sats had proposed that the issues of wages and dismissals be arbitrated. This was turned down by the union. B12am 20/12/89

He said Sarhwu's national executive committee would discuss the industrial action this week and would then give the union's negotiating team a mandate for further talks.

Sebakwane said Monday's session was merely to re-open talks in an attempt to find a solution to the strike that has claimed at least 11 lives.

□ To Page 2

Sats strike

He said the two parties had not "covered any new ground" B12am 20/12/89

Sats was still considering Sarhwu proposals put on the table at Monday's meeting, Bleasdale said.

He said the suspension of dismissals was not on the agenda at Monday's talks. Further discussion between the parties would be held sometime this week but a date had not yet been set.

Bleasdale said the home of a non-striker was petrol bombed in Mamelodi near

Pretoria yesterday Pretoria police could not confirm the incident. (140A) □ From Page 1

Sapa reports Cape Town police were investigating possible malicious damage to property, and not arson, in connection with a Sats passenger coach which was damaged by fire on Friday night near Wellington station

This was confirmed by a Western Cape police spokesman Capt Attie Laubscher

Damage to the passenger coach between Mbekweni Station and Wellington Station, was estimated at R150 000, Laubscher said

**Another 22
SATS workers
dismissed**

*East Times
20/12/89
140A*

Own Correspondent

JOHANNESBURG —
SATS dismissed a fur-
ther 22 workers yester-
day, bringing the total
number of workers fired
countrywide to 20 488.
There are now only 5 765
employees on strike,
SATS spokesman Mr Ian
Bleasdale said.

Twelve of the strikers
were fired in the South-
ern Transvaal, five in
Natal and five in the
Western Cape.

Mr Martin Sebakwane,
SA Railway and Har-
bours Workers' Union
(Sarhwu) general-secre-
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no substantial differ-
ence in the proposals
put down by SATS at
Monday's talks com-
pared with those tabled
when negotiations dead-
locked two weeks ago.

Few fired Sats strikers reapply for jobs

[Handwritten initials]

Labour Reporter

[Handwritten initials]

Less than 20 of the 11 000 dismissed railway strikers in Natal have re-applied for their jobs, SA Transport Services senior labour manager Mr Victor van Vuuren revealed yesterday

After the conclusion of the dismissals in Natal — the region hardest hit by the rail strike — Sats placed advertisements in the local

[Handwritten: 1409]
press-calling on strikers to apply for re-employment

Yesterday a further 22 strikers were fired. Over 20 000 have been dismissed countrywide and 5 765 workers remain on strike, according to Sats

Mr van Vuuren said there was a possibility of a further meeting between management and the SA Railway and Harbour Workers Union tomorrow

On Monday the parties' legal representatives exchanged fresh proposals in the first official contact since talks deadlocked a fortnight ago

"We are looking at structuring a long-term relationship with Sarhwi, and see this as the way to break the deadlock," Mr van Vuuren said

No further incidents of violence had been reported, Mr van Vuuren said, adding that this was the pattern when negotiations were under way

[Handwritten: Sats]

[Handwritten: 20/12/89]

THE SAB and Sats strikes in the last few months of the year — the first a defeat for the trade union and the second apparently headed the same way — have temporarily drawn attention away from the fact that the labour movement has made substantial progress in various fields in 1989.

This year the unions emerged even more strongly as the pivotal political force internally among the militant anti-apartheid organisations. Cosatu went further, exerting a strong influence on the banned ANC and SACP.

With all the talk of political negotiation, it is worth remembering that the first hints of what was to come emerged from union conferences.

Back in May, at its annual conference, Numsa became the first organisation seriously to address the question, laying down the six now well-known preconditions for negotiation that were to become part of the Harare Declaration.

The document, which has now attained international prominence, was finalised at a meeting in Lusaka in July between Cosatu, the UDF, the ANC and the SACP.

Union influence on these organisations is reflected in policy as well as strategy. The ANC constitutional guidelines, unlike the Freedom Charter, entrench the right to strike.

The recently published, SACP-drafted, Workers' Charter does the same and makes further concessions to independent trade unionism and other "workerist" concerns that the SACP stood for a centralised state where workers would have not many more rights than they enjoy today.

This development is also a reflection of the fact that the old charterist versus workerist conflicts within Cosatu have all but been resolved. Those formerly labelled workerists can now say they are satisfied the labour movement is to be an equal partner in the Cosatu/MDM/ANC alliance, rather than a mere appendage.

At the very least, the two groupings have reached a "strategic compromise" which will, in the medium term, take them undivided through the critical political times ahead when unity will be paramount.

Nactu, the number two federation,

has taken its place as a leader of the Africanist sector of the anti-apartheid movement. Several members of the newly-formed Pan Africanist Movement executive are also prominent officials of Nactu and its affiliates.

Nactu, however, has been less successful than Cosatu in resolving internal divisions. Conflict between the Africanists and BC adherents has come into the open — in disputes over attending the March Worker Summit and the December Conference for a Democratic Future, and the resignation of general secretary Piroshaw Camay. Next year is likely to be a troubled one for the federation for this reason.

As anticipated, the Labour Relations Act again proved to be the main focus of union attention. Joint Cosatu/Nactu action, in the form of work stayaways, overtime bans and consumer boycotts were conducted with varying degrees of effectiveness.

But probably the most effective part of the campaign was conducted by Numsa in April and May when, during a rash of wildcat strikes, it refused to allow union officials to intervene, citing fear of section 79(2) which simplifies damages actions against unions for losses sustained during unlawful strikes.

This exacerbated the disputes, and forced government and employers to concede the law was not serving its purpose of minimising unlawful

strikes. As a result, this section will probably be repealed next year.

Agreement between the unions and employer federation Saccola on changes to the Act remains elusive, and the Manpower Minister's request to the National Manpower Commission for recommendations on restructuring the law is unlikely to be finalised in 1990. Further industrial action by the unions can be anticipated.

The Industrial Court faced its own upheavals, with former president Daan Ehlers being relieved of his duties.

Despite the tightening up of the economy from mid-year, the labour movement managed to keep wage increases appreciably above the inflation rate. An Andrew Levy, Johan Piron & Associates survey for the first nine months of the year found average negotiated increases to have been 17,4%.

retail sector companies and their suppliers will be hard hit.

Thus, companies will resist according to demands for increases in the 16% to 20% range as unions have come to expect in past years — a recipe for intensified wage conflict.

Apart from Sats and SAB, the most prominent strikes of the year occurred in the motor industry and at De Beers.

In contrast to the actions at SAB and Sats, the De Beers strike was conducted by both management and the NUM with a degree of coolness seldom seen before in the mining industry — a good omen for the future.

The two-week motor industry strike in August, while its purpose was less clear, was nevertheless linked to an issue which will probably become another major flash-point of 1990 — plant-level versus national collective bargaining.

Business is tending towards decentralised bargaining, purportedly to create more rational negotiating forums suited to the needs of individual companies and plants. The unions, on the other hand, see this as a cynical industrial equivalent of a divide and rule policy — to weaken their industrywide bargaining power.

Numsa won its struggle for a national collective bargaining forum in the motor industry. But union victories on this issue were far less frequent than defeats.

Unions are now leading players in many arenas

ALAN FINE

The Paper, Printing, Wood and Allied Workers' Union suffered a major setback with the closure of the printing industrial council. The Chemical Workers' Industrial Union made no progress in its efforts to create a single bargaining forum for the petroleum sector.

There is now a great deal of union talk about a major campaign against Barlow Rand, the leading corporate proponent of decentralised bargaining. Should the relevant unions get their act together, we will see a bitter test of strength.

The unions have had greater success in beginning to address the problems of building adequate health and welfare structures. The NUM and the Chamber of Mines established a new provident fund and Seisa yielded to a long-standing Numsa demand for converting the industry's pension fund into a flexible benefit fund.

The CWIU, meanwhile, is beginning to see signs of progress in its efforts to establish its own retirement benefit fund.

A transformation of medical aid systems, led by Numsa on the union side, is another development which will gain momentum in the years to come. Numsa is busy negotiating with Seisa the establishment of a sophisticated health care system.

The unions, in co-operation with community groups, are also making an important contribution to finding solutions to the housing shortage.

In 1990, privatisation and deregulation policies will require a sophisticated union response. Numsa's interventionist response to the Iscor share offer, and economic studies led by its education officer Alec Erwin, reported on recently, suggest the seeds of such a response are there.

Finally, the CWIU and Numsa, through their agreements with Mobil, Goodyear and Gillette, made significant progress in efforts to make the negotiation of terms of disinvestment an entrenched factor in SA industrial relations.

In the 10 years since black unions were officially recognised, the labour movement has become uncognisably more sophisticated. It has moved far beyond simple concerns of wages and working conditions to take the lead in the political, community and social arenas.

Business is tending towards decentralised bargaining, purportedly to create more rational negotiating forums suited to the needs of individual companies and plants. The unions, on the other hand, see this as a cynical industrial equivalent of a divide and rule policy — to weaken their industrywide bargaining power.

Numsa won its struggle for a national collective bargaining forum in the motor industry. But union victories on this issue were far less frequent than defeats.

Sats dismisses another 427 striking workers

By Drew Forrest

A further 427 striking SA Transport Services workers were dismissed yesterday.

Sats said 4 813 workers were still on strike after the sackings, which had taken place mainly in the southern Transvaal. Close to 21 000 strikers have been dismissed in phases.

At the same time, SA Railway and Harbour Workers Union general secretary Mr Martin Sebakwane has poured cold water on Sats optimism about a meeting last Monday.

Management's description of the meeting — the first official encounter since talks deadlocked two weeks ago — as "fruitful" was premature, he said.

"The only substantive change in their position is that they want to re-employ dis-

missed workers selectively," he said.

Sarhwu's national executive committee would meet today to formulate a mandate for further discussions, he said.

Mr Sebakwane also hit out at the transport tariff increases announced by Sats on Tuesday, saying they appeared to be a prelude to privatisation.

There had been no consultation with the wider community on the rises, which could only erode the living standards of workers, he said.

"As Sats' own employees will be affected, management should be more receptive to workers' pay demands," Mr Sebakwane added.

Although the rail strike is essentially about union recognition, pay has been a key bone of contention.

Black qualifies as a mine manager

A BLACK man has qualified as a mine manager for the first time in SA, after a change in the law in an industry where racial discrimination for years blocked such black advancement. (140A)

A government spokesman said yesterday that Haile Mphushu sat the government exam in October, 15 months after the repeal of a 77-year-old law barring blacks from supervisory positions in mines.

"Now he's eligible to go right to the top as far as mine management is concerned," said the spokesman.

He said since the law was changed there had been a steady increase in the number of blacks qualifying for blasting certificates, which allow miners to handle explosives. B10M 21/12/89

SA's white Mineworkers' Union has fought to confine black miners to less skilled tasks, reserving the more responsible mining jobs for its own members.

Mphushu, 32, will be issued with his mine manager's certificate today. "The exam is very tough, but he only had to take one part because he already had a degree," the spokesman said.

Mphushu, who graduated in mining at a foreign university, works as an inspector at the mines department of Bophuthatswana.

The black National Union of Mineworkers said the number of blacks qualifying for blasting was likely to tail off because of the low standard of black school education. The union argues that experience should outweigh educational qualifications. — Sapa-Reuter.

Only 1 600 still on strike, says Sats

ONLY 1 611 Sats workers were still on strike following the dismissal of 20 195 workers in just more than a month, Sats spokesman Alan Bleasdale said yesterday.

At the peak of the seven-week-old strike, Sats said 22 000 workers were involved in the industrial action, while the SA Railway and Harbours Workers' Union (Sarhwu) said 40 000 members had stopped work.

Bleasdale said 427 workers were fired yesterday — 314 in the southern Transvaal, 62 in northern Cape, 48 in the western Cape and three in Natal. (140A)

B10am 21/12/89
ADELE BALETA

The breakdown of the number of workers still on strike was 864 workers in the western Cape, 546 in northern Cape, 93 in northern Natal, 58 in the southern Transvaal and 50 in the Free State.

The figures do not include more than 2 000 Pretoria employees who stopped work fear of intimidation

Sats management said only a few work-

To Page 2

Sats strike

ers in Natal had responded to a Sats advertisement by reapplying for employment.

Early yesterday a Sats train was derailed when a truck left the rails in a shunting incident at Durban's Bayhead yard. A Sats spokesman ruled out sabotage, adding the 'minor mishap' happened at 5 15am and the line was clear an hour later.

Police said a clash between strikers and non-strikers at Tembisa on the East Rand left one man dead and three others injured.

(140A) From Page 1

Since the reopening of talks on Monday no date has been set for further talks between the parties.

Sarhwu pointed out yesterday that Sats had not at any stage agreed to discuss wages — one of the strikers' key demands. When talks deadlocked on December 4 Sats rejected Sarhwu's proposal to refer all matters on the agenda to mediation. Sarhwu had earlier turned down a proposal that dismissals be arbitrated.

● See Page 4

Sarhwu meets

NEW developments in the seven-week-old rail strike could emerge when the national executive council of the South African Railway and Harbours Union meets this week in an attempt to end the deadlock, writes MATSHUBE MFOLOE

After two weeks of stalemate between the union and the South African Transport Services, Sarhwu's national executive is to "chart a way forward", assess the national situation and mandate their negotiating team to meet Sats soon

Mr Victor van Vuuren of Sats' labour relations department was cautious in his comment but was optimistic that the deadlock would be resolved

He said the two parties had begun talks on a number of issues but was bound by an agreement not to disclose the nature of the talks

Although no date has been set for further talks, "we agree there is still a lot of hard work ahead"

Sarhwu also called on President FW de Klerk and the Minister of Mineral and Energy Affairs, Dr Dawie de Villiers to urgently intervene and ensure that Sats entered into an equitable settlement

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21/12/89*

(1401)

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on Sundays, stores which had been given permission from the provincial adminis-

De Villiers had said it would no longer be necessary for most businesses in the

More layoffs likely, says NUM

B/Dam
22/12/89

Job levels on gold mines take a knock

ALAN FINE

EMPLOYMENT levels in the gold mining industry, hurt by about 25 000 layoffs this year largely on old and marginal mines, have declined substantially for the second consecutive year after a decade of almost uninterrupted growth

Figures supplied yesterday by the Chamber of Mines showed gold mining employment on chamber affiliates in August at 486 874, 5,6% below the 1988 average of 515 739, and about 2% (13 000) down on the January 1989 figure.

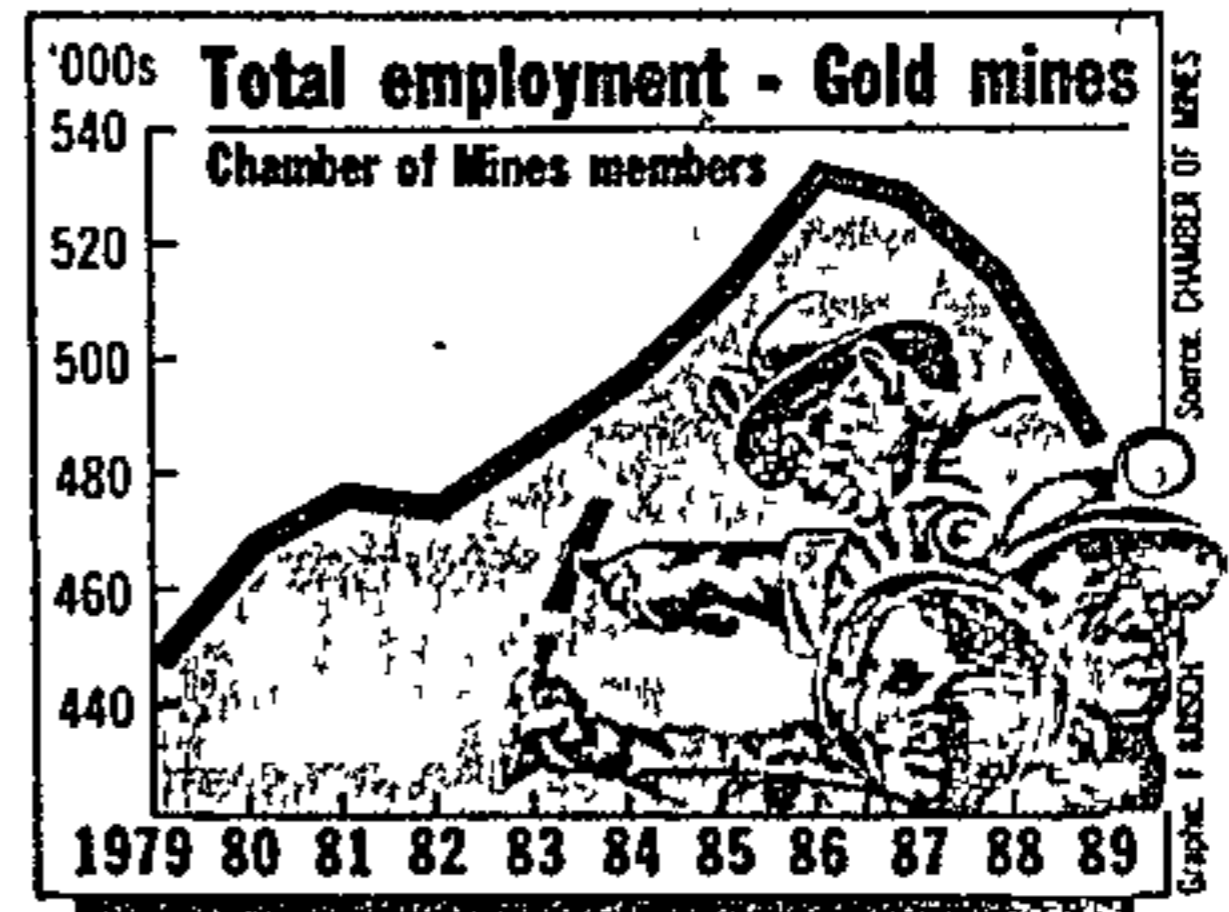
Strong export markets kept to a minimum declines in employment on chamber-member collieries. The figure fell by about 1 000 (1,8%) in the eight months, but the August figure of 54 457 is substantially below the 1988 average of 59 075.

There appears little prospect of a turnaround, with the most optimistic forecasts for 1990 saying employment levels would remain stable.

NUM assistant general secretary Marcel Golding said the union had been struggling to keep layoffs to a minimum, and to secure the best possible terms for those who had lost their jobs. Further retrenchments were in the pipeline, he said.

The vast majority of the 25 000 redundancies reported by the NUM occurred at mines owned by Genmin and Rand Mines. These losses were partially offset by higher employment at high-grade mines. Anglo's gold mine workforce, for example, increased by 4 000 to just more than 200 000.

A third of the layoffs occurred in the major rationalisation programmes at ERPM and Durban Roodepoort Deep. However, Rand Mines personnel director



Don King confirmed a similar exercise was carried out later at Harmony, and the group is now discussing more layoffs at Blyvooruitzicht with the NUM.

King said it was hoped this would stabilise employment levels at low-grade mines. Rand Mines was taking an optimistic view on the gold price. However, mines had to be geared to cope with a less favourable scenario, and manning levels would therefore remain constant in the coming months.

Golding listed eight Genmin mines — Leslie, Kunross, Winkelhaak, West Rand Consolidated, Marievale, St Helena, Bracken and Grootvlei — where rationalisation programmes had been implemented. Genmin spokesmen were unavailable for comment.

Golding said the NUM "was not oblivious to the industry's problems", but felt labour law that required that companies only consult on, not negotiate, retrenchments put the union at a disadvantage.

Its policy was to demand from com-

To Page 2

P.T.O

The rail strike spreads into the postal sector

STAR 22/1/89 By Drew Forrest

(140 A)

The rail strike spilled over into the postal sector yesterday when about 600 North Rand telecommunications workers downed tools in a related dispute

A post office spokesman said services were unaffected. Talks with the Post and Telecommunications Workers Association (Potwa) were under way

The reason for the strike appears to be workers' fears of violence on trains and demands that PO management provide alternative transport to work

The union's general secretary, Mr Vusi Khumalo, said the post office agreed to transport workers on Tuesday this week, but then withdrew the facility. "Workers are furious. They say they still face violence on the trains and outside the stations."

Mr Khumalo said workers who gathered at Milner Park in Johannesburg before being conveyed to work stations throughout the North Rand refused to work this morning.

DISMISSALS

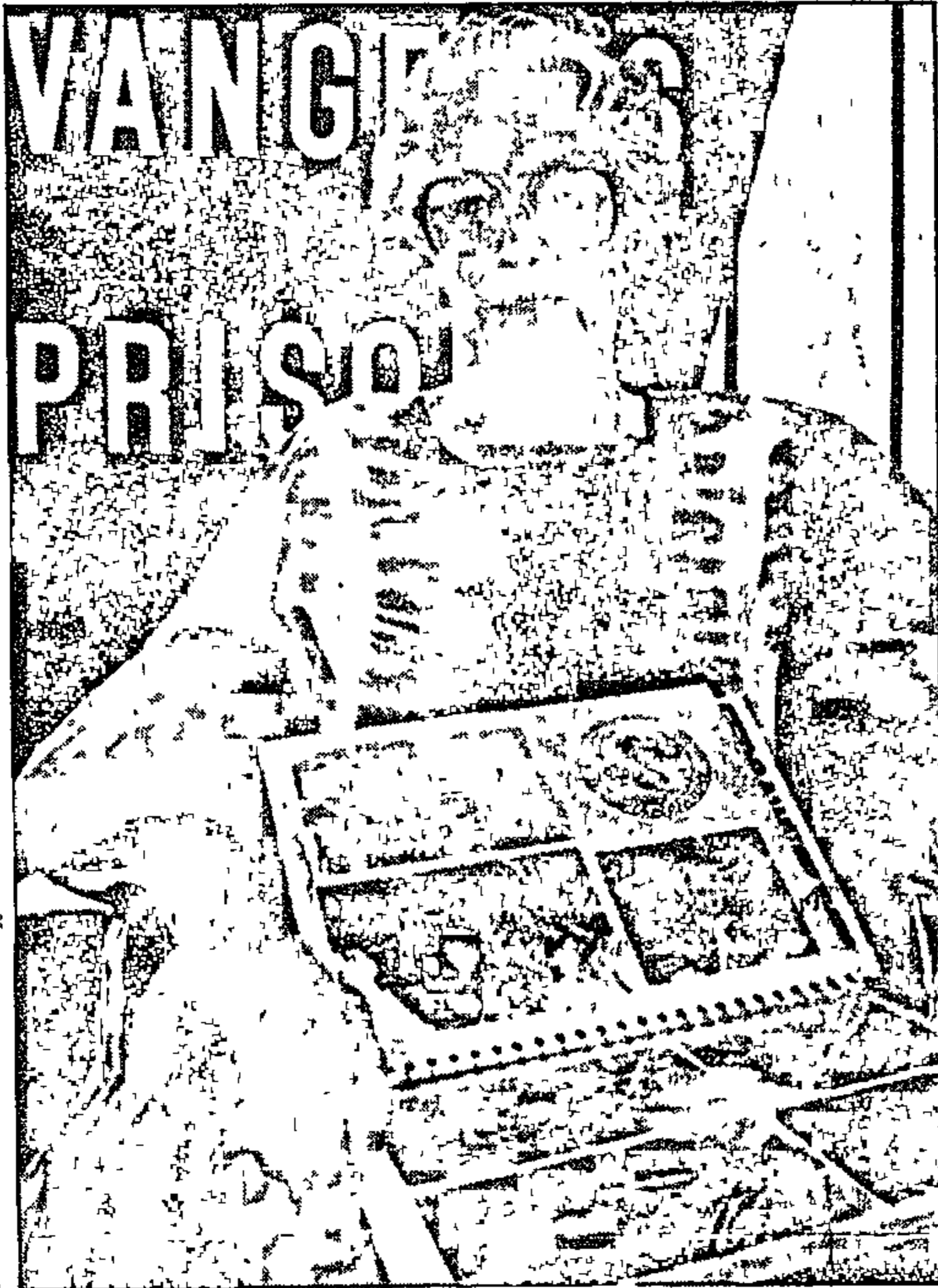
The post office said it had provided transport to and from Soweto on Tuesday and Wednesday. This was an interim measure, and Sats had since said intimidation was not a major problem on the route.

● Another 523 rail strikers were dismissed yesterday — mainly in the Cape — bringing to 21 438 the dismissals so far.

Sats's Mr Ian Bleasdale said job applications by fired strikers in Natal still stood at less than 20, although many workers had phoned to say they wanted to return to work.

SA Railway and Harbour Workers Union leaders met yesterday to hammer out a mandate for further talks with Sats. The outcome was not known at the time of writing.

Helen Joseph (84) meets Mandela



Veteran anti-apartheid campaigner Mrs Helen Joseph displays the photograph album which prison authorities would not allow her to give to Mr Mandela.

CAPE TOWN — Mrs Helen Joseph, long time human rights activist, spent several hours visiting African National Congress leader Mr Nelson Mandela at the Victor Verster Prison yesterday.

Mr Dullah Omar, vice-president of the UDF and Western Cape president of the National Association of Democratic Lawyers, confirmed that 84-year-old Mrs Joseph had seen Mr Mandela for "several hours".

Today a five-man delegation from the Congress of SA Trade Unions (Cosatu) will visit the jailed leader.

On Tuesday five Cosatu members spent six hours with Mr Mandela. The delegation emerged saying the ANC leader "wishes to be released now".

MORE VISITORS

Today's visitors will be Mr John Ernstzen, national secretary of the SA Municipal Workers' Union, Mr James Mofutsi, national chairman of the National Union of Mineworkers, Mr Elija Barayi, president of Cosatu, Mr Lionel October, general secretary of SA Clothing and Textile Workers' Union, and Mr Ronald Mofokeng, national treasurer of Cosatu.

Five African National Congress leaders released from prison on October 15 re-applied for passports on Wednesday after withdrawing their applications on December 12, a Home Affairs spokesman confirmed in Pretoria yesterday.

The spokesman said fresh applications were lodged on Wednesday for Mr Walter Sisulu, Mr Andrew Mlangeni, Mr Elias Motsoaledi, Mr Wilton Mkwayi and Mr Ahmed Kathrada.

Mr Raymond Mhlaba has lodged a separate application, while Mr Oscar Mpetha has already been granted a passport. — Sapa.

STAR
24/12/89
(140A)

SATS STRIKE

Final
22/12/89

Light at the end

Breaking the deadlock of the violent seven-week strike, Sats and a fairly desperate SA Railway & Harbour Workers' Union met on Monday — "with a view to exploring ways to resume negotiations" as union spokesman Elliot Sogoni put it.

Sats labour relations director Vic van Vuuren said he hoped the dispute would be resolved soon.

The parties undertook not to make public what is on the table. However, he adds there was "a lot of common ground."

Sogoni confirms that lawyers are "busy registering the union."

Formal registration (which Sats' 12 other unions accepted) has been a condition for recognition. Van Vuuren says Sats is prepared to recognise it.

The wage demand remains. Sats is adamant it will not deal on wages (for this year) even though the union is now prepared to modify its demand for a minimum R1 500 a month.

How will the union sell this to members who, according to Sats, have forfeited R18m in wages, excluding bonus and overtime pay? Sats losses, in terms of destroyed and dam-

aged coaches, amount to R38m (plus lost business).

The union's national executive committee was due to meet on Wednesday or Thursday. Sogoni says, "We will tell the members what the Sats proposals are and see how they react."

While neither side will disclose the fresh proposals, these no doubt centre on the wage issue and rehiring. Sats placed ads this week inviting those dismissed to reapply for their jobs; they'd be given preference until Tuesday.

However, Van Vuuren rejects the idea that it will reinstate all 20 464 sacked strikers. The union, which claims 40 000 members (out of 80 000 blacks at Sats) thinks this is simply tough talk to frighten workers into returning.

140A

More talks on agenda as strike enters eighth week

3 Day 22/12/89

AS THE Sats strike entered its eighth week yesterday, SA Railway and Harbours Workers' Union's (Sarh-wu's) national executive committee met to discuss the reopening of talks on Monday with management.

Details of the meeting were not available late yesterday.

Sats spokesman Ian Bleasdale said: "We are waiting for Sarh-wu to come back to us. We will then set a time for further talks."

A total of 21 438 strikers have been fired. This included the 523 workers dismissed yesterday, Bleasdale said.

The breakdown of dismissals yesterday was: northern Cape 277; western Cape 235; and Free State 11.

The dismissed workers represent more than 25% of Sats's black labour force of about 80 000.

At least 1 000 strikers still face dismissal.

Bleasdale said the re-employment

ADELE BALETA

process in Natal was very slow. Sats was considering implementing its re-employment programme in other regions.

Strikers had lost R18,5m in wages and damage to Sats property stood at R37,9m.

Sapa reports postal workers and management were negotiating yesterday over workers' demand for alternative transport in the wake of the Sats strike.

Post and Telecommunications Workers' Association (Potwa) spokesman Kgabiso Mosunkutu said the union supported Sarh-wu members in their R1 500 minimum wage demand.

While workers were afraid of violence allegedly perpetrated by "scabs and vigilantes" on trains, they also wanted to avoid using Sats transport to pressure management to settle the strike.

'No justification' for Sats hikes

SATS's announcement of increases in rail freight, harbour services and road-link tariffs were above the inflation rate and could not be justified, DP consumer affairs spokesman Harry Schwarz said yesterday.

Schwarz questioned whether the tariffs were being increased to show that the entities were viable for privatisation and attractive to the shareholder.

He said profitable services would be privatised, while unprofitable services would be retained and either tariffs would be increased to make them profitable, or the socially necessary services would be subsidised.

Taxpayers' money would be used to subsidise such services.

"The allegation that the weighted

EDYTH BULBRING

average increase is below the inflation rate is an argument of no substance as the user is concerned about the increase he has to pay, not the increase some other person using a different service pays," he said.

Since Sats's budget was presented in February with a plan for the year, the inflation rate had not increased to the extent of the increases imposed.

In recent months the inflation rate had decreased slightly and the rand had appreciated in value, assisting Sats in a number of respects.

If the overall inflation rate was to be used, then the 8% increase in April this year had to be combined with the average new increase of 13%, he said.



UNION MEN . . . Pictured after their meeting with Mr Mandela yesterday are, from left, Mr Lionel October, Mr Elijah Barayi, Mr James Motlatsi, Mr John Ernstzen, and Mr Ronald Mofokeng.

Picture DAVE ATTWOOD

Union leaders meet Mandela

CAPE TIMES 23/12/89 (140A)

Staff Reporters

A HIGH-LEVEL delegation of Cosatu trade unionists, the second in a week, visited Mr Nelson Mandela yesterday for six hours of wide-ranging discussions at Victor Verster Prison.

The delegation comprised Mr Elijah Barayi, national president of Cosatu, Mr Ronald Mofokeng, national treasurer, Mr James Motlatsi, president of the National Union of Mineworkers (NUM), Mr Lionel October, general secretary of the SA Clothing and Textile Workers Union (SACTWU), and Mr John Ernstzen, national secretary of the SA Municipal Workers Union (SAMWU).

The visit followed confirmation by the government yesterday that Mr Mandela would not be released this year.

Attention has now turned to other possible steps President F W de Klerk might announce or hint at to improve the climate for negotiation when he addresses the nation at 8pm on Sunday night.

Speculation in political circles is that Mr De Klerk could announce steps to ease the emergency and allow the return of exiles before finally releasing Mr Mandela next year.

Mr Ernstzen, who acted as spokesman when the unionists emerged about 3 30pm, said the delegation had been "greatly encouraged by Mr Mandela's practical approach to the problems of South Africa".

His release had been discussed. Although he wanted to be released now, Mr Mandela had spoken of his impending release "in the context of the release of all political prisoners and the

cessation of all political hangings and treason trials".

"He does not want to be released empty-handed," Mr Ernstzen explained. "He wants to bring something back to the people he represents."

Asked whether Mr Mandela was directing the anti-apartheid struggle from his prison bungalow, Mr Ernstzen said the ANC leader would not take on the mantle of directing the struggle from above.

"He does not act as an individual, but on mandate and with the full support and approval of the ANC."

Mr Ernstzen said the ANC leader "would like to see a total dismantling of apartheid and a solution to the land question".

Mr Mandela had not yet indicated whether he would agree to see the Mayor of Cape Town, Mr Gordon Oliver, who requested a visit this week.

No Christmas settlement in sight for SATS strikers

JOHANNESBURG — The seven-week-old SA Transport Services (SATS) strike, during which about 21 500 striking workers have been fired, is set to continue past Christmas

SATS spokesman Mr Leon Els said the dispute would "definitely not" be resolved before Christmas

Dismissals had slowed down over the Christmas period, with 56 striking workers sacked yesterday

Mr Els said SATS had not been approached by the South African Railways and Harbours Workers' Union (Sarhwu) since Monday's talks between the union and SATS, adding he

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hoped talks would resume next week
Meanwhile, Sarhwu officials attended a National Executive Committee meeting on Thursday to discuss the strike, but they could not be reached for comment yesterday

According to Mr Els there are still 4 200 workers on strike

SATS' re-employment programme in Natal was proceeding "very slowly", with only 52 applications by fired workers to be re-employed, Mr Els added

Strikers have lost close to R19 million in wages, and damage to SATS property stood at almost R38m, he said. — Sapa

Sats fires 21 500 ^(140A) strikers ⁽²⁸⁷⁾

ABOUT 21 500 striking SA Transport Services (Sats) workers have been fired in the seven-week-old strike ⁽²⁷⁰⁾

Sats spokesman Mr Leon Els said the dispute would "definitely not" be resolved before Christmas, but dismissals had slowed down over the Christmas period.

Sats had not been approached by the SA Railways and Harbours Workers' Union (Sarhwu) since last Monday's talks between the union and Sats, Mr Els said.

Sarhwu officials attended a national executive committee meeting on Thursday to discuss the strike.

Mr Els said 4 200 workers were still on strike and that the re-employment programme in Natal was proceeding "very slowly".

He added that strikers had lost close to R19 million in wages. Damage to Sats property stood at almost R38 million. Sapa. ⁽²³⁵⁾

STAR 23/12/89

Second Cosatu group sees Mandela

STAR 23/12/87 (40A) (112)
PAARL — Jailed African National Congress leader Mr Nelson Mandela would love to be able to go home but does not want to be released empty-handed

By this he means he would like to see a total ending of apartheid in all its forms, said Mr John Ernstzen, national secretary of the SA Municipal Workers' Union

Mr Ernstzen was acting as spokesman for the second five-man delegation from the Congress of South African Trade Unions (Cosatu) to meet Mr Mandela this week

"Mr Mandela said he wants to be released into an environment where he would be able to move freely among his people and in which the people themselves would also be able to move about freely," Mr Ernstzen said yesterday

"In his talks with the State President, Mr Mandela had made it clear that he was not

negotiating with the government but sees himself as a facilitator"

Whatever Mr Mandela was doing, he was not acting as an individual but on mandate from the ANC. He believed in the leadership, Mr Ernstzen said

"Our most important impression is that he is a man of great stature and left us feeling greatly encouraged about his practical approach to the political situation in the country"

Asked whether Mr Mandela had given any indication of his release date, Mr Ernstzen said "Unselfish as he is, he has placed his position in context relating to all political prisoners

"He would like to see the cessation of all hanging, treason trials and other methods the State is using while claiming to be trying to solve the country's problems.

"Although the six hours we spent may have seemed a long time to people outside, to us it was like six minutes," Mr Ernstzen said

He said a wide range of topics was discussed and a more comprehensive statement would be issued later, after his delegation had conferred and consulted with the five who met Mr Mandela on Tuesday.

The men who saw Mr Mandela yesterday were all members of the central executive committee of Cosatu.

Mr Ernstzen was accompanied by Mr James Motlatsi, national chairman of the National Union of Mineworkers, Mr Elija Barayi, national president of Cosatu, Mr Lionel October, general secretary of the SA Clothing and Textile Workers' Union, and Mr Ronald Mofokeng, national treasurer of Cosatu — Sapa.

The fire brigade was notified at 12 24 pm by a Mr W G Jooste who works at the neighbouring Joubert Park post office when he saw smoke coming from the roof of the building.

The first pump arrived from Berea fire station three minutes later.

A total of five pumps, two hydraulic platforms and two emergency vehicles from four fire stations were used and the blaze was extinguished within half an hour.

The fire was contained in the top storey of the building and lower stories suffered only slight water damage.

Acting director for the Johannesburg Fire and Emergency Services Mr A F Cloete said officials did not know what caused the blaze but the fire prevention branch was investigating.

"It was a big fire. If it had been at night we might have had problems," he said.

"By the time the fire brigade arrived everyone had evacuated the building."

No major structural damage was immediately reported - Sapa

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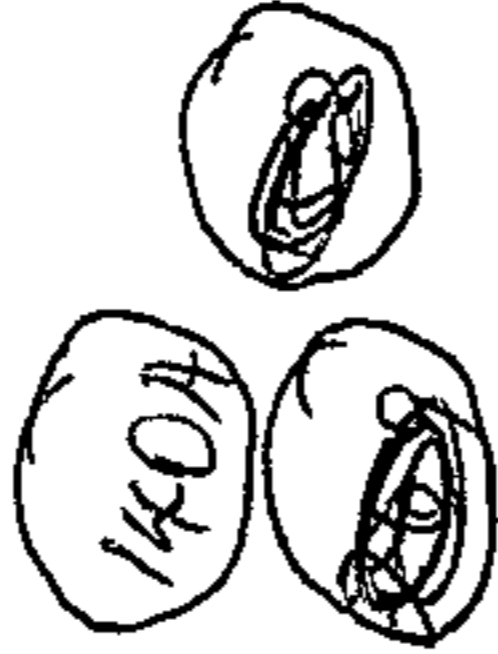
SA Transport Services yesterday dismissed another 669 striking SA Railway and Harbours Workers Union members bringing to 22 112 the total number of dismissals since the start of the wage and recognition-related dispute, Sats public relations head Leon Els said.

Members of Sarhwi's national executive committee met at the weekend and a set of proposals for further talks aimed at ending the almost eight-week-old strike is to be formulated and presented to Sats management later this week, Sarhwi's publicity secretary Martin Sebakwane, said yesterday.

According to Sats there are still 3984 workers still on strike who have not been dismissed.

The situation nationwide was "particularly quiet" at the weekend and the only incident reported was the burning of a railway carriage at Capa down on Saturday.

Sarhwu and Sats will talk again



Sowetan 27/12/89

NEGOTIATIONS between the South African Railway and Harbour Workers Union and railways management are expected to resume this week.

The talks follow Sarhwu's decision last week to approach the South African Transport Services "to return to the negotiating table and negotiate seriously."

Sarhwu's national executive committee met last Thursday to assess the strike and seek a new mandate from union members. It is expected that the union will table its mandate at the next round of negotiations.

The seven-week-old strike has left at least 16 people dead and scores injured.

Nearly 21 500 Sats workers have been sacked at the last count on Thursday last week, with 523 dismissed on that day. A further 4 256 strikers face dismissal.

The dismissed workers represent over 25 per cent of Sats' black labour force of about 80 000.

Strikers have lost R18,5 million in wages and damage to Sats property stood at R37,9 million, according to Sats.

The two parties could not be reached for comment.

Star 28/12/89 (152)

More dismissed as Sats strike goes on

(140R) Staff Reporter

Talks to resolve the eight-week rail strike are unlikely to resume before the new year, according to officials of the South African Railways and Harbour Workers' Union (Sarhwu)

It and South African Transport Services have been locked in a dispute which has led to the dismissal of more than 20 000 workers

Mr Ian Bleasdale of Sats said yesterday that its management was waiting to hear from the union on the question of talks.

Sarhwu national treasurer Mr Eliot Sogoni said the union was still awaiting the results of a meeting at the weekend to thrash out a mandate for further talks "It is unlikely that any further development will take place before the new year."

Sapa reports that Sats dismissed another 669 Sarhwu strikers yesterday, bringing to 22 112 the number of dismissals since the start of the wage and recognition dispute, according to Sats public relations chief Mr Leon Els.

Members of Sarhwu's national executive committee have set proposals for further talks, but they have to be formulated to be presented to Sats management, Sarhwu publicity secretary Mr Martin Sebakwana told Sapa yesterday.

According to Sats, there are still 3 984 workers on strike who have not been dismissed.

The situation nationwide was "particularly quiet" at the weekend.

The only incident reported was the burning of a railway carriage at Cape Town on Saturday. There was minor damage, Mr Els said.

No date for the next round of discussions between Sats and the union has been set, said Mr Els, but Sarhwu said talks would continue in the near future.

The loss in salaries, not counting overtime and allowances, is estimated by Sats to be in excess of R20 million, but the loss to Sats through strike-related damage has been estimated at R37 million.

Post Office agrees to give workers transport

By Joe Openshaw

The Post Office yesterday agreed to transport workers — who fear harassment on trains due to the Sats strike — to and from their homes in Randfontein, Soweto, Evaton and Kagiso.

Agreement was reached at a meeting yesterday between the senior regional manager of the Post Office in Johannesburg, Mr Trevor Olsmdahl, and the Post Office and Telecommunications Workers' Association (Potwa). (140A)

On Tuesday and Thursday last week 4 000 postal workers downed tools and demanded that the Post Office arrange transport for them because they feared harassment on trains from "vigilantes" — non-striking members of the South African Railways and Harbours Workers' Union (Sarhu) — who intimidate strikers and postal workers on trains.

"The vigilantes assault striking Sats workers and others indiscriminately. Potwa members who work on the North Rand and have to come in by train refuse to travel by rail to work," said Mr Siswe Mshiki, media representative of Potwa.

NEGOTIATIONS

The post offices affected when the postal workers downed tools during negotiations on Tuesday and Thursday last week stretched from Yeoville to Lan-seria and included Sandown, Bryanston, Fourways and Halfway House.

The Post Office management also agreed yesterday to pay overtime wages to drivers of the buses transporting postal workers to their homes, and to report back to Potwa by January 3 on long-term arrangements to provide transport for workers.

/ Potwa wants management to agree to transport workers to and from their homes for the duration of the Sats strike.

Strike talks in new year

TALKS to resolve the eight week old rail strike are unlikely to resume before the new year, according to officials of the SA Railway and Harbours Workers Union.

The union and SA Transport Services have been locked in a dispute which has resulted in a total of 21 438 workers being dismissed countrywide.

Sats' Mr Ian Bleasdale said yesterday that management was waiting to hear from the union on the question of talks.

Mr Elliot Sogoni, national treasurer of Sarhwu, said the union was still awaiting the results of a meeting held over the weekend to thrash out a mandate for further talks with Sats

1467
Sowetan
28/12/89

Sats strike set to continue in 1990

The eight-week-old SA Transport Services strike is set to continue into the New Year with 22 271 strikers dismissed in the dispute, which has been characterised by a high incidence of violence resulting in several deaths and scores of injuries.

Another 159 workers were sacked yesterday, leaving 3 557 workers still on strike, according to Sats public relations head, Mr Leon Els.

Mr Els told Sapa that incidents of violence had "quietened down" over the festive period but Sats had lost R39 million in damages to property so far.

Striking workers had lost R20,25 million in wages since the beginning of the strike on November 2.

"There are no indications when Sats and the South African Railway and Harbours Workers' Union (Sarhwu) will continue with negotiations," Mr Els said.

He added both parties would "very much like to have the strike resolved".

The Sats re-employment programme in Natal had been "very slow" with very few respondents to a newspaper advertisement calling for sacked strikers to apply for re-employment.

Mr Els said of the 3 557 workers currently on strike, at least 2 220 were from the Pretoria region and had downed tools about two weeks ago demanding protection against intimidation. (S) (140A) (S)

● Members of Sarhwu's national executive committee met at the weekend to discuss ways of ending the strike and are expected to present Sats with a set of proposals in the near future.

This follows the last round of talks between the two parties on December 18 in which Sarhwu told Sats they would "get back to us after their executive meeting", Mr Els said. — Sapa.

Sapa 29/12/89

22 380 strikers fired by end of year

CAPE Times 30/12/89

140A

JOHANNESBURG — The SATS strike will enter 1990 with 22 380 striking workers having been fired, following the dismissal of another 109 strikers on Friday

The remaining 3 466 workers on strike are also set to lose their jobs unless the dispute is resolved early next year

SATS public relations chief Mr

Leon Els said the situation regarding dismissals would remain "static" until Tuesday, when dismissals are expected to resume

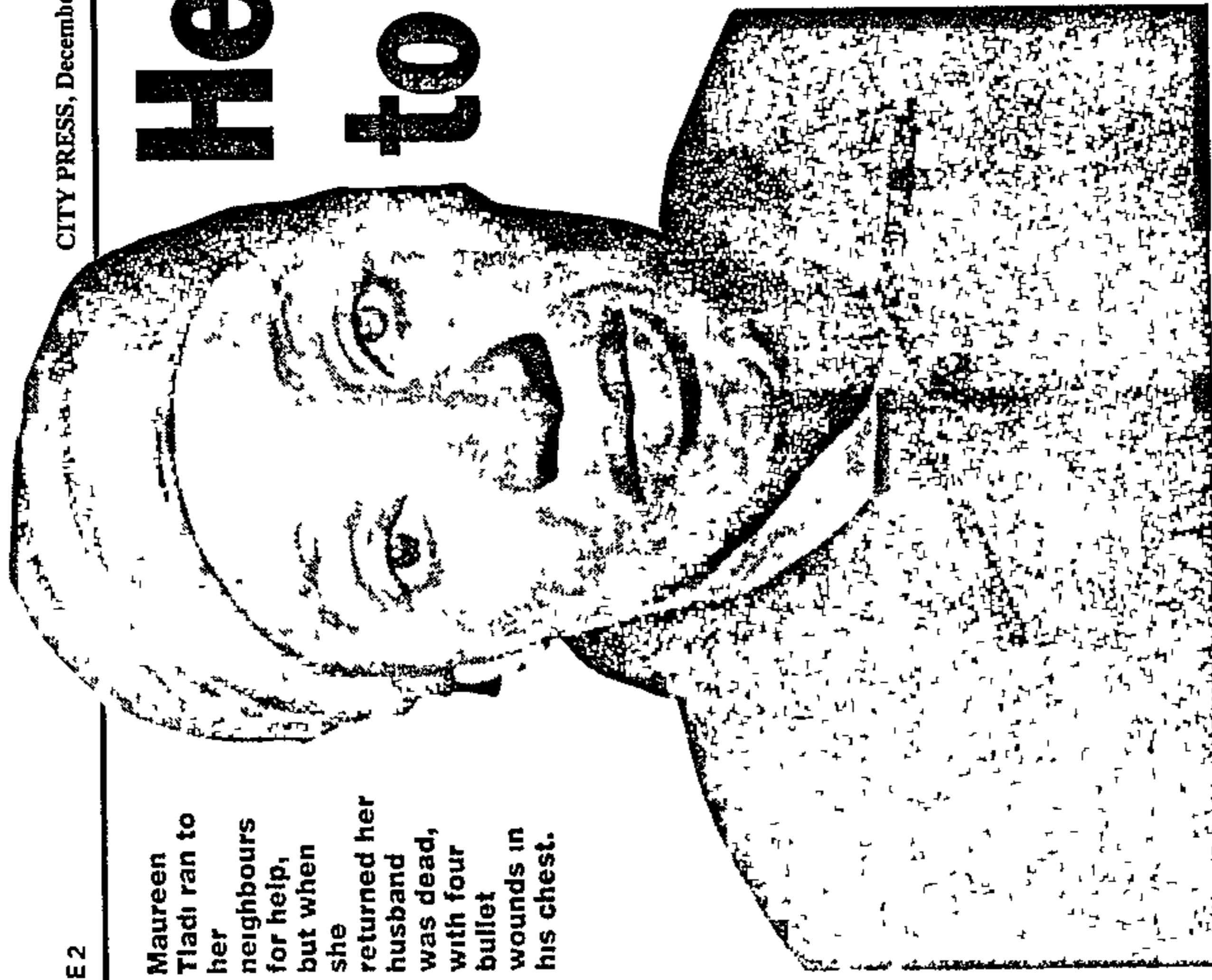
Mr Els said SATS would continue with its programme of firing strikers in 1990 unless the SA Railway and Harbour Workers' Union (Sarhwu) contacted SATS with a set of "acceptable propos-

als"

Sarhwu is expected to contact SATS next week to discuss ways of ending the eight-week-old dispute, which has been characterised by a high degree of violence

Mr Els said no incidents of violence had been reported to him yesterday — Sapa

Maureen Tladi ran to her neighbours for help, but when she returned her husband was dead, with four bullet wounds in his chest.



He was killed for working to pay off his house bond

WOR C. Press 3/12/89

By **CONNIE MOLUSI**

A MAN who put the needs of his family first paid with his life when he decided not to join the seven-week-old black railway workers' strike.

Sats worker Joseph Tladi was shot dead by unknown gunmen on December 5, apparently because he continued working after the strike began on November 10.

After staying in a backyard room and in a dingy Hullbrow flat, Joseph and his family had just moved into their dream house in the smart Marimba Gar-

dens area near Vosloorus on the East Rand. For Joseph it was a dilemma whether to join the strike or not. He had to find R800 a month to meet his bond repayments.

He had worked for Sats for 17 years, was dedicated to his job and the welfare of his family and paid with his life when three assailants stormed into his house on that

fateful night. His grieving widow, Maureen, vividly recalled the attack.

"It was raining that afternoon and he had just come back from work. A man knocked on the kitchen door and before he was told to come in, he was already inside the house carrying a plastic bag."

When she asked him what he wanted, the man

retorted arrogantly that he was selling, but had no time to show what his business was.

As Joseph emerged from the bedroom, half dressed with his shirt still in his hands, the man said "Ja, jy werk maar ons werk nie" ("Yes, you work but we are not working"). The man grabbed Joseph and the two began fighting.

Maureen told City Press she dashed out of the house to alert her neighbours, but on her way back she heard gunshots and saw three men running away. Joseph lay on the ground dead with four bullet wounds in his chest.

He had died for his dream of owning a house - and his two children, aged 14 and 11, were fatherless.

Sapa reports that the strike will enter 1990 with 22 380 striking workers fired, following the dismissal of another 109 strikers on Friday.