

COSATU - 1990

AUGUST.

News in Brief

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Coal workers' strike looms

JOHANNESBURG. — A strike by about 20 000 coal workers is looming following a ballot conducted by the National Union of Mineworkers (NUM). A NUM spokesman said 90% of its colliery workers had voted in favour of going on strike in support of wage demands. The workers are demanding wage increases of between 18% and 20%.

UCT wage deal agreed for non- academic staff

By JILYAN PITMAN

UCT's staff in pay classes 1-3 (non-academic staff) have received net salary increases of between 15% and 21,2%, backdated to April in the new pay package negotiated between the university and the Transport and General Workers Union

Pay classes 1-3 represent cleaners, gardeners, residence workers (cooks, catering hands), stage hands, laboratory assistants and other non-academic staff working at the medical school campus at Groote Schuur, the Baxter Theatre in Rosebank and the main campus of the university in Rondebosch. The agreement, which concerns 900 staff members, represents higher wages and more perks

Chairs, who are part-time employees and part of class 1, had their salaries increased from R581 per month to R704 per month. They work five hours a day or 120 hours per month. This represents an increase of 21,2%. They are now eligible for medical aid

The minimum salary for full-time employees (pay classes 1-3) increased from R800 per month to R1 004 per month with a 5% increase in subsidised medical aid subscriptions to 80%, paid by the university. The 13th cheque remains intact.

Housing subsidy

Henceforth every month classes 1-3 workers will receive

- A rise in the minimum wage of between 15% and 21,2%
- A 5% increase in the medical aid subsidy.
- Group life insurance cover is free up to one year's salary. UCT pays the premium
- 30 workers on 3x10 month contracts are now permanent employees

Other items agreed included

- Maternity:** Pregnant women on staff have the right to ante-natal checks once a month during working hours
- Adoption:** When a baby is adopted or is still-born, the mother should come back to work four weeks after the adoption or after the still-birth. No deduction in salary
- Housing subsidy:** To be extended to workers affected by the 1913 Land Act.

- Literacy:** Workers will be able to attend literacy classes for 2 1/2 hours per week during work time. These classes will be organised by the union and the university's training officer
- Study assistance:** A study assistance loan scheme at an interest rate of 8% is available to workers whose children are studying at other universities and technikons. The full loan and interest will be repaid to the university once the child stops study.

- A 'performance barrier' notch will be available (on recommendation) for staff who are at the top of their salary scale

Money re-allocated

Ms Wilhelmina Trout, a member of the negotiating team and full-time shop steward at UCT, said "We will continue to demand that there be no discrimination between non-academic and academic staff on medical aid benefits and continue fighting for parental and maternity rights"

Professor James Leatt, chairman of the Industrial Relations management committee at UCT, said "Negotiations were protracted. Options were put to the union, one of which included non-contributory medical aid. But they preferred an increase to the basic salary so the money was re-allocated."

Hard line taken on worker demands

THE Goodwood Municipality would not give into "socialist demands" nor would it hesitate to privatise its services if strikes persisted, town clerk Mr Dave Wilken said yesterday.

Up to 200 workers at Goodwood downed tools on Thursday demanding a R1 000 minimum wage and recognition of the SA Municipal Workers' Union (Samwu).

Samwu has played a pivotal role in representing council employees in strikes at the Cape Town, Parow, Goodwood and Bellville Municipalities, as well as the Ikapa Town Council in Khayelitsha.

Commenting on the unprocedural stoppage, Mr Wilken said: "My door is always open and if a strike happens again I'll not hesitate to dismiss."

The Goodwood Municipality had granted its staff a 19,5% wage hike on July 1 and could not continue increasing the minimum wage "to more than what matriculants earn", he said.

Samwu was not available for comment.

Mr Olivier said a logical solution could be to make the Labour Relations Act accessible to all public servants "in view of the fact that it is an easier avenue for the solution of the present problems".

DEPUTY MAYOR TAKES STRESS

Union speaks out as city councillors vote themselves a 20% increase

By PETER DENNEHY
Municipal Reporter

CAPE TOWN City Councillors voted themselves 20% increases — the maximum permitted by the Administrator — in their monthly allowances yesterday.

The increases will be backdated to January 1 this year, giving ordinary councillors R1 200 a month and the mayor R4 800.

Last night an angry SA Municipal Workers' Union (Sammw) spokesman Mr. Sallie Manie, stated the increase as "grossly unfair to teachers and ratepayers."

Municipal workers were recently granted an increase of 14% after a 12-day strike. The minimum wage is now R845 a month.

"I wonder how council will talk themselves out of this one," Mr Manie said.

"It would appear as if there are two sets of rules — one for councillors and one for workers.

"Why is it that the people who own the most get the most, while those who own the least get the least," he asked. In a lively debate, several councillors criticised the increases, saying people were "overgoverned" and that the council was part of the "tricameral gravy train".

In making a bid to limit the increase to 13% and cut the backdating clause,

deputy mayor Mr Frank van der Velde said the council had urged all its departments to stick to 13% increases.

"It is no good standing up for principles when you do not apply those principles to yourself," Mr Van der Velde said.

But his amendment was defeated by 24 votes to eight, and the councillors then went on to vote 22-9 in favour of an executive committee recommendation to increase ordinary councillors' allowances from R1 000 a month to R1 200 a month.

Details of the new allowance scales are as follows:

• The mayor's allowance rises to R3 600 a month, which he gets in addition to his councillors' allowance, giving him a total of R4 800, as opposed to R4 000 a month up to now.

• The deputy mayor's allowance rises to R1 800 a month, giving him a total of R3 000, up from R2 500. The maximum permitted increase would have been R3 600.

• The executive committee chairman gets R4 800 a month, up from R4 000.

• The exco deputy chairman gets R4 200 a month, up from R3 500.

• Ordinary exco members get R3 600 a month, up from R3 000.

Management committee members also had their allowances increased. Criticising the move, Mr Neil Ross said local government cost Cape Town R1.5 million a year "We are overgoverned," he said.

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From page 1
20% pay increase
CAPE TOWN
1/8/86
1404

Mr John Muir added that the council had become part of the "tricameral gravy train", as its permitted increases had been decided upon by a local government co-ordinating council and the provincial administrators, and linked to a countrywide local authority grading system.

Several councillors said that the last increase they had had was in mid-1987.

Mr Arthur Wienburg argued that councillors' annual increase was in the region of 7%, as the last increase had been three years ago. He said allowances were supposed to reimburse

councillors for expenses they incurred.

He said he put in 78 hours of work a month for the council, and spent R200 a month on petrol, and R600 on secretarial services.

Executive committee chairman Mr Richard Friedlander said all the major cities, except one which was still deciding, had approved the new allowance rates.

Those who voted against the increases were councillors Mrs Bronnie Harding, Mr Rupert Hurly, Mr Ian Iversen, Mr Clive Justus, Mr John Muir, Mr Gordon Oliver, Mr Neil Ross, Mr Gerry Sullivan and Mr Frank van der Velde.

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Pay hike answers

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"I wonder how council will talk themselves out of this one," Mr Mame said.

"It would appear as if there are two sets of rules — one for councillors and one for workers.

"Why is it that the people who own the most get the most, while those who own the least get the least," he asked.

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CAPE TOWN
1/8/96
R1400

Natal violence high on the agenda

Hopes high for today's crucial talks

6/10 am
6/8/90

PRESIDENT F W de Klerk and ANC deputy president Nelson Mandela meet in Pretoria today for crucial talks which both sides believe will place SA irrevocably on the road to a negotiated settlement.

Both leaders will be accompanied by four of their closest lieutenants when the first item on the agenda, a report by the working group appointed at Groote Schuur, comes up for discussion.

One of the suggestions by the working group is understood to be a de-escalation in levels of violence in the country linked to the release of political prisoners and the return of exiles.

Another priority, sources said, would be to come up with an agreed definition of a political offence.

The working group is understood to have suggested that a panel of local experts be appointed to decide whether so-called "hard case" prisoners and exiles qualify as political offenders.

Diplomatic sources said at the weekend that Mandela was so confident of achieving a breakthrough on these issues, as well as the removal of security legislation which inhibits political activity and the lifting of the emergency in Natal, that he recently suggested it would be possible to clear the remaining obstacles this morning and begin discussing real negotiations this afternoon.

Members of the working group have not been named but it is understood that ANC national executive committee (NEC) members Aziz Pahad, Jacob Zuma and Joe Nhlanhla, as well as Penuell Maduna and Matthew Poswa served as ANC represen-

MIKE ROBERTSON

tatives on the committee. Justice Minister Koble Coetsee, Deputy Constitutional Minister Roelf Meyer, Constitutional Adviser Fanie van der Merwe and Home Affairs director general P J Colyn are believed to have been government representatives.

Coetsee has also been working on identifying aspects of security legislation which inhibit free political activity. He is expected to give an undertaking at today's talks that these aspects will be repealed in the next Parliamentary sitting.

There has been no suggestion from government that it is prepared to lift the emergency in Natal, but sources on both sides believe a way around this problem can be found, possibly by securing a joint commitment to working together in tackling violence in the stricken province.

Mandela has repeatedly stated that once all obstacles identified by the ANC have been removed, the organisation will consider a "cessation of hostilities".

The ANC has in recent meetings with the UDF and mass democratic movement (MDM) broached this in an attempt to prepare the ground for such an announcement in the event of a breakthrough being achieved at today's meeting.

Government spokesmen have said they could not agree to the wording "cessation of hostilities" in any joint statement, but would rather be looking for a firm commitment from the ANC to a negotiated settlement. But if the ANC wanted to interpret this as a ceasefire in subsequent statements, it would be welcome to do so.

The ANC delegation consists of Man-

□ To Page 2

R2,5m at stake in union, firm battle

1409
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②

Sowetan Correspondent and Sapa

AT LEAST R2,5 million is at stake in a battle by the National Union of Metalworkers to force car giant Delta Motor Corporation to join the motor industry's informal National Bargaining Forum.

Delta has steadfastly refused to implement last year's wage agreement between the union and the NBF on a R1 per hour increase

Joining the NBF would not be in the interests of the company or its 4 000 employees, Delta said

It obtained a Supreme Court interdict earlier this year against the local Industrial Council when it tried to force the motor giant to join the NBF

The NBF's wage agreement was concluded in July last year, but has not yet been gazetted by Manpower Minister Mr Eli Louw

Numsa spokesman Mr Gavin Hartford said he believed this was on Delta's request.

Delta instead introduced a 50c raise in August last year and another

50c in February.

If the dispute remains unresolved, Numsa could move to a strike ballot

Three demands are at issue They are

* That Delta participate in the NBF with immediate effect;

* That it implement last year's wage agreement with retrospective effect from July 1; and that

* It implement any agreement made by the NBF and Numsa for the 1990-91 contract period

Delta spokesman Mr

George Stegmann said yesterday the company was considering taking legal steps because the continued attempts by Numsa to force it into the NBF constituted an unfair labour practice

The two sides are due to meet the Industrial Council tomorrow, subject to confirmation, to try resolve the issue

Numsa is scheduled to hold a last-ditch meeting with car and tyre employers later this week over annual wage negotiations and is also conducting a strike ballot in the metal engineering industry involving about 115 000 workers

NEW LOOK FOR SACTWU

By CHARA CARTER

THE South African Clothing and Textile Workers' Union (Sactwu) is to undergo a major restructuring, from the factory floor to the national executive committee (NEC). This decision was taken at the union's annual congress in Durban last weekend.

The congress was the first since

Sactwu was formed from a merger between the Garment and Allied Workers' Union (Gawu) and Amalgamated Clothing and Textile Workers' Union of South Africa (Actwusa) last year.

According to a Sactwu spokesperson, the restructuring is indicative of the success of the merger.

As part of the restructuring of the NEC, posts have been slightly changed.

Action in Oudtshoorn

From MAKHAYA MANI

OUTSHOORN — About 100 workers at an ostrich leather factory here are continuing with their strike over the alleged "unfair" dismissal of 20 of their colleagues.

The Oudtshoorn Agricultural Co-operation workers went on strike two weeks ago after their colleagues were allegedly dismissed for leaving their jobs without permission.

The workers claim they left the factory fearing the Oudtshoorn municipality would carry out its threat to evict families who are refusing to buy homes they have been renting for years.

The municipality has confirmed that, due to poor condition, homes in the Oudtshoorn are now up for sale.

Meanwhile about 17 bus drivers in the town went on strike last week to protest against the poor condition of buses.

"We are no longer prepared to drive people over these mountains in buses which are in such a bad state," said a driver who asked not to be named.

A company spokesperson has refused to comment on the workers' demands.

Cosatu general secretary Mr Jay Naidoo addressed the congress on the immediate tasks facing the trade union movement and on the independence of unions.

Other speakers included representatives from the Italian trade union federation.

Resolutions dealing with policy included political policy and the Workers' Charter were not discussed due to time constraints.

Executive

A new executive was elected at the congress.

John Copelyn was elected general secretary, Yunus Shaik secretary and Ebrahim Patel education officer.

The former general secretary, Lionel October, who did not stand for re-election, was elected national organiser.

Amnon Nahl was re-elected president, Ellen Beaumont first vice-president, while Johnny Malebo (Western Cape Cosatu chairperson) was elected second vice-president.

Connie September from Rex Truform factory was elected treasurer.

All posts were elected unopposed.



HAPPY SUPPORTERS Ebrahim Patel, elected to the post of Samwu education officer, is carried shoulder high by his supporters at the union's congress

More disputes loom

South 2/81 - 5/5/90

MORE than 28 000 workers countrywide are still on strike over wage disputes and, while several major strikes have been settled, at least four new disputes are looming.

More workers this week joined a maroon national strike in the liquor industry.

National Union of Wine Spirit and Allied Workers' spokesperson Mr November Nkosi said three more plants in Natal had joined the strikes, bringing the total number of strikers to 450.

Nkosi said that while the union remained prepared to meet management no meeting had been scheduled.

Nusaw is demanding a R40 across-the-board increase while the Wine and Spirit Employers Association has offered R35.

Meanwhile, more than 5 000 South African Commercial, Catering and Allied Workers' Union (Saccawu) members are on strike in support of wage demands at Metro Cash and Carry stores countrywide.

The dispute has been submitted to mediation and a company spokesperson said they hoped a solution would soon be found.

The national union of Mineworkers is still balloting about 20 000 workers on coal mines.

A Numsa spokesperson said the union had begun an 11-day strike ballot among at least 100 000 members.

Numsa has rejected Selesa's offer of a 19 percent wage increase for labourers and 15.5 percent for artisans.

The union is demanding 56 percent

for all SAB workers an end to all racist employment practices, an end to union busting tactics, and public confirmation that SAB strikers have the right to picket and to hold sympathy strikes

SAB workers list demands

SOUTH African Breweries workers marched on the SAB head office in Johannesburg at the weekend. Their demands included a living wage, a 56 percent increase, an end to all racist employment practices, an end to union busting tactics, and public confirmation that SAB strikers have the right to picket and to hold sympathy strikes.

FORUM

At stake is Numsa's year long campaign to force Delta to agree to join the national bargaining forum among Delta regards as an unfair labour practice.

Meanwhile, Numsa and other motor and tyre employers remain far apart, according to Numsa spokesperson, Mr Gavin Hartford.

The union will declare a dispute if progress is not made in the next round of negotiations.

Delta is the largest private employer in Port Elizabeth with a workforce of 4 000.

Some 6 000 Southern Sun workers are still on strike.

Union organiser is assassinated

Sta 2/8/90
Crime Reporter

A National Union of Mine-workers (NUM) organiser was yesterday shot dead in an apparently well-planned and politically motivated assassination.

Two women were also shot and wounded during the same incident in Doornfontein, Johannesburg at 4.50 pm

The dead man is Clement Msome, employed by National Plumbers in Doornfontein.

Two gunmen carried out the murder, said police spokesman Captain Eugene Opperman. Mr Msome was walking in Miller Street when two black men jumped from a blue Toyota Cressida and opened fire.

Mr Msome was hit in the head and neck and died on the spot.

Anyone with information is asked to contact the Jeppe CID at (011) 618-4934.

Cape Times 3/8/90
1011

Meat prices rocket after 300 abattoir men sacked

By PETER DENNEHY

RED meat prices have rocketed in the Western Cape in the wake of the sacking of 300 wildcat strikers at the Maitland abattoir.

A spokesman for Cape Slaughtering confirmed yesterday that about 300 of the company's 420 workers were fired yesterday morning for going on an illegal strike over wages.

Mr Ted Doman, PRO for the City council, which owns and runs the abattoir, said between 600 and 700 cattle were normally slaughtered every day, and between 5 000 and 6 000 sheep.

But yesterday the expected figures were 32 cattle and 1 000 sheep, Mr Doman said.

Mr Malcolm Simpson, general manager of Blue Ribbon fresh meat centres in the Western Cape, said lamb prices at the wholesalers' auction had already risen from R6,50 a kilogram on Monday to R7,50 yesterday.

A striking worker said the strike revolved around nine weeks of backdated wages.

"We got an increase from June 1, but management said they would keep the wages back for a certain time. Then last week they said they would only give us R120 each for the backdated pay, and if we don't accept it, it will be nothing. It was supposed to be more."

"Our lowest wages had been R115 a week before the rise, and they were brought up to R150."

A management spokesman said workers had rejected a written wage agreement reached two months ago between themselves and management and negotiated through the Food and Allied Workers' Union.

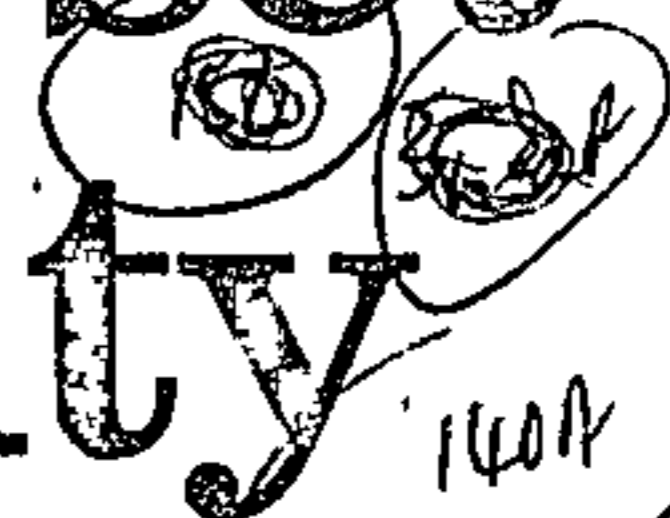
He could not confirm rumours that a new team of slaughterers would be brought in from Johannesburg — even at the risk of upsetting non-striking workers into extending the strike.

"We will be planning as we go along," he said.



Abattoir crisis: Meat prices set to soar in city

MEUS 3/8/90



By SHARON SOROUR,
Labour Reporter

MEAT prices are set to soar and a shortage is expected if the slaughtering crisis continues at the Maitland abattoir after 300 striking workers were sacked.

Slaughtering at the abattoir has nearly ground to a halt with thousands of animals waiting to be slaughtered after a wildcat strike over wages by Cape Slaughtering employees led to their dismissal yesterday.

A company spokesman said a back-up slaughtering team would be flown from Pretoria today and casual labourers were being mobilised to stave off the crisis.

Abattoir director Dr Wally van Heerden confirmed the

price of meat would be affected by the dismissals and a crisis could develop if slaughtering did not pick

"There are about 12 000 sheep, more than 1 000 cattle and 1 000 pigs to be slaughtered," he said.

Remove animals

Mr Ted Doman, spokesman for the city council, which owns and runs the abattoir, said meat producers had been given permission by meat hygiene officials to remove their animals from the abattoir to avoid a health crisis.

"There is also the problem of feeding and watering the animals while they are waiting to be slaughtered," Mr Doman said

He said about 700 cattle

were slaughtered at the abattoir daily, but only 32 were slaughtered yesterday while about 1 000 of the usual 5 000 sheep were slaughtered

The price of meat could go up drastically next week if the crisis remains unresolved while supermarket suppliers try to "weather the price hikes"

Mr Malcolm Simpson, general manager of Pick 'n Pay fresh meat centres, said meat supplies, especially beef, had already been affected while lamb would be in short supply today.

Meat prices went up yesterday and were expected to increase today, he said

"Cost prices of lamb went up yesterday from R6,50 a kg to R7,50 a kg while quality beef prices were over R6 a kg

Another supermarket meat centre said while they were only affected by lamb prices, an effort was being made to buy meat on other markets like Port Elizabeth.

A Cape Slaughtering spokesman said annual wage negotiations between the company and the Food and Allied Workers' Union were completed two months ago and the sacked workers had now decided to reject the offer

● Thousands of coal miners are poised to strike after a last-minute bid to resolve a wage dispute failed as industrial action hits the mining industry

Talks between the National Union of Mineworkers and the Chamber of Mines ended in deadlock on Wednesday after mining bosses offered no substantial changes on initial wage increase offers, a union spokesman said.

22 500 in strikes, protests

By Brendan Templeton

About 22 500 workers were involved in strikes and protest action at mines in the Free State and Transvaal, the National Union of Mineworkers (NUM) said yesterday.

About 18 000 workers were boycotting stores and kitchens at JCI platinum mines around Rustenburg in protest against "repression" and working conditions, said NUM spokesman Jerry Majatladi.

Talks with the Chamber of Mines over wage demands on coal mines deadlocked on Wednesday, he said.

Another 1 500 workers at the Modderfontein gold mine, near

Brakpan, were sleeping on a football ground after being locked out following a strike over wages, recognition of the NUM, and dismissals.

At the Harmony gold mine, near Welkom, about 3 000 workers are striking over the detention of 11 colleagues arrested in June in connection with the death of a mine official.

A strike by about 20 000 workers is looming after a strike ballot by NUM.

Talks with the Chamber of Mines had failed to bring about any substantial changes in the mines' wage offer, said Mr Majatladi.

Sta 3/8/90
Randburg
strikers talk

1409
~~1409~~

Staff Reporter

Council officials and 900 striking Randburg municipal workers met this morning following an ultimatum yesterday that they would be dismissed if they did not return to work today

Randburg Town Clerk Bart van der Vyver said the workers came to work but gathered at their usual meeting place and showed no signs of working.

Workers are demanding a R650 minimum wage in contrast to the council's R525 offer, a National Union of Public Service Workers spokesman said

● Another 1 450 municipal workers are engaged in a pay strike in Meyerton and Vereeniging

easy victory — Daily Telegraph

CAPT TIA 15 3/890
Nactu meets ANC's NEC *(143)*

JOHANNESBURG. — The National Council of Trade Unions, led by its president Mr James Mndaweni, met an ANC NEC delegation led by Mr Nelson Mandela yesterday

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

CAH-TICKS 4/8/90 (40A) (2)

Grooms in wild-cat strike

ABOUT 100 Milnerton grooms staged a wild-cat strike yesterday, according to racehorse owners — but this will not affect racing today. Negotiations on wage demands between owners and the SA Commercial, Catering and Allied Workers' Union began almost two months ago and are still on track. Last week grooms stopped work for an hour in demand of a minimum wage of R250 a week.

CH 1015 4/8/90 (140A)

Strike: Meat price 'to remain stable'

Staff Reporter

MEAT prices in the Western Cape are not expected to rise dramatically over the next week, even though a Matland abattoir has been unable to meet huge wholesale demands following the dismissal of about 300 of its striking workers on Thursday morning.

This was said by Blue Ribbon Meat Corporation general manager Mr Malcolm Simpson, who said Pick 'n Pay's 26 Western Cape outlets would have enough meat to last the weekend, after which they would be stocked with carcasses trucked from the Transvaal.

Asked how much meat Blue Ribbon had bought from the Cape Slaughtering abattoir yesterday, Mr Simpson replied "None".

"If the strike continues till next Wednesday we could be in trouble. Hopefully the abattoir and the union will sort out the problem, otherwise there could be a drastic price increase," Mr Simpson said.

Checkers consumer executive Ms Theresa Erasmus said the giant retail chain did not foresee any problems at this stage, and that "a problem will only depend on the duration of the strike".

25/6
1986 vs
4/8/90

Workers on the march

1100A
20
263

Weekend Argus Report

ABOUT 400 members and supporters of the South African Municipal Workers' Union toy-toyed through the centre of Cape Town today to deliver to the Cape Provincial Administration a petition demanding higher pay and better working conditions.

The petition demanded an explanation why some workers who were paid by the local authorities got a different wage from workers employed directly by the Provincial Administration, even though they did identical work.

This caused division among workers, it was claimed.

Inkatha plans violence, says Cosatu

THE Congress of SA Trade Unions yesterday warned of the possibility of further violence in Sebokeng and Soweto this weekend.

Cosatu spokesman Neil Coleman, speaking at a press conference in Johannesburg, said the union had received information that Inkatha was planning attacks on Sebokeng today, when four ANC cadres are to be buried.

The cadres, and 25 other people, were killed in the July 22 clash between Inkatha and ANC supporters.

Inkatha yesterday vehemently denied the accusation that it was planning violence.

Mr Coleman alleged at the conference that Inkatha was also planning an attack in Soweto tomorrow — after an Inkatha rally which he said was to be held at the Jabulani amphitheatre.

However Humphrey Ndlovu, Inkatha secretary for the West Rand region, stated that Inkatha was not planning any vio-

lence. The organisation was not holding a rally at the Jabulani stadium but had received permission to hold an open air meeting at Zondo grounds in Diepkloof, Soweto.

The police, for monitoring purposes, had phoned Inkatha to confirm the meeting would be held.

Letters to SAP

Cosatu, through their lawyers, have sent letters to the Commissioner of Police in Pretoria, and to the divisional commissioners of police for the Witwatersrand and Soweto, warning that attacks on certain areas of Sebokeng and Soweto had been planned for the weekend.

In the letters, Cosatu requested that permission for the meeting planned by Inkatha in Soweto be carefully considered as it was likely to "fuel tension in the area and possibly lead to conflict".

The SAP replied in a letter

that permission for the meeting had already been granted and that the SAP had a legal duty to maintain law and order "which the SAP always strives to do in an unbiased manner".

The police also warned that "no attempt to draw the SAP into any conflict in a manner that might attempt to show the SAP to be biased shall be tolerated".

Mr Coleman further condemned what he described as the "enforced recruitment" of Inkatha members.

He said Cosatu, the United Democratic Front and the so-called Mass Democratic Movement had nothing against Inkatha's organising that movement in the country.

"What we're trying to prevent is the reign of terror and coercion which is going on".

Zwelizima Vavi, regional secretary of Cosatu (West Transvaal) also condemned the police and SADF raid on Sebokeng Hostel on Wednesday night.

More than 5 000 SADF and SAP members raided the hostel, which Mr Vavi estimates has more than 20 000 inhabitants, in a crime prevention operation on Wednesday night.

More than 25 people were arrested, eight for illegal possession of firearms and ammunition.

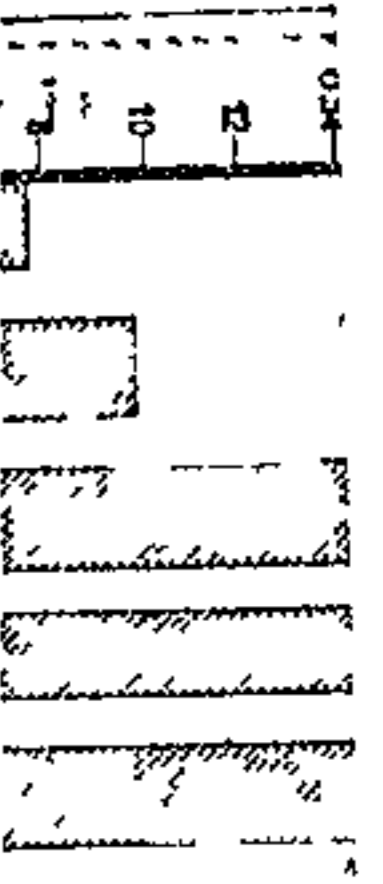
Mr Vavi said it was "a naked disarming of people identified by the police as not being members of Inkatha".

Reign of terror

Mr Vavi said Sebokeng Hostel inmates had been undergoing a "reign of terror" since July 22 when 11 of them had been killed.

He said they needed the weapons the police had confiscated during the raid.

The MDM had decided at a meeting on Thursday night that a delegation from the Sebokeng Hostel and Vaal area should meet Minister of Law and Order Adriaan Vlok as soon as possible — Sapa..



equivalents will find those fares far higher than in their own country. However, as the bulk of those who use SAA's domestic services are South Africans, airfare comparisons should be relative to what local commuters in other countries are paying. To make

question still remains why is it not possible to show a profit? The only answer possible is that the airline is being run unproductively and inefficiently.

Privatisation
Another factor necessitating an in-

RECORD — The year singer... Judas Priest testified this week that he once recorded a phrase backwards on an album, but he denied planting hidden messages in his music to promote suicide. Singer Ron Halford testified in a civil trial on allegations that subliminal messages hidden in the band's 1978 album 'Stained Class' promoted

SANDRA CHÉREZ
"When you're composing songs, you're always looking for new ideas, new sounds... just as an artist would add another piece of paint to a canvas," the singer replied. He said it was the only time he could recall

bies "That's the way I've always sang," Halford said. "That is my style."
Attorneys representing the families of Raymond Belknap and James Vance claim content on the band's 'Stained Class' album contained the subliminal message 'do it' that prompted the youths to shoot themselves in a deserted church on December 23 1985.

1408

NEWS

6 Saturday Star August 4 1990 p 6

Industrial conflict marked by worker militancy

SOUTH AFRICA is once again experiencing a surge in worker militancy since the 1987 strike wave with a conservative estimate of more than 1 200 000 man-days lost in the first half of this year.

Labour experts and unions say the current upswing in industrial conflict must be seen in a context of the changing political climate and a stagnant economy.

Industrial action

Massive industrial action this year followed the February unbanning of the ANC, SACP and the PAC and appeared as a consequence of the reform initiatives. Mass marches on labour demands linked with community issues were seen in every province.

Government recognition of political organisations after decades of incarceration brought with it a strong sense of hope, freedom and confidence

among workers to assert demands more forcefully. Increased worker expectations coupled with higher levels of political mobilisation unleashed a militancy in all spheres and, on the workfront, this manifested in large-scale industrial action.

The commercial and catering sectors have in recent weeks stood out as the most affected by such action.

OK Bazaars workers accepted an improved wage offer after seven weeks of striking. National strikes followed at Metro Cash and Carry, Trador and Checkers, and the Southern Sunns strike is still in full swing after four weeks.

In a surprise move the conservative Nactu union, National Union of Wine, Spirits and Al-

lied Workers Union also pulled off a major national strike involving more than 5 000 workers. The strike is in its fourth week.

Shopfloor structures in the Commercial Catering sector, historically a militant one organised under the SA Commercial Catering and Allied Workers Union (Saccawu), experienced a setback last year due to a political split in the union.

Saccawu has since re-united and a union official said its membership and structures have consolidated and regained confidence. He said the spate of strikes by the union was part of Cosatu's living wage campaign which has taken root this year since the unbanning of political organisations.

The active participation by unions in the living wage campaign, he believes, is a result of Cosatu's move away from the centre stage of politics, which gives it the space to concentrate fully on trade union issues.

Mr Beaumont said this has set a precedent for unions in the public sector and parastatals. The strike wave is unlikely to abate in the next half of this year, labour experts say.

Continuing mass mobilisation and community involvement in industrial action as in the O. strike, Cape Town Municipality, Southern Sunns and PE Municipality among others, has created a volatile industrial relations climate.

SHAREEN SINGH

Wider demands

The federation has shifted from its role as the major political player — a role it was forced to assume after the banning of the UDF, Azapo and other organisations in 1988.

Labour experts have noted the increase in union demands to cover a wider range of issues,

for example provident funds, literacy job training, job security, privatisation, bargaining forums and a demand for more say in how companies are run.

Mike Beaumont of industrial relations firm FSA Contact says the desire to mix these issues with wage demands is driven by the changing political climate and higher worker expectations.

This year has also seen a marked increase in strike action in the public sector and parastatals — hospitals, post offices, municipalities, railways and schools.

Recent moves by unions to include public sector employees in the Labour Relations Act has also focused attention on the sector and workers have become more confident in fighting for the same working conditions as their counterparts in the industrial sectors.

Volatile climate

IR Consultants Levy, Pirron and Associates estimated a staggering 42,2 percent of strikes in the first half of this year involved State employees.

Prolonged action in the education sector pushed the Government for the first time into giving teachers' organisations some recognition and opening negotiations on such matters as salary scales job security

Several spontaneous strikes over non-wage issues like privatisation, job security, racism, dismissals etc indicated the readiness of workers to down

Railway workers are already flexing their muscles for action — an indication was the march by about 10 000 workers to Transnet offices over wage demands.

Metallworkers are conducting a strike ballot and workers on coal mines have balloted in favour of a strike which is expected to start any day now.

Wildcat strike: 800 Cape grooms sacked

SABA
Advis 4/8/90

Racing Staff and Sapa

NEARLY 800 grooms involved in a wildcat strike at the Milnerton and Philippi stabling complexes over the weekend, have been dismissed.

The grooms, who have been on strike since Friday, were given until 4pm on Friday to return to work. This ultimatum was extended to 6am on Saturday.

When the grooms refused to report for work, they were given notice of dismissal for today and warned of being evicted from their quarters. This morning they had still not returned to work.

A spokesman for the trainers said today they had not spoken to the grooms and assumed they were demanding wages of R250 a week — their initial demand at a former strike.

The spokesman said if that demand was met it would put most small owners, and certainly a good percentage of the smaller trainers out of the business. "And if they go out, so will the jobs of most of the grooms."

"It would cripple the industry." The consensus among trainers is to find alternative staff and cut down the size of their strings. Friends, family and even strangers are helping, and the horses were being exercised and cared for this morning at both centres.

The strike is presently restricted to the Cape, but the spokesman said he believed the area was being used as a

"testing ground" and expected the up-country grooms to follow suit soon. There are about 600 grooms employed at the Milnerton complex and about 200 at Philippi.

The grooms have been marching, chanting and toy-toying on and off since Friday.

Most trainers interviewed said many of the older grooms were prepared to work but were being intimidated by younger ones. They also said they would re-employ some of the grooms, but would be looking for new staff.

Trainers also complained about a lack of security at the Milnerton complex. Reacting to this, Mr Eddie Price, general manager of the Cape Turf Club, said: "The security people are there to ensure the correct people are in the complex. That is their only function."

Saturday's race meeting at Kenilworth was almost disrupted with 30 scratchings. About four were withdrawn for legitimate reasons. The rest of the scratchings due to the strike amounted to about a quarter of the acceptances.

However, members of Cape Town's horse community rallied to trainers' aid and the meeting went off smoothly.

Climbers in death plunge

AOSTA (Italy). — A shower of rocks from the Italian side of Mount Blanc struck two Japanese climbers, causing them to fall 500 metres to their deaths. — Sapa-AP.



Picture WILLIE DE KLERK, The Argus

PITCHING IN: Wives, friends and racing fans pitched in at Kenilworth Racecourse on Saturday to keep the meeting going smoothly after grooms at two major training centres called a wildcat strike.

Anger as SABC ko's big fight r

JOHANNESBURG. — After sitting through 12 disappointing rounds of boxing from Barranquilla, Colombia, in the early hours of the morning, a call to SABC

At the end of the fight, which according to the American commentators was won comfortably by Malinga on points,

hensible, which to ers sounded like a that Malinga had w

A call to SABC

Inkatha slams Cosatu over



Some of the Inkatha supporters march through the streets of Diepkloof after attending rally

Sowetan 18/8/90

'war'

(1991)

INKATHA yesterday slammed Cosatu and organisations loyal to the African National Congress for their campaigns to isolate the movement.

By MATSHUBE MFOLOE

the concept of negotiations long before the ANC "Inkatha is the first organisation to condemn pass laws, leaving it behind means leaving liberation behind," he said

Addressing a rally in Diepkloof, Soweto, Inkatha's Reef leadership dismissed as "laughable" attempts by the Vaal Civic Organisation to stop Inkatha from operating in Sebokeng

A spokesman for the United Workers Union of South Africa (Uwusa) criticised Cosatu for "using its workers for political gains". He attacked organisations which called for sanctions and disinvestment, saying many people were "now without jobs"

The meeting was attended by an armed impi of more than 3 000

Inkatha's West Rand secretary, Mr Humphrey Ndlovu, said attacks on Inkatha members should stop and warned that his organisation would continue to mobilise its members anywhere in the country

Inkatha's Youth Brigade chairman, Mr Themba Khoza, took a swipe at student organisations for "enforcing" school boycotts He said Inkatha supported the campaign of "education for liberation" - not "liberation before education".

Inkatha had promoted

Number of strikers drops by 9 000

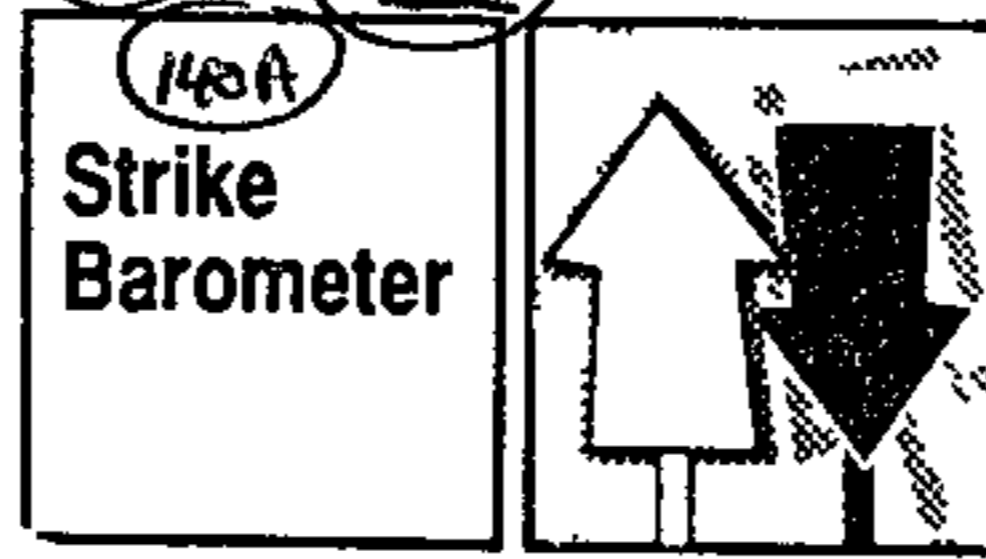
By Brendan Templeton

Str 6/8/90

Over 19 900 workers were on strike last week — almost 9 000 down on the previous week. About 115 000 metalworkers are participating in a strike ballot, and 23 200 ended their strikes over the past seven days

Companies with workers on strike included

- Southern Sun/Holiday Inns and 6 000 South African Commercial Catering and Allied Workers Union members at 41 hotels Strike 34 days old. Union demanding R160 increase, reinstatement of 105 workers and right of part-time workers to join union Hotels offering R100 or 15 percent increase
- Liquor producers and the National Union of Wine, Spirits and Allied Workers Union 3 800 on nationwide strike over demand for R40-a-week increase Employers offering R33. About 70 workers arrested during the 35-day strike.
- Modderfontein Gold Mine, Brakpan, and 1 500 National Union of Mineworkers over NUM recognition, wages, 30 dismissed workers, and working conditions.
- Ciba-Geigy and 172 Chemical Workers Industrial Union (CWIU) members in 92-day strike over company's non-participation in union's provident fund Mediation on Friday.
- Reckitt-Colman and 400 dismissed CWIU members over company's non-participation in provident fund
- Labethica, Bethlehem, and 160 SA Chemical Workers Union (Sacwu) members Total



of 104 people arrested during eight-week wage strike

- AECI, Modderfontein, and 80 Sacwu workers Drivers demanding equal job grading between races
- African Catylists, Sasolburg, and 30 Sacwu members Demanding wage increase be backdated to April 1
- Steeledale FBE, Epping, and 120 Numsa members over 28 retrenchments Strike in its third week
- Parow municipality and 500 SA Municipal Workers Union members over wages and union recognition Negotiations in progress
- Meyerton municipality and 250 Municipal, State, Farm and Allied Workers Union (MSFWAU) members over wages Workers want R800 minimum wage All strikers dismissed
- Randburg municipality and 900 National Union of Public Service Workers over their demand for a R650 minimum wage Council offering R525
- Harmony gold mine, Welkom, and 6 000 miners over continued detention of 11 col-

leagues and implementation of wage agreement

Strike settlements included

- Frame Group and 11 000 SA Clothing and Textile Workers Union members over wage demand for R35 increase a week from July and R35 from next January Final agreement not yet published
 - Metro Cash 'n Carry and over 5 000 Sacwu workers at more than 150 stores Workers given R140 across-the-board monthly increase Initially demanded R150 and management offered R135
 - Harmony gold mine and 6 000 NUM members who returned to work after negotiations with the union
 - Vereeniging council and 1 200 MSFAWU workers Strikers returned to work pending negotiations with council on August 8
 - Strike ballots pending
 - Numsa with 115 000 workers employed by Steel Engineering Industry Federation of SA — from July 30 to August 10
 - NUM held a successful strike ballot on coal mines last week
- Issues
- Boycott by 18 000 NUM members at JCI platinum mines of concession stores, liquor outlets and kitchens Workers' demands include a living wage, dismantling of mine security, an end to dismissals, free political expression, an end to the transfer of NUM members to the rival Federated Mining Union (FMU), and the reincorporation of Bophuthatswana into South Africa

1577
241

Grooms strike; women step in

Capt Trips 6/8/90
1100 R

~~1100 R~~
Staff Reporter

NEARLY 400 grooms on a wildcat strike for higher wages would be served with an interdict today stating that they either come back to work and negotiate with trainers, or face dismissal, according to trainer Mr Darryl Hodgson.

The grooms yesterday failed to show up for the second day at the Milnerton and Philippi stables.

Discord between owners and grooms began almost two months ago with a demand for higher wages, and the SA Commercial, Catering and Allied Workers' Union stepped in to present demands for a R1 100-a-month minimum wage. Some grooms are paid only R65 a week, a union spokesman said.

About 50 women took the place of the grooms on Saturday.

According to Mr Hodgson, the horses were more manageable on race day at Kenilworth because the women "are far gentler."

"All the trainers commented on how efficient everything went, how quiet the horses were, how much more manageable they were," he said.

The women grooms at Milnerton stable said they would enjoy working on a full-time basis with the horses if given the chance because it was rewarding work.

They did not want to comment on how much grooms were paid.

CALL-Trap 7/18/10

Most Moss gas workers back

MOST of the 9,000 Moss gas on shore refinery workers who stopped work for four days in a wildcat strike, resumed their duties yesterday, Moss gas spokeswoman Ms Denise Gee said. The return-to-work follows two days of negotiations between 22 contractors and a 17-member employee team led by the National Union of Metalworkers.

7/8/90

2 Cape Times, Tues

Wage deal ends Sun hotel strike

JOHANNESBURG —
Striking workers at
Southern Sun Hotels
signed a wage agree-
ment with management
yesterday, ending a five-
week nationwide strike
involving about 6 000
workers

Mr Carl Ludick, South-
ern Sun Hotels spokes-
man, said workers would
return to work tomor-
row

The agreement pro-
vides for a phased in-
crease in wages of R120
and the reference of
other disputed issues to
arbitration

Mr Ludick said work-
ers would get R100 or
15% effective from April
1 and a further increase
of R20 or less from Sep-
tember 1

"All striking workers
have been allowed until
August 22 to return to
work, whereafter they
will have to reapply for
positions with the com-
pany," Mr Ludick said

He said disciplinary
action would be referred
to arbitration

The strikers, who pick-
eted the hotels through-
out the country, had also
charged the company
with practising racism

The end to the strike
comes shortly after the
conclusion of wage
agreements at the OK
Bazaars and Checkers
supermarket chains —
Sapa

CAPT 7int's 7/8/90
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Mossgas strike talks continue

THE mass wildcat stoppage by 9 000 Mossgas workers remained unresolved yesterday as management and trade unionists tried to establish the causes of the paralysing walkout.

Mossgas spokesman Mr Harry Hill said the strike appeared to have been sparked by engineering and instrumentation workers embroiled in a dispute with Seifsa. — Sapa

FILE 1000000000

CMH Trunk
y, August 7, 1990



By PETER MALBIN

ABOUT 450 grooms are refusing to leave stabling complexes at Milnerton and Philippi after they were fired yesterday.

An urgent meeting was held late yesterday afternoon between racehorse trainers and their attorneys in an effort to resolve the situation.

Trainers have tried to hire new grooms since they fired 700 grooms for calling an illegal strike on Friday but they have been prevented from doing so by angry fired staff.

Trainer Mr Darryl Hodgson and his assistant, Mr Patrick Labuschagne, went to Goodwood showgrounds on Sunday to hire seven new grooms. An hour

Fired grooms refuse to quit stables

after returning with the new men, they were surrounded by 450 angry fired grooms, who threatened to kill their new grooms if they worked there.

"I had to take them back," Mr Hodgson said.

He said the fired grooms had been "sit-

ting around and every few hours they go around the stables toyi-toying". Police dispersed marchers near the Cape Turf Club yesterday afternoon, an eyewitness said.

Trainers' wives and friends, mostly women, have been filling in for the grooms. The horses need to be brushed for 45 minutes every day and some are feeling the effects of the strike, Mr Hodgson said.

Grooms were fired after they failed to return to work by 6am on Saturday. They were demanding salaries of R250 a week. At Mr Hodgson's stable, grooms are paid between R100 and R130 a week and were offered an increase of R30 a week when they went on strike.

900 Randburg municipal workers dismissed

Star 7/1/90 (25) (140) (25) (182)
About 900 Randburg municipal workers were dismissed yesterday when they failed to report for duty, municipality spokesman Andre Jacobs said

Final warnings were issued to them on Friday

A minimum wage of R650 is being demanded by the National Union of Public Service Workers (NUPSW)

against the R525 offer by the council
The dismissed workers did not include those on leave or who were sick, the council would only know later in the week exactly how many were on strike, Mr Jacobs said, adding that municipal services were still functioning, "but not as productively as we would like them to be" — Staff Reporter

Building stops as 9 000 go on strike

Sp. 7/8/90 By Brendan Templeton

Construction on the Mossgas on-shore plant has been crippled by a wildcat mass walkout involving about 9 000 contracted construction workers

Mossgas Public Affairs Manager Harry Hill confirmed the walkout and said management at Mossel Bay was meeting the workers to find out what their demands were.

Union officials were also meeting the workers, the National Union of Metalworkers (Numsa) and the Construction and Allied Workers Union (Cawu) said

All construction at the plant came to a halt following the sudden tools-down on Thursday. Workers were due to hold a "contractors' weekend" starting on Friday which made it difficult to quantify the effect of the strike at this early stage, Mr Hill said.

The strike appeared to have been sparked by engineering workers whose union, Numsa, was involved in a dispute with the Steel and Engineering Industry Federation of South Africa, he said

The strike is the biggest to hit the multibillion rands oil-from-gas project — about 4 500 construction workers went on strike in March over union recognition and higher wages

Star 7/8/90
10000

Bid to defuse stayaways, boycotts fails

Political Staff

The Pretoria Minute contains an effort to defuse mass actions such as boycotts, stayaways, strikes and defiance campaigns.

It said the Government and African National Congress considered it necessary, in viewing the roles and involvement of other parties, that whatever channels of communication were necessary should be established at local, regional and national levels:

"This would enable public grievances to be addressed peacefully and in good time, avoiding conflict," the document said.

Commenting on the ANC's "mass action" campaign, Nelson Mandela said the fact was that there were no mechanisms for black people to address their grievances in South Africa.

Strategies

"Therefore it is to be expected that in the absence of mechanisms, mass action should be resorted to by the mass of the people. As long as that mechanism is not available, it is natural that people will have such strategies as are available to them," he told a news conference.

Nobody should expect an end to mass actions until those mechanisms were in place. They would reduce their number, Mr Mandela said.

Mass mobilisations have been increasingly worrying the Government, which feels they are a "disguised" form of violence, intimidation and instability.

The Government wanted a clear commitment yesterday from the ANC against campaigns such as rent boycotts, schools defiance, strikes and stayaways.

Mr Mandela's words, however, fell far short of that, and there was no specific mention in the Pretoria Minute denouncing mass action.



Hotel strike over, agreement signed

MLW 7/8/90 140A

By SHARON SOROUR
Labour Reporter

AFTER a five-week nationwide strike at 41 hotels, more than 6 000 Southern Sun/Holiday Inn workers return to work this week.

A wage agreement was signed last night between the SA Commercial, Catering and Allied Workers' Union (Saccawu) and management, according to Southern Sun spokesman Mr Carl Ludick.

The strike ends tomorrow and all striking workers had until August 22 to return to work, after which they would have to re-apply for positions with the company, he said.

Mr Ludick said workers would get a R100 or 15 percent increase effective from April 1 and a further increase of R20 from September 1.

The agreement provided for a phased increase in wages of R120 and referral of other disputed issues to arbitration.

Confirming a settlement had been reached, union spokesman

Mr Allan Horwitz said in a statement the strike had been a success as the union had secured better working conditions for its members.

"Regarding conditions of work, the strike was a clear victory for Southern Sun workers," he said.

A R710 minimum wage had been secured, R90 short of their initial demand, Mr Horwitz said.

The union initially demanded R160 across-the-board and a monthly minimum wage of R800.

In a major concession the company agreed to recognise March 21 — Sharpeville Day — as a paid public holiday, he said.

Other agreements — regarded by the union as achievements in terms of improved working conditions — reached were:

- A doubling of the night al-

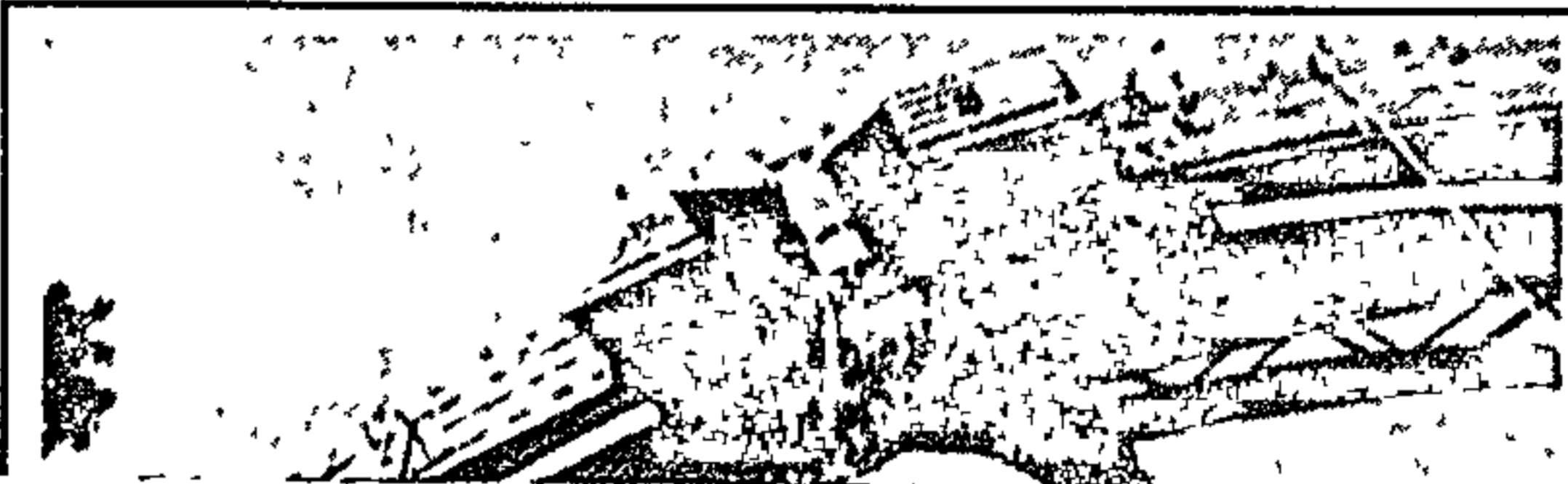
lowance to R110 a month, the abolition of split shifts and a pay-increase of R120 during the three-month probation.

- The right to join the company medical aid with Southern Sun agreeing to contribute 50 percent to medical costs

- The right of casual workers to join a union within the company

Mr Ludick said disciplinary action related to the conduct of strikers during the industrial action and dismissals at the Cape Sun and Pietersburg Holiday Inn and retrenchments at Pine Lake and Sabie would be referred to arbitration.

Mr Horwitz said about 300 strikers had been dismissed during the strike.



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Barlow Rand considers a workers' charter

MATTHEW CURTIN

COSATU affiliated unions will present plans for the establishment of a "workers' charter" at Barlow Rand during the union federation's next meeting with the corporation on September 16-18.

Cosatu representative Rob Rees said yesterday Cosatu was seeking to entrench at Barlows worker and trade union rights in areas such as job security, retrenchments and casual labour.

He hoped the discussions would lead to the incorporation of the charter into the group's industrial relations philosophy.

Barlows group public affairs GM Ken Ironside said the group accepted in principle the establishment of a workers' charter

and confirmed "matters of broad principle" would be discussed in September.

The unions involved are the NUM, the National Union of Metalworkers (Numsa), Paper Pulp Wood and Allied Workers' Union (Ppwawu), the SA Clothing and Textile Workers' Union (Sactwu) and the Food and Allied Workers' Union (Fawu).

There is no precedent for such a code in SA, but Cosatu organiser Mark Bennett said the European Social Charter, German industries' 14-point labour code and the code established by the Chemical Workers' Industrial Union with Dutch companies in SA, would be examined.

140R
8/18/90

Union angry over foreign workers

By Brendan Templeton

Mossgas was importing cheap labour from East European and Asian countries while thousands of equally skilled workers were available in South Africa, the National Union of Metalworkers (Numsa) said yesterday.

The union's claims followed a return to work by about 9 000 strikers at the multimillion-rand construction yesterday after they downed tools over the recruitment of foreign labour and accommodation problems.

Negotiations between Numsa and Mossgas on the issues are due to start soon.

Mossgas and Gencor public affairs manager Mr Harry Hill refused to comment on the union's claims, saying he did not wish to negotiate through the media.

Between 1 000 and 2 000 foreign workers from Taiwan, Yugoslavia, Poland, Turkey and

the Philippines were being brought into South Africa to do jobs which many unemployed South Africans could do, although it would cost more to employ them, Numsa spokesman Dr Bernie Fanaroff said.

"It is our experience that these workers require retraining when they reach South Africa," he said.

Cheaper

Workers who received training at the Mossgas-backed South African Fabrication and Construction Training Trust Fund (FCTTF) had to wait in line while foreign workers were employed at cheaper rates, he said.

One of the supposed justifications for the cost of Mossgas was that it would create thousands of jobs locally.

The FCTTF collapsed recently after Mossgas cut off funding. Executive Director of the

FCTTF Rene Schmetz said there was a lack of support from some major companies who seemed to prefer to import foreign labour — a costly short-term solution.

The importation of Portuguese artisans by Mossgas contractor Dorbyl sparked off a strike by local workers at its Durban plant in June.

Dr Fanaroff said Gencor — a 30 percent shareholder in Mossgas — and the Departments of Manpower and Internal Affairs needed to explain why workers who did not have better skills than South Africans were being allowed into the country.

Energy Affairs Minister Dawie de Villiers admitted earlier this year the initial decision to go ahead with the Mossgas project was not necessarily a good one.

"But to stop now would be highly detrimental to the State," he said.

off & Trip 9/15/90 (12) (140P)
NUM, De Beers in deadlock

JOHANNESBURG — The National Union of Mineworkers has declared a deadlock in the Conciliation Board established to consider a dispute between the union and De Beers over improvements to wages and conditions of employment, the diamond house said yesterday. The union is currently demanding a 22,5% increase in the current minimum wage of R653

Call Times 1/18/90
**CPA to talk to
wage protesters**

1907
**THE Cape Provincial
Administration (CPA) is
prepared to meet the SA
Municipal Workers'
Union (Samwu) follow-
ing a weekend protest
march by workers de-
manding direct talks
with the provincial au-
thorities**

**Samwu cited as "intol-
erable" the situation re-
garding wages and de-
manded to meet the
"highest" CPA officials**
— Sapa

Post Office workers strike over dismissal

By Brendan Templeton
Postal workers at several engineering yards on the East Rand went on strike yesterday over the dismissal of a colleague.

The Post Office and Telecommunications Workers Association (Potwa) claimed the Post Office intended using the man's dismissal as a precedent paving the way to mass retrenchment pending privatisation.

Stayaways

But a Post and Telecommunications liaison officer denied the claim — privatisation was an outmoded issue and was no longer on the cards, she said.

The worker was dismissed because he was absent from work for more than five days when general stayaways were called, Potwa said.

The Post Office intended reducing costs to

make Post and Telecommunication shares more attractive to investors when the Post Office was privatised, a spokesman said.

But the Post Office official said this was "non sense".

"We were considering it a few years ago, but times change. This person was dismissed and management has followed all the necessary disciplinary procedures.

"Negotiations with the union are on, but his dismissal has nothing to do with privatisation," she said.

About 720 workers at engineering yards in Boksburg, Ravensklip and Schapensrust near Benoni were on strike she said.

Potwa claimed more than 1 000 strikers and said workers at Witfield and Brakpan were also expected to down tools soon.

WOMEN'S issues must become a central focus of organisations rather than trail as an after-thought at the end of an agenda.

This is the view of Connie September, the newly-elected treasurer of the South African Clothing and Textile Workers' Union (Sactwu).

September regards the election of two women to the union's national executive committee as a "move in the right direction" for Sactwu, of which women form the vast majority.

"It is a move towards reflecting the composition of our membership, but more women must become actively involved in the union's structures and assume leadership," she said.

Responsibilities

September is employed as a warehouse clerk at the Rex Trueform clothing factory in Salt River, the heart of Cape Town's clothing industry.

As national treasurer she is in charge of the finance department and must check the union's financial records.

She is also the chairperson of Sactwu's Salt River local committee and regional vice-chairperson

Her public involvement is not limited to the union

She is the branch secretary of the ANC in Grassy Park/Lotus River, is a former secretary of the Advice Office Forum and was previously active in civic and youth organisations.

September's involvement in the union has spanned a period during which, for the first time, a largely female workforce in the Western Cape was organised into

Women's champion floor on the factory

South 1/8 - 15/8/90
140A



Connie September

However, this is not evident in the role played by women at a leadership level and within the union's structures.

"Although women make up the vast majority of Sactwu, one is not really aware of the strength of women," said September.

"In elections you often see women pushing men for the positions. In discussions, women listen to the men rather than participate in the debates.

"The big question is how to build the confidence of women in our union. The whole question of women in the union needs serious examination.

"It is not enough to say there must be women in leadership. The issue is more complex. There is sexism in the broader society and there is sexism in our organisations

"Women must be accepted in organisations as equals and they must accept themselves as such.

"They need to be given confidence through an education process. But education must not be for women only. It involves men and women."

September says that even when women accept the responsibilities of leadership, they face extra burdens as opposed to their male counterparts.

One of these problems is loneliness. "As the only woman on a structure, there are often times when you are lonely. You want the company of another woman. For example, you don't want to sit in a hotel room, talking to one of the men."

Acceptance

Another is winning acceptance as a leader.

"Many people find it difficult to accept you can be a leader. They are more comfortable with a man in the position.

"Other women find it easier to criticise you rather than one of the men. You also become a target for gossip and have to watch your step all the time"

Despite these problems, she is confident that more women will follow the path of other women leaders in the union and in other walks of life and that this will help place women on the centre stage beside their male counterparts

Speak is no ordinary mag

THE term "women's magazine" conjures up the image of one of those

By CHIARA CARTER

male readership. In fact, more men than women buy "Speak"

Against the grain

Freedom or death — funding is certain

I WANTED to find out about grassroots democracy, so I took up gardening. Was it one root, one vote or one grass, one smoke?

When a friend mentioned I might be on the wrong track, that I should belong to a mass based organisation, I joined the Catholic Church.

Many masses later I asked the man in the funny clothes about democracy from below. He said he didn't know, his mandate came from above.

Then my friend told me that democracy was about listening to the voice of the people. So I listened.

And I heard the people say "Viva!" "Vlokkie!" "Vrystaat!" One people, three voices? Which was I to listen to?

"Ah" said my friend, "That depends on who the people are!"

She led me past poles burdened with posters, past walls chanting slogan graffiti, to a church hall whose doors were as welcoming as a mortuary drawer.

"Here is a meeting of a people's organisation" she triumphantly announced.

Cool comrades

I peered inside. There was a haze of smoke — more potent than teargas. It was a mixture of Winstons and Gunston.

Through the haze, I made out the shapes of seven people. The masses had gathered! Everyone was cool, no laughter, no smiles.

And all their names were "Com".

The discussion was intense, earnest. The question on the floor was when should the next meeting be held?

"This is the third time we've tried to have this meeting, and each time we get fewer people," said Com. "I propose we forget it."

"No," said Com, "I'm sure the people want this meeting. Let's postpone it till Tuesday."

"But that's when the people watch Dallas," said Com. "Why not Saturday?"

"Isn't this fantastic?" coughed my friend through the Gunston smoke. "Grassroots democracy — where everyone has the right to say something."

So for the next three hours, the mass based meeting of seven proceeded to exercise their democratic right to say whether the meeting should be on Saturday at 3pm or Saturday at 3:30pm.

Adjourned

The meeting was divided.

Then a Com whose second name was "Chair" said "We have to decide. Will it be by consensus or majority?"

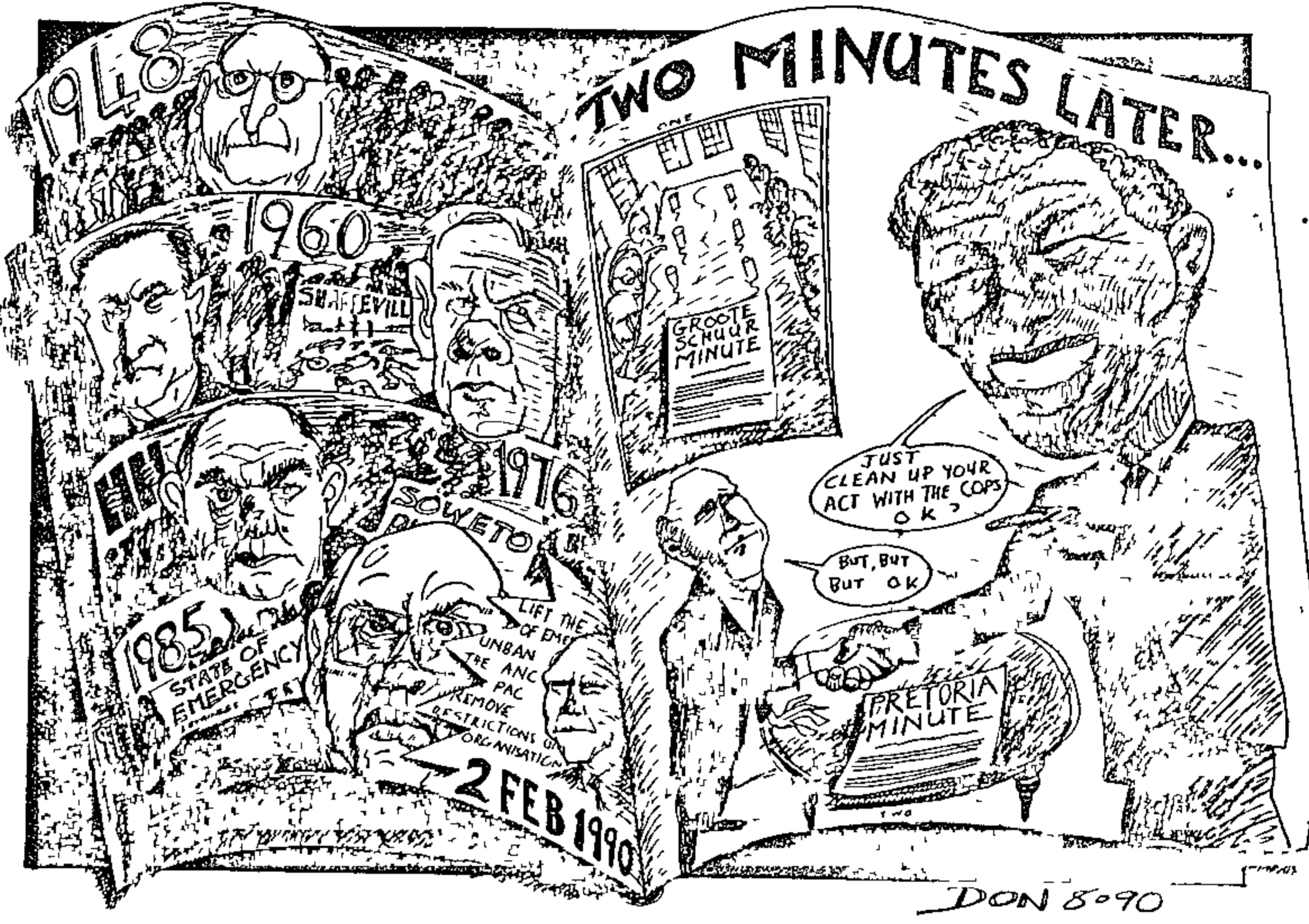
Which led to a further two hour discussion. Finally the meeting to decide on when the next meeting should be, was adjourned to the next day as a few Coms had to attend another meeting.

My friend was excited. She told me that even in the old days, people who refused to be accountable were given a democratic choice: they could either have Dunlop or Firestone.

"Why not Kelly?" I asked. "Because Kelly tyres are tough," she said.

Just in case the bad old days came back again, I decided to be accountable and join a mass-based organisation.

So now I go to lots of meetings. I don't do very much (I don't have to — I'm supported by foreign funding) and I'm dying of lung cancer, but at least, I'm accountable.



Accountability: theory or practice?

THE second round of talks between the government and the ANC took place this week.

However, very few ANC members received a report-back on the first round of talks held in May.

And after the Pretoria meeting, ANC deputy president Nelson Mandela said the organisation had decided to suspend the armed struggle before they entered the talks with the government.

What he did not explain is at what level the decision had been taken — whether the rank and file membership had been consulted or whether the national executive committee had decided on this step unilaterally.

Corrupt

February 2 and the unbanning of the political organisations fundamentally altered the terrain of struggle in South Africa.

This was preceded by the collapse of socialism in Eastern Europe and the exposure of corrupt dictatorships by millions clamouring for democracy.

Commented Jay Naidoo, general secretary of Cosatu: "Leadership must be earned, not imposed."

"To avoid the Stalinist distortions of Eastern Europe, the answer is to build democratic practices at every level of our organisations."

"Our organisations must adopt a code of conduct, mandates, meticulous report backs and accountability."

However, the promise of a new, demo-

"The people shall govern", "Forward to a non-racial, democratic South Africa" — political practice or empty slogans? In recent months, questions have arisen over the lack of accountability of leadership of the democratic movement. REHANA ROSSOUW explores this problem:

cratic South Africa offset the negative implications of the lack of democracy in socialist Europe.

The ANC, SACP and PAC emerged from the shadows of the underground and announced their intentions to recruit members and work openly inside South Africa.

At a NEC meeting in Lusaka, the ANC appointed people to serve on regional structures.

Democratic consultation was hampered by the absence of democratic organs of the ANC — the branches, regional congresses and the ultimate decision making body, the annual congress.

Secrecy

The organisations which had been banned also needed to adapt to working above ground, operating without secrecy and allowed to consult members openly.

For a while, the gap between the leadership and the members on the ground hampered effective work of the organisation.

Members felt out of touch with the decision making of the ANC. The only forums created for report-backs to membership were mass rallies and reports in newspapers.



JAY NAIDOO. Leadership must be earned

Despite Naidoo's cautioning against repeating the mistakes made by the leadership in Eastern Europe, these mistakes kept occurring in South Africa.

A recent example of the lack of consultation between leadership and rank and file members of organisations was the national stayaway on July 2 in protest against the war in Natal.

While the response of three million workers to the call by Cosatu, the UDF and the ANC to stay away from work was hailed as a huge success, the poor response of only 20 percent of workers

in the Western Cape was cause for concern.

There had been very little discussion among workers in the factories around the campaign — and therefore little response on July 2.

But a recent campaign organised by the South African Clothing and Textile Workers Union (Sactwu) in support of the Workers Charter campaign drew massive support after workers were consulted about their protest actions.

Rubberstamp

The way Numsa formulated its political policy through a thorough process of open shopfloor discussion is in sharp contrast to a tradition in several organisations where decisions are taken by caucuses and then presented to rallies for a rubberstamp.

The lack of accountability in organisations was cause for in-depth debate at the Tongaat consultative conference of the South African Communist Party.

The Party recommended that all levels of its leadership must be directly elected by the membership and there should also be accountability directly to the members.

Public accountability is the principle which we should strive to uphold. We cannot continue to rely only on our own noble intentions — the Tongaat minutes read.

The Party conceded that holding mass rallies and mass meetings was not sufficient to make the organisation accountable to the people of South Africa.

It questioned its ability to "always do the right thing" and said it must strive to demonstrate they were servants of the people.

... of child labour is also
a thorny issue on the agenda of

Dispute called ^{South 9/8-15/8/90} at beer plants

LESS than a year after a marathon national beer strike, the Food and Allied Workers' Union has declared a dispute with the giant South African Breweries ^{140A} ~~SAB~~

The dispute about overtime arises from annual wage negotiations between the two parties

Fawu organiser, Mr Rajin Naicker, said that workers were not prepared to agree to contract into overtime

Naicker said that such an agreement would negate the gains won by workers in shopfloor battles against overtime and an Appellate Court ruling last year which found that workers had the right to refuse to work overtime

The dispute involves more than 6 000 workers at SAB, which has a virtual monopoly of the industry

At the time of going to press SAB could not be contacted for comment

140A
Strikes: 1 000 fired

By CHIARA CARTER

THE number of workers fired in the Western Cape over the past month for taking procedural strike action is fast approaching 1 000

About 400 members of the Food and Allied Workers' Union (Fawu) were fired at the end of last week after a stoppage at the abattoirs

More than 40 metalworkers were fired this week after taking part in

an illegal stoppage at Bremco Productions in Atlantis.

The workers, members of the National Union of Metalworkers of South Africa (Numsa), downed tools over wage demands last Friday

A shopsteward at the factory, Mr Michael Davids, said the stoppage by the dayshift workers at the factory followed a report-back on mediation in a dispute over annual wage negotiations the previous day

At the mediation meeting, the company had offered workers an increase of 75c an hour, while Numsa dropped its demand from R2 across the board to

R1,50
 South 9/18 - 15/8/90
 Davids said workers were unhappy with the offer, especially because they feared they would have to pay for their own transport to Atlantis next year

The workers were issued with warning letters before being dismissed on Monday

Hundreds of Numsa members in Cape Town have recently been fired after similar stoppages

About 250 workers fired from Gabriel in Retreat following a strike last month have rejected an offer of selective reinstatement for 150 workers and hardship

pay for the other 100

The union has declared a dispute over the dismissals and is receiving support from the American United Automobile Workers' Union and community organisations

SA Metal, where workers were fired last month, has also proposed selective re-employment

About 300 Numsa members downed tools at Gearing foundries in Epping this week after management attempted to introduce short-time measures

The workers returned to work on Wednesday after the company withdrew the proposal

Meanwhile, more than 100 000 Numsa members throughout the country are gearing up for strike action over an industrial council wage dispute

Numsa is presently balloting its membership in the metal industry to canvas support for strike action

Deadlock

There are fresh attempts to resolve a marathon strike by about 4 500 members of the National Union of Wine, Spirit and Allied Workers (Nuwsaw) throughout the country

The union is meeting with management in an attempt to break the deadlock over wage increases

Another lengthy national strike ended this week when about 6 000 South African Commercial, Catering and Allied Workers' Union members returned to work at Southern Sun hotels

Following a spirited march by about 600 members of the South African Municipal Workers' Union in Cape Town last Saturday, the Cape Provincial Administration has agreed to meet union representatives to discuss workers' grievances over wage discrepancies



ABATTOIR STRIKERS: In front of the Fawu offices in Guguletu

Star
9/8/90
1409

De Beers is facing strike

By Brendan Templeton

The National Union of Mineworkers (NUM) intends balloting members for strike action at De Beers Consolidated Mines.

This was confirmed by the union and management yesterday after talks deadlocked

The NUM is demanding a 22,5 percent increase in the minimum wage of R653. The company has offered between 15 percent for skilled and up to 16 percent for unskilled.

South 9/18-15/8/90

Fawu: Join SACP-ANC

From XOLA SIGONYELA (140A)
PORT ELIZABETH — The Food
and Allied Workers Union (Fawu)
with its long history of Congress
tradition has called on all its mem-
bers to join the South African Com-
munist Party (SACP) and the Afri-
can National Congress (ANC).

The "Join SACP-ANC Campaign" was
discussed at Fawu's annual general
meeting, held at the Great Centenary
hall in Port Elizabeth last Sunday.

Fawu is believed to be the first union
to make such a call — *PEN*

Argus

140A

Their own intervarsity

Staff Reporter

AN alternative intervarsity will be held at the University of Cape Town tomorrow for students who do not want to attend the traditional encounter at Newlands between UCT and Stellenbosch

Teams from the universities of Cape Town, Stellenbosch and Western Cape and Good Hope Training College, Khayelitsha, will take part in the alternative intervarsity organised by the South African Tertiary Institutions' Sports Congress

The day starts at 10 am and the highlight will be at 5 pm with a rugby match between UCT and Stellenbosch

Council, workers to split court costs

Supreme Court Reporter

A PROVISIONAL Supreme Court order of restraint on thousands of striking Cape Town City Council employees last month has been discharged by consent between the parties with each to pay their own costs

The urgent application was brought against the South African Municipal Workers' Union, Mr Salie Manie and about 4 000 striking workers on June 12, restraining them from gathering in the Civic Centre, intimidating municipal employees and inciting others to support an illegal strike.

The strike was called off about two weeks later after wage agreements between the union and the council

Acting judge, Mr Justice J van Deventer presided. Mr H Viljoen SC, assisted by Mr R P Hoffman, instructed by Silberbauers, appeared for the municipality.



LABOUR

The Argus, Friday August 10 1990 5

IKOA

Wage talks bog down — grooms' strike goes on

By SHARON SOROUR
Labour Reporter

CONFLICT in the Western Cape horseracing industry continues after "very little" progress was made following talks between officials representing trainers and nearly 800 grooms sacked after a wildcat strike

Representatives of the SA Commercial, Catering and Allied Workers' Union (Saccawu) met a trainers' committee yesterday but the talks over wages and the re-employment of dismissed workers failed to resolve the dispute

Union spokesman Mr Edward Hurling told Sapa that employers refused to budge on their final wage offer of a R30-a-week increase and proposed selective re-employment

TWO ULTIMATUMS

Philippi trainer Mr Stan Elley said "Very little progress was made and the discussion centred on wages and re-employment"

Another round of talks was scheduled for Monday, he said.

The crisis began last Friday when hundreds of grooms from the Milnerton and Philippi sta-

bling complexes went on strike and were dismissed at the weekend after ignoring two ultimatums to return to work

On Monday a Supreme Court interdict was issued restraining more than 400 strikers at the Milnerton stables from intimidating other workers

This week, as trainers' friends and family stepped in to replace the strikers, trainers expressed concern over the health of their horses

"VERY CRUEL"

Milnerton trainer Mr Mike Bass said racehorses which were kept in a confined space were prone to certain diseases

He said: "What is happening to the horses at the moment is very cruel — they have to be exercised, fed and cared for, otherwise they will die."

Philippi trainer Mr Colin Burroughs said most trainers were concerned because their horses were not getting adequate attention

"We've just got to carry on and do the best we can until a settlement is reached between trainers and the grooms," he said

Whites down tools, refusing to do work of black strikers

Star 10/8/90

132 259/140A

— By Brendan Templeton

About 200 white Spoornet artisans in Braamfontein threw a spanner in the works yesterday when they downed tools in protest against having to do the jobs of 350 black workers who went on strike last week.

The strikers' jobs included fetching materials, carrying tools to job sites, and assisting in repair work.

A spokesman for the white workers said they wanted to be paid their own salaries and that of the black workers as they were doing more than one job.

They would return to work tomorrow but in all likelihood, would refuse to work and return home, he said.

This could hold serious impli-

cations for Spoornet because the railway traditionally relies on its white workers to do manual jobs during strikes.

The South African Railways and Harbour Workers' Union (Sarwhu) said it expected the strike among its workers to escalate because negotiations with Spoornet management were progressing slowly.

The strike was sparked off by the dismissal of three workers and the issuing of a final warning to another.

Spoornet spokesman Ian Bleasdale said the workers had been told they could appeal against the disciplinary hearing's findings, but they had insisted on embarking on strike action.

Unions' demands may harm SA, says Minister

Own Correspondent

The often unreasonable demands of trade unions could effectively price South Africa out of world markets, Finance Minister Barend du Plessis warned today.

Mr du Plessis was addressing the President's Council on a private member's motion by Democratic Party councillor David Gant on steps the Government should take to improve the economy and lift living standards.

In his address, Mr du Plessis highlighted difficulties faced by industrialists because of union activity as a factor in the decline in investment in South Africa.

He said the cost of labour was

already higher in South Africa than in other comparable countries in the world and he warned that South Africa had to beware of pricing itself out of world markets by allowing labour costs to rise even higher.

"We must get the unions to understand they will price themselves out of the market and lose their jobs if they continue to make unreasonable demands," he said.

Mr du Plessis said increased productivity was the key to increased wealth and increased investment for the country as a whole would ultimately benefit individuals too.

He said union activity also had

an important bearing on the confidence in the economy and this was an important factor when it came to investment.

Earlier, Mr du Plessis said that while the Government believed the country's economic answers were to be found in capitalism, it did not believe that "pure unbridled capitalism" would provide all the answers.

He said the great challenge facing South Africa was to achieve a delicate balance between the generation of wealth and the distribution of the wealth in a way which would also involve state responsibilities.

He said he believed that the best way to redistribute income was through the creation of equal opportunities.

This would allow everybody to gain access to the economy and to strive for the highest level of income their skill and talent would allow, in a regime of the lowest possible taxation.

The Government was against nationalisation, but aimed at maximum employment and price stability.

Minimum wage. A vital shield or just a recipe for disaster?

W/Mot 10/6-12/90

11/01

In a ground-breaking move with vital economic implications, Cosatu looks set to adopt a national minimum wage next month. But not all its unions approve, reports DREW FORREST

CONTOVERSY appears to be looming over the issue of a national minimum wage at the Congress of South African Trade Unions' campaign conference next month.

And moves towards the adoption of a specific minimum wage figure have drawn an alarmed response from business leaders, one of whom described the economic implications as "horrific".

Cosatu's latest campaign bulletin has revealed that the federation's living wage committee will recommend a R700 monthly minimum wage, — translating into R160 a week and R3,60 an hour — for adoption at the campaign's conference.

In the short term, the figure would be used as a tool to rally the low-paid and unorganised against "low-wage exploitation". But the goal is to adjust it annually for inflation and ultimately, under a friendly government, give it the force of statute law.

The minimum wage idea has deep historic roots in South Africa and commands powerful support on the left. A Freedom Charter demand, it forms part of the South African Communist Party's draft workers' charter. At its founding conference in 1985, Cosatu committed itself to fighting for a "national minimum living wage".

But because of the widely divergent conditions across industry, a specific living wage demand has eluded the unions. By formulating a floor level for all industries with the possible exception of domestic service — seen as a step towards a living wage of between R1 140 and R1 500 — the living wage committee has cut through the gordian knot.

Justifying the R700 target, the bulletin says it exceeds both the minimum living level and the household subsistence level, and comes close to the R667 average wage for general workers in all sectors calculated by the Labour Research Service (LRS).

Seen as a prime mover in the push for a statutory base rate, the National Union of Mineworkers has already adopted the R700 figure as policy. But other unions are not so keen.

A central anxiety is the impact on jobs and job creation, with opponents pointing to the mass retrenchments which followed the imposition of a statutory minimum for farming and domestic service in Zimbabwe.

Blaming the minimum wage and "cumbersome retrenchment procedures", Zimbabwe merchant bank RAL Saggi estimates that 57 000 jobs were lost in formal agriculture — a 17 percent drop — between 1980 and 1985.

In textile and clothing, which is exposed to low-wage international compe-



Moves by the Congress of South African Trade Unions towards adopting a monthly minimum wage of R700 have alarmed business leaders

tion, weekly pay currently averages R141 a week, according to the LRS. The South African Clothing and Textile Workers Union, Cosatu's third-largest affiliate, is known to favour sectoral minimum wages set in negotiations with employers, and is likely to offer stiffest resistance to a R700 national rate.

Other sectors where average wages fall below R700 include mining, the public sector, transport, liquor and catering and agriculture.

"In low-wage sectors a national minimum would be disastrous," said one union man. "The R700 is based on current average wages, not on projections of our economic future. And because it takes no account of low-wage areas, such as the homelands, it would undermine regional economic policy and force workers to the cities."

It was unclear whether the R700 figure included payment in kind, a marked feature of mining and agriculture, he added, warning that in Zimbabwe, employers had reacted to the national minimum by charging workers for food and accommodation.

He also argued that by creating a separate focus, the R700 minimum demand

would "cloud and undermine" the living wage campaign.

Employer responses to the statutory national minimum concept were uniformly hostile.

Commenting that rising farm wages had already brought a drop in the formal workforce, from about 1.3-million to below a million, in recent years, South African Agricultural Union president Nico Kotze warned that a minimum wage would spur mechanisation and demands for higher skill levels.

"Cotton-picking, for example, is an important source of piece-wages for women — but cotton can be picked by machine," he said.

For Steel and Engineering Industries Federation economist Michael McDonald, "indexing" wages for inflation holds special dangers. "Over a 10-year period, pay will tend to keep up with the CPI. But once you legislate, you lose flexibility. It's been a recipe for rampant inflation wherever it's been tried."

Describing the national minimum approach as "wrong-headed" and "unimaginative", business leader Bobby Godsell said the fixing of a specific fig-

ure involved assumptions about people's needs.

"Collective bargaining aims to reach a tolerably fair wage," he added. "Once you uncouple that from a particular industry and its economic realities, you're in trouble."

One crucial variable was the capital intensity of the industry concerned. In capital-intensive sectors, wages might represent 10 percent of costs, whereas in mining they made up 50 percent.

Commentators believe that because of its current push to rally the unorganised, and to give workers demands a high political profile, Cosatu is likely to adopt a national minimum wage next month.

NUM economist Martin Nicol, a strong proponent, dismisses claims that a statutory minimum would strengthen the state bureaucracy at the expense of unions. "Given the extreme weakness of the Manpower Department inspectorate, we have no fear that trade unions will be supplanted."

Commenting on the Zimbabwe precedent, Nicol said the country's labour movement had historically been weak. South African unions would have the task of fighting mass retrenchments in the wake of minimum wage legislation.

And to enable the economy to cater for external factors, such as export price fluctuations, the minimum wage could be calculated as a percentage of average pay, Nicol said. He stressed that the R700 was half South Africa's industry average for blacks and whites, while the British Trade Union Congress had set its minimum at two thirds of the average.

The minimum wage, he said, would serve as a spur to job training and the creation of a more skilled and productive workforce. "If they pay more, employers will have to ensure a higher level of proficiency."

Nicol conceded that over time, employment levels in sectors such as textiles could fall. But he added: "The unions have to face this squarely, are we going to cultivate a competitive advantage through slave wages? I believe we have sufficient natural resources to provide jobs for all at a decent wage."

Barlow Rand bugging us, say unions

Doc 10/8/90 14017

By Brendan Templeton

Two Cosatu unions yesterday accused Barlow Rand of a "drastic breach of trust" after bugging devices were found in offices used for union meetings.

The National Union of Mine-workers (NUM) and the Paper, Print and Allied Workers' Union (PPAWU) said they believed secret bugging of union premises was a general practice

This was denied by Barlow spokesman Ken Ironside "The practice of bugging, if and when it occurs in the group, is completely unacceptable to us.

"But I will only be able to make a more detailed statement tomorrow," he said

Companies who discovered bugging was being practised should "take appropriate action", he said

A listening device was found last week in an office used by PPAWU at Barlow subsidiary Nampak Corrugated, in Rosslyn,

PPAWU said

Management initially refused to confirm or deny any knowledge of bugging, but "broke down" when the union called in experts. Management said the device, which was linked to the managing director's office, had been used for over two years, the union said

Another bug was found this week in NUM's office at Barlow Rand's Harmony mine in Welkom, a union spokesman added.

This followed the discovery of a similar bug last year. Management removed it and the union thought that was the end of any secret surveillance of the union's activities, it said.

But the latest one was found when a worker at the mine who was fiddling with his portable radio, suddenly tuned into the local NUM meeting. He warned the union and a subsequent search of the room revealed the hidden transmitter.

The unions were investigating the possibility of legal action.

10/8/96 (140A)

Vereeniging boycott to be lifted

Staff Reporter

The three-week consumer boycott in Vereeniging is to be lifted

This follows an agreement by the town council to allow protest marches through the streets, the Congress of South African Trade Unions (Cosatu) said yesterday.

But consumer action in Vanderbijlpark would continue because peaceful protest was still prohibited there, it added.

Cosatu said boycotts in Sasolburg and Meyerton would be lifted.

Cosatu has not wasted any time in putting the new agreement into practice, announcing a march on August 18 to protest against the proposed switching off of township lights and police action against Sebokeng hostel inmates.

"This will be the first legal march in the Vaal where people will be marching without fears of being gunned down," it said.

Union discovers electronic bug in Nampak boardroom

NAMPAK management yesterday admitted that an electronic bugging device had been found in the company's Rosslyn plant boardroom where union officials held their meetings

Nampak deputy MD Peter Campbell said the company was investigating the incident and would discipline those responsible. At no time had Nampak sanctioned the installation of bugs to spy on unions or customers, he said.

At a Cosatu Press conference yesterday, the union federation disclosed a bug had been found at Nampak, as well as another device in the NUM offices at Rand Mines' Harmony gold mine in Welkom

NUM Press officer Jerry Majatladi showed journalists a radio transmitter which had allegedly been discovered above the ceiling in Harmony's NUM offices. He said a similar device had been found at the mine in February.

Rand Mines MD Mike Watson was unavailable for comment yesterday, but a Harmony spokesman said management "knew nothing" about the bugs

Majatladi said a mine worker at Harmony was tuning his radio in his hostel room when he picked up discussions between union officials

He went to the NUM office where a meeting was in session. Union officials

8104 10/11/90
MATTHEW CURTIN

found a microphone linked to the transmitter in the ceiling

Majatladi said the NUM approached management, who "dismissed" the affair.

Commenting on the Nampak bugging, Cosatu assistant general secretary Sidney Mafumadi deplored what he called an "emerging trend of industrial espionage at Barlows' subsidiaries".

Barlow Rand group public affairs GM Ken Ironside said bugging was a "completely unacceptable practice", and Barlows expected companies to take appropriate disciplinary action.

Legal advice (1401)

Cosatu-affiliated Paper Pulp and Wood and Allied Workers' Union (Ppwawu) general secretary Siphon Kubeka said Nampak's Rosslyn management admitted on August 4 they installed a bug to listen in on meetings with customers. He said the union had been told about the bug by a "senior management person"

The informant said a training centre at Nampak Wadeville was bugged

Mafumadi said Cosatu intended taking legal advice

● Comment: Page 8

White railway workers join Sarhwu strike

By KATHY STRACHAN

ABOUT 100 white railway workers — previously a bastion of the right-wing — yesterday joined a work stoppage in solidarity with their black colleagues at the Braamfontein station, according to management sources.

"This is the first time in South African history that white workers on the railways are sympathising with the black workers' cause," said Elliot Sogoni of the South African Rail and Harbour Workers' Union (Sarhwu).

"We consider it a victory as we have been trying to get everyone to become Sarhwu members," he said.

The strike, which began last Friday because of Transnet's disciplinary procedure and the dismissal of three black workers, has spread to most depots of the station. The running shed closed down yesterday when the white workers joined.

Johan Beaurain, a Sarhwu organiser, said he had worked at the Braamfontein station previously and was surprised at this turnabout as "those people were racists before. They threatened me with my life when I joined Sarhwu and made it impossible for me to work there."

"Now the militancy of the white workers in the the 1921 and 1965 mine strikes is coming back again."

Mossgas workers strike

WORK at the Mossgas refinery ground to a halt shortly after lunchtime yesterday when an estimated 9 000 workers downed tools for the second time in a week, upsetting talks to resolve a dispute over accommodation and wages

The disaffected workforce charged the 22 contractors involved in the dispute had not fully addressed their demands, said Mr Bimba Manqabashana, of the National Union of Metalworkers of SA (Numsa)

Mr Manqabashana said management had issued a notice on negotiations to workers after lunch. These had been rejected and caused the stoppage.

Dissatisfaction with their accommodation prompted about 500 civil engineering workers to stage a wildcat stoppage last Thursday. The entire workforce was involved and the plant was paralysed for 3½ days — Sapa

SAB set for dispute talks

Staff Reporter 11/8/90

SOUTH AFRICAN BREWERIES are to meet representatives of the Food and Allied Workers Union (Fawu) next week in an attempt to resolve a dispute concerning overtime.

A union spokesman said yesterday although SAB was prepared to pay an above-average wage, they "become repressive in their working conditions in an attempt to gain extra productivity in return".

He called on SAB to "pay a living wage within normal working hours", as workers did not want to be "well-paid slaves".

SAB national public relations manager Mr Andre Botha, who described the declaration of a dispute as "premature", said the lowest wage paid to SAB workers was R1 200 a month

Nampak MD faces action

By CHARLES MOGALE (49) (140A)

A MANAGING director of Nampak could face disciplinary action after the discovery of a bugging device allegedly used to tap union meetings at the firm's premises *el/Pres 12/8/90*

The discovery was made by Paper, Printing, Wood and Allied Workers Union shop stewards in the boardroom of Nampak Corrugated in Rosslyn, Pretoria

The device, hidden under a window-frame, was connected to a tape on the MD's table

Neil Cumming, an official from Nampak holding company Barlow Rand, said an inquiry was underway, and if anyone was incriminated steps would be taken "It is not our policy to bug, and we will not condone it"

Congress of South African Trade Union officials said the spying activities seemed to be in line with Barlow Rand's hardline industrial relations policy

"They want to ensure union activities at each plant are closely monitored and any plans are pre-empted"

10 to August 12 1990

By GLENDA DANIELS

A ROW has broken out over allegations that the managements of at least three Barlow Rand subsidiaries have been using electronic listening devices to monitor union activities at their plants.

The Congress of South African Trade Unions says this is in line with a coordinated campaign by the group to undermine militant unionism in its subsidiaries. Group management denies that it is using "bugging" devices against the labour movement.

Bugs were discovered this week at Nampak factories in Rosslyn and Wadeville as well as Harmony Gold Mine, owned by Rand Mines. All three plants belong to subsidiaries of the Barlow Group.

Cosatu yesterday challenged Barlow

Stop 'bugging' us, unions tell Barlow subsidiaries

What 1018-121990

that will not satisfy us at all, because our information is that bugging is a widespread practice at Nampak."

Ken Ironside, Barlow Rand general manager for group public affairs, replied: "Any instance of bugging within the group is unacceptable and contrary to our values. The companies should investigate and take appropriate action. There is no question of us having a policy on bugging. These allegations are as distressing to us as they are to the union."

Nampak manager Neil Cummings said the company was following normal procedures of taking statements and affidavits from various sources. "We can't take disciplinary action without proper investigations."

He added, "From a Nampak point of view we don't condone this sort of thing, we view it seriously and we will decide on what action to take. So far investigations reveal it is an individual thing and not the company."

Cosatu said that on August 5 the Paper Printing Wood and Allied Workers Union shop stewards occupied the board room and managing director's office at the Nampak Corrugated Rosslyn plant acting on information that the board room — used for union caucus meetings

— was bugged.

Experts discovered a microphone hidden in a window frame which was linked to a tape recorder in the managing director's office. The managing director admitted that the recording facilities had been installed more than two years ago.

At the Wadeville plant the union's informant gave them similar information — but stressed that the managing director intended removing the devices.

PPWA WU official, Sipho Kubheka, said: "The experts were brought in, but the recording devices were no longer there."

This week, it was revealed that at Rand

Mines Harmony Gold plant in Welkom a radio transmitter was discovered two weeks ago, accidentally, by a worker who was tuning his radio. He tuned into a National Union of Mineworkers meeting where his comrades were discussing their grievances — 300m away from his hostel room.

Jerry Majaladi, spokesman for the union said: "The worker walked with his radio to the union office and to his amazement discovered the voices got louder and clearer."

The meeting, Majaladi added, was immediately terminated and a search began for a bug.

A small microphone was found in the ceiling and when it was pulled the ceiling came apart to reveal a radio transmitter.

Blacks to decide on wages for workers

BLACK local authorities are to be granted autonomy by the Cape Provincial Administration to determine wages for their employees

This follows talks between senior CPA officials and the SA Municipal Workers' Union (Samwu) on Thursday and Friday — precipitated by a protest march by more than 400 workers last week to draw attention to an "intolerable situation" regarding the authorisation and payment of wages

The decision hailed "a new era in the managing of wage disputes between black local authorities and their employees" in that authority to grant increases formerly rested with the chief director of local authorities, a CPA statement said.

DISSATISFACTION

During the march in Cape Town a memorandum was handed to the CPA in which workers criticised the system of different wages being paid to workers doing the same jobs but employed by either black local authorities or the CPA

"The system causes divisions among workers and dissatisfaction and industrial unrest," the document said.

The three local authorities involved are the Ikapa and Crossroads town councils and the Lingeletu-West Town Committee.

Dr Albert Louw, chief director of local authorities, who chaired the meetings, said the CPA was grateful that it could be instrumental in getting parties to the negotiating table

"The CPA wishes to express the hope that the new approach and commitment to discussions will be continued to the satisfaction of all the parties," he said

Proposals on ways of resolving the issues were tabled, discussed and accepted by all the parties

It was also agreed that talks between the union and local authorities would take place on a continuous basis and the CPA requested all workers to "give their full-cooperation to Samwu". — Labour Reporter and Sapa

ARGUS 13/5/90
160A

Str 13/8/90

(140A) (140B)

Over 20 000 on strike

By Brendan Templeton

More than 20 100 workers were on strike last week — about 200 more than the previous week — and about 115 000 metalworkers are holding a strike ballot

Companies with workers on strike included

- Moss gas and 9 000 construction workers at its onshore plant. Workers struck over grievances about accommodation, attendance bonuses and project allowances. They returned to work on Wednesday pending talks
- Liquor producers and the National Union of Wine, Spirits and Allied Workers Union. A total of 3 800 went on strike over a demand for a R40-a-week increase. Employers offered R33
- Cape horse trainers and 600 sacked grooms belonging to the SA Commercial Catering and Allied Workers Union over wages and working conditions
- Parow municipality and 500 SA Municipal Workers Union members over wages and union recognition
- Meyerton municipality and 250 Municipal, State, Farm and Allied Workers Union members over wages. Workers want an R800 minimum wage. The strikers were dismissed
- Randburg municipality and 900 National Union of Public Service

Strike Barometer



Workers over their demand for a R650 minimum wage. The council offered R525

- Maritzburg municipality and 700 municipal workers over bonus pay
- The Post Office and 1 000 Posts and Telecommunication Workers Association members on the East Rand over the firing of a worker
- Spoornet, Braamfontein, and 350 SA Railway and Harbour Workers Union members over the dismissal of three workers. A total of 200 white workers subsequently went on strike, refusing to do the strikers' jobs
- Zebediela citrus farm, Pietersburg, and its workers over a R400 minimum monthly wage demand
- Modderfontein gold mine, Brakpan, and 1 500 National Union of Mineworkers over NUM recognition, wages, 30 dismissed workers and working conditions
- Satchwell Controls, Paarl, and 60 percent of its workforce, who are members of the Steel, Engineering and Allied Workers Union. Workers demanded a R50-a-week

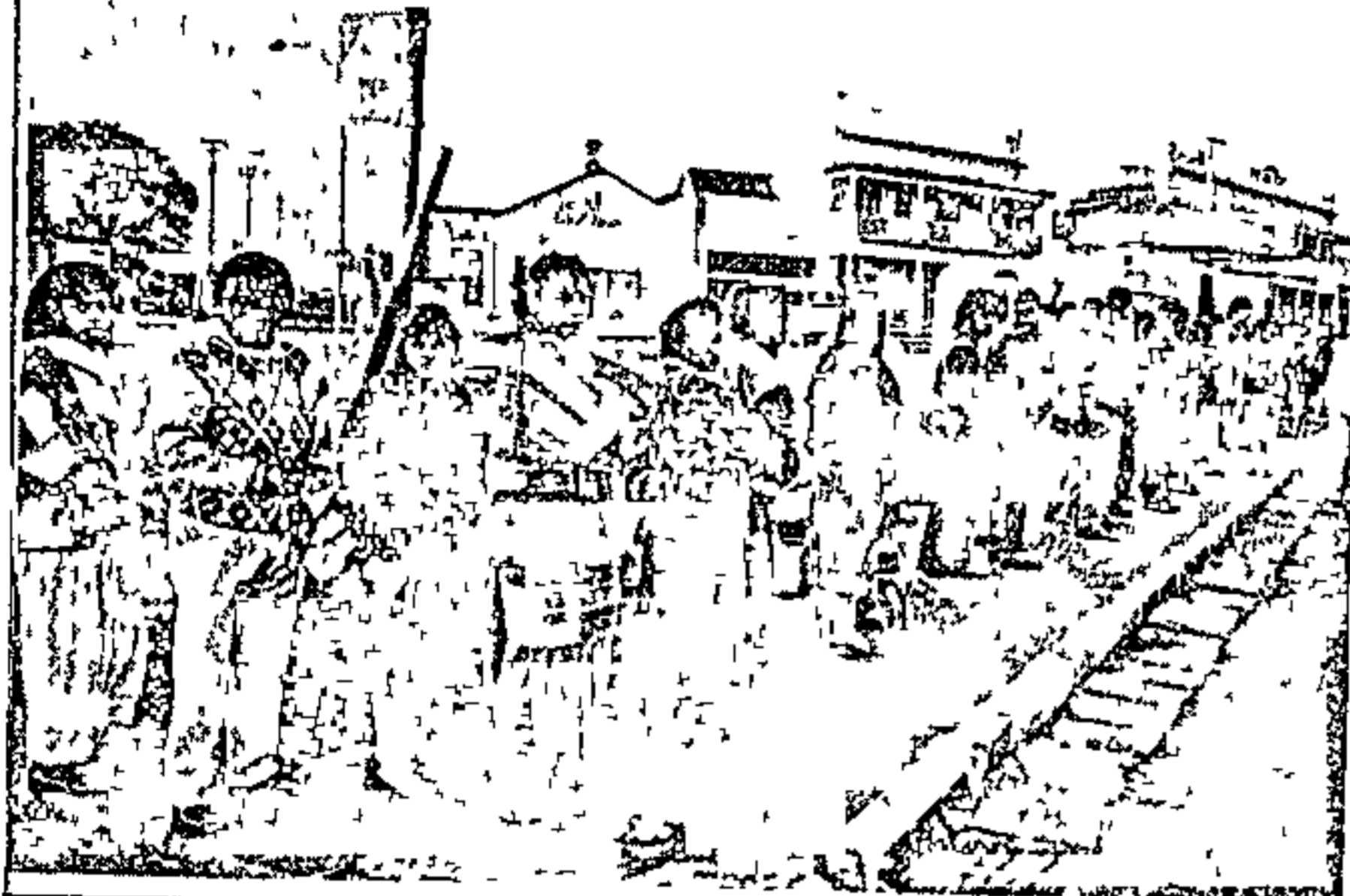
increase, management offered R40

- Xactics Rigid Plastics, Cape Town, and 148 Chemical Workers Industrial Union members over retrenchment of workers
- Ciba-Geigy and 172 Chemical Workers Industrial Union (CWIU) members in 99-day strike over the company's non-participation in the union's provident fund. Mediation takes place on Friday
- Reckitt-Colman and 400 dismissed CWIU members over the company's non-participation in the provident fund
- Labethica, Bethlehem, and 160 SA Chemical Workers Union (Sacwu) members
- AECI, Modderfontein and 80 Sacwu workers. Drivers are demanding equal job grading between races
- Wella, Wynberg, and 35 Sacwu members demanding R200 increase on the current R1 005 minimum wage. Management offered R140
- Justine, Wynberg, and 60 Sacwu members demanding improved working conditions and a R150 weekly increase on the current minimum wage of R174 a week. Management offered R50
- Kamillen Products and 40 Sacwu workers demanding a R150 monthly increase. Management offered R65

BUS strike

Sit-in by drivers, thousands late after union dispute

140A



THE LONG WAIT. A sit-in strike by drivers led to long queues at Mowbray station bus stops today

Picture: DANA LE ROUX The Argus

By JOHN YELD and JOHN VILJOEN
Staff Reporters

THOUSANDS of commuters were late today after several hundred City Tramways bus drivers refused to work because of a union dispute

When buses failed to arrive on time, many commuters turned to minibus taxis to get to work

A spokesman for the Taxi Owners Liaison Association said his taxis were busier than usual

"We are more than a 100 per cent full today," he said

The bus drivers are members of the Cosatu affiliated Transport and General Workers Union which is attempting to claim a majority recognition from management in place of the Tramways and Omnibus Workers Union (TOWU)

A union official at the Arrowgate Depot at Montana off Modderdam Road said early today that about 200 bus drivers had started a sit in, after a decision at a meeting on Friday

He believed more than 100 drivers were also involved in a sit in at the Philippi depot

"They are also being denied a majority there

"The other two depots (Diep River and Tollgate) may follow suit," he said

Annoyed

He said management had originally suggested a ballot to decide on majority recognition but was now refusing to hold the ballot, despite a request from the union

"We want a ballot but they're refusing

"We will sit here until they come back to us," he said

At Mowbray station, annoyed commuters complained to City Tramways inspectors that there were no buses

"I can't use a clipcard on a taxi," one said

Another commuter said he had waited "much longer than usual" for a bus and that he was "very late for work"

City Tramways PRO Mr Bob Krause, said they would issue a statement later today. The TOWU could not be reached for comment

Goodwood heart recipient 'well' after transplant

Medical Reporter

GOODWOOD heart recipient Mr Clifford Willemse, 57, who was given the heart of Californian missionary Mr Tim Fultz, 23, over the weekend, is "doing very well", according to Groote Schuur Hospital

Mr Willemse, who had to retire early because of his heart condition, had been waiting for three months when the dramatic series of events that led to his transplant unfolded

Donor Mr Fultz fell off the roof of a church he was helping to build in Kinshasa 10 days ago and was flown to Johannesburg for treatment. On Saturday he was declared brain dead and his family agreed to the donation

The flights from Kinshasa to Johannesburg and Johannesburg to Cape Town were organised by Medical Rescue International

Mr Fultz's kidneys, thyroid and spleen were to be used for transplants in Johannesburg

The transplant marked the beginning of National Organ Donor Week

Mr Fultz's wife, Norma, has appeared on national television to encourage organ donation

Playful pup calls the cops

The Argus Foreign Service

LONDON - When the police in Wolverhampton answered a 999 call they rushed to pensioner Pat Robinson's house fearing she had a heart attack

But when they got there they found a 12-week old Staffordshire bull terrier had knocked the phone off its hook and nudged the 9 button

Mrs Robinson 50 said "It's incredible. She must have touched the button with her nose or paw"



Down Keeked

All aboard as bus drivers ^{ARC65} return to work ^{14/8/90}

By SHARON SOROUR, Labour Reporter

CITY Tramways bus drivers returned to work today after a one-day stoppage which left thousands stranded

Scores of drivers staged sit-ins at the Arrowgate and Philippi depots yesterday.

All members of the Transport and General Workers' Union (TGWU), they were demanding a ballot to prove the union's claim that it represented most workers. The Transport and Omnibus Workers' Union (TOWU) has management recognition.

Tramways managing director Mr Barry Gie said the drivers had offered to return to work after negotiations took place yesterday between the management and the union.

Mr Gie said negotiations would continue

THREATENED

"The drivers offered to return to work and asked me to respond to their demand for a ballot by Thursday at 10am," he said.

While union officials claimed several hundred drivers had stopped work, Tramways public relations officer Mr Bob Krause said 150 drivers at Arrowgate and 45 at Philippi were involved.

TGWU shop steward Mr Valentino Clarke said the drivers had been threatened with dismissal if they did not return by 3pm yesterday.

Mr Gie said the strikers' action was "unreasonable, unprocedural and illegal".

"I told the union that if the drivers did not return I reserved the right to take legal action which might include their dismissal."

Mr Clarke said it was up to management to "do the spadework and negotiate with the TOWA to hold a ballot".

"TGWU workers agree that if the ballot is in favour of the TOWA, they will accept it and the agreement which exists between the TOWA and City Tramways management," he said.

A victory for his union would mean new negotiating structures under Cosatu guidelines.

Mr Gie said it was difficult to assess the effect of the stoppage but it had "obviously" affected the company financially and had inconvenienced commuters.

● The strike over a pay dispute by more than 1 000 Ikapa (Langa, Nyanga and Khayelitsha) council workers has ended and all workers have returned to work, a worker representative said today.

She said the dispute was resolved after a day-long meeting between the South African Municipal Workers Union (Samwu) and management at the council's Guguletu offices yesterday.

The management had promised backpay at the end of the month.

The stoppage started on Friday after the council failed to honour promises of pay increases back-dated to January, the representative said.

Ikapa workers on strike over wage demands

Municipal Reporter

HUNDREDS of Ikapa Town Council municipal workers — who serve the Langa, Guguletu and Nyanga areas — came out on strike yesterday over wage and wage-related grievances

Negotiating teams from both the Cosatu-affiliated SA Municipal Workers Union (Samwu) and the council were engaged in meetings from 8am yesterday until late afternoon at the council offices in Nyanga

Several security men guarded the gate at the offices yesterday, while hundreds of workers sat in the sun outside

Workers, who claimed nearly 2 000 were out on strike, said they wanted R857 a month as a starting wage for a labourer, as opposed to the present rate of between R500 and R600 even for those with 20 years of service

"Ikapa told us we were employed by the CPA, and the CPA now says we are employed by Ikapa," one of the workers complained "We came to an agreement in June but afterwards we were told to go to the CPA

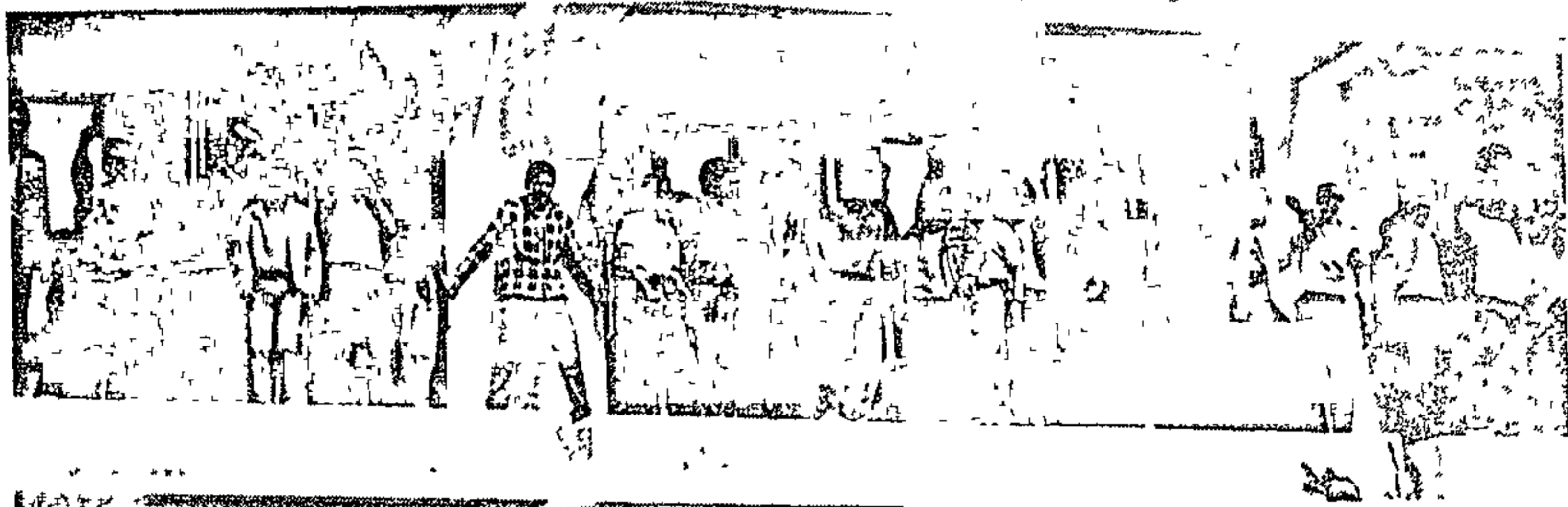
"It's August now, and we have got nothing yet (out of that settlement)"

Another worker complained that whites without matrics landed up in high positions in the Ikapa administration, yet there were plenty of black matriculants in the townships who could not get jobs

Officials at the offices could not be reached by telephone yesterday



STRIKE II ... Some of the hundreds of Ikapa Town Council municipal workers on strike "We want R1 500 (per month) NOW" reads the sign.



ON STRIKE . . . City Tramways bus drivers who went on strike yesterday stand on the first-floor balcony at the Arrowgate depot.

Bus drivers back at work

CAPT traps 14/8/90

By GLYNNIS UNDERHILL

HUNDREDS of City Tramways bus drivers who staged a wildcat strike yesterday over a union dispute went back to work this morning

Further action by The Transport and General Workers Union will be decided on Thursday morning when City Tramways management is expected to respond to a demand by the union members for a ballot to test its strength at both Phillipi and Arrowgate depot

The striking drivers are unhappy that the current negotiating union recognised by Tramways Management is the Transport and Omnibus Worker's Union — dubbed a "management sweetheart union" by its opposition

The Cosatu-affiliated Transport and General Workers Union is hoping to establish itself as the majority union with full negotiating rights

"City Tramways management

has agreed to give us an answer on the ballot by 10am on Thursday. Then we will see if further action will be taken," said a spokesman for The Transport and General Workers Union.

Thousands of bus commuters were late for work yesterday when the striking drivers staged sit-in protests at both Arrowgate and Phillipi depots

The day-long strike yesterday involved more than 400 dissatisfied City Tramways drivers who have been pushing for a ballot to establish their union as the majority union, according to the Transport and General Workers Union spokesman

"For years the Transport and Omnibus Worker's Union has been seen to work in an unhealthy cosy relationship with management," he said

Meanwhile City Tramways have condemned the strike by the Transport and General Workers Union members as being "without justification" and "illegal".

"The allegation by the union

concerned that the action it has taken is connected to a dispute over management's recognition of the union, is rejected," claimed a City Tramways statement

"Two meetings have been held with the union to discuss the suggestion that a ballot should be conducted to prove the Union's claim that it represents the majority of workers. The documentary evidence put forward by the union to justify its claim failed to do so, and the union conceded that this was so," it said

A spokesman for City Tramways said that the "question of a ballot was out of our hands"

City Tramways management will be holding discussions with the majority union, the Transport and Omnibus Worker's Union before Thursday morning, to find out if they agree to a ballot, confirmed the spokesman

A spokesman for the Transport and Omnibus Worker's Union declined to comment

CAPE TOWN 14/10/70

140A (3) (298)

Trainers look at ways to replace strikers

By DANIEL SIMON

STRIKE-AFFECTED racehorse trainers at Milnerton are considering several options to replace staff if about 450 striking grooms are evicted from stable complexes tomorrow, when an eviction order comes into force following a two month wage dispute.

The fate of more than 200 others at Phillippi is still unknown, as they have not been served with eviction orders.

It was disclosed yesterday that before the wildcat strike 10 days ago trainers were paying grooms R90 to R130 a week — plus food and accommodation — and were only prepared to increase the rate by R30.

After talks with trainers' representatives, the SA Commercial Catering and Allied Workers' Union (Saccawu) dropped its weekly minimum wage demand of R250 to R150 and lowered the across-the-board wage increase demand of R80 to R40 yesterday afternoon.

Saccawu official Mr Zuzile Ramuncwana yesterday said attorneys acting for the trainers said the employers at Milnerton and Phillippi were prepared to reinstate the dismissed grooms if a settlement was reached — except for 105 whom they had labelled "instigators".

Lesotho recruits?

Mr Ramuncwana said Saccawu would make a final attempt today to resolve the deadlock before the eviction of the grooms begins tomorrow.

Trainers are considering several options should the grooms be evicted.

One mentioned by a Milnerton trainer yesterday was the recruitment of 600 Lesotho nationals at the "trainers' rate" if the strike dispute between about 40 trainers and the Saccawu is not resolved during the day.

Trainers considered the Lesotho nationals to be "better" horsemen than the "dismissed" grooms.

Another option was the recruitment of white women who would receive about R600 a month — the weekly minimum wage Saccawu put forward last week but which was rejected by the trainers.

The last option was the selective re-employment of dismissed grooms, coupled with the recruitment of unemployed coloured people from the Goodwood.

Several trainers said the strike had made them realise that they could get by with less labour.

Wine workers to decide on wage offer

AGUS 13/8/90
140A
132
133

By SHARON SOROUR
Labour Reporter

THOUSANDS of striking workers in the wine industry will decide this week whether to accept a revised wage offer.

The National Union of Wine, Spirits and Allied Workers' Union met the SA Wine and Spirit Industry Employers' Association last week in an attempt to resolve the five-week strike by more than 3 800 workers.

Association spokesman Mr Riaan Kruger said in a statement that negotiations had not been completed.

Revised offer

Mr Kruger said a revised employers' offer was tabled on Thursday

"The union will inform the association of the members' decision as soon as practicably possible," he said.

Mr Kruger declined to divulge details of the revised offer before the union's response was known.

Association spokesman Mr Charlie Hoeflich said employers were hoping the strike action would be resolved "as soon as possible"

Union spokesman Mr William Makhunga said the union hoped to have canvassed all its members by next Thursday

Negotiation resumed last week following a two-week stalemate after the two parties met for the first time on July 18

The workers — part of a national bargaining unit of 10 000

— have been on strike at 83 plants since July 11

Six companies represented by the association have been affected by the strike Gilbeys, Distillers Corporation, Union Wine, Stellenbosch Farmers' Winery, Douglas Green and Henry, Taylor and Ries

● Beer giant SA Breweries has come under fire from the Food and Allied Workers' Union (Fawu) for insisting that employees agree to work overtime.

The union has declared a dispute on overtime after five rounds of talks on the issue failed to shift the company's position.

Fawu said in a statement that the breweries insisted that workers contract to work overtime and on weekends "in spite of the workers' position on the issue and the disruption it creates to their family, social and sporting lives".

"SAB also proposes a clause that claims that workers' re-

fusal to contract to overtime constitutes an overtime ban and is therefore a form of industrial action, although the Appellate Division upheld a decision granting workers the right to refuse or agree to contract to overtime," the statement claimed.

Breweries public affairs manager Mr Adrian Botha said the union's decision to declare a dispute was "totally premature as the company is always prepared to talk and it's not our final offer on the table"

● In a separate statement, Cosatu accused a Barlow Rand subsidiary of a "serious breach of trust" after bugging devices were found in offices used by two unions for meetings and other activities

According to reports, Barlow Rand spokesman Mr Ken Ironside denied the allegations and said "The practice of bugging, if and when it is occurring in the group, is completely unacceptable to us"

Talks between sacked grooms, trainers resume

Labour Reporter

TALKS between Cape Town racehorse trainers and nearly 800 grooms — sacked after a wildcat strike — were scheduled to resume today

This follows a meeting between a trainers' committee and the SA Commercial, Catering and Allied Workers' Union (Saccawu) on Friday when "little progress" was made in

talks about wages and re-employment

The grooms, from Milnerton and Philippi, went on strike on August 3 and were dismissed for ignoring two ultimatums to return to work

Last week a Supreme Court interdict was issued restraining more than 400 strikers at the Milnerton stables from intimidating workers

Call for probe of rightists

Pretoria Correspondent

Anti-apartheid organisations allied to the ANC have called on the Government to investigate right-wing organisations following the Blood Street, Pretoria, bomb blast on Saturday.

And they have warned that failure to act could lead to a black backlash — possibly in the form of marches and consumer boycotts.

The United Democratic Front (UDF), supported by the Congress of South African

Trade Unions (Cosatu) and South African Youth Congress Organisation (Sayco), has laid blame for the bomb at the door of the right wing

UDF spokesman, Mr Siphwe Ngwenya, called on State President de Klerk to set up a commission of inquiry to "look seriously into the activities of the right wing".

Safety at taxi ranks comes into the spotlight at a meeting of the Pretoria United Taxi Association (Puta) today, following the bomb blast which occurred opposite a busy taxi rank and injured 40 people

Chairman of Puta and the city's representative at the South African Black Taxi Association (Sabta), Mr Enos Makena, said he deplored the planting of the bomb, especially at a busy taxi rank

"The safety of our commuters comes first and we have called an emergency meeting to look into the question of safety at taxi ranks," he said

This could include the appointment of plain-clothed security officers who would patrol taxi ranks. However he also appealed for vigilance on the part of commuters who

could point out suspicious people or parcels to taxi drivers or officials

Mr Siphwe Ngwenya of the UDF said information received by his organisation indicated that 44 people — and not only 12 reported as hospitalised — had been injured in Saturday's blast

He said many of those injured had run away — an explanation confirmed by Mr Lola Mojela of the SA Youth Congress Organisation, who said people may run from a bomb for fear of being associated with it

Ikapa workers return while talks continue

Municipal Reporter

THE entire 1 300-strong workforce of the Ikapa town council, which serves Langa, Nyanga and Guguletu, returned to work yesterday after a 1½-day salary and wage related work stoppage

Mr Kobus Olivier, acting Ikapa chief executive officer, said an agreement had been reached with the South African Municipal Workers' Union (SAMWU) on Monday

Yet negotiations would continue over 14 firemen and fewer than 100 other staff members on "personal" pay scales, he said

Some staff had recently been given back pay from January to June in terms of a settlement with the union, but others, on "personal" pay scales, felt discontented, and this had led to the stoppage, he explained

SAMWU regional organiser Mr Russell McGregor said that on August 9, when some workers were given their agreed back pay, "we found out that 692 workers — half the workforce — were on personal pay scales, so they received nothing"

He said an agreement had been reached this week that these workers would get some back pay by the end of August.

Yet there was still a problem because as far as the union was concerned, a minimum salary of R857 should have come into effect from July 1, but now the CPA had vetoed this part of the union's agreement with Ikapa

The CPA wanted it "re-negotiated", but the union saw no sense in this, Mr McGregor said

Mr Olivier said many employees had been on "personal" pay scales because they had been transferred from the Cape Provincial Administration or the divisional councils or development boards

Liquor strike to continue, say workers

By Brendan Templeton

The nationwide liquor workers' strike, the longest ever in the industry, is set to continue after yesterday's rejection by most workers of management's latest revised offer.

The South African Wine and Spirits Industry Employers' Association (Sawsiea) last week offered increases backdated to April 1 ranging from its original R33 a week for lower grades to R40 at the highest grades.

About 400 Stellenbosch Farmers' Winery workers at Stellenbosch and George had accepted the offer, an association spokesman said.

This leaves about 3 400 who are still on strike.

Management's original offer was R33 in response to the workers' R40 demand.

The organisation was due to meet the National Union of Wine, Spirits and Allied Workers last night.

Cosatu to protest over growing 'reign of terror'

Star 15/8/90 (1408) (10) (200)

By Shareen Singh

Cosatu will present a memorandum to President de Klerk later this week listing attacks on its members country-wide and calling on the President to intervene in accordance with the Pretoria Minute in stopping the "reign of terror".

Cosatu spokesman Neil Coleman said the situation was critical, with at least 13 people killed and more than 40 injured in Sebokeng alone in the past two weeks. The clash between Inkatha and the ANC/Cosatu brought to 40 the number recently killed in the township.

Both the ANC and the Government expressed concern over the increasing violence in the country last week.

The Pretoria Minute declared a commitment from both parties to undertake measures to promote peace and normalise the situation.

Residents in the area and hostel-dwellers claimed municipal police, kitskonstabels and the some members of the SAP were behind the attacks.

The following incidents will be included in the memorandum to the President:

Ambush

● August 1 — Two people killed in an ambush by unknown people on Sebokeng hostel dwellers at a station in the township.

The same evening police raided the hostel, confiscating weapons which hostel-dwellers were keeping for protection.

● August 2 — Shots fired through hostel windows killed two people. Eleven needed hospital treatment.

● August 3 — Unknown gunman fired on a taxi from Sebokeng.

Con-ers to meet with the
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Mr de Klerk has since
withdrawn from this
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Cosatu to protest over growing 'reign of terror'

Star 15/8/90 (140p) ~~140p~~

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- August 2 — Shots fired through hostel windows killed two people. Eleven needed hospital treatment.
- August 3 — Unknown gunmen fired on a taxi from Sebokeng hostel. Four passengers were seriously wounded.
- August 4 — Vigilantes accompanied by municipal police fired through hostel windows, leaving 20 injured.
- August 5 — Commuters from a train were shot at next to a station in Zone 10. Several were injured. Two police vans and a private car were seen nearby.
- August 6 — One person was killed and two injured in an attack on hostel dwellers by unknown people. Another person was shot dead outside the hostel. The following day, a blast outside the hostel injured one person.
- August 9 — Two hostel dwellers were abducted by six whites in police uniforms in a raid on the hostel.



Sunbathing . . . These impala were caught enjoying the sun in the Lower Sabie in the Kruger National Park on Monday

By Julienne du Toit

The Bafokeng tribe, who bitterly fought their inclusion into Bophuthatswana last year, have become shareholders in Impala Platinum Holdings in the homeland, and can subscribe to shares worth over R300 million.

According to the company's annual report, 72 Bafokeng councillors and headmen unanimously accepted

Bafokeng tribe worth millions

Impala's lease of a rich ore body in the Bafokeng's tribal land, called "The Deeps", on January 10 this year.

Under the agreement, the tribe will be entitled to subscribe for up to 7 percent of the country's shares. The

Pollution in Buffa

By Jacqueline Myburgh

The Buffalo River in Natal, which for the past 100 years has been polluted by coal mines in the north of the province, may now be threatened by other industries operating on its banks.

Despite a campaign launched by the Department of Water Affairs in Dundee to clean up the river, the local water board has been discharging chemicals into the stream of water, a water affairs spokesman confirmed.

The owner of a farm about 50 km south of the waterworks, David Rattray, reported the pollution to the Department of Water Affairs

when he noticed piles of brown and white foam drifting down the river last week.

A spokesman for the Department said the foam was "backwash" from the waterworks' pump station, but the chemicals contained in it were non-toxic.

The foam — and the long-term pollution of the Buffalo River — had not affected the ecology of the river, the spokesman said.

Kerth Cooper, conservation director of the Wildlife Society, said he was very distressed by news of the pollution since the Buffalo River had exceptional qualities in terms of the environment.

Union pay demands shock Cape clothing industry

Cape Times 16/1/90

140A

By TOM HOOD, Business Editor

THE hard-hit Cape clothing industry is amazed at trade union demands for a 50 per cent increase in their pay package, says Mr Simon Jocum, chairman of the Cape Clothing Manufacturers Association.

"The pay claim is obviously an opening move before negotiations begin, but it comes when a great deal of the industry is working short time," he said today "Business is still pretty poor all round and there is no way of companies being able to meet it

"Even in the good times, union demands were not as high as this"

50 percent increase

The claim submitted to employer organisations amounts to a 50 percent increase in the overall package

The demand is for a R45 a week across-the-board increase, a R1 a week bonus for each year's service, a 40-hour week, an extra paid public holiday and five days extra leave for all workers

A controversial proposal is a national industrial council for the clothing industry.

Coming at a time of industrial depression and shrinking profits in many manufacturing companies, the union's claim is certain to lead to tough negotiations before new agreements are reached, union sources concede

"Many companies are simply making fictitious profits — well below the rate of inflation and are struggling to avoid retrenchments," said a director of a cloth-

ing company

Many smaller firms — especially the CMT operations — had been on short time, with one firm reporting falling orders and work for two-day weeks for more than three months

The country's largest clothing group, Seardel Investment Corporation, reported only a 4,2 percent rise in bottom-line profit last week

Shareholders got a mere 4,7 percent rise in their dividends, total payouts rising to 22c a share from the 21c paid last year

South African Labour News, the Cape Town-based digest of trade union affairs, quoted a union spokesman saying employers, hard-hit by the depressed economy, rising costs and a tougher market, would certainly resist any reduction in production time

High starting point

While the union regarded the R45 a week demand as a reasonable starting point for negotiations, this was well above the 21 percent the workers gained last year, and it was unlikely that employers would this year countenance increases of similar size, said a union spokesman.

On a centralised national bargaining unit, he said although it viewed this as a priority, employers remained to be convinced of the need for such a body

Demands presented to employers at the other regional councils in the clothing industry are likely to follow those in the Western Cape, the dominant region in the sector.

Union wants 50 percent hike

By CHIARA CARTER ~~(C)~~

CLOTHING bosses squared up to the South African Clothing and Textile Workers' Union (Sactwu) for a preliminary round of talks in Cape Town this week. ^{South} ~~(C)~~

^{16/8-22/8/90}
The talks were a "scene-setter" for annual industrial council wage negotiations in the largest industry in the Western Cape. ~~(C)~~ (LOA)

Sactwu is demanding an across-the-board increase of R45 — an increase of almost 50 percent.

The union has asked for a service

bonus of R1 a week for each year of service, five extra days annual leave and a 40-hour working week.

While this year's negotiations are taking place at a regional level, Sactwu wants employers to agree to establish a single national clothing industrial council ~~(C)~~ ~~(C)~~

In response to Sactwu's demands, bosses are likely to plead poverty and point to the slump in the industry.

The industry has been hard hit by retrenchments this year, with thousands of workers throughout the country losing their jobs

The union says a slack pay fund should be established to assist workers placed on short time or retrenched

It wants basic rights about grievance, disciplinary and retrenchment procedures to be included in the main industrial council agreement

Sactwu is also asking for an extra paid public holiday, 10 days paid leave a year for shopstewards and free overalls for workers

The union wants employers to do away with the learning period for Category C workers and reduce all other learning periods to a year ~~(C)~~



LABOUR

Solution seen for bus dispute

By SHARON SOROUR
Labour Reporter

WHILE two rival unions representing bus drivers at City Tramways depots do battle for majority status and negotiating power, the company is positive the issue will be resolved when the parties meet today.

The dispute boiled over into a one-day work stoppage this week involving scores of drivers and inconvenienced thousands of commuters.

City Tramways managing director Mr Barry Gie said various options had been considered to resolve the dispute and he believed "an equitable, workable solution that will be acceptable to all the parties concerned" had

been found.
The crisis arose when members of the Transport and General Workers' Union (T&GWU) staged sit-ins at the Arrowgate and Philippi depots on Monday

They were demanding a ballot to prove a claim by the union that it enjoyed majority support and not the Transport and Omnibus Workers' Union (TOWU), which enjoyed management recognition.

The drivers returned to work on Wednesday with the company agreeing to respond to the T&GWU's ballot request when the parties meet today.

In a statement yesterday the TOWA chairman, Mr J Sineke, said while "the minority union T&GWU" claimed to have the

majority at the Arrowgate and Philippi depots, they had not been able to substantiate this with "relevant documentation"

Mr Sineke said the work stoppage could have been avoided if the T&GWU had approached the TOWA to discuss the issue

He also accused City Tramways of being manipulated by the T&GWU.

● A three-week wage dispute between the T&GWU members at Rhodes University and management was resolved this week with both parties agreeing to a 37,47 percent across-the-board increase, Sapa reports.

The increase raised the minimum wage for university workers from R270 to R371 a month

Hospital workers' union to negotiate

Stz 16/8/90

(Nehawu)

with TPA top brass

By Brendan Templeton

Top level negotiations between hospital workers and the Transvaal Provincial Administration (TPA) were due to take place today following initial talks yesterday.

The TPA yesterday condemned plans by the National Health and Allied Workers' Union (Nehawu) to hold lunch-hour demonstrations at hospitals in the Transvaal to protest against alleged delays in wage negotiations.

"As far as the TPA is concerned, there is no deadlock in the negotiations between itself and Nehawu as alleged," TPA director-general

Andre Cornelissen said.


Today's talks were to include TPA director-general of health services Dr Hennie van Wyk after a demand by Nehawu that it speak to the administration's top brass.

While yesterday's talks were in progress, workers at Hillbrow Hospital staged a sit-in over the delays, poor working conditions and the refusal by authorities to open the Ursula Mansions nurses residence to all races.

Mr Cornelissen said the TPA did not have the authority to make final decisions on wage demands, but had to pass them on to the Commission for Administration.

menawu as alleged," them on to the Commis-
TPA director-general sion for Administration.

Numsa workers want strike

Star 16/8/90 Labour Reporter (140A) 

Initial results of a countrywide strike ballot involving 115 000 National Union of Metalworkers (Numsa) members showed they were in favour of going on strike, Numsa spokesman Alastair Smith said yesterday.

Numsa is demanding a 56 percent wage increase, in response to the offer of 19 percent by the Steel and Engineering Industries Federation of South Africa (Seifsa).

The ballot began at the end of last month following a deadlock in talks with Seifsa.

Employers have condemned the union's decision to ballot for a strike.

But Numsa has hit back, saying its members sometimes received wage increases below the inflation rate and the wage gap between the race had not been substantially closed.

WHILE government and the ANC have moved decisively to downgrade levels of physical and rhetorical conflict, relationships between government and the ANC's trade union ally Cosatu are as tense and mistrustful as they have ever been.

The new political mood created by the signing of the Pretoria Minute has already filtered through to lower levels of both government and the mass democratic movement.

Consumer boycotts in several southern and eastern Transvaal towns were resolved through negotiation within days of the August 6 agreement. There is even optimism that the five-year-old Soweto rent boycott could end soon.

The horrific violence of the past 10 days at Kagiso, Sebokeng, Tokoza, Kaitleng, Vosloorus and Port Elizabeth makes it obvious the new mood has not permeated through the country. But, at least, the solution was and is seen in terms of negotiation between the parties involved.

This is not so in the economic and financial sphere — a position highlighted last week by Finance Minister Barend du Plessis. In a speech in the President's Council, Du Plessis attacked "unreasonable" union demands which, by making labour less productive, were undermining confidence in the economy.

Rhetorical warfare, the Ministry of Finance seems to believe, is the best way of countering labour upheavals. This is doubly ironic because, not so long ago, it had become almost a cliché to hold up the labour relations arena as an example of all that was desirable about negotiation.

Du Plessis's speech was just the tip of the iceberg. While government is ready and willing to negotiate away a great deal of its power through a new constitution, there is a marked hesitancy about changing labour law through a similar process.

It is understood President F W de Klerk recently told a group of businessmen he believed they were conceding too much to organised labour in the Cosatu/Nactu/Saccolla accord — a perception which would help explain delays in translating the ac-

Don't try to lock

Unions out of the negotiating process

14.0.90

B/Daw 16/8/90

ALAN FINE

cord into law. Now the Manpower Department has begun drafting a new Bill to replace that proposed a few months ago by the National Manpower Commission based on the accord.

Manpower director-general Joel Fourie says the new Bill will be designed to attain the greatest possible consensus. However, unions and employers — and some NMC members — having been disappointed too often in their dealings with the department, are awaiting the new Bill with a great deal of trepidation.

Some members of the business community believe De Klerk is supported in (or influenced towards) his view by Cabinet members like Du Plessis, Administration and Economic Co-ordination Minister Wim de Villiers, and, to a lesser extent, Manpower Minister Eli Louw.

De Villiers has a reputation among some of the negotiating parties for having a hostile attitude towards organised labour, apparently influenced by a difficult meeting with Cosatu a few months ago on the privatisation question. He is believed to be particularly hostile towards centralised bargaining.

None of this is to suggest that the hostility (also shared by business leaders weary of strikes and confrontations) is either irrational or unexpected. This year has been a difficult one in terms of tough wage

disputes and levels of strike action (It is, however, worth putting it in perspective. Now that the main mining industry negotiations have been successfully completed, final strike figures for 1990 are likely to be way below those for 1987 even if a full-scale engineering sector strike occurs. By the end of July this year, 1.9-million man-days had been lost to strikes. The total for 1987 was 9-million.)

The drain on business confidence caused by strikes has been exacerbated by the general state of instability around the country attributed to the opening up of the political process since February 2.

Overall, the picture is one of anarchy and chaos — not a good recipe for confidence.

But political change is probably only a small part of the explanation for the high levels of unrest. JCI economist Ronne Bethlehem uses a simple, graphical display to show the major part of the explanation is simply the recession. In the mid-'70s, the late '70s/early '80s, and the mid-'80s, social unrest and increased union militancy was an invariable byproduct of recession.

Today most economists accept that tight monetary policies, and in-

duced recession, are a necessary part of the cure for our economic ills. But everyone needs to expect and accept that this medicine has drastic side effects.

There is no denying that union attitudes and policies are a hindrance to the twin government policies of financial conservatism to fight inflation and economic liberalisation (including privatisation and deregulation) as the other main ingredient of a growth strategy.

The emerging danger is that a section of the Cabinet appears to believe this problem can be fought by taking on the unions in an adversarial contest. Perhaps they should be reminded that it was a similar view on how to deal with aggressive unions in 1987 that spawned the 1988 Labour Relations Amendment Act.

to moderate their wage demands now to protect the value of workers' wages in the future, you need to do it jointly. Government should be involving Cosatu and Nactu in the formulation of national economic policy."

An arrangement along the lines suggested by Godsell would facilitate the economic debate between organised business, labour and government. All interest groups have now developed positions on the key questions. It is now time to begin testing these against argument from the other side.

Let Cosatu explain the relationship between high wages, new technology and employment — whether it sees a period of a high rate of mechanisation and low employment growth as a necessary part of the growth path. Let government explain how privatisation and some forms of deregulation will be in the interests of all, rather than of certain interest groups. Let business and government explain why it complains to workers about low productivity while everyone knows productivity is almost entirely a function of the state of the economy, of management and of production systems — a management responsibility.

It need not end there. The Pretoria Minute provides for the establishment of "mechanisms of communication" between government and the ANC to allow public grievances "to be addressed peacefully and in good time, avoiding conflict". The parties say the issues to be addressed in these forums are largely socio-economic ones.

It happens that through their day-to-day work the unions have developed far more expertise than the ANC on matters like housing, health care and retirement and other benefits. Yet, unless they are invited in by the ANC (a development which would militate against the development of an independent union movement) the unions will not be involved.

If there is going to be any hope of setting national economic objectives and developing growth strategies supported by all economic players who otherwise have the ability to thwart them, these need to be determined jointly.

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Deneys Reitz argues for final order against union

B/Dum 11/18/90

CONTROVERSY surrounding submissions to Manpower Minister Eli Louw by attorneys Deneys Reitz on the Saccola-Nactu-Co-satu Labour Relations Act accord was being used by the South African Commercial Catering and Allied Workers' Union (Saccawu) to justify unlawful conduct against the law firm, it was argued in the Rand Supreme Court yesterday.

Counsel for Deneys Reitz, C Plewman SC, made this submission before Mr Justice Flemming in seeking a final order restraining the union from conducting a protest campaign against the firm and picketing its Sandton office.

Deneys Reitz obtained an interim interdict against Saccawu on July 17 following a resolution passed by the union at its annual congress to conduct a campaign to "pressurise and embarrass" the firm which represented management in the recent OK and Southern Sun/Holiday Inns strikes

The resolution followed the union's claims that Deneys Reitz was involved in "union bashing" and was

SUSAN RUSSELL

responsible for disrupting established collective bargaining processes

In applying for an interim interdict last month, Deneys Reitz submitted that the planned union action was an unlawful attack on the independence and integrity of the firm and legal profession as a whole

The firm also claimed the proposed action was an attempt to interfere with the administration of justice

Undertaking

In opposing the granting of a final order, Saccawu argued that its terms were too wide and would curtail the union's rights to legitimately criticise Deneys Reitz on matters outside its professional activities

The union has tendered an undertaking not to interfere with the firm's professional activities while reserving the right to publicly criticise its conduct outside the sphere of its legal practice.

Saccawu has also said it will con-

sent to an order interdicting it from picketing in relation to the firm's practice and engaging in activities which impeded its attorneys' professional activities

Deneys Reitz has not accepted either and has asked for a final interdict in the terms of the order originally sought

Counsel for Saccawu, J Gauntlet SC, argued that the union was entitled to "pressure and embarrass" Deneys Reitz within the law's limits

An example of where this would be permissible, Gauntlet said, was public criticism of the submissions made to Eli Louw by Deneys Reitz which were perceived as delaying the passing into law of the Saccola agreement

Gauntlet said it was not unlawful and in contravention of common law to criticise lawyers advancing views on a highly contentious political, social issue

He argued that the firm was asking for a blanket order against the union

Mr Justice Flemming reserved judgment and with the consent of both parties extended the interim order until he reached a final decision on the matter

140A

Cape Times 16/8/90 (143) (143)

Cape cracks in wine strike

CRACKS are appearing in the 36-day wine-industry strike as workers in the Cape broke ranks this week and accepted a revised management offer

By yesterday, 750 workers at plants and depots in the Western Cape and George had signed their acceptance of the employers' offer, said Wine and Spirit Industry Employers' Association spokesman Mr Charlie Hoeflich

Another 1 400 had agreed to the initial offer of R33 a week across-the-board when management set a

deadline for acceptance on July 9

However, deadlock continued elsewhere, with an estimated 2 300 members of the National Union of Wine, Spirit and Allied Workers still on strike

A sixth round of talks is planned for next Wednesday in Johannesburg, Mr Hoeflich said

In the Western Cape, workers at Stellenbosch Farmers' Winery settled on Tuesday, followed by colleagues at the Distillers Corporation Green Park depot in Ep-

ping, Union Wines in Wellington, and Douglas Green and Gilbeys, in Stellenbosch

Disputing these figures, Nuw-saw president Mr November Nkosi said workers at Gilbeys in Stellenbosch had never been on strike, and only about 500 union members had gone back to work

He said the majority of strikers rejected a revised management offer ranging from R33 to R40, tabled at talks in Stellenbosch last Thursday. — Sapa

Grooms' eyiction ordered

Cape Turf 16/8/90 Supreme Court Reporter (14017) (14018)

MORE THAN 400 striking grooms were ordered to be evicted from their hostels at the Cape Turf Club yesterday when a Supreme Court interim interdict was made final

Mr Justice P Tebbutt also ordered that the grooms pay the costs jointly and severally

The grooms, with more than 200 others from the Philippi stabling complex, went on a wildcat strike 11 days ago and were dismissed after ignoring two ultimatums to return to work

Negotiations between trainers and trade union officials are due to continue this week, however, in a final bid to resolve the dispute over wages and reinstatement of the sacked grooms

Altogether 700 grooms were sacked following the strike

Justine strike ^{Star} 17/8/90

It was incorrectly reported in The Star's Strike Barometer that workers at Justine Ltd were on strike (1404)

Director Timothy Devine said yesterday a negotiated settlement was reached. An across-the-board increase backdated to July 1 was implemented with a minimum wage of R754, rising to R1 000 on January 1

Hospital talks deadlocked

Ste 17/8/90 (16/09)
By Brendan Templeton

Industrial action at Transvaal hospitals is set to escalate on Monday after a stalemate in talks between worker representatives and health authorities.

The National Education, Health and Allied Workers' Union (Nehawu) is at loggerheads with the Transvaal Provincial Administration (TPA) over the progress of wage talks and procedures agreed to in May

"Workers have indicated that action will definitely be

stronger if there is no positive action from the TPA by Monday," union organiser Monde Mdishwa said yesterday.

This follows one-day lightning strikes and lunch-hour protests at five Pretoria hospitals and a sit-in at Hillbrow Hospital, which ended yesterday.

Nehawu wants to refer the deadlock to arbitration, which it said was one of the clauses in the May agreement, and the TPA is insisting that its director-general be allowed seven more days to find a solution

600 fight for right to strike

By Brendan Templeton
About 600 workers and their employers in the small Northern Transvaal town of Brits are engaged in a struggle which could prove crucial to the development of industrial relations in South Africa.

At stake is the workers' right to strike over dismissals. The telephone and optical fibre cable manufacturing com-

pany, ATC, applied for and was granted an interdict in the Industrial Court preventing its workers from embarking on strike action after the dismissal of three shop stewards.

The National Metalworkers Union (Numsa) said a direct effect of the court ruling will be to make all strikes over dismissals illegal.

This undermined the very intentions of the Labour Relations Act, Numsa said.

Despite the interdict, workers embarked on their planned strike and were locked out of the company premises, a shop steward said.

ATC said in a statement it viewed the matter as a dispute of right which should be resolved through arbitration: "The decision to strike where such a dispute resolution mechanism has been offered is considered unfair and can only cause harm in the relationship

between the company and its employees," it said.

Numsa general secretary Moses Mayekiso said the dismissals were "selective" and an "attempt to rob the workers of their leadership".

The union's legal officer Ruth Edmonds said the interdict was not served as a rule nisi which would have given the union a chance to challenge it. It was up to the company to follow it up.

Cosatu to campaign against attorneys

By DREW FORREST

(140A)
THE Congress of SA Trade Unions has thrown down the gauntlet to Deneys Reitz by targeting the firm of attorneys for a protest campaign which may include pickets, sit-ins and boycott action.

In a statement yesterday, Cosatu included Deneys Reitz in a list of five firms targeted for a campaign because they had objected to Labour Relations Act amendments based on the Saccola agreement.

The other businesses were Goldfields, Eskom, Sasol and Saambou.

Deneys Reitz recently won an interim interdict restraining the Cosatu-affiliated SA Commercial, Catering and Allied Workers' Union from waging a campaign aimed to "pressurise and embarrass" the firm. The union was also prevented from picketing the firm's Sandton office.

On the return date this week, Saccawu opposed the order as being too wide, especially in respect of the ban on picket-

ing, which it argued was an unwarranted bar on freedom of expression. Judgment was reserved in the Rand Supreme Court. *W/Mail 17/8-19/8/90*

In its statement, Cosatu said it supported Saccawu's arguments. Workers were discussing a range of actions, including pickets, factory demonstrations, sit-ins and product boycotts, it said.

"Cosatu hoped that the (Saccola) accord would be legislated in the last parliamentary session," the statement said.

"We were angered that after a long process of consultation, an accord with the support of 65 000 companies and 1,5 million union members, was not passed because of 80 or so objections, including these companies."

Holding that as an "supposedly independent law firm", Deneys Reitz "had no business making representations" on the Bill, which was published for comment by the National Manpower Commission, the statement said.

THE CO-OPERATIVE SYSTEM

Num explores models for job creation

● From PAGE 2

Within a week, the co-op was reaching the daily production targets, and hasn't looked back. "Now those of us who are serious don't have to suffer because of the loafers," a member explained.

In this way, practical experience is providing the best teacher in building viable co-ops and workable methods of democratic control. In the process, the members are able to start meeting their full human potential in ways that work on the mines denied them.

At the same time, the co-ops are impacting on the rural community, which they relied on for support and sometimes they have needed more than just a solidarity market.

At the Flagstaff Co-op in the Trans-

kei, the road to the river sand was washed away by rain, and production came to a standstill. The headman in the area agreed to call an "alima", which is a traditional workparty called together when collective labour is needed. The community took a week to rebuild the road, and the co-op provided the *gqombothi* (home-brewed beer) and other refreshments.

The co-ops also have the potential to introduce new forms of collective activity into their rural context. At a training workshop held in Zimbabwe, Num co-op members were helping to build a dam as part of a local village effort. They found that the participation of the women was limited by their responsibilities for child care. This initiated the establishment of a creche, which has continued

since the dam wall was completed.

In these ways, the experience of democracy, organisation and struggle on the mines is being fed back into the miners' home areas.

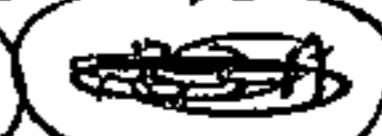
Against this backdrop, Num co-op members dispute the conventional wisdom that co-ops necessarily fail. It is a tough battle, but in three years, Num has learned a wealth of lessons.

"It would be a drawback for the struggle for us to go back to the old, narrow work known as being employed," explains Charles Ramahlerwa, Pawco chair. "There is something beyond money that we get here. We work democratically, with every member having the right to speak freely and to be heard equally. There is surely no better way to work than that."

W/Mail Suppl 17/8-19/8/70



140A



PARTICIPATIVE MANAGEMENT

VOLKSWAGEN SA is an exceptional example of worker participation in a country which is characterised by an authoritarian style of management and an adversarial style of industrial relations. VW is unique in the way it has accepted the National Union of Metalworkers (Numsa) at the centre of its structure of worker participation.

Usually worker participation schemes in South Africa aim to win over the loyalty and motivation of the workforce to weaken the power of unions. VW is an exceptional case because of the interaction between, on the one hand, a well-organised and militant union and, on the other hand, a pluralist management, influenced by the co-determination practices of their West German principals, and committed to increasing workers' participation in decision-making.

The case of VWSA demonstrates how a union can advance its members' participation in corporate decision-making within and beyond the framework of collective bargaining. It uncovers the potential power of the trade union on the shopfloor to influence decisions about production, discipline and employment conditions. It also demonstrates the potential for unions to influence company policy through the joint committee structures set by management.

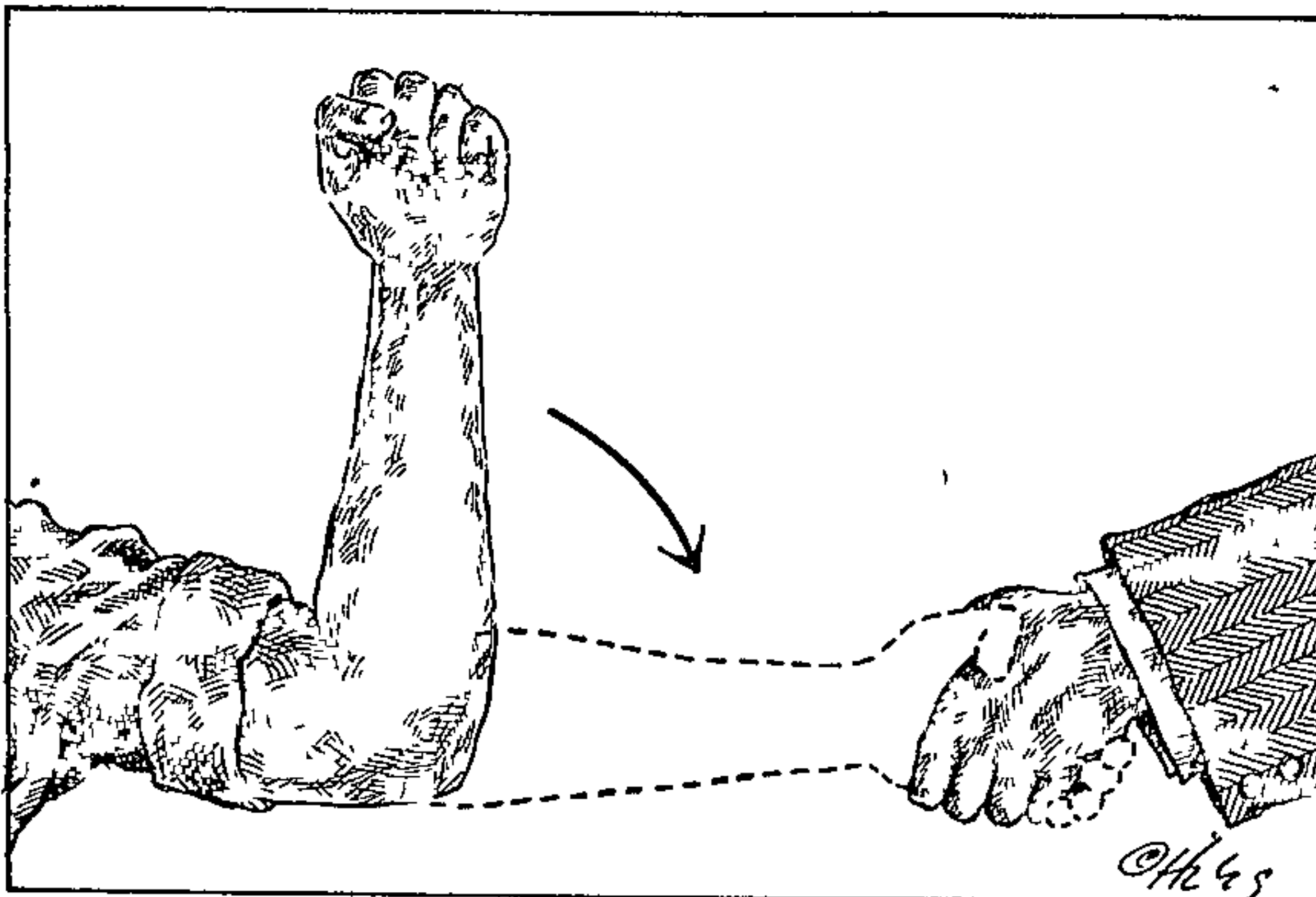
The Uitenhage-based factory employs 8 371 employees. Nearly 30 percent of the workers are classified white, and of the rest nearly two-thirds are African. Of the total, 81 percent are members of the Numsa — the powerful Congress of South African Trade Unions' affiliate.

Industrial relations at VW have been conflict-ridden for most of the eighties. Within the four months of June to September 1989, for example, there were 30 industrial actions, consisting of the following events:

The union has a large number of office bearers on the shopfloor. For every 200 employees there is a part-time shop steward. For every 750 employees there is a full-time shop steward (introduced in 1980 following a period of intense conflict). Twenty-seven part-time shop stewards handle the day-to-day disputes and grievances, while the full-timers undertake negotiations and general disputes.

Shop stewards are provided with extensive facilities by the company: a centralised office with phone, typewriter and furniture; a meeting venue, an outside area to meet with the entire workforce, and offices on the shopfloor for each full-time shop steward and all part-time shop stewards in the department. Shop stewards meet on a daily basis to review events and plan strategy.

Management has set up an elaborate system of joint committees which they see as the beginnings of a co-determination system following



From conflict-ridden industrial relations to full workers' participation on the shopfloor

And now, VW thinks BIG

WJMA and Suppl 17/8 - 19/9/90

The unique case of the Eastern Cape Volkswagen plant sets an example of how a union can advance its members by participating in corporate decision making

BY JUDY MALLER

Department of Sociology at Wits University

the German model. Brian Smith, the Human Resource director, says that management pursues a pluralist model. He explains that "although a certain amount of conflict is inherent in the system, it can be resolved by a system of collective bargaining that will allow some sort of balance of power or equilibrium to be reached".

Through the joint committee system, management is attempting to promote co-operation on issues of common interests.

The most influential of the six committees is Jumecc (Joint Union/Management Executive Committee) which consists of senior management and full-time shop stewards. It meets on a quarterly basis to review "corporate strategic issues".

While management sees Jumecc as an embryonic works council where joint decision-making would take place, the union sees it as a negotiating forum where demands are put forward to senior management. The union is careful not to make recommendations about ways of improving productivity rates or absenteeism, and all information is passed down to the shopfloor via the part-time shop stewards. The union does, however, view attendance at Jumecc meetings as important, and is able to influence company policy by virtue of their participation.

The union's participation in a joint committee structure has not yet resulted in the institutionalisation of

conflict. The number of strikes and stoppages in 1989 is testimony to the ongoing militancy of the workforce. Significantly, the Jumecc structure is not the primary forum where workers exert control over production. It is rather on the shopfloor that a situation of workers' control is beginning to emerge.

The shop stewards have become an integral part of the structure of authority on the shopfloor. Many workers believed that social relations on the shopfloor had changed because of the power exacted by union representatives.

Many strikes last year were precipitated by dismissals — all workers interviewed saw this as a major cause of increased industrial action.

But shop stewards, do more than prevent unfair dismissals. Shop ste-

wards are consulted when production management issues instructions to the workforce. In some departments workers will not carry out an instruction unless it is delivered in person by the shop steward.

Shop stewards also have the right to move around the shopfloor without restrictions.

The shop stewards also have access to strategic information from Jumecc which is very rapidly passed through the ranks of the workforce.

Another shopfloor manager observed "Very often the guys on the line know about a top-level decision before I do because the union passes down information a hell of a lot quicker than management does".

The union also has leverage on the shop floor. Production may be paralysed simply by withdrawing labour from strategic departments in the factory.

VW workers through their union have used the management-initiated structures of participation to push back the frontier of control. They have retained the locus of power of the trade union and participate in joint committee structures as representatives of the union and not as individual members of the company "family".

While the union participates in joint committees and recognises the interdependent relationship between the management and the workforce, it also retains its independent base on the shopfloor, preventing incor-

poration from taking place.

Productivity levels have not been substantially improved by this approach, despite the increase in market share VW has enjoyed. Clearly, relations between management and labour are still based on the traditional conflict model of industrial relations.

Co-operative relationships through Jumecc and other joint committees play an important yet minor role in the overall process of decision-making, and participation in Jumecc is always secondary to the basic mistrust that exists on the shopfloor.

The VW case study represents, the beginning, of a shift away from adversarial collective bargaining by supplementing such collective bargaining with consultative structures. There is a long way to go, before the mutual benefits of co-operative relations are manifest. But there is already a clear basis for the development of co-operative relations.

The need to move towards a co-operative model of industrial relations, which at the same time does not compromise union independence is widely accepted. The model must be based on the mutual advantages that both labour and capital derive from a productive and efficient enterprise. Unions, for example, can gain greater power through the interventionist role that it plays within such a model, and because of the active input of workplace delegates.

This means a new type of unionism, which empowers workplace delegates rather than centralising decision-making in the hands of union officials. Such unionism also exerts considerable influence over investment decisions and technology design.

This new unionism retains the right to strike and to influence decisions via collective action. The aim would be to democratise the workplace and to improve productivity to the mutual benefit of both labour and capital, and the economy as a whole.

This model entails full and power-centred participation. Full participation involves workers' influence over investment and production policy decisions, and power-centred participation involves a restructuring of the authority and power relations. The VWSA case study shows the centrality of the union in achieving this form of participation.

However, the overall approach presupposes a democratic state and hence its applicability to the South African workplace cannot be divorced from struggles for democracy more broadly.

Workers at VWSA cannot accept co-operative relations with management prior to the extension of political rights and upgrading of their community, which would result from a reallocation of state-controlled resources. These events will form the basis of an extension of VWSA's programme of co-determination based on strong and independent unionism.

THE CO-OPERATIVE SYSTEM



The National Union of Mineworkers (Num) became involved in co-op development after the 1987 mineworkers' strike. Num has assisted ex-miners to start co-ops in the Northern Transvaal, the Transkei, Lesotho and Swaziland.

Picture AFP

Num explores models for job creation in rural areas

THE National Union of Mineworkers (Num) became involved in co-op development in the aftermath of the 1987 mineworkers strike, when more than 10 000 of the dismissed workers were reinstated.

These workers organised themselves into district committees in the rural areas, and approached Num for assistance in starting production co-operatives.

Num has assisted ex-miners to start co-ops in the Northern Transvaal, the Transkei, Lesotho and Swaziland.

By getting involved in co-op development, Num is exploring models of development and job creation in the rural areas. While the process began in response to the 1987 dismissals, it is now part of a broader strategic vision.

At one level, it is part of laying the groundwork for an end to the migrant labour system. Many of our members do not want to give up their rural base for the stresses of urban townships, so until there are economic alternatives in their home areas, they will continue to migrate for jobs. A rural development strategy is needed to create such alternatives.

Secondly, mass retrenchments are likely to be a feature of the mining industry for the coming decade. Num does not have the resources to solve the vast social problems of unemployment that this will create, and our policy makes it clear that we place this responsibility squarely at the feet of capital and the state.

However, through our involvement in co-op development we are attempting to build workable models of development that can empower workers and their communities, and provide a sound basis for policy formulation. At the same time, we are learning practical lessons about the potential and pitfalls of building democracy into production.

Num policy on co-ops emphasises the necessity for co-ops to develop into economically viable enterprises, able to survive in a market economy and give their members job security, and regular wages.

Num co-ops have already had some success reaching this goal. The Phalaborwa Workers T-shirt Printing Co-op (Pawco), which has 50 members, has been able to pay better wages than the minimum in the mining industry for over a year.

National Union of Mineworkers' co-operatives have had some success in developing into economically viable enterprises

By KATE PHILIP

Num projects co-ordinator

However, in the initial stages, many co-ops rely on "sweat equity" to get off the ground, because of their limited access to capital. But subsistence-level survival can only be a temporary and undesirable situation for workers. If the co-op cannot move beyond this stage, it is likely to lose its more skilled members, who will most easily get other jobs.

This locks the co-op into a vicious cycle in which it is unable to develop the skill base needed to grow and develop economically, and is doomed to lumping along on the margins of the economy, fulfilling all the prophecies of co-op failure.

From Num's experience, these issues have to be anticipated before the project starts. A critical factor here is not only the skills complement in the co-op, but also the number of workers that are included.

In a context where there is enormous pressure to create as many jobs as possible, the tendency is to include more members than the production unit can sustain economically.

Where Num has fallen into this trap, the co-ops have shrunk before they were able to stabilise. However, the Leribe Block Co-op in Lesotho started with 40 members rather than more, and within its first year of operation, it has been able to finance expansion, with the development of a smaller-scale block co-op in a nearby village, and an agricultural project.

Pawco has also financed its own expansion, purchasing new equipment earlier this year. "Our aim of working in the co-op is to create jobs," explains Stanley Matebula, secretary of Pawco. "We are trying to get enough money to expand our co-op, so that even if we cannot give employment to all the people, we will be able to help some with jobs. It is for this reason that we have recently

started to sell cooked chickens."

The chickens are sold outside the beerhall in Namagkale township, under a big sign that says "Comrades Come Buy!"

At a recent congress of the Lesotho Mineworkers Labour Co-operative Union (the umbrella body in Lesotho), the Liphakoe Co-op from Quthing proposed a motion that a third of their surplus should go into a social fund to create co-ops for other ex-miners. The congress amended their constitution to include this as a requirement for all member co-ops.

In building economically viable co-ops, an effective feasibility study is essential, but even if the co-ops are technically viable, it is the internal organisation and the skills of democratic management that will make or break the project.

In the Num co-ops, the structures of management are decided by the members, and the positions are elected from within the co-op.

The possibility of "buying in" skills from outside is not rejected in principle, but in outlying rural areas, it is often not a realistic option.

Skills training in the co-op has to cover the full spectrum from literacy training to financial management and production planning, all members must understand the basic relationship between productivity, sales, income and expenditure if they are to participate meaningfully in decision-making.

In the Qwe Qwe Brick Co-op in the Transkei, these links were not initially clear. For months, the co-op failed to meet its production targets, and at the same time, basic issues of the day-to-day management were being taken to lengthy meetings.

Finally, a crisis was reached and Num facilitated restructuring. A clear division of labour was agreed to in which the members approve monthly production plans. These provide the framework within which the management structure has the mandate to make day-to-day management decisions in the co-op.

In addition, the wage system was changed. Instead of the members simply dividing the net wage bill equally, the co-op members decided to divide themselves into production teams, each with its own target. Wages are now paid in proportion to the team's output.

● To PAGE 11

CO-OPERATIVES

Taking control of industry

w/ Mail Suppl 1718 - 1918 190
14011

THE Zenzeleni Co-op project is a concerted effort by the South African Clothing and Textile Workers Union (Sactwu) to start the process of meaningfully addressing the question of economic empowerment of a large sector of black citizens, as opposed to individual black entrepreneurs. Sactwu has a membership of 190 000, and is affiliated to The Congress of South African Trade Unions (Cosatu).

The project, with Sactwu members' shareholding structured through a board of trustees comprising elected members of Sactwu's National Executive Committee, has the objective of creating jobs, whilst simultaneously striving to take control of an increasing portion of the industry in which it operates.

The initial project, a clothing manufacturing and distribution operation, based in Durban, has now created 300 jobs, of which 95 percent have been filled by Sactwu members who had previously been retrenched from the Frame Textile Group. Profits to be generated will revert back to the Trust Fund for the sole purposes of creating additional jobs for members.

Through the Trust, and the projects managed by the Trust, the union membership will start taking control of elements of their industry. This process, which is not deemed to be an overnight exercise, should benefit from well-intentioned support from a more democratic government and other development agencies — both local and international.

Over a period of time, it is feasible to believe that the co-operative economic interests of hundreds of thousands of workers will be addressed through this process, instead of large segments of the economy being solely in the hands of an effectively small number of people — mostly from the current advantaged sector of our pop-



To change the realities of the current racial imbalances amongst skilled and management staff in industry and commerce, it is necessary to undertake a major formal skills development drive. Picture: AFP

ulation.

To change the realities of the current racial imbalances amongst skilled and management staff in industry and commerce, it is necessary that a major, formal, skills development drive be undertaken simultaneously with the abovementioned process.

It is vital that co-operative organisations ensure that they have developed the skills required, by the time they have acquired effective control of segments of the economy. In the short term, skilled people can be employed from outside of the union structures, but for real control, co-operative, democratic structures must develop these skills from within their own structures — otherwise there is

no real empowerment.

It is through the democratic nature of the union itself, that control over this empowerment is exercised. While day-to-day decision-making power is vested in management, the latter are answerable to the workers through the structures mentioned. The longer term, strategic planning or decision-making is vested in the elected members to the board of trustees. They, in turn, are also answerable to the mass membership.

Through these controls, there are safeguards to ensure that no individual, or select group of individuals, can enrich himself/herself/themselves, at the expense of the collective membership.

LABOUR NEWS

DAILY UPDATE ON LABOUR RELATIONS, UNION POLITICS AND INDUSTRIAL DISPUTES

Nactu metal union may join Numsa in giant national strike

By DREW FORREST

NACTU'S largest metal affiliate could join forces with Cosatu's National Union of Metalworkers (Numsa) in the looming national strike in the giant metal industries

This emerged from an interview with Tommy Oliphant, the general secretary of the Nactu-affiliated Metal and Electrical Workers Union (Mewusa). The union's 40 000 members could add significant clout to a strike

More than 100 000 Numsa members have balloted on industry-wide strike action, and results are expected at the weekend. Mewusa and Numsa are the only unions in the metal industrial council to have rejected the employer wage offer of between 15,5 percent at the top and 19 percent at the bottom

Paradoxically, Nactu's other metal affiliate, the Steel, Engineering and Allied Workers Union, has settled with employers. The offer has also been accepted by largely white craft unions in the Confederation of Metal and Building Unions

Oliphant said a proposal that the pay battle should be settled by arbitration, resolved at a Mewusa shop stewards committee meeting, had been rejected by employers at an industrial council dispute meeting this week

Mewusa would meet again at the weekend to decide whether to move to a strike ballot and to co-ordinate strike strategies with Numsa, in line with a suggestion by the Cosatu union. A ballot was highly likely, he said

Although they belong to rival federations, Numsa and Mewusa's non-wage

demands show a significant overlap. Both unions want a 40-hour week, improved maternity leave pay, paternity leave, Sharpeville Day as a paid holiday, payment of wages to political detainees and the inclusion of severance pay as a right in the main agreement.

Regarding pay claims, Mewusa is demanding R1,50 an hour across the board and a R6 minimum, while Numsa has pushed for R2 an hour throughout the negotiations. Wages, severance pay and hours were the key issues for Mewusa members, Oliphant said

Labour sources see the decision by Nactu's Seawusa to settle with metal employers as an expression of weakness. A long-established black union with apparently dwindling membership, it was invited to join the two-year merger process which led to Mewusa's formation in May last year, but declined to merge because of "internal problems"

It is understood that Nactu called a further meeting earlier this year with an eye to forging one Nactu-affiliated metal union, but that neither Seawusa nor the tiny United African Motor and Allied Workers Union turned up

Political differences may be a factor in Seawusa's unwillingness to merge. The union's leadership is known to be strongly supportive of the Pan Africanist Congress (PAC), while Mewusa is politically non-aligned

Some metal employers fear that if there is a national strike, conflict between Numsa strikers and Seawusa non-strikers could spill over into the political arena. Numsa, through Cosatu, is aligned with the ANC

LABOUR & CAPITAL

BEE - something of a business buzzword

Black Economic Empowerment, BEE, is becoming something of a buzz word. What does it really mean? It means different things to different people, depending on who is using it.

By Rod Crompton

General secretary of the Chemical Workers Industrial Union

BUSINESSES are glibly tossing a new phrase around in their glossy company magazines and at business lunches. When businessmen speak of Black Economic Empowerment what they really mean is quite different to real empowerment.

Firstly they mean throwing the scraps of the economy to the informal sector and small business. In their magnanimity business see themselves making economic handouts to the have-nots.

It's as ridiculous as giving someone bootstraps and hoping they can pick themselves up by their own bootstraps. The possibility that these black have-nots might have legitimate rights to a say in the economy and that this has been denied them for a very long time is quickly overlooked. Business's version of BEE is a transparent ploy for their favourite hobby horses - privatisation and deregulation. The fact that these initiatives represent a ruthless attack upon the pitiful level of economic empowerment, vulnerable black workers have, is quietly swept under the carpet.

Secondly in business's view, BEE means the introduction on the factory floor of the new "Japanisation" techniques. These techniques are designed to bluff workers into thinking they have a little bit more control over their lives on the shop floor. In practice, business's real objective is to surreptitiously squeeze more productivity out of workers.

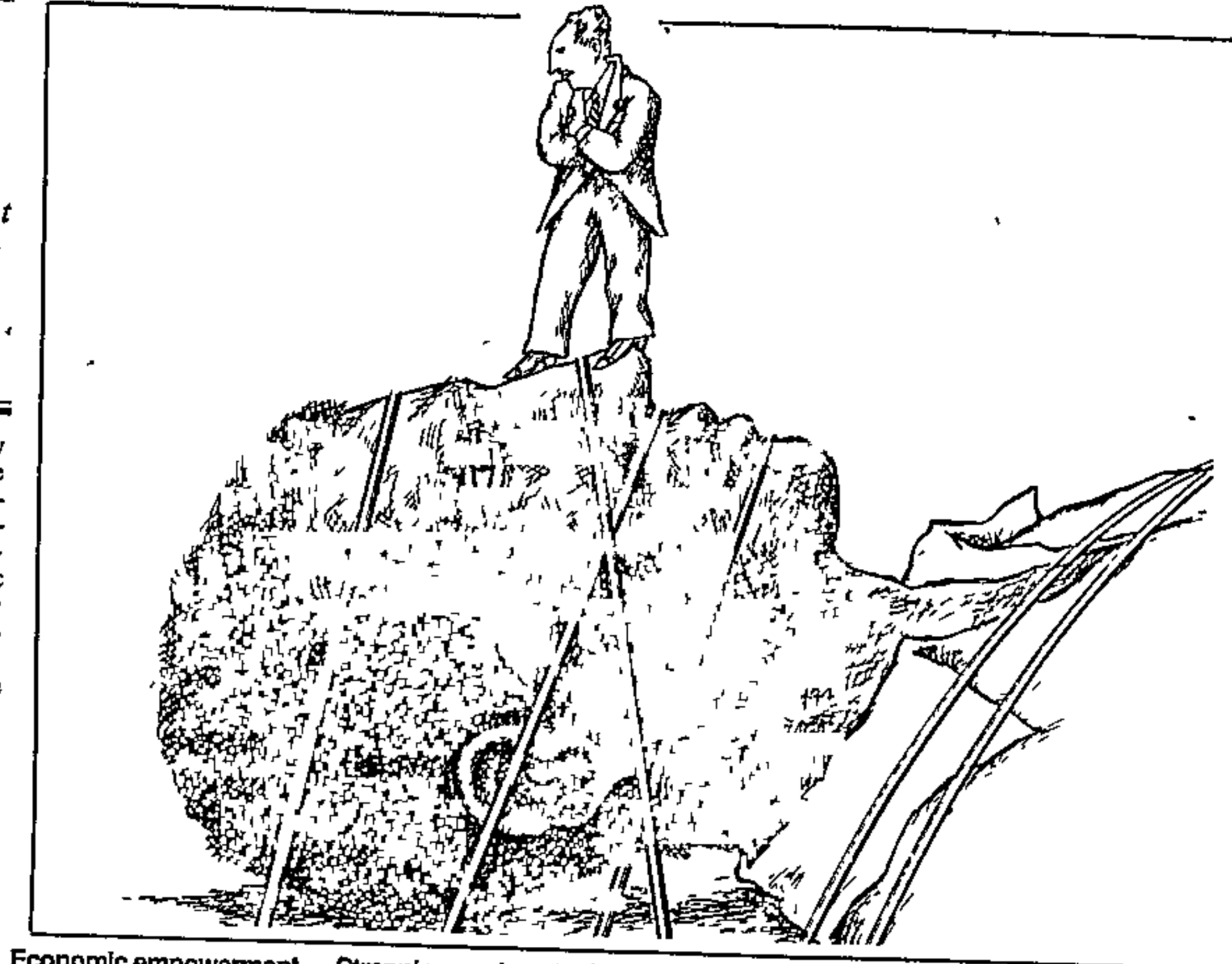
Doublespeak from the bosses is something the Chemical Workers Industrial Union (CWIU) has considerable experience in dealing with. In the late 1970s when codes of conduct for foreign companies were all the rage, the CWIU was in the forefront of exposing the false information submitted by some reporting companies.

As those codes of conduct were falling on to the dust bin of history, business and their newspapers became increasingly hysterical about the word disinvestment. The CWIU was at the forefront of exposing the fact that very little, if any, disinvestment was taking place. Instead corporate camouflage was passing for disinvestment. This process of transforming equity to non-equity ties under the guise of disinvestment is now internationally recognised.

Other examples of this myopic doublespeak are close at hand. It is universally accepted that trade unions are the best means of protecting workers' economic interests in society. Instead of empowering the unions, big business and the state forced the union-bashing amendments to the Labour Relations Act on to the unions.

It took a number of major general strikes, including the biggest in South African history to change the employers' minds. This resulted in the Congress of South African Trade Unions' (Cosatu) agreement with Saccola, which has still not been gazetted because some powerful employers were able to block it. If business is serious about BEE, they should be advocating more, not less, rights for trade unions.

One might expect the right to work in a safe and healthy environment to be satisfied before economic empowerment. Again legislation, this time



Economic empowerment . Strapping workers to the factory floor or giving them a real say over their lives?

the toothless Machinery and Occupational Safety Act (Mosa) was unilaterally imposed on workers in 1983 just as unions were beginning to do something about the dreadful conditions in which some members have to work.

If business's are serious about BEE they should support the right for workers to defend their lives on the factory floor by supporting the call for Mosa to be replaced with decent legislation.

BEE is just another example of business doublespeak which must be exposed in the media and in practice. On the factory floor in the chemical industry the CWIU is challenging this doublespeak around the issue of retirement funds.

The assets of the private retirement fund industry (excluding the states old age pension) are currently estimated to be over R100-billion. This is larger than the 1990/91 total state budget of R71,9-billion. It is safe to assume that black workers have reasonable stake in that R100-billion, which means that they own a sizeable chunk of SA. Ownership of those assets is not, however, mean control over those assets.

In most Western democracies it is considered reasonable for the members of pension funds to have a say, if not control, over their pension monies and to use them in the members' best interests. However, in South Africa this kind of, albeit limited, economic empowerment has not been the norm.

Instead the ownership of pension assets by the pension fund members has been neatly severed by the mechanism of boards of trustees controlled by employers. Black workers are obliged to put their pension savings into funds over which they have no say and about which they have no information.

To add insult to injury this gigantic fraud is perpetrated in the same magnanimity on the employers part, and workers are expected to be grateful for the favour.

Using the compulsory pension savings of their captive workforces, white business has set about enriching themselves and the white community with investment capital at the expense of blacks. Most dismissed black workers have in real terms got less out of their pension funds than they put in while in some cases white directors have free pensions.

In response to membership dissatisfaction with pension funds, the CWIU, together with some employ-

ers, set up the alternative Chemical Industries National Provident Fund (CINPF). The CINPF is jointly controlled by participating employers and employees and provides a vehicle through which workers' collective

buying power enables them to get more for every retirement Rand.

It also allows some BEE in the sense that half of the trustees are elected by the members. In this way it is hoped that some trustees are elected

by members. In this way it is hoped that some retirement monies will begin to be used to the advantage of the working class instead of the employers. This represents a very minimal intrusion into the traditional preserves of white power. If businesses were in the least enthusiastic about BEE and the expected new political dispensation, one might expect them to be clamouring to join the CINPF.

Far from it. Many of the negotiations have been long and drawn out as employers grappled with their paternalistic instincts. In several cases particularly the foreign multinationals the union is facing stiff opposition.

Last year the US-based Cyanamid fired its entire workforce when they took strike action in support of their demands. Union pressure managed to win reinstatement for the strikers after five weeks. Cyanamid used the LRA to prohibit another strike within 12 months. They went even further and attempted to get the workers demand for the CINPF declared an Unfair Labour Practice by the Industrial Court.

Rolfes, the East Rand chalks manufacturer, was the next to take a hard line. They withstood an eight-week strike on the CINPF. Workers returned to work and pursued the issue which has recently led Rolfes to accept the CINPF.

Far from real BEE coming as a handout from liberal companies, black workers are going to have to fight and claw every inch of the way.

The art of development

Vincent van Gogh died a pauper. In his day no one acknowledged his mastery. How tragic to think that an artist of his stature did not have a patron or a market that recognised him.

At the Development Bank of Southern Africa we are constantly looking to become developers of talent that if unnoticed in the present generation could also go to the grave in sorrowful dispossession rather than in rich heritage. That is why in addition to supporting economic development in the poor communities of Southern Africa we selectively acquire works of artists from the areas in which we operate.

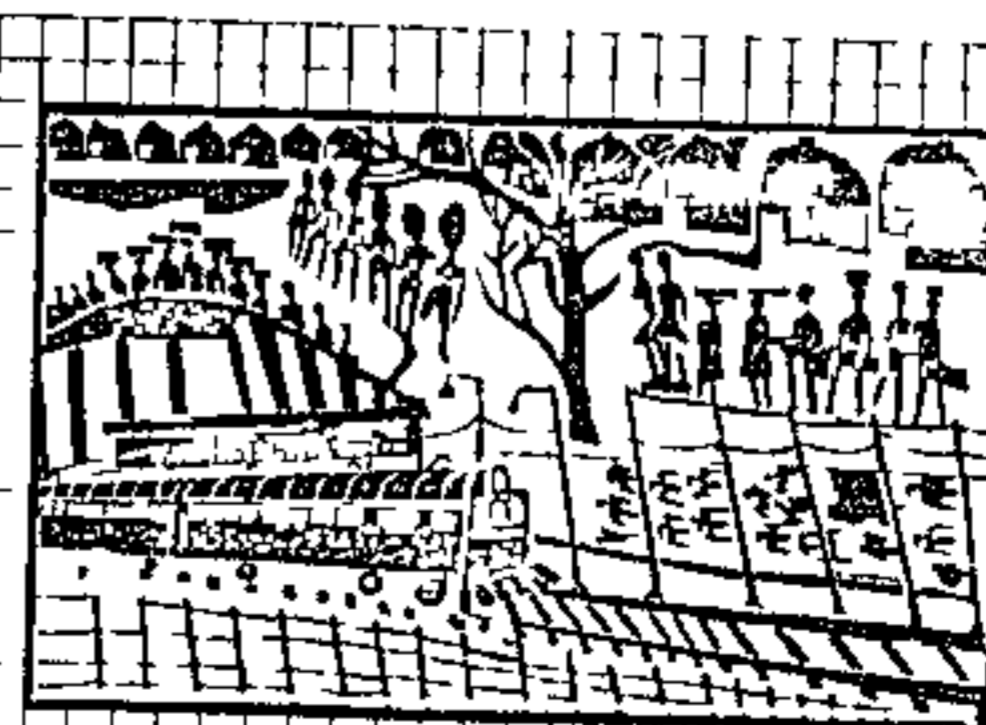
We place some emphasis on artists who may not have ready access to the art market such as Bhokasani Manyoni of Katshehong whose woodcut below depicts the spectrum of development activities that the Bank supports.

What qualifies this work is its theme: People and Development. That is exactly where we fit in. However our paintbox is somewhat different: it contains various professional skills that can help conceive and structure development projects and funds to help bring them into being.

Our canvas is Southern Africa: visible in the background are many people - mostly poor. In the explosion of colour and contrast which is unmistakably Africa, the detail is less attractive. In short what you see can best be described as social and economic deficits framed in an economic debate on the future of the region.

We are contributors to the Renaissance of this generation. To those of the other participants that are making a contribution by working with the poor towards improving their economic condition, we add our brush strokes in the hope that the quality of the picture on the canvas can be improved.

You see we are in the art of development.



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AUGUST 1990

NUM's members consulted on strike

THE National Union of Mineworkers (NUM) would not take strike action at collieries until it had reported back the Chamber of Mines' revised offer to members, union spokesman Jerry Majatladi said at the weekend.

Chamber public affairs manager John Imrie said yesterday it would meet the NUM this week to establish what the union's decision on the revised offer was.

The offer involved increased holiday leave allowance, but the wage offer remained unchanged. Only Lonrho's Duker Exploration Ltd raised its wage offer to an across the board 17%.

Majatladi said after Wednesday's meeting Amcoal had increased its holiday allowance offer by a range of 16,4% to 18%, a 20% increase compared with last year. Genmin, JCI and Rand Mines had also increased theirs by 20%. Only GFSA had not improved its offer.

The chamber and the NUM would enter into discussions on the current charges applied to miners for food and medical care, he said.

The NUM had demanded a wage increase of between 18% and 20%, while the Chamber of Mines' "final" offer was for a 14,5% to 17% increase.

The union had rejected the chamber offer and separate offers from Amcoal (16,4%-18%) and Trans-Natal (14,5%-28%) and had conducted a strike ballot.

Results from the strike ballot were that 16 117 members polled at 22 collieries were in support of a strike over the wage demand, while 3 878 were against.

Meanwhile, the wage strike at Rand Mines's Harmony gold mine was resolved last Thursday after discussions between strikers' representatives, the NUM and mine management concluded amicably. Miners had returned to work on Friday, a mine spokesman said.

About 4 500 miners went on strike at the V-1 shaft after confusion about the reflec-

OWEN MAUBANE

tion of wage increases on their pay slips. In other developments last week, the dispute between Metro Cash and Carry and Saccawu over a wage increase was resolved after the union agreed to accept a R40 across-the-board wage increase.

The metal industry was facing possible strike action as the National Union of Metalworkers of SA (Numsa) and Steel and Engineering Industry Federation of SA (Seifsa) wage dispute reached deadlock.

Numsa began an 11-day strike ballot on July 30. Numsa national organiser Alistair Smith said a decision on strike action would be taken shortly after August 10, the last day of the ballot.

Handicap

The four-week old wage dispute between the National Wine and Spirit Allied Workers' Union (Nuwsaw) and the SA Wine and Spirit Industry Employers' Association showed no signs of ending at the weekend.

Industry spokesman Riaan Kruger said that while the strike involving 3 800 workers at 83 depots was a handicap, employers made use of casual workers.

Nuwsaw president November Nkosi said that no meetings had been scheduled with the industry.

The strike began on July 11 after the industry failed to raise its R33 across-the-board wage increase offer to the union's demand for R40.

Meanwhile, the SA Commercial Catering and Allied Workers Union (Saccawu) and Southern Sun/Holiday Inn management wage dispute remained unresolved after five weeks of mediation.

Saccawu national organiser Jeremy Daphne said the union negotiated with management last Friday.

"A settlement now seems likely but we are not prepared to comment on what agreements have been reached," he said.

TGWU in bid for majority union status

Cart Times 17/8/90 Staff Reporter

THE Transport and General Workers' Union (TGWU) had been offered access and shop-steward rights at some City Tramways depots in an attempt to block their bid for recognition as the majority union, according to a TGWU spokesman

TGWU representatives met City Tramways management yesterday after a one-day strike earlier this week, to express their dissatisfaction that the current recognised negotiating union is the Transport and Omnibus Workers' Union (Towu), which they claim is a "management sweetheart"

The TGWU spokesman said the offer did not include the right to negotiate substantive conditions of employment on behalf of the drivers and was avoiding the demand for a ballot to find out which union had more support

"The offer undermines the principle of a majority union. We do not want a half-baked situation of restricted rights for minority unions," he said

Cape Times 18/8/90

Grooms back at work as strike resolved

THE two-month wage dispute between 700 jobless grooms and about 30 Western Cape racehorse trainers was finally resolved on Thursday night when the SA Commercial Catering and Allied Workers' Union (Saccawu) agreed to the trainers' two-figure wage increase offer

In terms of the agreement all dismissed grooms from Milnerton and Philippi — except for four — were guaranteed immediate reinstatement by their respective employers after being dismissed on August 6 for taking part in a wildcat strike

City attorney Ms Sue Stelsna, acting on behalf of the trainers, said the agreement reached would be "binding for a year" and no mass actions or wage demands could take place within that period

She said the increase agreed to by Saccawu was the trainers' offer of R30 across-the-board for experienced grooms and R20 across-the-board for inexperienced workers

However, trainers who had already increased wages from May 1 would, depending on the amount given, be exempt from the full increase

She said the agreement also allowed trainers to reserve the right to take disciplinary action against grooms for "any misconduct" during the protracted strike

"If grooms have any complaints on the disciplinary measures, they can take them up individually in an industrial court," Ms Stelsna said

Ms Stelsna said other working conditions agreed to were a R50 bonus to a groom if "his horse" won a race and R5 on top of a day's salary for working Sundays

Opposition expected on pay demand

A DEMANDED 50% wage hike in garment workers' wages is bound to be met with stiff opposition from recession-bound employers when annual wage talks kick off soon

The SA Clothing and Textile Workers' Union (Sactwu) says it wants a R45 across-the-board increase on the weekly wages of its more than 100 000 members

In a drive to bring about uniform wages and conditions of service, Sactwu will press for a single national industrial council when it first meets employers on September 10

Wages and working conditions in the industry are governed by separate industrial council agreements for the Western Cape, Port Elizabeth, Natal and Transvaal

Sactwu believes a national bargaining forum would also bring employers in decentralised "homeland" areas into line with general conditions

— Sapa

AR661 20/8/80

Bid to resolve
simmering bus
drivers' dispute

By SHARON SOROUR
Labour Reporter

CITY Tramways management meets union officials today in a bid to resolve a simmering dispute between two rival transport workers' unions battling for majority status and bargaining power.

The Transport and General Workers' Union (T&GWU) — which is demanding a ballot to prove it enjoys majority support at the Arrowgate and Phillipi depots in spite of management recognising the Transport and Omnibus Workers' Union (TOWA) — will take part in the talks.

Last week the dispute erupt-

ed into a one-day work stoppage by scores of T&GWU bus drivers at the two depots, which disrupted Cape Town's bus service and inconvenienced thousands of commuters

The stoppage was criticised by City Tramways management as being "without justification and illegal" especially as bus operations were regarded legally as an essential service

The workers returned to work the next day but demanded management hold a ballot to prove their union was in the majority.

City Tramways proposed an audited count of stop orders to resolve the membership dispute but this was rejected by the T&GWU.

Mr Nic Henwood, the T&GWU regional secretary, told Sapa the proposal would give the union minority status, denying it the right to bargain on wages and substantive issues

City Tramways managing director Mr Barry Gie said the matter was extremely complex as more than one substantial union was involved

The TOWA chairman, Mr Joe Sineke, said while "the minority union T&GWU" claimed to have the majority at the two depots they had not been able to substantiate this with "relevant documentation"

● The TOWA changed its name recently from the Tramways and Omnibus Workers' Union to the Transport and Omnibus Workers' Union

STO
20/8/90

KOPA

Clothing workers demand 50% rise

By Tom Hood

CAPE TOWN — The hard-hit Cape clothing industry is amazed at trade union demands for a 50 percent increase in their pay package, says Simon Jocum, chairman of the Cape Clothing Manufacturers Association

"The pay claim is obviously an opening move before negotiations begin, but it comes when a great deal of the industry is working short time," he said "Business is still pretty poor all round and there is no way of companies being able to meet it."

"Even in the good times, union demands were not as high as this"

The claim submitted to employer organisations amounts to a 50 percent increase in the overall package

The demand is for a R45 a week across-the-board increase, a R1 a week bonus for each year's service, a 40-hour week, an extra paid public holiday and five days' extra leave

A controversial proposal is a national industrial council for the clothing industry

PROFITS LOW

Coming at a time of industrial depression and shrinking profits in many manufacturing companies, the union's claim is certain to lead to tough negotiations

"Many companies are simply making fictitious profits — well below the rate of inflation and are struggling to avoid retrenchments," said a director of a clothing company

Many smaller firms had been on short time, with one firm reporting falling orders and work for two-day weeks for more than three months.

The country's largest clothing group, Seardel Investment Corporation, reported only a 4,2 percent rise in bottom-line profit last week.

Shareholders got a mere 4,7 percent rise in their dividends, total payouts rising to 22c a share from 21c last year.

South African Labour News, the Cape Town-based digest of trade union affairs, quoted a union spokesman saying employers, hard-hit by the depressed economy, rising costs and a tougher market, would certainly resist any reduction in production time.

While the union regarded the R45 a week demand as a reasonable starting point for negotiations, this was well above the 21 percent the workers gained last year, and it was unlikely that employers would this year countenance increases of similar size, said a union spokesman.

Mwasa opens doors to all races

143
Sowetan
20/8/90

THE all-black Media Workers Association of South Africa (Mwasa) has opened its membership to all races

In a resolution adopted at its national congress held in Port Elizabeth at the weekend, nearly 500 delegates stated that the unfolding political situation in the country called for new definitions

"As the powers that be move away from a race-based policy of exploiting workers into a purely economic strategy, workers have to define themselves in terms of their class

Victims

"Whereas laws have always been made to specifically make black workers double victims of the exploitation of apartheid, the changing laws necessitate the review of definitions" the congress added

The change means whites can now also join the union which recruits journalists, graphic workers and those in the packaging industry

The Mwasa congress also decried the inter-organisational violence that has led to over 270 people being killed in Witwatersrand townships in the past week

It called on the black leadership of all organisations to rise up to the demands and challenges of the times"

In another resolution, the congress banned the wearing of party political colours and chanting of party songs and slogans at union meetings

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21/8/90

Merc. Numsa in crisis talks

EAST LONDON — A top-level Numsa delegation, headed by general secretary Mr Moses Mayesiko, is to visit Mercedes Benz's plant here today for crisis talks with shop stewards and members who have revolted against the union's national bargaining policy. They have also demanded Mercedes's withdrawal from the industry national bargaining forum

The plant has been shut down since Thursday afternoon due to a sleep-in by a group of about 300 workers. The company was yesterday granted a court order requiring the union to en-

sure compliance with the parties' recognition agreement.

Mercedes has said that although the strikers were a minority, the plant was closed to prevent any violent confrontations.

Meanwhile, employees at the plant have been issued with letters offering them voluntary resignations, early retirements and ill-health retirements.

Chief executive of Mercedes Benz Mr Christoph Kopke yesterday said the rationalising of the employee complement was "as a result of the decline in the economy"

Sowetan 21/8/90

Workers reject Numsa decision

WORKERS at the Mercedes-Benz plant in East London are at loggerheads with their union and management over the company's participation in the motor industry's National Bargaining Forum.

Production was halted on Friday after "unprocedural industrial action" by some workers, the company said

It is not known how many workers were involved in the action. (140A)

Undemocratic

The National Union (of) Metalworkers, which represents most the about 3 000 workers at the plant, was the major driving force behind the formation of the NBF in 1989

Protesting workers accused the union of making undemocratic decisions on their behalf

But Numsa recommitted itself to centralised bargaining in a statement on Saturday and said Mercedes workers would be "strongly advised" to remain in the NBF - Sowetan Correspondent

14014

Tension between rival unions rises ^{ARC645 21/8/90}

By SHARON SOROUR
Labour Reporter

TENSION is mounting between rival trade unions battling for majority support and negotiating power at City Tramways bus depots.

The simmering dispute between the recognised union, Transport and Omnibus Workers' Union (Towu), and the Transport and General Workers' Union (T&GWU), intensified yesterday as Towu rejected a ballot requested by the T&GWU to test majority support.

The Cosatu-affiliated T&GWU demanded City Tramways management hold a ballot at the Arrowgate and Philippi depots and staged a one-day work stoppage last week by scores of T&GWU bus drivers and other workers at the two depots.

REJECTED

City Tramways initially proposed an audited count of stop orders to resolve the dispute but this was rejected by the T&GWU.

Talks between T&GWU officials and management yesterday resulted in the union agreeing to a ballot, according to City Tramways managing

director Mr Barry Gie

He said the T&GWU had "agreed to a ballot to determine union representation at the Arrowgate and Philippi depots, in terms of the existing rules and procedures"

The T&GWU regional secretary Mr Nic Henwood told Sapa his union had agreed to a management proposal that a ballot would have to be based on documented proof of majority support

While Towu originally agreed to participate in a ballot if the T&GWU could substantiate their claim of representing the majority of drivers with "adequate documentation", the union has reversed its decision.

The Towu chairman Mr Joe Sineke told Sapa yesterday the union had decided at a general meeting at the weekend to boycott a ballot.

According to Mr Henwood, the company was trying to pave the way for future minority unionism by granting procedural, but not substantive rights

Under such a dispensation the T&GWU would not be able to negotiate on wages and other substantive issues

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Cape Times
21/8/90
1208

Union members vow to boycott ballot

Staff Reporter

MEMBERS of the Transport and Omnibus Workers' Union (Towu) have vowed to boycott a ballot to determine union representation at the Arrowgate and Philippi depots of City Tramways

Towu chairman Mr Joe Sineke said the "sweet-heart Transport and General Workers' Union (TGWU) can have a ballot among themselves"

"You are having a good time — carry on," he said, and agreed to appoint a member to help process proof of union membership

The ballot announced yesterday by City Tramways managing director Mr B W Gie followed pressure from the Cosatu-affiliated TGWU, whose members staged a one-day strike last week in a bid for recognition as the majority union

TGWU regional secretary Mr Nic Henwood said union representatives met City Tramways management yesterday

"If Towu believe they are the majority, they should be confident that the ballot will demonstrate that," he said

Mr Henwood added that TGWU believes it has an overall majority at City Tramways, with a particular advantage at the Simon's Town, Philippi, Arrowgate and Diep River depots

● Cape provincial authorities have acceded to a demand by hospital workers for paid maternity leave, Health Workers' Union spokesman Dr Hassan Mohamed said yesterday Pregnant workers will be granted three months' maternity leave as from November 1, with the concession limited to three terms of pregnancy

ABC
22/8/90
1401

Acid test for bus depot union

TESTING to see whether the Transport and General Workers' Union enjoys majority support at two City Tramways bus depots starts today.

Management and union officials were scheduled to start today to count staff making union applications to determine if the union has a "50 per cent plus one" membership majority at the Arrowgate depot at Montana off Modderdam Road and the Philippi depot.

This would allow the union to hold a ballot to test shop-floor support

Last week union bus drivers and other workers held a one-day work stoppage that inconvenienced thousands of commuters.

Transport and Omnibus Workers' Union Chairman Mr Joe Sineke called on the rival union to substantiate its claim of majority support

But regional secretary Mr Nic Henwood said "If Mr Sineke believes his union has a majority, he should not be concerned at taking part in the ballot." — Labour Reporter, Sapa

Str 22/8/90 140A

Majority of mineworkers in favour of strike action

Staff Reporter

The National Union of Mineworkers is still balloting its members at De Beers mines this week, but results so far show a majority "yes" for strike action

NUM spokesman Sej Motau said incomplete ballot results indicated a 77,2 percent "yes". Premier Mine and De Beers' geology department were still balloting.

A strike would affect five De Beers mines and the geology department.

The union and De Beers deadlocked on wages two weeks ago and a strike ballot started last week.

Management offered a 16 percent increase at the bottom grades and 15 percent at the top, against the NUM's demand for a 22,5 percent increase on the minimum wage of R653.

March in Retreat on Saturday

ABOUT 200 members of the National Union of Metalworkers of South Africa (Numsa) intend to hold a protest march through Retreat to the Gabriel SA factory this Saturday. *South 23/8 - 29/8/90*

They were dismissed from the factory after an illegal strike there last month.

They will be accompanied by members of other Cosatu affiliates and community organisations which have been assisting the strikers

The workers were fired after they defied an interim interdict ordering them to vacate the company canteen and return to work

Offer

The strike followed negotiations at which the workers demanded a minimum wage increase of R2,50 an hour and R3,00 for artisans

The company responded with a final offer of 65 cents an hour for the lowest grade, R1,38 for supervisors and with productivity-linked incentives

The company has been meeting with Numsa to discuss the dismissals

Meanwhile, about 80 Numsa members who were dismissed from SA Metal after a wildcat strike last month have returned to work

The company offered to reemploy the workers selectively and give about 30 other workers priority when vacancies occur

About four workers were excluded from this offer

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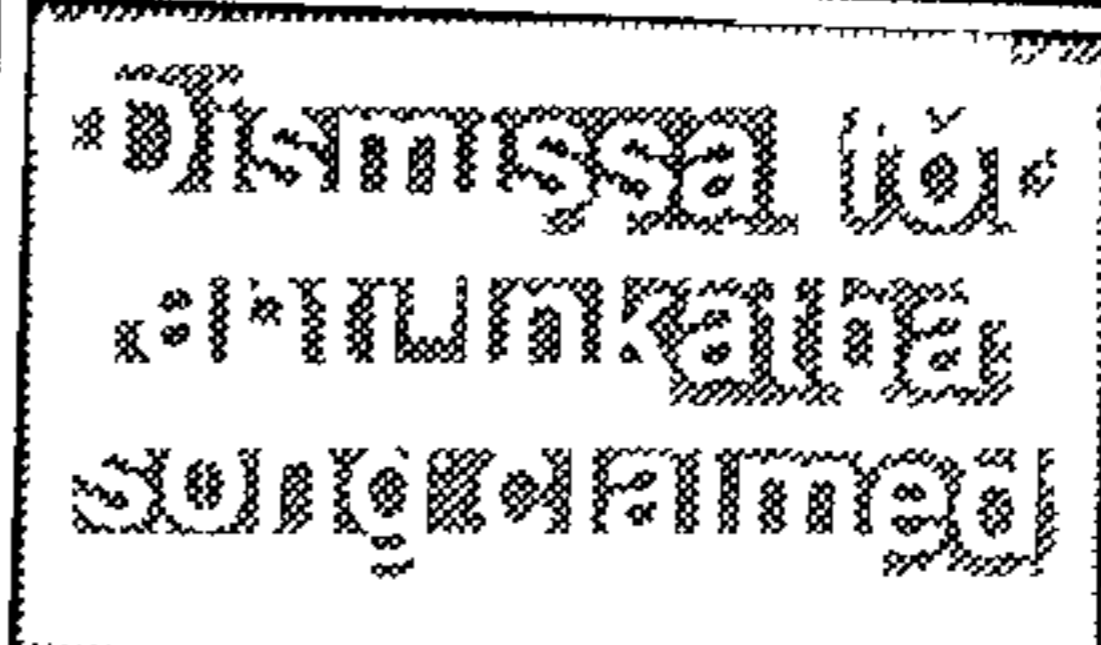
Conflict

By LOUISE FLANAGAN and CHIARA CARTER

CONFLICT at the Mercedes Benz South Africa (MBSA) plant in East London has highlighted the difficulties unions face in building unity between highly- and lowly-paid workers.

The MBSA plant ground to a halt this week after about 300 workers staged a sleep-in protest against their union's National Bargaining Forum (NBF) over the weekend

Two union officials were assaulted by workers at the plant after a demonstration against the NBF last week



THE vice-president of the Paper, Print, Wood and Allied Workers' Union (Ppwawu), Mr D Motha, was dismissed by Mondi last week, allegedly for singing an anti-Inkatha song. *South 23/8 - 29/8/90*

A Ppwawu spokesperson said two workers at the Mondi factory in Piet Retief had complained to the company that Motha had sung songs which expressed sentiments against Kwazulu's Gatsha Buthelezzi and Inkatha. *UWA*

The spokesperson said the workers had told management Motha incited workers to take part in the July 2 anti-Inkatha stayaway. He claimed that the company favoured Inkatha and said the union was discussing solidarity action for Motha

● A Mondi spokesperson said the company viewed the workplace as politically neutral. Disciplinary procedures had not yet been exhausted. *(16) (18)*

Abattoir strike: Clergy called in

South 23/8 - 29/8/90
THE Food and Allied Workers' Union (Fawu) is meeting with religious leaders as part of a move to intensify efforts to get more than 300 abattoir workers reinstated. (140 A)

The workers were dismissed three weeks ago after they downed tools at Cape Slaughter over a backpay dispute.

A Fawu spokesperson said the union was meeting with religious leaders, traders and butchers this week to discuss developments at the abattoirs.

He said the union also intended meeting with representatives from other unions and community organisations to discuss solidarity action.

Fawu is distributing more than 10 000 pamphlets about the dismissals.

A court application for the workers' reinstatement is due to be heard next week.

Hospital strike intimidation denied

Pretoria Correspondent

Star 23/5/90
premature babies

"Patients die daily, whether there is a strike or not," a witness has told the Cillie Commission into the causes and consequences of a strike at the Ga-Rankuwa Hospital

Senior clerk Jeffrey Mothoa was giving evidence yesterday on events leading to and during the strike in April, which allegedly caused the deaths of 23

J Wessels, for the Transvaal Provincial Administration, had asked Mr Mothoa if he had considered that patients might die as a result of the strike.

Mr Mothoa said he had been rebuked by H Swanepoel, a senior administration clerk, for not wearing a tie to work

Mr Swanepoel and his superior, A J Boshoff, have been ac-

cused of being racists He was later "punished" by Mr Swanepoel by being transferred to the filing room

Mr Mothoa also said he ignored Mr Swanepoel's instructions concerning the files of renal unit patients

He said he had assisted in organising workers to join the strike but denied there had been intimidation

13 000 miners
Stoc 23/8/90 (40A)
'ready to strike'

By Shareen Singh

More than 5 000 miners have been on strike since the beginning of this week and a further 13 000 are gearing up for action, the National Union of Mineworkers said yesterday.

On Tuesday about 4 000 miners stopped work at the JCI-owned Western Areas mine.

At Darnacol Colliery 1 500 miners are on a pay strike

Workers at De Beers diamond mines voted in favour of strike action.

'Strike caused two deaths'

By Brendan Templeton

At least two Tembisa women are alleged to have died without being seen by doctors when white staff at the strife-torn township's hospital downed tools on Tuesday

They were identified as Maria Makoena and Elizabeth Maringa

Sources were adamant that white doctors, pharmacists, and administration staff at the hospital held a sit-in between 7 am and noon, leaving only a doctor in the casualty ward and an

anaesthetist in the theatre

But Transvaal Provincial Administration (TPA) yesterday denied claims that the women died due to strike action and dismissed claims of a sit-in as "rumours"

The strike action was allegedly held in retaliation to the forced removal of the Chief Matron JN Beukes from the premises by toyi-toying workers on Monday

Black and white workers were due to meet today to discuss the situation at the hospital, a hospital source said

Cosatu fears attacks by Inkatha 'warlords'

Sowetan 23/8/90

140A

Factories may be new battleground

FACTORIES are likely to provide the new battleground for the violence that is sweeping the Reef, Cosatu information officer Mr. Neil Coleman said this week.

Cosatu has received reliable information that Inkatha members from Denver, George Goch and Jeppe hostels decided at a meeting on Monday to launch attacks on factories," Coleman claimed in an interview.

"Cosatu takes these threats extremely

seriously as these three particular hostels have consistently provided bases for Inkatha warlords since they began launching their attacks on hostels and townships.

"The attack on July 22 in Sabokeng hostel was planned and launched from Denver hostel. In the last week of July, two Zulus at Jeppe were killed for allegedly refusing to join Inkatha.

"On Saturday Inkatha members from George Goch launched an attack on Cosatu-strong City Deep hostel and killed three hostel residents," he

alleged.

Coleman said Cosatu had held a meeting with the Johannesburg City Council on Tuesday to discuss protection for the hostel's residents.

Cosatu alleged that an Inkatha rally held at George Goch Stadium on Sunday, August 19, urged Inkatha members to attack Cosatu members.

"Within days the hostels became a battleground and the police, despite being informed about the impending threat, seemed incapable of stopping the

violence," Coleman said.

"We challenge Chief Mangosuthu Buthelezi to show he disapproves of the actions of those Inkatha members who, like his own MP, are stirring the people to fight Cosatu members by taking immediate action against them."

"We will be calling on all our members in factories to form defence committees to protect themselves. But we appeal to our members to maintain discipline and obey their leaders."

Cosatu has also called on employers to take a stand against the violence.

Gang seize police car

DURBAN. — Four men armed with AK-47 rifles held-up two plainclothes policemen at Isipingo on Tuesday and forced them out of their car before driving off in it.

Art 7m 23/8/90 *140A*

Cosatu woos employers

COSATU has approached employer federation Saccola to take a public stand on township violence, to ask its members to help union efforts to defuse the violence and to become involved in eliminating causes of violence.

Bus workers vote for union link-up

Labour Reporter

Argus 24/8/70 (140A) (143)
THE independent Transport and Omnibus Workers' Union (Towu) — the recognised union at City Tramways bus depots now embroiled in a battle for majority support with a rival union — has decided to affiliate to the National Council of Trade Unions (Nactu).

Union chairman Mr Joe Sineke said members of Towu had passed a resolution at a general meeting at the weekend to seek affiliation to the exclusively black trade union federation

At the same meeting the union decided to reject taking part in a ballot requested by the rival union to test its support at City Tramways — the Transport and General Workers' Union (T&GWU), an affiliate of the Congress of South African Trade Unions (Cosatu)

EXPLORATORY TALKS

Towu recently had "exploratory talks" with the Transport and Allied Workers' Union (Tawu) on the possibility of a merger between the two transport workers' unions.

According to a joint statement by Mr Sineke and Tawu general secretary Mr N Ramela, the two unions had, in their respective capacities, invited the T&GWU to similar talks "but have found the T&GWU leadership very negative".

"Therefore one wonders if they are really honest in their call for worker unity in the transport sector"

T&GWU regional secretary Mr Nic Henwood could not be reached for comment

Abattoir 'back on track' after strike

By SHARON SOROUR

Labour Reporter

SLAUGHTERING at the Maitland Abattoir has almost returned to normal and meat prices have stabilised after 300 slaughterers on a work stoppage were dismissed

The workers, members of the Food and Allied Workers' Union (Fawu), were fired from Cape Slaughtering, Flaying and Dressing (Pty) Ltd after a one-day work stoppage last month which seriously affected operations at the abattoir

A company spokesman said yesterday the emergency back-up team of 25 expert slaughterers — flown to Cape Town from the Transvaal by the company last month — were still hard at work. The company was training temporary staff.

"We are training people at the moment and taking them in on a daily basis. Obviously they are all temporary staff pending the outcome of a court action"

BEEF FROM NAMIBIA

Fawu had brought an application against the company which would be heard in the Industrial Court on August 28, he said.

The union was not available for comment.

Meat Board regional manager Mr Bertie Ackhurst said about 4 000 sheep, 400 cattle and 450 pigs were slaughtered yesterday

Normally between 600 and 700 cattle and between 5 000 and 6 000 sheep are slaughtered at the abattoir, which is owned and run by the Cape Town City Council

Mr Ackhurst said "We are also bringing in 400 beef carcasses from Namibia every week."

Meat prices were not higher than usual at the moment, he said.

At the abattoir, super beef was selling at R5,18 a kg, prime beef at R4,99 a kg and Top C beef at R4,58 a kg, he confirmed.

Super lamb was selling at R6,13 a kg, prime mutton at R6,13 a kg and Top C mutton at R4,39 a kg while pork super was selling at R3,56 a kg

Prop up marginal mines

Star 24/8/90

1407

- union

By Brendan Templeton

The Government could easily afford to subsidise marginal or unprofitable mines to a much larger extent, the National Union of Mineworkers said yesterday.

Unprofitable mines should be subsidised to the tune of R5 144 per employee, which meant that a mine employing 5 000 workers should be subsidised by R25 million and a mine with 105 000 workers would receive at least R540 million, it said.

The union was responding to a recent report by the Marais Committee on marginal-profit mines which recommended that only marginal mines which showed long-term viability should receive State subsidies.

The Marais Committee estimated that 77 600 jobs and 3,6 percent of the total real added value of the gross domestic product would be lost by the phasing-out of production by marginal mines.

The union said it would send its report to the Government Mining Engineer.

It made its calculations by working out the revenue the State received through indirect taxation such as company, sales and personal tax associated with inputs to the gold mines.

This came to R5 144 in terms of actual tax gains per employee on a loss-making mine, it said.

Mining was the pillar of the South African economy which had overflow benefits for other sectors.

LABOUR NEWS

DAILY UPDATE ON LABOUR RELATIONS, UNION POLITICS AND INDUSTRIAL DISPUTES

w/ Mail 24/8 - 26/8/90

NUM demands mines bankroll retraining plan

By DREW FORREST

THE National Union of Mineworkers has demanded that employers bankroll an industry retraining fund as a shield against job cuts on the gold mines

In a response to the Marais Committee's report on marginal mines, the NUM says the fund should be financed through contributions equivalent to 10 percent of dividends paid to shareholders and a five percent levy on the administration fees paid to mining houses in respect of their work for the mines

"The burden should not be on a levy on the wage bill, which will simply make labour more expensive and impact heavily on the marginal-profit mines," it says

The proposal implies the wealthy mines would contribute most. These stand to benefit most from the fund, as they would be able to absorb retrained workers

In its report, which it says has been sent to the Government Mining Engineer for study, the NUM says the retraining fund should be jointly controlled by the union and the Chamber of Mines — although other unions could be included "on a strictly proportional basis"

The aims of the scheme would be

- To retrain and upgrade enough black mineworkers to alleviate the "chronic shortage of skilled labour in the gold mining sector"

- To give a guaranteed six months' paid retraining to un-

skilled workers, to improve their chances of finding jobs outside mining or to equip them for more skilled jobs on the mines

- To draw up a register of retrained mineworkers who have been retrained, so these can be offered mining jobs as they become available

Other NUM proposals are that retrained workers should receive a guaranteed minimum severance package, including a month's pay for each year of service.

Advance warning of at least a year should be given in cases of threatened rationalisation or closure, coupled with full disclosure of the facts to the unions and their advisers. "This will give the unions and their members a proper opportunity to discuss ways in which jobs might be saved"

The NUM also argues that the state can repay considerably more tax than Chamber estimates to tide loss-making mines over until the gold price rises

Calculating that the actual tax gain an employee on a loss-making mine is R5 144 an employee, it recommends subsidies of up to this level — R26-million for a mine with 5 000 employees — can be paid to keep a gold mine operating

"This calculation does not take account of the cost savings enjoyed by every other industry because of the large volumes of inputs demanded by the mines," it adds

140A

Numsa says 'no strike' in engineering sector

CAPE TOWN: A threatened national strike in the engineering industry seemed to be averted yesterday following a recommendation by the National Union of Metalworkers of SA (Numsa) that its members accept revised employer offers. *W/Man 24/8 - 26/8/90*

The inter-tribal violence raging through Transvaal townships played a major role in persuading the giant union to reverse its strike plans, Numsa spokesman Bernie Fanaroff said.

However, workers would first have to be canvassed before final agreement could be reached on a series of revised proposals by the Steel and Engineering Industries Employers' Federation.

Numsa and 13 other trade unions in the sector met Seifsa yesterday in a last-ditch bid to settle on wage and other differences. *(140A)*

Numsa and the significantly smaller Metal, Engineering and Allied Workers Union of SA were the only trade unions to reject Seifsa's final offer. — Sapa

SACP backs Numsa in Mercedes dispute

(1401) (152)
By PATRICK GOODENOUGH

THE SA Communist Party has thrown its weight behind the National Union of Metalworkers in its tussle with worker rebels at the Mercedes-Benz plant in East London.

And in another development, Numsa's regional office has condemned Mercedes' dismissal of 200 dissidents sleeping in at the plant as "inflaming the situation".

It has also warned management against using police to evict the workers, who were fired after ignoring a Supreme Court order for their eviction.

Numsa regional secretary Msiteli Nonyukela said the SACP had sent a letter backing the union's stance on centralised bargaining.

The Mercedes plant has been closed for a week after work stoppages and demonstrations by a worker faction demanding the company's withdrawal from the

national bargaining forum (NBF) in the auto assembly industry — in flat contradiction of Numsa policy.

Yesterday Automobile Manufacturers Employers Organisation chairman Theo van der Bergh said NBF negotiations this week had been postponed until next Tuesday "due to the situation at Mercedes".

Both Mercedes management and shop stewards had been absent. "We need to have everyone there to proceed," he said.

Nonyukela said the company had reacted "emotionally" by dismissing workers and had given no prior warning of the dismissals.

It had also threatened to call in the police to evict workers, he said, saying it was "unprofessional to involve police in a labour matter".

Company comment could not be obtained yesterday, but it has confirmed that workers occupying the plant caused damage at the weekend.

Blatu wins 30 percent pay rise

By DREW FORREST

TRANSNET'S Black Trade Union (Blatu) this week negotiated a minimum 30 percent pay rise for black railmen, the union said in a statement to Sapa yesterday.

"A total of 38 grades and 70 000 workers will benefit from this increase, as restructuring of these grades will take place," the statement said.

The announcement comes against the background of parallel wage talks between Transnet and Blatu's more militant rival, the Cosatu-affiliated SA Railway and Harbour Workers' Union.

If Sarhwu wins a better increase — and management says a deal is

imminent — it will be a potent recruiting weapon in its drive to become the exclusive voice of black railmen.

After the recent rail strike, Sarhwu was registered and recognised as representing workers in southern Natal, and technically its negotiations cover only these workers.

However, given Transnet's uniform wage policy, whatever deal is clinched is likely to be extended to the whole country.

It is understood that in the wake of the strike, Sarhwu won members from its rival in the Transvaal and other areas, and is preparing to apply for registration in respect of these

with 24/8-26/8/90

140A

~~SA Railway and Harbour Workers' Union~~

Numsa reverses plan to strike

Cape Times 24/8/90
140ft

A THREATENED national strike in the engineering industry seemed to be averted yesterday following a recommendation by the National Union of Metalworkers of SA (Numsa) that its members accept revised employer offers.

The violence raging through Transvaal townships played a major role in persuading the giant union to reverse its strike plans, Numsa spokesman Mr Bernie Fanaroff said yesterday.

However, workers would first have to be canvassed before final agreement could be reached on a series of revised proposals by the Steel and Engineering Industries Employers' Federation (Seifsa).

Numsa and 13 other trade unions in the sector met Seifsa yesterday in a last-ditch bid to settle wage and other differences.

Numsa, with about 140 000 members, and the significantly smaller Metal, Engineering and Allied Workers' Union of SA (Meawusa) were the only trade unions to reject Seifsa's final offer before deadlock was declared in annual negotiations.

Yesterday's talks centred on six revised proposals tabled by the employer grouping last Friday.

Seifsa is expected to issue a full statement today, followed by Numsa on Monday — Sapa

City march for peace

A NATIONAL day of action has been called for tomorrow to urge President F W De Klerk to end the violence sweeping the country.

The local branch of the ANC's Women's League said a morning march, led by the league and organisations including the Black Sash and Cosatu, would start at District Six and end at Tuynhuys where a memorandum would be handed over.

CAPE TOWN 25/8/90

Union funds gain investment power

140A

By AUDREY D'ANGELO
Business Editor

INCREASING black membership of pension and provident funds will be one of the most effective ways of redistributing wealth in SA, says Southern Life director (employee benefits) Adrian Arnott

Southern is administrator of the huge National Union of Mineworkers (NUM) provident fund, which has a monthly income of R12m from its 260 000 members' subscriptions

This means, Arnott points out, that NUM general secretary Cyril Ramaphosa — a noted opponent of capitalism — is a trustee helping to control funds which at present total about R200m "That means he is part of the system," said Arnott.

"And in spite of its size the NUM provident fund is not the biggest

"As these funds grow I think the situation here will become like that in the US where union pension funds, through their investment power, own a large part of the economy"

There was also the question of investing funds in low-cost housing

"Everyone is shouting that the life offices should invest in black housing

But, through their brokers, we are getting the message that provident funds money should be invested to get the best return."

However, said Arnott, the insurance industry was working as a unit through the Life Offices Association to see what could be done to channel funds into the provision of low-cost housing and how they could best be utilised

Discussing the effect of the present recession, Arnott said a worrying recent development was that firms with their own private pension funds were going under.

This had already happened in three cases and more were likely to follow as the recession continued

Money in pension funds was protected, and was not distributed to creditors. It was distributed to members according to their entitlement and those about to retire would still receive the pension "and possibly a little more"

The real losers when a firm went into liquidation, warned Arnott, were people who had tried to provide for their retirement through deferred compensation

"They do not receive this and usually they have sacrificed salary increases for it"

CITE Times 25/8/90 (3) (201) (12)
Mercedes union men meet

EAST LONDON. — Shop stewards representing National Union of Metalworkers (Numsa) members "sleeping-in" at the Mercedes-Benz SA plant here met regional and national Numsa officials yesterday, a shop steward said

The meeting came shortly after the company warned that the workers' "unlawful actions" were threatening "the viability of the company and the jobs of all employees".

The union later met for further talks with the management.

The shop steward said the workers would sleep in over the weekend unless negotiations with management were fruitful — Sapa

MINIMUM WAGE FOR ALL IS A DICEY DO

S/Times 26/8/90 140A

COSATU'S proposed statutory national minimum wage is coming under fire.

A national minimum wage would force some businesses to close, and others to increase mechanisation, leading to redundancy, it is said.

A minimum wage recommendation of R700 a month — or R160 a week — will be discussed at a Cosatu conference next month.

A researcher of the South African Clothing and Textile Workers Union (Sactwu), one of Cosatu's largest members, says "a national minimum wage presents difficulties because of the varying cost structures of industries.

Some are capital intensive, others use more labour. There are also differences within industries.

Structure

He says of the clothing and textile sector. "Urban and rural businesses are different. Although some employers may have chosen decentralised areas in order to avoid dealing with unions, the reality is that they budgeted for a specific cost structure.

"One wants to secure the best possible wages, but cannot at present expect rural rates to be the same as in the urban areas. If they were, some of the rural companies would be forced out of business."

He believes that centralised, sectoral bargaining, which would set a statutory minimum for all in the indus-



MANPOWER MIRROR

By Adrian Hersch

try, but with different rates for different areas, is practical.

Cosatu envisages the national minimum wage applying to all industries, except perhaps domestic service.

The proposal has caused concern among farmers. The SA Agricultural Union (SAAU) strongly opposes implementation of the Wage Act in farming, arguing it would lead to a decline in employment. There are fears that mechanisation would have to be increased.

Thousands of jobs were lost in agriculture after Zimbabwe imposed a minimum wage in 1980.

National Union of Mineworkers (NUM) economist Martin Nicol says that if a minimum wage were enacted by Parliament, it would be necessary to introduce other measures to create jobs. A scheme similar to that of the national employment project adopted in the US in the depression of the 1930s is envisaged.

However, Wits Business School senior lecturer in economics and consultant to Econometrix Mark Addleson

says the position in SA cannot be compared with that of the US — even in the depression.

SA has endured an unemployment problem since 1975. It is not a cyclical problem. The manufacturing sector, for instance, employs the same number of people now as it did 15 years ago. Employment has fallen in construction.

Vigorous

The US used Keynesian policy in the 1930s to stimulate demand and so create jobs.

"The United States, unlike South Africa, was a vigorously growing, highly competitive country."

Mr Addleson says statutory increases would increase joblessness, resulting in an employed elite. A better solution would be for wages to increase in line with productivity.

Changes in the broader socio-political sphere, including measures to enable stable family life, would have to be achieved.

"It would also require commitment to training and an effective education system."

March: Union men held

27/8/90
Own Correspondent 140A

JOHANNESBURG — National Union of Mineworkers (NUM) general secretary Mr Cyril Ramaphosa and president Mr James Motlatsi were arrested in the northern Natal town of Newcastle yesterday

Police said last night that the two men and 59 mineworkers were held when they staged an "illegal" march through the town to plead for peace in strife-torn Natal. They said no permission had been granted for a march.

The arrests were made under the Internal Security Act, rather than the state of emergency powers still in operation in Natal.

All 61 were released on bail of R50 each. They are expected to appear in court soon.

Mineworkers'

Star 27/8/90
leaders held,

(140A)

released on bail

Staff Reporters

Police yesterday arrested National Union of Mineworkers (NUM) general secretary Cyril Ramaphosa and NUM president James Motlatsi in Newcastle after an illegal gathering, a police spokesman said.

In all, 61 people were detained by police but all were released on R50 bail yesterday afternoon, the spokesman said.

Human rights activist Max Coleman has labelled the arrest "outrageous", saying the state of emergency still in effect in Natal clearly impeded the freedom of political expression.

Mr Coleman said the emergency in Natal should be scrapped as soon as possible.

United Democratic Front assistant general secretary, Mohammed Valli Moosa, said

"It is high time the Government stopped describing legitimate and peaceful union activity as an illegal gathering.

"The harassment of respected leaders of the black community is outrageous and provocative, and can only exacerbate the already volatile situation on the mines."

March: Union men held

CAH + Tm 15 27/8/80
Correspondent 140A

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27 11
Cape Times 28/8/90 1407

Mercedes warns: We are ready to quit SA

Own Correspondent

EAST LONDON — Mercedes-Benz South Africa yesterday issued its second warning that the future of the company was at stake as dissident National Union of Metalworkers of South Africa (Numsa) members continued to occupy the plant.

The warnings have fuelled concern over the future of the company in the city as the illegal strike enters its second week.

In a statement, an MBSA spokesman, Mrs Wendy Hoffman, said that while the company was committed to resolving the problem at the plant,

"the future growth and viability of MBSA is undoubtedly at stake and management views this in a very serious light"

The implications of MBSA leaving the city would be enormous, as numerous companies here and in Ciskei, employing thousands of workers, supply components to MBSA

There are rising fears that Mercedes-Benz may consider closing down the factory, its only manufacturing plant outside West Germany, and move it to a new factory in East Germany

Numsa dispute 'nears end'

610 am 28/8/90
100 140A 700
THE five-month wage dispute between Steel and Engineering Industry Federation of SA (Seifsa) and National Union of Metalworkers of SA (Numsa) yesterday looked set to end soon, pending Numsa's decision on a wage amendment reached on Friday.

Numsa national organiser Alistair Smith said it was agreed to refer the amendment to members for ratification.

"We have set a meeting with Seifsa for Wednesday and it is likely the dispute will be resolved at that meeting"

Numsa, representing 115 000 of the 215 000 employees in the giant metal industry, and the Metal and Electrical Workers Union (Mewusa) were the only unions of the 15 involved in the industry's national bargaining forum not to accept Seifsa's final wage offer of an increase of between 15,5% and 19%

After a successful strike ballot over its

R2 an hour across-the-board wage demand — representing a 56% hike on lowest rates — Numsa delayed strike action pending further negotiations with Seifsa

Seifsa's amended wage offer included a reduction in the industry's 45-hour working week to 44 hours, with no change in the wage rates of hourly paid employees, and one hour's compulsory overtime a week, paid at a rate of time and a third, March 21 (Sharpeville Day) would be treated on a "no work, no pay" basis with no disciplinary action, and certain maternity benefits Seifsa's original wage offer remained.

In a statement yesterday Mewusa agreed to Seifsa's terms but asked that employers consider full payment for the reduced hours of work, without the supplementary, compulsory overtime.

OWEN MAUBANE

Police 'spy' drama



LEFT Police escort one of three men, which included secretary General Mr Jay Naidoo, from the Cosatu offices in Johannesburg after a Press conference where an alleged SAP spy was shown to the Press

Pictures: KEN OOSTERBROEK
Argus Group Picture Service



RIGHT The police "spy" at the centre of the alleged Cosatu kidnap drama covers his face with his jersey as he is escorted from the Cosatu headquarters building

Bellville group forces council out of chamber

By CLIVE SAWYER, Tygerberg Bureau
RESIDENTS of Bellville City Council's Sulwaney housing estate led by members of the Bellville Residents' Association, refused to leave a closed council debate.

The group remained in the chamber, forcing the council to adjourn yesterday to discuss confidential items elsewhere in the Civic Centre while riot police were called and mayor Mr Willie van Schoor negotiated with BRA leaders in the public gallery.

The group left after Mr Van Schoor agreed to meet a BRA delegation today to discuss a list of grievances of Sulwaney residents, including dissatisfaction over living conditions, evictions, and dismissals.

The group intended to watch a debate on a memorandum listing grievances handed to council officials during an occupation of the municipal offices last Thursday.

Shortly after the monthly council meeting began

Tornadoes suck people from homes

PLAINFIELD — Tornadoes raked and flattened a suburban area southwest of Chicago, killing at least 23 people, some of whom were sucked from an apartment building and tossed into a cornfield.

The tornadoes ripped through several towns in the midwestern state of Illinois yesterday, levelling at least 90 homes and a high school.

Local hospitals said at least 280 people were being treated for storm-caused injuries.

The tornadoes touched down at least four times at midday, noon along an 11km southwest-erly path from the community of Plainfield to Joliet, about

65km southwest of Chicago, Illinois State Police said.

In Crest Hill, on the outskirts of Joliet, 10 people were killed when the twister flattened an apartment complex, said Lockport Fire Chief Mr Dave Maritz.

Four bodies, including that of a four-month-old baby, were lying in a cornfield next to the complex, and four others were pulled from the collapsed buildings and a car.

"When the storm went through, some of the buildings disintegrated," Mr Maritz said. "High winds blew some of the people into the cornfield."

In addition, the coroner's of-

fice confirmed eight deaths in nearby Plainfield.

Others narrowly escaped death.

Football and volleyball players at Plainfield High School rushed inside the building when the storm approached.

The tornado destroyed virtually all of the high school except a hallway and gymnasium area where the students were huddled.

Plainfield and Crest Hill are communities populated by both suburban commuters who work in Chicago and by others who work at industrial facilities in the area. — Sapa Reuter-AP



ARE US Mrs Mandela gear spares police probe

The Argus Correspondent
JOHANNESBURG — Police are investigating the al-

Naidoo denies kidnapping and assault

The Argus Correspondent
JOHANNESBURG — Cosatu secretary-general Mr Jay Naidoo and two other unionists were due to appear in court here today.

In a short statement after being granted bail yesterday Mr Naidoo said he and his fellow accused deny absolutely the charges of kidnapping and assault.

"No assault was committed in my presence and I did not participate in any kind of assault," he said, adding that as far as he knew no Cosatu official had assaulted the alleged police spy.

Witwatersrand police liaison officer Lieutenant Colonel Frans Malherbe refused to disclose the name of the policeman but the man allegedly identified himself at a Press conference as Joseph Maleka saying that he had been recruited at a night-club in Sebokeng on Saturday.

The official he was allegedly spying on was South African Communist Party member Geraldine Jocelyn whose house had apparently been watched for several days.

Cape Times 29/8/90 (1401)

Engineering strike called off

ABOUT 40 000 members of the Metal and Engineering Workers' Union of South Africa (Mewusa) have withdrawn from a planned national strike after accepting a final employer offer "under protest", Mewusa general secretary Mr Tommy Oliphant said yesterday.

He said union members would call off a strike, but still had reservations on proposals regarding reduced working hours and March 21 as a paid holiday.

The union and its much larger counterpart, the National Union of Metalworkers of SA (Numsa), were the only unions to opt for a strike ballot when talks in the engineering sector broke down — Sapa

Naidoo, other unionists held after 'spy' drama

The Argus Correspondent

JOHANNESBURG. —

Three senior Congress of South African Trade Union officials, including secretary-general Mr Jay Naidoo, were arrested during a police raid on the Cosatu head office in Johannesburg.

There were to appear in court today on charges of kidnapping and assault.

Yesterday's raid coincided with suggestions a police spy was operating near the Russik Street building.

Mr Naidoo was arrested with Cosatu assistant general-secretary Mr Sydney Mufamadi (also a South African Communist Party official) and Cosatu distribution official Mr Baba Schalk.

The unionists were released on bail of R1 500 each last night after a brief appearance in the Johannesburg Magistrate's Court.

An informed source said two members of the African National Congress also faced possible charges in connection with yesterday's incident.

Denial

In a short statement after the bail order was granted, Mr Naidoo said he and his fellow accused, "deny absolutely the charges of kidnapping and assault".

Mr Naidoo's personal assistant, Mr Siphon Binda, said that about 11.30 am Cosatu members "apprehended" a man who was observed "behaving suspiciously" in the street about 50 m from the Cosatu head office.

"He was taken to our head office where he revealed that he was an operative working from John Vorster Square.

"On his person we found a walkie-talkie and photographs of an SACP official. He said he had been instructed by his handler to report the movements of this official, but he said he didn't know why.

"We immediately decided to inform his superiors in Pretoria and they said they would send someone to pick him up."

Witwatersrand police liaison officer Lieutenant-Colonel Frans Malherbe said the police acted after being told that a constable had been abducted and forcibly removed from the street outside the offices, taken to the 6th floor and held against his will.

He could not confirm that the policeman was watching the building.

Star 29/8/90 (40)

Naidoo held in 'spy'

By Guy Jepson and
Montshiwa Moroke

Three senior Cosatu officials, including secretary-general Jay Naidoo, were arrested during a police raid on the union's head office in Johannesburg yesterday

They will appear in court today on charges of kidnapping and assault

The raid followed the apprehension by Cosatu officials of an alleged police spy in the vicinity of the building in Russik Street

Besides Mr Naidoo, those arrested were Cosatu assistant general-secretary Sydney Mufamadi (also a South African Communist Party official) and Cosatu distribution official Baba Schalk

The police operation attracted scores of bystanders who gathered at the building

Minutes later, the alleged spy — described by the police as a constable — was whisked away

The unionists were released on bail of R1 500 each last night after an urgent application at the Johannesburg Magistrate's Court

The magistrate ordered them to re-appear this morning

An informed source said two members of the ANC also faced possible charges in connection the incident

In a statement after the bail order was granted, Mr Naidoo said he and his fellow accused "deny absolutely the charges of kidnapping and assault"

"No assault was committed in my presence and I did not participate in any kind of assault," he said

Under surveillance

Witwatersrand police liaison officer Lieutenant-Colonel Frans Malherbe identified the policeman as Joseph Maleka

At a Cosatu press conference before the police raid, Mr Maleka allegedly said he had been recruited at a night club in Sebokeng on Saturday. The official he was allegedly spying on was SACP member Geraldine Jocelyn, whose house had apparently been under surveillance for several days

Mr Naidoo's personal assistant, Siphso Binda, said that at about 11 30 am Cosatu members "apprehended" a man who was observed "behaving suspiciously" in the street about 50 m from the Cosatu head office

"He was taken to our head office where he revealed that he was an operative working from John Vorster Square

"On his person we found a walkie-talkie and photographs of an SACP official. He said he had been instructed by his handler to report the movements of this official, but he didn't know why"

A Cosatu statement last night said police were informed at 3 pm of the apprehension of the operative who had confessed "that he had been recruited by the Security Police as an informer"

Mr Binda said a detachment of about 40 policemen in riot vehicles surrounded the building and sealed it off. No one was permitted to enter or leave the building, which was searched. The police left at about 5 30 pm



The SAP "spy" at the centre of the "kidnap" drama which unfolded at the Cosatu offices in Johannesburg, escorted from the building by policemen

Star 29/8/90

DP, Nats join in seeking 'open' city

By Louise Burgers,
Municipal Reporter

The Johannesburg City Council voted last night to apply for the entire city to become a free settlement area

The vote came after a stormy four-hour debate which led to the resignation of National Party councillor Cecil Long from the party

Mr Long tendered his resignation after objecting to the motion. He said he was completely disillusioned with the NP in Johannesburg and described it as leaderless, dictatorial and completely taken over by the Democratic Party

Independent management committee member Eddy Magid voted against the motion, for town planning reasons. He criticised the "indecent haste" of his colleagues on

the management committee in trying to open the city, saying he believed it would be a planning blunder to declare Johannesburg a free settlement area without the inclusion of surrounding municipalities

The motion, proposed by the DP/NP management committee, also called for all current free settlement area investigations in Johannesburg to be deferred. It was passed by an overwhelming majority

Uproar

Mr Long broke NP caucus ranks and voted against the motion, along with Mr Magid and the four CP councillors

Some councillors accused NP councillors Theuns Oosthuizen and Jan van Blerk, who were not pres-

ent during the vote, of boycotting the debate.

CP leader in the council Jacques Theron caused an uproar when he said it was "easy to throw petrol bombs over a garden wall" if a white community decided it wanted to keep its area white

Cries of "white scum", "terrorist", and "Piet Skiet Rudolph", were shouted at Mr Theron and he was accused of inciting violence. The CP leader withdrew his comment when ordered to by mayor Willie Janse van Rensburg

During the debate, NP councillors denied statements by Turffontein's NP MP, Deputy Planning Minister Andre Fourie, that Johannesburg was "jumping the gun" by applying to become a free settlement area

Star 29/8/90

Sasol cobalt workers undergo tests

By Melody McDougall,
Vereeniging Bureau

At least 24 Sasol 1 employees spent several hours close to a Cobalt-60 isotope which had accidentally been left on site at the plant in Sasolburg

It seems six of the workers handled the radioactive material

The incident happened about two weeks ago after a worker picked up the isotope. Not knowing what it was, he put it in a tool cabinet

Several hours later it was shown to someone who identified it as an isotope

A Sasol spokesman said that because it was initially unknown how many people had been exposed, all workers who could possibly have been affected had been tested

Indications were that six employees had been exposed to radiation and would possibly suffer after-effects. They were now under constant medical observation

According to the chief director of environmental health services in Pretoria, Gerhardus Oberholster, the isotope was left behind after an industrial radiography team carried out work at the plant on August 18

A nuclear consultant at Eskom in Johannesburg, Peter Spencer, described a cobalt-60 isotope as having quite a powerful gamma emission which was commonly used for radiography and in radiation units to sterilise vegetables.

Commenting on the effects caused by exposure, he said: "If someone is exposed from a distance, it may barely be noticeable in terms of medical effects.

"But if it is handled and kept on the person, this could lead to significant effects, similar to being badly burnt"

Talk to unions, don't fight them - Godsell

By Shareen Singh

Employers should stop raging at unions and rather engage them in discussion on issues where joint decisions could be made, Anglo American's industrial relations director Bobby Godsell said yesterday.

Speaking at a conference organised by the University of Cape Town Graduate School of Business, Mr Godsell said unions and employers needed to sit down together and work out joint solutions on issues such as housing, health care, education and training, and retirement

funds.

A key component of industrial relations today was the strong interdependence between unions and employers, which could be used effectively

Instead of waiting anxiously for unions to submit demands which were unrealistic, employers ought to approach unions first and explain the situation in the company, he said

Employers ought to discuss the economic situation with unions and ask them to make concessions which would render the company more effec-

ive and profitable, and in turn benefit workers

Where Anglo has tried this, it has worked, Mr Godsell said. In one case, workers had accepted an 8 percent reduction in pay to avoid full-scale retrenchments

Workers had become empowered since the 1970s, when they started becoming semi-skilled and urbanised. At the moment, power was being used dangerously. However, unions were realising the limits of this power and beginning to compromise in the interests of workers' jobs, Mr Godsell said

Sactu ~~(SACTU)~~ human ^{140A} chain in Durban ^{Soweto 24/11/90}

NEARLY 24 000 members of the South African Clothing and Textile Workers Union took part in human chain protests at five different points in the Durban area at lunchtime yesterday

Sactu claimed its anti-apartheid protest had been "a great success", in spite of a refusal by the Pinetown magistrate's office to sanction a protest there.

The Sactu statement said "reports from different industrial areas show that about 23 800 workers linked hands in the five areas"

Permission was granted by Durban's chief magistrate and the municipality of Durban for the "chains"

Sactu shop stewards had negotiated with employers that the normal lunch-hour break of 30 minutes be extended to one hour.

The Sactu statement said "It (the chains) formed part of Sactu's campaign to put forward workers' right for inclusion in the constitution of a post-apartheid South Africa.

"Such rights will include organisational rights - to strike, picket, belong to trade unions, and bargain with employers.

"Industrial democratic rights sought include the partaking of management of enterprises, joint appointments with employers of judges to industrial courts, as well as rights to trade union independence - from the state, political parties and employers".

Sactu said that preliminary indications were that the number of workers who had taken part in yesterday's protest campaign, were 5 800 from Mobeni, 4 700 from Jacobs, 5 400 from Clairwood, 4 000 from Mayville/Overport, and 3 900 from Durban central

- Sapa.

Top Cosatu officials arrested in police raid

POLICE yesterday arrested Cosatu general-secretary Jay Naidoo during a raid on Cosatu's Johannesburg headquarters

Witwatersrand police liaison officer Col Frans Malherbe said three men, whom Cosatu identified as Naidoo, assistant general-secretary Sydney Mafumadi and distribution officer Baba Schalk, were arrested yesterday for allegedly abducting and assaulting an SAP constable

John Vorster Square police had been informed the constable, identified by Sapa as Joseph Maleka, was being held at the National Acceptance House offices after

being taken from Rissik Street

Police freed Maleka and, arrested the men in terms of the Criminal Procedures Act

The three union officials were charged with kidnapping, robbery and assault and released on R1 500 bail each by a Johannesburg magistrate last night. They are due to appear in the Johannesburg Magistrate's Court this morning.

Cosatu information officer Neil Coleman said last night that Cosatu officials

had approached Maleka, who was acting suspiciously outside the building, and invited him inside. He had entered voluntarily and said he was a police informer, sent to spy on SACP member Geraldine Fraser.

Coleman said Cosatu officials concluded such an operation appeared a prelude to an assassination attempt and called a Press conference and informed the police.

Sapa reports that at the Press conference Maleka said he had been recruited by police at a Sebokeng nightclub.

Malherbe said Maleka might have given Cosatu a "cover story".

B/Dam 29/8/90
1401
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MATTHEW CURTIN

29/8/90
140A
A legend in their lunchtime

DURBAN — More than 23 800 members of the S.A. Clothing and Textile Workers' Union took part in human-chain demonstrations at five different points in the Durban area at lunchtime yesterday.

Passing motorists were startled to witness a human chain of workers stretching from Jacobs to Möbeni Sactwu claimed its campaign for workers rights had been "a huge success", in spite of a refusal by the Pinetown magistrate's office to sanction a protest there.

Own Correspondent

LONDON — Daimler-Benz of West Germany yesterday issued a warning that the future of its East London plant could be jeopardised by the protracted industrial action, but stressed that no decision had yet been taken for the company to withdraw from South Africa

Production at the Mercedes Benz South Africa plant has been halted for the past fortnight.

Asked about the possibility of the company relocating to Namibia, a company spokesman confirmed that this was raised during the last lengthy strike at the plant a few years ago, but said he could not "give such a statement now"

Management were

Mercedes delays decision on pull-out

Cap & Hairs 30/8/90

talking to the workers and would "exhaust all possibilities We are still hoping that a solution can be found"

With 200 of those holed up already having been dismissed, he would not comment on whether their reinstatement was a condition for the termination of the strike

"I would not like to comment on strategy I think we are willing to use all reasonable possibilities to convince them that it is illegal and

should be stopped very soon"

He declined to comment when asked whether the police might be called in to remove the workers

A large section of the Numsa executive flew to Port Elizabeth yesterday for internal union consultations on the Mercedes Benz crisis and for talks with employers party to the national bargaining forum (NBF)

Several hundred Numsa members have

forced the plant to a standstill in protest against the union's participation in the NBF. The strikers believe they could win a better deal in company-level negotiations

Union and management representatives were still locked in negotiations late yesterday. No details of discussions were available

Talks between MBSA management and Numsa have been at a standstill since last week

CAST-1m15 30/8/90

More of Cosatu to be probed in 'spy' case

Own Correspondent /401/221

JOHANNESBURG — Police confirmed that they were investigating charges of assault against more Cosatu members who allegedly slapped a plain-clothes SAP constable at a media conference where he was introduced to journalists as a police spy.

SAP Witwatersrand liaison officer Captain Eugene Opperman yesterday said the police were following up the alleged assault.

Cosatu office-bearers Mr Jay Naidoo, Mr Sidney Mufamadi and Mr Baba Schalk, who were arrested late on Tuesday on charges of kidnapping and robbery, appeared briefly in court yesterday.

According to counsel for the accused Mr Richard Spoor, the SAP attempt to "join others for the assault" was a bid to "slur" the three accused.

Magistrate Mr R Button adjourned the hearing. The three accused were given R1 500 bail each until the trial proceeds on October 3.



Cosatu general secretary Jay Naidoo speaking to the media after appearing briefly in the Johannesburg District Court yesterday.

Picture CATHERINE ROSS

Probe into alleged assault of SAP 'spy' to be widened

LINDEN BIRNS

B/Jan 30/10/90 *(140A)*
POLICE confirmed they were investigating assault charges against more Cosatu members who allegedly slapped a plain-clothes SAP constable at a media conference where he was introduced as a police spy.

SAP Witwatersrand liaison officer Capt Eugene Opperman said yesterday the police were following up the alleged assault, witnessed by reporters and photographers.

He was speaking after the appearance in the Johannesburg District Court of Cosatu office bearers Jay Naidoo, Sydney Mafumadi and Baba Schalk, who were arrested on Tuesday, allegedly under suspicion of kidnapping and robbery. No charges were put to the three yesterday and they were not asked to plead.

Magistrate R Button transferred the case to the Regional Court and remanded the three on R1 500 bail each until the trial proceeds on October 3.

Defence counsel Richard Spoor said charges had been laid when they were arrested, but prosecutor Leonard Louw said a formal charge sheet still had to be drawn up.

The robbery charge relates to a walkie-talkie carried by Const Joseph Maleka when he was allegedly taken by trade union officials into the building housing Cosatu's offices.

In a statement on Tuesday, Cosatu said the police were informed of the constable's apprehension, and his subsequent confession to being a security branch recruit with the job of monitoring the movements of SACP official Geraldine Jocelyn.

Stu 30/8/90



NEOH

Public sector gets the okay to form unions

Own Correspondent

DURBAN — The Government will now allow the nearly 1 million public-sector employees to form trade unions and engage in collective bargaining, according to a statement by three Cabinet Ministers.

Democratic Party spokesman on the public service Roger Burrows said that previously, the Commission for Administration and Ministers had recognised only four associations — one for each population group — as negotiators

"This appears to be a full recognition of the right of State employees to form trade unions with whom it is prepared to bargain," Mr Burrows said

"It obviously stems from the negotiations early this year with the health workers' union

following the strike in Cape and Transvaal hospitals.

"Whether it means Government employees will fall in future under the provisions of the Labour Relations Act is not yet clear. This option has been the aim of most State employees for some time"

Mr Burrows said the Government decision was "definitely a shift". It would irritate the recognised staff associations and give unions a boost

In their statement, the three Ministers — Eli Louw, Minister of Manpower, Gene Louw, Minister of Internal Affairs and National Education, and Wim de Villiers, Minister for Administration and Economic Co-ordination — said "Due to the importance of sound relations between all employees and employers, the Government recently deliberated on the posi-

tion of employees of the State

"The Government endorses in principle the basic rights of employees and employers in all sectors of the national economy, and in particular the basic rights of freedom of association and collective bargaining"

The Government planned to give recognised employee rights to teaching staff and other State employees

It aimed to limit its intervention in the relationship between State employee and employer to the minimum, the Ministers said

As such, the Government had instructed the Commission for Administration and the Department of National Education to establish, through negotiation with representative parties, efficient and suitable arrangements for the relations between employers and employees

310-30/8/90

Arrests a 'cheek' - ANC

Staff Reporters

The ANC yesterday described as "a damn-cheek" the arrest and charging of three senior Cosatu officials, after they complained to the police that an alleged police spy had been caught red-handed

ANC publicity chief Pallo Jordan was responding to the arrest of Cosatu general secretary Jay Naidoo,

1409

assistant general secretary Sydney Mufamadi and distribution official Baba Schalk during a police raid on the Cosatu head office in Johannesburg on Tuesday.

The three officials, who were charged with kidnapping and robbery, briefly appeared in court yesterday and the case was postponed. Bail of R1 500 each was extended

COSATU general secretary Mr Jay Naidoo and two senior officials appeared in the Johannesburg District Court yesterday in connection with kidnapping

Their appearance is a sequel to the rescue raid on Cosatu headquarters in Johannesburg on Tuesday (140A)

The case was postponed to October 3 and Naidoo, Mr Sydney Mufamadi and Mr Baba Schalk were warned to appear in the regional court on that day.

Their bail of R1 500 each, granted after an urgent application in the Johannesburg Magistrate's Court late on Tuesday, was extended.

No charges were put to them and they were not asked to plead.

The three activists are facing charges of kidnapping, robbery and possibly assault arising out of the apprehension by Cosatu members of a young man outside Cosatu's headquarters in

Cosatu officials appear in court

By SONTI MASEKO

Johannesburg on Tuesday

During a Press conference subsequently arranged by Cosatu, the man told journalists that he was a police spy recruited to monitor the movements of a member of the South African Communist Party, Ms Geraldine Fraser

He was in possession of a walkie-talkie and two photographs of Fraser, enlarged from pictures in her identity book and passport.

Late on Tuesday police raided the Cosatu offices to "free" the youth whom they identified as

JAY NAIDOO

Constable Joseph Maleka Naidoo, Mufamadi and Schalk were also arrested during the raid

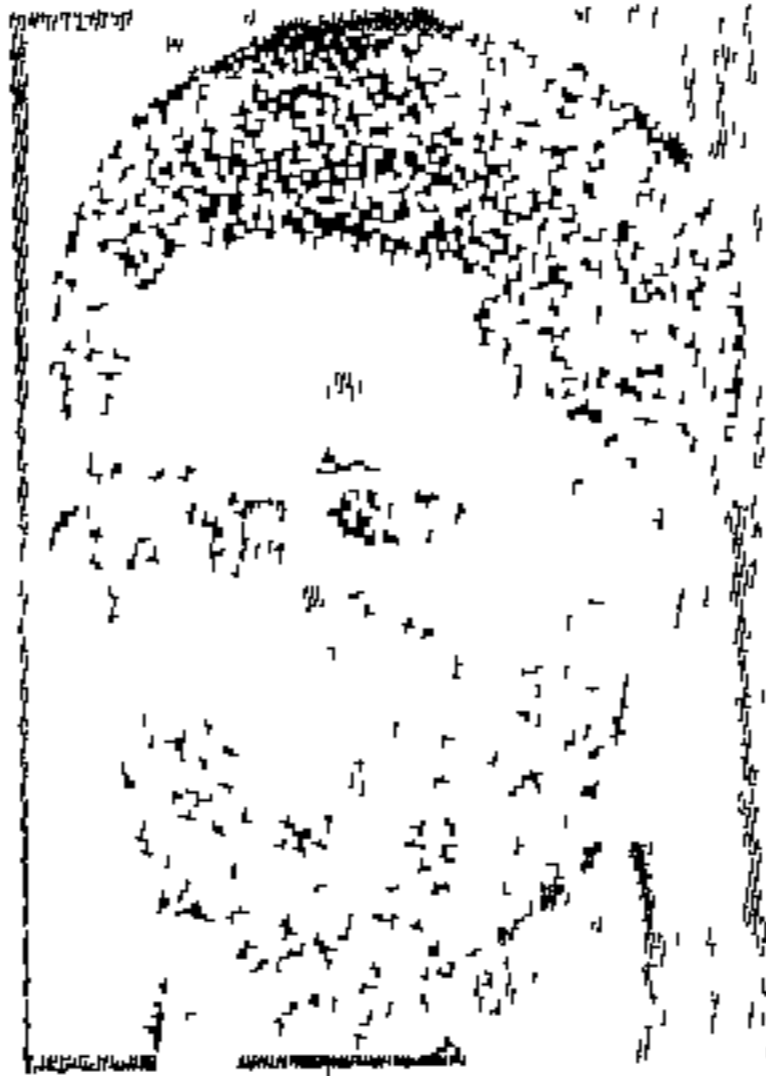
Mr Richard Spoor, the attorney representing the three men, told journalists that the men would plead not guilty to the charges and that he doubted if the charges against them would stick.

He said police were investigating charges of assault but if they were to be added to the charges, they would simply be an attempt to slur the unionists

Sowetan 30/8/90

CHE TRIPS

August 31 1990 3



Mr Moses Mayekiso

Mercedes accepts Numsa response

Own Correspondent

JOHANNESBURG

Motor industry employers have accepted as adequate Numsa's response to an ultimatum on the Mercedes Benz (MBSA) crisis, and yesterday withdrew a threat to halt wage talks at the industry's national bargaining forum

But the two-week-old sit-in at the MBSA East London plant by Numsa dissidents demanding in-company wage talks appeared no closer to resolution

Mercedes management warned yesterday that if the union was unable to persuade members to vacate the plant it would "have no alternative but to take whatever steps it believes necessary" to ensure that they leave

"We understand Numsa's dilemma, but the employees' conduct is unacceptable"

Numsa general secretary Mr Moses Mayekiso said the negotiating team had held talks with members at the plant yesterday to try to thrash out an understanding

Ten shop stewards from other motor companies spent much of yesterday inside the plant attempting to convince the rebels to end the action

Mercedes 'held to ransom'

ARGUS
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By SHARON SOROUR, Labour Reporter

WEAPON-wielding rebel strikers occupying the Mercedes-Benz manufacturing plant in East London have been warned by the company it would not be held to ransom. The company expressed outrage at serious damage being caused by a group of between 350 and 500 employees amid warnings that its future in the country was at stake.

It warned the National Union of Metalworkers of SA (Numsa) that if it was unable to persuade its workers to leave the plant, management would have no alternative but to take whatever steps it believes necessary and in the best interests of the company to end the unlawful occupation of the plant.

It has been stated on a number of occasions to Numsa that the future of the company is at stake and the situation cannot be accepted any longer without causing irreparable harm to the company.

Bargaining forum

The crisis at the plant began on August 16 when several hundred National Union of Metalworkers of SA (Numsa) hourly-paid employees went on strike and occupied the plant, demanding the company pull out of the National Bargaining Forum (NBF) and negotiate at plant level.

In a statement yesterday company public relations manager Mrs Wendy Hoffman said the position at the East London manufacturing plant remained unchanged.

"The unprocedural industrial action at the manufacturing plant of Mercedes-Benz of South Africa is still on going. Management and the union are continuing efforts to resolve the matter," she said.

Theft

The company believed that it was untenable that a group of employees can hold a company to ransom by wielding an assortment of weapons, threatening to intimidate other employees, staff and contractors, taking control of the company premises, preventing normal operation, cause serious damage and theft and various other forms of unacceptable conduct.

The strike, which has already cost the company R121 million in lost revenue, has resulted in three official warnings by the company that the future of the factory was in the balance.

Mock arms

In a full page advertisement appearing in daily newspapers nationwide today, the company demanded the union clearly state:

• If it supported the demand by some hourly-paid employees that the company withdraw from the bargaining forum

• If it condoned in any way the unlawful occupation of the plant or the behaviour of its members who had engaged in several forms of unacceptable conduct such as taking control of the company plant premises by force, wielding an assortment of dangerous weapons, carrying mock arms such as AK47 and Bazooka replicas, damaging and stealing company property and threatening and intimidating other employees

• If it intended taking action against its members who had defied and undermined Numsa policy, the bargaining forum structure, internal company structures, management, requests from union shop stewards and the Supreme Court

• What steps it would take to ensure that the workers vacate the plant as a "matter of urgency" to avoid further damage to property and injury to other workers

The company said the union had responded to the questions but requested that they not be made public at this stage.

MD suspended over bugging, says union

Star 31/8/90

140A

By Brendan Templeton

The managing director and two senior employees have been suspended at Nampak's Rosslyn plant in Pretoria after a listening device, linking a trade union office with the MD's office, was discovered by workers earlier this month, union sources said yesterday.

Confrontation between workers and management over the issue burst into the open again at three Nampak plants this week.

About 500 workers at Nampak Corrugated, Boxcraft and Transvaal Box held a one-day strike on Wednesday, and demonstrations at 39 plants were held over the past week, the Paper, Printing, Wood and Allied Workers Union said.

The union demanded that a company-wide in-

vestigation into illegal bugging be launched by management to establish their "bona fide" concern.

An investigation was held, but according to the union, it was restricted to the corrugated division of the company.

Nampak said in reply that a smear campaign of misinformation was being waged against the company and it was shocked and dismayed by the union's allegations, "particularly in view of productive meetings we held with them on the matter."

All documents on the bugging issue had been made available to the union's lawyers.

The union also claimed to have in its possession reports by trained informants who were given specific instructions to spy on union activities.

Mercedes warns

Start 31/8/90
sit-in workers

By Brendan Templeton

Mercedes-Benz today warns in newspaper advertisements that it will take whatever steps it believes necessary if armed workers occupying its East London plant do not vacate the premises soon.

The 14-day occupation has caused the company to close.

A number of workers are demanding that the company withdraw from the motor industry's National Bargaining Forum, which was established on the instigation of their union.

The union has tried unsuccessfully to persuade the rebel workers to return.

KENNISGEWING 726 VAN 1990

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, David William James, Nywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die South African Clothing and Textile Workers Union. Besonderhede van die aansoek word in onderstaande tabel verstrekk.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p.a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging: South African Clothing and Textile Workers Union

Datum waarop aansoek ingedien is: 26 Junie 1990.

Belange en gebied ten opsigte waarvan aansoek gedoen word: Alle persone in diens in die Kleremakersbedryf in die provinsie die Kaap die Goede Hoop

Vir die doel hiervan beteken—

“Kleremakersbedryf” die bedryf wat te doen het met die maak in die geheel of gedeeltelik, van alle klasse kledingstukke, met inbegrip van uniforms, nagklere, breidrag, hoededrag, helms, pette, gestikte drahoede, gefatsoeneerde geblokte, getooide en/of gemodelleerde dames en/of meisieshoede, insluitende die verstel of herstel daarvan (uitgesonderd verstellings gepaard gaande met die verkoop van 'n hoed in die kleinhandel in 'n winkel), dassie, serpe, kouse, sokkies, moffies, handskoene, kousophouers, buustelyfies, vormdrag, gordels, sakke, sambrele, sakdoeke en linnegoed; en omvat dit die maak van ritssluiters, knope, hangers en kentekens vir kledingstukke of die maak, in die geheel of gedeeltelik, van alle klasse kledingstukke op bestelling van enige Staatsdepartement, enige provinsiale administrasie, Transnet en/of enige plaaslike owerheid en alle ander klasse kledingstukke, hetsy gemaak van breistof, weefstof of veselviesstof of enige ander materiaal; en omvat dit ook enige proses in of takke van sodanige vervaardiging en alle werksaamhede wat daarmee gepaard gaan of daaruit voortspruit, onder andere die ontwerp en maak van patrone, afmerk, sny of uitsny, masjienwerk, skoonmaak, afwerk, borduurwerk en parswerk, hetsy sommige van of al sodanige werksaamhede in bedryfsinrigtings waarin sodanige kledingstukke gemaak word, verrig word al dan nie; en omvat dit voorts maatsnyery of dameskleremakery op maat en die vervaardiging van klerasie wat van pels en kortwolvelle gemaak word, met in begrip van werkers betrokke by werksaamhede wat met bogenelde sodanige bedrywighede of vervaardigingsaktiwiteite, die berging en administrasie gepaard gaan of daaruit voortspruit met inbegrip van die verkoop, aflewering en verspreiding aan groot-en/of kleinhandelaars. Die Unie beskik tans oor registrasie onder andere in die kleremakersbedryf, soos hierbo omskryf in die landdrostdistrikte Oos-Londen, Malmesbury en Kimberley

NOTICE 726 OF 1990

DEPARTMENT OF MANPOWER (140A)

LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the South African Clothing and Textile Workers Union. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union: South African Clothing and Textile Workers Union

Date on which application was lodged: 25 June 1990

Interests and area in respect of which application is made: All persons engaged in the Garment Making Industry in the Province of the Cape of Good Hope. For the purposes hereof—

“Garment Making Industry” means the industry concerned with the making in whole or in part of all classes of garments, including uniforms, nightwear, knitwear, headwear, helmets, caps, stitched utility hats, ladies' and/or girls' shaped, blocked, trimmed and/or modelled hats, including the alteration or repair thereof (except alterations incidental to the sale by retail of a hat in a shop), ties, scarves, stockings, socks, mittens, gloves, suspenders, brassieres, foundation garments, belts, bags, umbrellas, handkerchiefs and linen; and includes the making of zips, buttons, hangers and badges for garments or the making in whole or in part of all classes of garments to the order of any Government department, any provincial administration, Transnet and/or any local authority and all other classes of garments whether made from knitted, woven or non-woven fabric or any other material; and also includes any process in or branches of such manufacture and all operations incidental thereto or consequent thereon, comprising, inter alia, the designing and making of patterns, marking-in, cutting or chopping-out, machining, cleaning, finishing, embroidery and pressing, whether or not some or all of such operations are performed in establishments which make such garments, and further includes bespoke tailoring or bespoke dressmaking and the manufacture of wearing apparel made from furs and pelts, including workers engaged in operations incidental to or consequent on such operations or manufacturing activities, the storage and administration related thereto, including the sale, delivery and distribution to wholesale and/or retail stores. The Union presently holds registration for, inter alia, the Garment Making Industry as defined above in the Magisterial Districts of East London, Malmesbury and Kimberley.

Posadres van applikant: Posbus 18359, Dalbridge, 4014.

Kantooradres van applikant: Bolton Hall, Galestraat 127, Durban.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet:

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigende is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word

D. W. JAMES,
Nywerheidsregistrateur.
(31 Augustus 1990)

KENNISGEWING 727 VAN 1990

DEPARTEMENT VAN VERVOER

WET OP LUGDIENSTE, 1949 (WET No. 51 VAN 1949), SOOS GEWYSIG

Hierby word ingevolge die bepalinge van artikel 5 (a) en (b) van Wet No. 51 van 1949 en regulasie 5 van die Regulasies vir Burgerlugdienste, 1964, vir algemene inligting bekendgemaak dat die Nasionale Vervoer-kommissie die aansoeke waarvan besonderhede in die Bylaes hieronder verskyn, sal aanhoor

Vertoe ingevolge artikel 6 (1) van Wet No. 51 van 1949 ter ondersteuning of bestryding van 'n aansoek moet die Direkteur-generaal: Vervoer (Direktoraat Burgerlugvaart), Privaatsak X193, Pretoria, 0001, en die aansoeker binne 21 dae na die datum van publikasie hiervan bereik en daarin moet gemeld word of die persoon of persone wat aldus vertoe ng, van plan is om die verrigtings by te woon of om daar verteenwoordig te word.

Die Kommissie sal reël dat kennis van die datum, tyd en plek van die verrigtings skriftelik gegee word aan die aansoeker en al die persone wat aldus vertoe geng het en wat verlang om aldus verteenwoordig of teenwoordig te wees.

BYLAE A

LYS VAN AANSOEKE OM DIE TOESTAAN VAN LISENSIES

(A) Naam en adres van applikant. (B) Naam waaronder die lugdiens geëxploiteer gaan word. (C) Besonderhede van lugdiens. (i) Gebiede wat bedien gaan word. (ii) Roete(s) wat bedien gaan word. (iii) Basis(se). (iv) Soort verkeer wat vervoer gaan word. (v) Frekwensie en roosters waarvolgens die diens geëxploiteer gaan word (vi) Soort opleiding wat verskaf gaan word (vii) Besonderhede en beskrywing van soort werk wat onderneem gaan word. (viii) Tariefskaal. (D) Lugvaartuie wat gebruik gaan word.

(A) Lanseria Air (Edms.) Bpk., Posbus 309, Lanseria, 7148. (B) Lanseria Air (Edms.) Bpk (C) Nie-vasgestelde-lugvervoerdien. (i) Comore-eiland, Republiek van Suid-Afrika, alle onafhanklike tuislande, Namibie, Zimbabwe, Malawi, Mosambiek, Botswana, Lesotho, Swaziland, Zambie, Zaire en TVBC-lande. (iii) Lanserialughawe. (iv) Passasiers en vrag. (viii) Beech King Air 90 R3,95 per km. (D) Beech C90 ZS-MLO.

Postal address of applicant: P O Box 18359, Dalbridge, 4014

Office address of applicant: Bolton Hall, 127 Gale Street, Durban.

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

D. W. JAMES,
Industrial Registrar.

(31 August 1990)

NOTICE 727 OF 1990

DEPARTMENT OF TRANSPORT

AIR SERVICES ACT, 1949 (ACT No. 51 OF 1949), AS AMENDED

Pursuant to the provisions of section 5 (a) and (b) of Act No. 51 of 1949 and regulation 5 of the Civil Air Services Regulations, 1964, it is hereby notified for general information that the applications, details of which appear in the Schedules hereto, will be heard by the National Transport Commission

Representations in accordance with section 6 (1) of Act No. 51 of 1949 in support of, or in opposition to, an application, should reach the Director-General Transport (Directorate Civil Aviation), Private Bag X193, Pretoria, 0001, and the applicant within 21 days of the date of publication hereof stating whether the party or parties making such representation intend to be present or represented at the hearing

The Commission will cause notice of the time, date and place of the hearing to be given in writing to the applicant and all parties who have made representations as aforesaid and who desire to be present or represented at the hearing

SCHEDULE A

SCHEDULE OF APPLICATIONS FOR THE GRANT OF LICENCE

(A) Name and address of applicant (B) Name under which the air service is to be operated (C) Particulars of air service. (i) Area to be served (ii) Route(s) to be served (iii) Base(s) (iv) Types and classes of traffic to be conveyed. (v) Frequency and time tables to which the service will be operated. (vi) Types of training to be provided (vii) Particulars and description of types of work to be undertaken. (viii) Tariff of charges (D) Aircraft to be used

(A) Lanseria Air (Pty) Ltd, P.O. Box 309, Lanseria, 7148. (B) Lanseria Air (Pty) Ltd (C) Non-scheduled Air Transport Service. (i) Comore Island, Republic of South Africa, all independent Homelands, Namibia, Zimbabwe, Malawi, Mozambique, Botswana, Lesotho, Swaziland, Zambia, Zaire and TVBC-States (iii) Lanseria Airport (iv) Passengers and freight (viii) Beech King Air 90 R3,95 per km (D) Beech C90 ZS-MLO.

IND. REL. WORKERS' ORG. - COSATY

1990

SEPT. - DEC.

Call 1148 1191 90
Wage talks
nearing end

TALKS to end the grinding dispute in the engineering and metal industries continued late yesterday with the parties locked in discussion on resolving "technical points", a spokesman for the National Union of Metalworkers of SA said.

Any outstanding matters would be dealt with on Monday, he added.

Mr Hendrick van den Heever, spokesman for the Steel and Engineering Industries Federation of SA, said there were hitches, but the meeting was still in progress.

National talks determining the wages and conditions of service in the sector began in March, and a national strike was averted in mid-August. — Sapa

Stw 1/9/90 (1407)

Workers paid, says Spornet

ADVANCE payments to make up for Spornet salary discrepancies over June and July have been made to all affected employees, the company said in a statement yesterday.

Accusations by the SA Footplate Staff Association that many employees had not been paid were therefore not correct.

The problem had arisen because Spornet had in June begun installing its new computer system, it said. The company apologised to employees for any inconvenience.

A spokesman for the SA Footplate Staff Association had claimed that most of Spornet's 170 000 employees countrywide had not been paid their salaries for the past three months. And a spokesman for the Transnet Union of South Africa, Mr Willie Nieuwoudt, said his members were experiencing similar problems.

EAST LONDON — Lost production through prolonged industrial action has cost Mercedes Benz R121 million amid mounting concern the East London plant may shut down for good — devastating the city's economy and depriving many of jobs.

The plant has been brought to a standstill and occupied by strikers, and reports of sabotage are circulating.

New paint equipment costing millions is thought to have seized up and become worthless.

The company warned three days ago the future viability of the plant was at stake.

Yesterday East London Chamber of Commerce vice-president Mr Eddie Hart said Mercedes Benz SA generated 50% of the city's business and the consequences of its loss would be tremendous, with critical ripple effects.

The National Union of Metalworkers of regional office said organisers had tried their utmost to persuade rebel strikers occupying the plant to end the action.

The men were adamant, however, they

Strike Cost Merc Benz

At 7:45 1/9/90

R121 million

would remain until their demands were met.

MBSA management have warned that if the union is unable to persuade the men to leave the plant, management would have "no alternative but to take whatever steps it believes necessary to ensure they leave".

● Suppliers of components to Mercedes-Benz have begun halting production and laying off workers as the crisis at the MBSA plant continues.

Local suppliers stand to lose R600m a year if Mercedes Benz halts production permanently.

The 50-odd suppliers, many of whom rely heavily on contracts with MBSA, have warned that a lengthy delay in solving the dispute at the Mercedes Benz factory could threaten hundreds of jobs — and have a devastating effect on their businesses.

It was confirmed yesterday that MBSA has requested suspension of supplies of both local and overseas components, seriously jeopardising the future of local suppliers in the greater East London area.

Suppliers, some of whom rely on Mercedes-Benz for up to 86% of their business, claim they would be forced to close or relocate in the event of further problems at MBSA.

Some businesses have already begun laying off staff with the understanding that staff will be taken on again if the MBSA strike is resolved — Own Correspondent and Sapa

Mercedeses strike challenges union

CP Correspondent and Sapa

HUNDREDS of members of the National Union of Metalworkers of South Africa (Numsa) have been on strike for over two weeks at the Mercedes Benz plant in East London because they differ with union leaders over the best level at which to tackle negotiations.

Unions and management often disagree about the level at which to pitch annual wage negotiations, but at Mercedes, 18 out of 23 union representatives and hundreds of members are protesting against Numsa's policy of negotiation at national level.

The Mercedes Benz of South Africa (MBSA) plant has been closed since August 23 after between 350 and 500 workers occupied the plant to demand the company withdraw from the National Bargaining Forum - set up by Numsa - and negotiate wages at plant level.

The strike has already cost the company over R121-million and resulted in three official warnings by the company that the future of the factory is in the balance.

In a position supported by Cosatu, Numsa adopted a centralised bargaining policy in the motor industry through the NBF.

Centralised bargaining has focused on R2 an hour in-

creases, but MBSA workers are demanding R3. Unionists have expressed concern about the risks this may pose to worker unity and collective bargaining power in the country.

Numsa says: "National negotiation strengthens unity and is the best way to improve workers' power. It is also the only way to ensure all workers be put on the level of the highest-paid workers."

Last year, after numerous strikes, annual negotiations in the motor industry took place mainly on a national level between Numsa, the white-orientated South African Iron and Steel Trade Union and car manufacturers Volkswagen, BMW, Nissan, Toyota, Mercedes Benz and Samcor. Only Delta refused to become involved in negotiations at national level.

Most employers prefer to negotiate at company level, because it excludes the possibility of double negotiations. In the past companies covered by an industrial council agreement at national level still experienced strikes. In these cases unions have argued that only minimum wages have been negotiated at national level while real wages still have to be negotiated at the workplace.

Numsa general secretary Moses Mayekiso said: "Workers do not see why they have to wait for national negotiations when they can force employers to an earlier and possibly better increase."

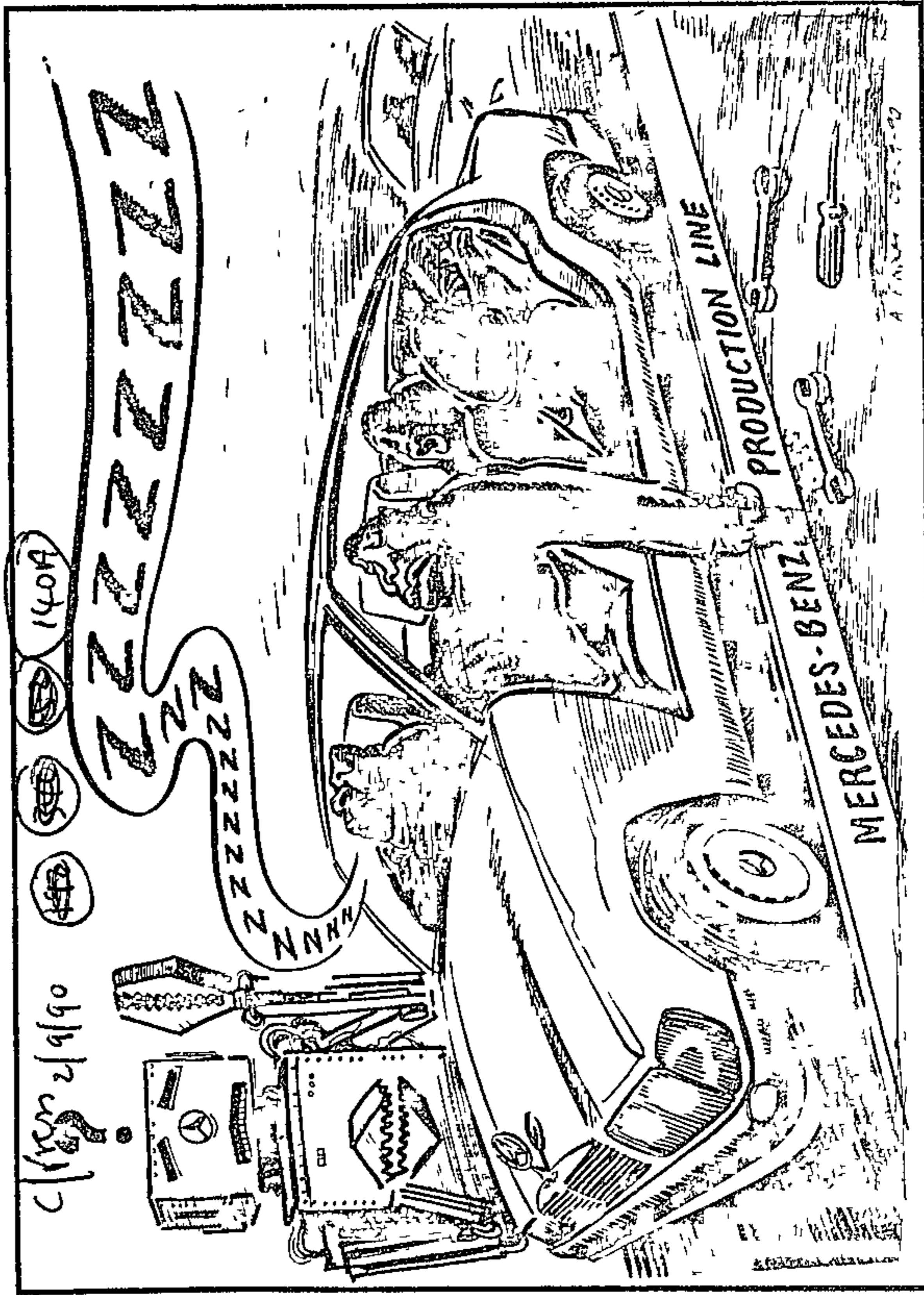
MBSA believes Numsa should persuade the workers to leave the plant and allow arbitration to take place in terms of the recognition agreement.

At an NBF meeting on Tuesday, employers insisted the situation at MBSA be addressed before general negotiations could begin.

Earlier the union had appealed to MBSA to withdraw temporarily from the NBF to allow it time to resolve the differences between its members. MBSA refused.

This week MBSA shop stewards told Numsa executive members - who included regional secretary Msiteli Nonyukela and national bargaining co-ordinator Les Kettlebas - that they would only call off the strike if participation in the NBF was suspended.

Meanwhile, Mercedes Benz chairman Christoph Kopke has said 800 employees would be retrenched due to the economic downturn.



Strike threatens East London

Press 2/9/90

STRIKE action at the Mercedes Benz plant in East London has cost the company R121-million in lost production, and concern is now mounting the plant may shut down for good - devastating the city's economy and depriving many of jobs.

The plant has been brought to a standstill by rebel members of the National Union of Metalworkers of South Africa (Numsa), and reports of sabotage are circulating.

New electrolytic paint equipment costing millions is thought to have seized up and become worthless.

This week the company warned the future viability of the plant was at stake.

On Friday, East London Chamber of Commerce vice-president Eddie Hart said Mercedes Benz of South Africa (MBSA) brought in 50 percent of the city's business and the consequences would be tremendous if the plant closed.

The Numsa regional office said organisers had tried their utmost to persuade rebel workers occupying the plant to end the

action. However, the men were adamant they would remain until their demands were met.

At a National Bargaining Forum meeting this week, motor manufacturers said Numsa had to state clearly whether it supported the rebels' demand that the company withdraw from the NBF and negotiate wages at plant level.

The union was asked to state what action it intended taking against the rebels who had "defied and undermined Numsa policy, the NBF structure, internal company structures, management, requests from shop stewards, and the Supreme Court".

Numsa was also asked to detail what steps it would take to ensure the rebels vacated the plant and whether it was in any position in current negotiations to conclude an agreement in the NBF binding on all hourly-paid employees at Mercedes.

MBSA said Numsa had responded to the questions in the NBF, but had requested it

not be made public.

Mercedes warned that if the union was unable to persuade the men to leave the plant, management would have "no alternative but to take whatever steps it believes necessary . . . to ensure they leave".

However, management said it shared Numsa's view that dismissed employees should be afforded a fair appeal hearing.

East London suppliers of components to MBSA have begun halting production and laying off workers as the crisis at the plant continues.

Local suppliers stand to lose R600-million a year if the company halts production.

Suppliers, some of whom rely on Mercedes Benz for up to 86 percent of their business, claim they would be forced to close or relocate if MBSA has further problems.

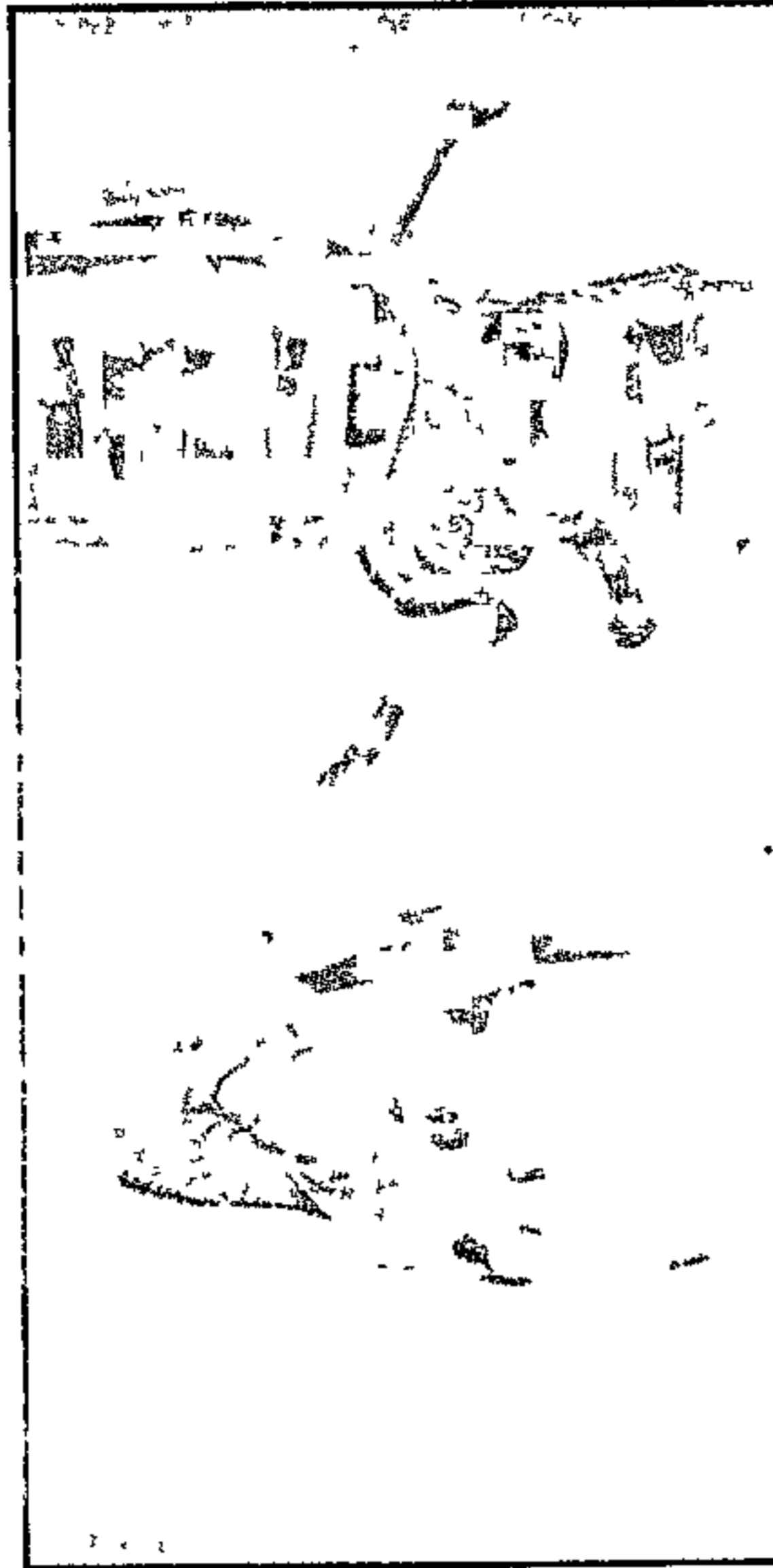
It was confirmed on Friday that MBSA has requested suspension of supplies from local and overseas component manufacturers - Sapa

See Page 9

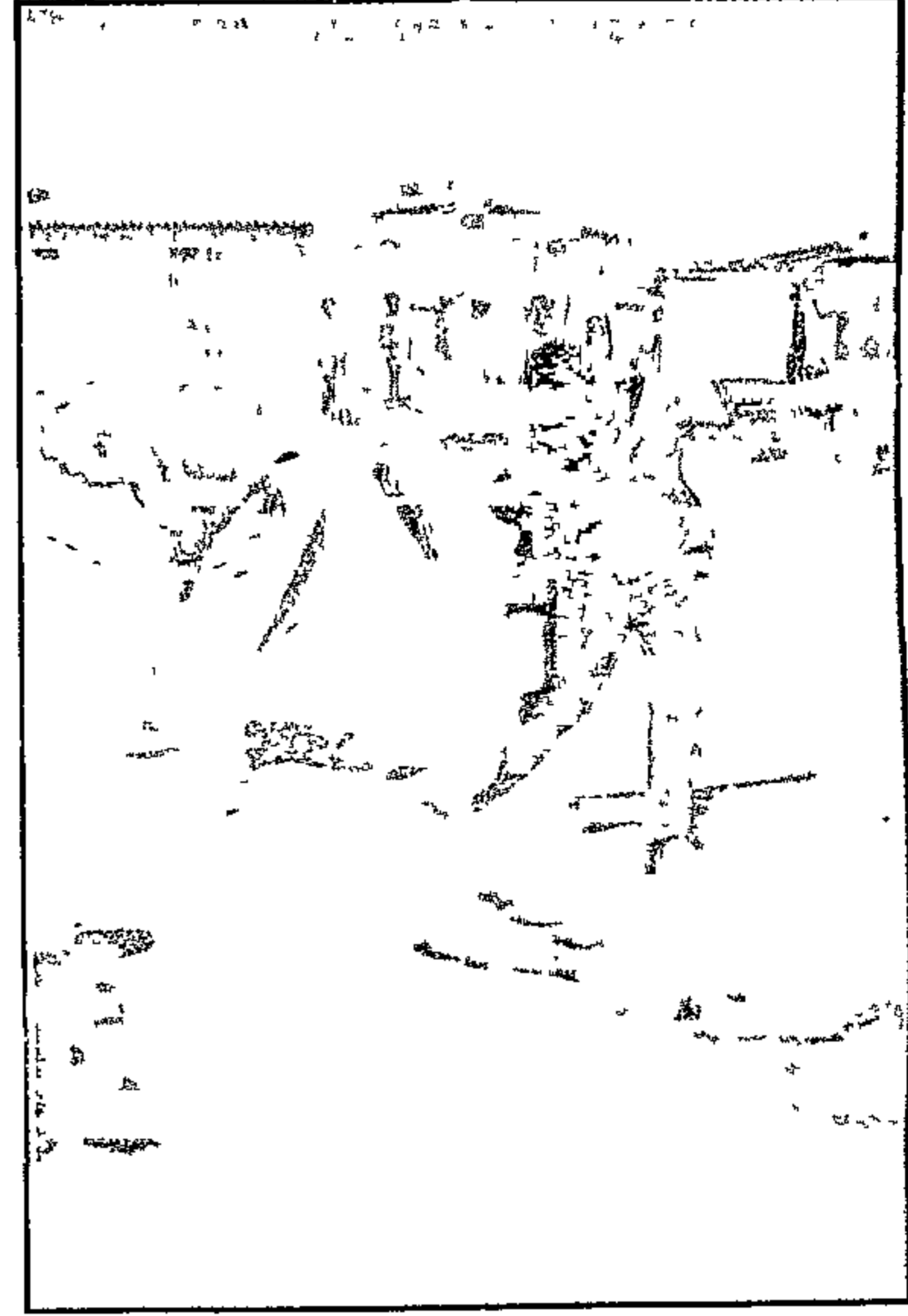
Street law ends a life in Thokoza



1 A stranger is accused of stabbing someone and as others look on and a woman walks calmly by, a man drops him with a panga chop.



2 Another attacker moves in to slam down a stone on the injured man's head.



3 Kill, kill, kill! More frenzied chopping with the panga at the victim's motionless body as another stone is picked up.

Exile fears harassment from security police

1408
C/PTN 2/9/90

By MARTIN NTSOELENGOE

COMMUNIST Party member Jocelyn Fraser, whose pictures were found in the possession of a police spy this week, is terrified and now fears for her life

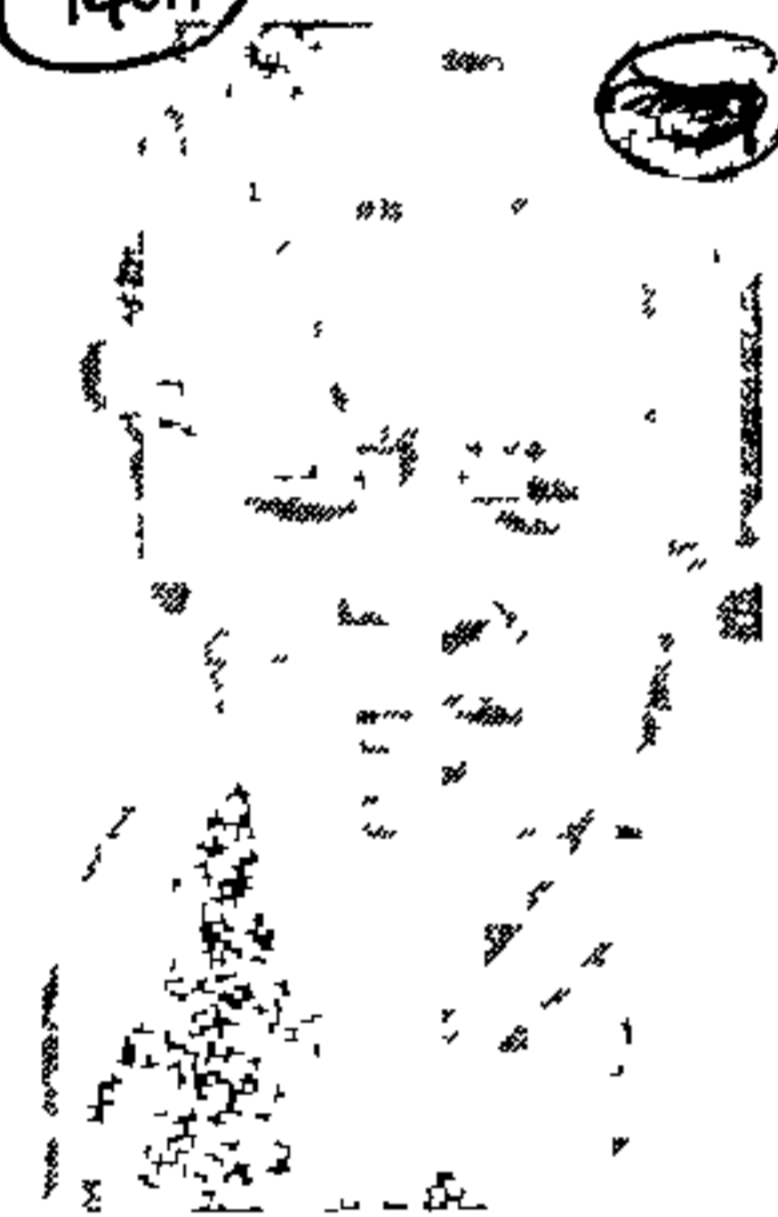
The recently returned exile was apparently under surveillance by security police. Two pictures of her were found on Joseph Maleka, an alleged police constable. Maleka was interrogated inside Cosatu's Rissik Street offices by officials who spotted him spying on the building.

After the drama Fraser said the security police are out to harass her. Their actions, she said, were not in the spirit of the Pretoria Minute.

"They were aware I was working in the offices because they had a man watching over me, and wanted to arrest me in the streets and not where I work. We can only speculate that they intended to abduct me," she said.

Cosatu officials Jay Naidoo, Sydney Mufamadi and Bab Schalk were arrested shortly after the interrogation by policemen who came in demanding the release of "Constable Maleka".

"If they had a genuine case against me, they could have arrested me



Jocelyn Fraser ... under surveillance.

when they arrested three union officials in the same offices," said Fraser.

The three officials appeared before magistrate R Button in the Johannes-

burg Magistrate's Court on Tuesday.

They are each on R1 500 bail and the case resumes on October 3.

This week Communist Party publicity officer Es-sop Pahad condemned the surveillance of Fraser as intimidation.

In a sharply worded statement, he said "Her intimidation is unacceptable. The SACP calls upon the relevant authorities to desist from such activities."

"The SACP is an open and legal organisation, and harassment and intimidation of its officials and members is not conducive to free, open political debate, discussion and organisation."



4 Satisfied the accused is dead, judge, jury and executioner turns his back on the dead man and walks away as if nothing had happened. There is no defence in township "justice".



Joseph Maleka ... caught spying.

Police eject rebel strikers in dawn raid

Star 3/9/90

Own Correspondent

CAPE TOWN — The Mercedes Benz manufacturing plant in East London has been closed until damage caused by rebel strikers has been assessed and relations between management and the union patched up

This news follows the eviction of 200 workers, who had occupied the premises for 17 days, in a dramatic dawn raid by hundreds of policemen yesterday

The peaceful eviction — requested by Mercedes-Benz — followed a warning by the company on Friday that it would not be held to ransom by weapon-wielding workers. No arrests were made.

The industrial action by about 200 National Union of Metalworkers of SA (Numsa) members halted production on August 16 when they demanded the company withdraw from the National Bargaining Forum for the motor industry, initiated by the union, and negotiate wages at plant level.

The industrial action has reportedly cost the motoring giant at least R160 million in lost output.

Mercedes-Benz chief executive Christoph Kopke said the company decided to call in the police after exhausting every possible avenue to resolve the matter through negotiation.

A convoy of about 50 police vehicles entered the plant through three separate gates and raced through the grounds, Sapa reports.

Policemen with dogs, and armed with shotguns and assault rifles, scoured the property for workers.

The strikers were given the opportunity by police to leave of their own accord, police said.

Mr Kopke said the plant would remain closed until damage had been assessed and repaired and until the union had informed the company that the problem relating to its participation in the bargaining forum was resolved and all hourly-paid employees in the bargaining unit were prepared to resume work.

Threat to Border economy if Mercedes pulled out

ARGUS 3/9/90
Jo
KOD

By SHARON SOROUR
Labour Reporter

CCLOSURE of the Mercedes-Benz manufacturing plant in East London would have devastated the Border city's economy, causing tremendous hardship to both blacks and whites and triggering investment flight

STRIKES

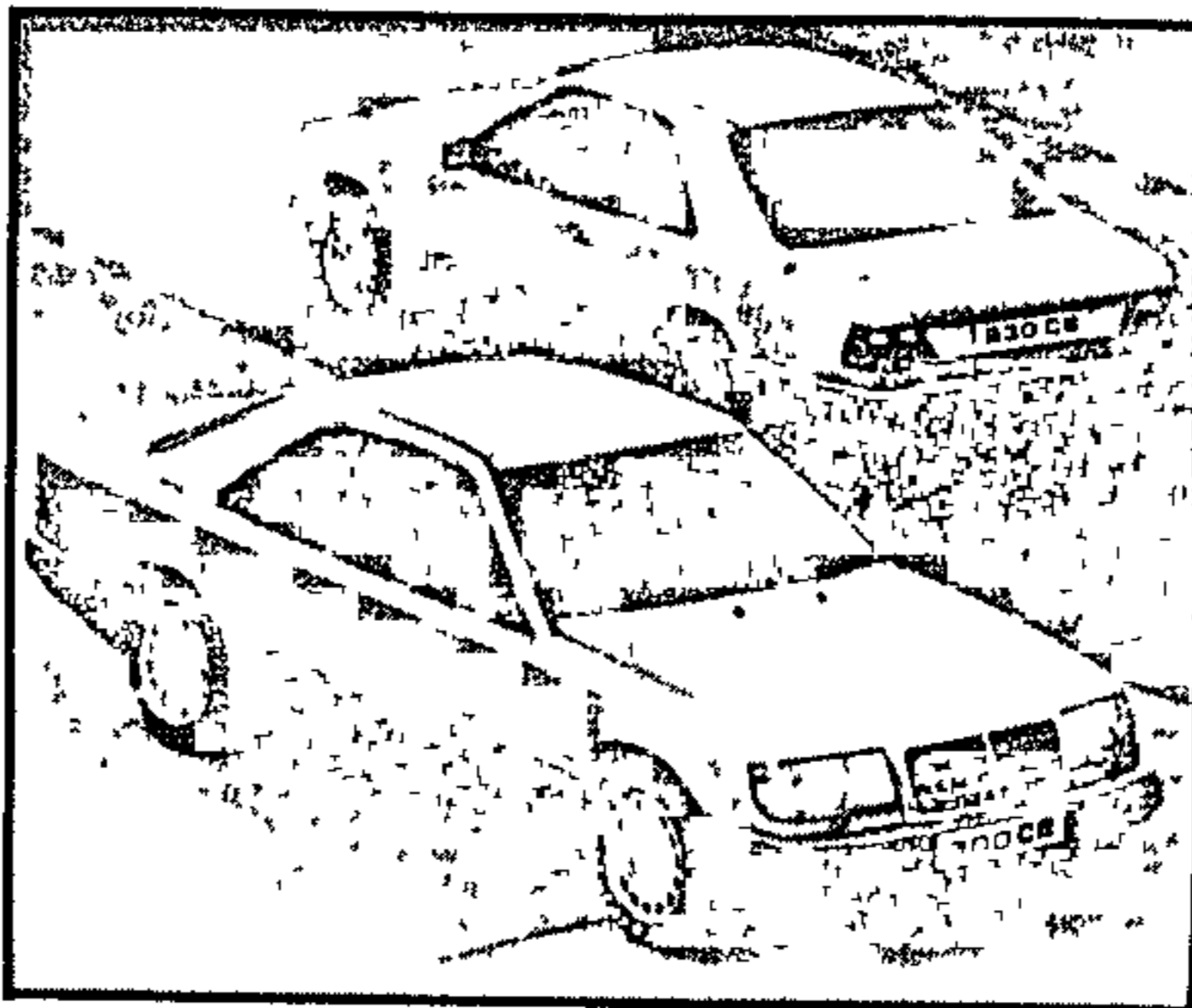
While the crisis was partially averted yesterday when police raided the premises and ended the unlawful occupation of the plant by rebel strikers, East London business and community leaders have been grimly contemplating the possibility of losing Mercedes-Benz's R250-million a year contribution to the local economy

This, they feared, would send a signal to other investors to avoid the area. The company, one of the biggest employers in the city, warned on three occasions during the two-week siege that the future of its manufacturing operation in the Eastern Cape harbour city was at stake

Domino effect

Production at the plant was suspended when the illegal strike began on August 16 and Mercedes-Benz chief executive Mr Christoph Kopke said the plant would remain closed until damage had been assessed and repaired and other problems resolved

According to East London mayor Mr John Badenhorst the prospect of Mercedes-Benz leaving East London was of great concern and the effect of a pullout would be devastating "If you try to quantify it then you under-



Mercedes Benz - a R250-million contribution to the local Border economy

stand what the effects would be"

He said the company spent over R250-million in the city a year, and paid the council some R4-million in services alone

The council was aware of the danger of the city having such a narrow economic base and had been working on diversifying the local economy

Border Chamber of Industry president Mr Terry Brice-land said the effects of the plant's closure would "go far into the future" and "there would be a domino effect on other businesses"

He said "Every single person in this area, of every political hue, should be very concerned as well because what is destroyed here is not part of the old apartheid South Africa but an important part of the new South Africa"

The departure of Mercedes-

Benz from the country would be the "clearest sign" to other investors to avoid the area

Vice-president of the East London Chamber of Commerce Mr Eddie Hart said the company represented 50 percent of the city's business and its loss would be tremendous, with critical ripple effects

Mr Hart said "It would affect all the businesses supplying MBSA - the suppliers of batteries and tyres, and the businesses these people deal with and the shops employees support. Even schools would be affected"

According to reports, suppliers of components to Mercedes had begun halting production and laying off workers

About 50 suppliers, who rely on Mercedes-Benz for nearly 90 percent of their business, stood to lose R600-million a year if the giant

corporation halted production permanently

Mr Brice-land urged the workers involved to "seriously consider the future"

He said "The people who will be most affected will be young blacks, who, looking back in a few years' time will condemn the actions of some of their elders"

East London Town Clerk Mr Les Kumm said the situation was cause for "real concern" as it would have a ripple effect on supportive businesses in the area and cause tremendous hardship

The crisis became more intense at the start of the weekend when Mercedes-Benz warned that the situation "cannot be accepted any longer without causing the company irreparable harm"

Weapon replicas

The rebel workers, members of the National Union of Metalworkers of SA (Numsa), were demanding the company pull out of the National Bargaining Forum (NBF) for the motor industry and negotiate wages at plant level

It had to state clearly whether it condoned the unlawful occupation of the plant by force and the wielding of "an assortment of dangerous weapons, carrying of mock arms such as AK47 and bazooka replicas, damaging and stealing company property, and threatening and intimidating other employees and contractors"

All attempts by the union - which supports centralised bargaining through the forum - to persuade the workers to leave the plant failed

The union appealed to the company to withdraw from the NBF to allow the union time to resolve the differences among its members

Closed to count the cost

By SHARON SOROUR
Labour Reporter and Sapa

MERCEDES Benz's manufacturing plant in East London will remain closed until damage caused by rebel strikers has been assessed and relations between management and the union patched up

This decision follows the eviction of 200 workers who had occupied the premises for 17 days in a dramatic dawn raid by hundreds of policemen yesterday

The peaceful eviction, requested by Mercedes Benz, followed a warning by the company on Friday that it would not be held to ransom by weapon-wielding workers. No arrests were made

The industrial action by about 200 National Union of Metalworkers of SA (Numsa) members halted production on August 16 when they demanded the company withdraw from the National Bargaining Forum for the motor industry, initiated by the union, and negotiate wages at plant level

The industrial action is reported to have cost the motoring giant at least R160-million

According to Mercedes Benz chief executive Mr Christoph Kopke the company decided to call in the police after exhausting every possible avenue

A convoy of about 50 police vehicles entered the plant through three gates, Sapa reports

Policemen with dogs and armed with shotguns and assault rifles scoured the property for workers

ANC and South African Communist Party flags were removed from the company flagpoles and Mercedes banners hoisted

The strikers were given the opportunity to leave the property, according to a Border police spokesman

While no workers were arrested, one was charged with possession of dagga

Mr Kopke said management had been assured, and satisfied, that no one was injured and no property damaged in the raid

The possibility of charges being laid against workers had not been ruled out

Meanwhile the plant would remain closed until damage had been assessed and repairs done

Negotiations with the union would continue

Police end Mercedes plant siege

CAT TITLES 3/9/90

14017

10

10

Own Correspondent

JOHANNESBURG — The Mercedes-Benz siege ended early yesterday morning when 160 workers, who had been sitting in at the East London plant for 17 days in defiance of a Supreme Court order, quietly left the premises after a police warning.

But both Mercedes chief executive Mr Christopher Kopke and Numsa negotiator Mr Les Kettleas agreed the underlying causes of the crisis still remained and that a great deal needed to be done to restore normality at the factory.

The sit-in by the workers — who represent about 12% of the hourly-paid workforce — was a rebellion against Numsa policy which supports national wage bargaining. The dissidents wanted to bargain just with their own management in the belief that they would win a better deal.

Mr Köpke said the police arrived at 6am and the plant was vacated within half an hour. The police said before entering they would use minimum force, and it was "refreshing" that there had been no conflict, he said.

The question of the dismissal of strikers threatened to be a point of conflict between management and Numsa. Mr Köpke said yesterday as far as he was concerned the dismissals would not be reconsidered.

He said the dismissal of those responsible for the events of the last 2½ weeks would assist in restoring normality at the plant. However, the offer to Numsa of arbitration to determine whether the dismissals were, as Numsa alleged, an unfair labour practice, still stood.

Mr Kettleas said yesterday the union believed the dismissals had only exacerbated the entire situation. Mercedes was unable to give a clear assurance yet regarding its future in East London, but would have to clarify a number of issues first, Mr Köpke said.

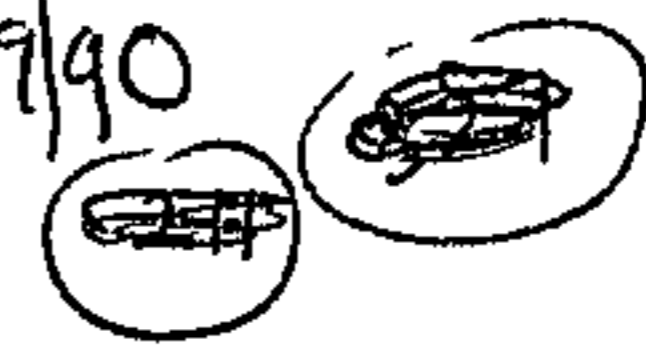
He said R13,5 million a day had been lost in revenue alone during the strike.

Mr Köpke said the factory would remain closed until damage to property had been assessed and repaired and the problem revolving around Mercedes's participation in the national bargaining forum had been resolved with Numsa.

Num president, office bearers in the dock

140A

Soveten 4/9/90



PRESIDENT of the National Union of Mineworkers, Mr James Motlatsi, of Johannesburg, and 56 NUM Northern Natal coal-mine office bearers appeared in the Newcastle Magistrate's Court yesterday in connection with an alleged illegal gathering in the town on August 26.

NUM general-secretary Mr Cyril Ramaposa was also to have appeared but was excused as he was busy with urgent consultations with Iscor

The case is a sequel to a march from NUM headquarters in Newcastle, to a hotel a few kilometres away

Good nature

The case was postponed to October 1 pending a decision by the attorney-general.

They appeared before Mr J von Reiche who asked them to disperse quietly as there were other cases in progress.

The men did so, many of them showing good nature. Most of the accused are office bearers of the NUM's 13 branches in Northern Natal and all are coal miners.

They were released on R50 bail each - *Sapa*

Star 4/9/90

Engineering industry strike averted

By Brendan Templeton

The five-month threat of strike action involving about 400 000 workers in the engineering industry ended yesterday when the National Union of Metalworkers of SA reached agreement with employers on wage demands.

But strikes involving 3 000 members at companies not co-

vered by the agreement with the Steel and Engineering Industries Federation of SA (Seifsa) started yesterday and strike ballots involving 10 600 members will be held at three Iscor plants today.

The agreement leaves the Metal and Electrical Workers Union as the only union still in dispute with Seifsa

SA metal workers win wage dispute

JOHANNESBURG — A number of major breakthroughs, including the highest wage agreement yet attained, were achieved in the settlement of the five-month wage dispute in the iron, steel and engineering industry, the National Union of Metal Workers of SA (Numsa) said at a press conference yesterday.

The agreement, reached in last-minute talks following Numsa's strike ballot, will affect more than 400 000 workers in the industry.

Wage increases announced are 19% at the lowest rates and 15,5% at the highest rates, with a new minimum rate of R4,18 an hour.

The increases will be backdated to July 1.

Another breakthrough — described as significant by Numsa — is the reduction of the working week to 44 hours. Leave bonuses have been increased and June 16 will be regarded as a public holiday.

Numsa added that major gains were made in job security and employers were now required to give notice of retrenchments, redundancies and plant closure or transfer — Sapa

Natal hospital strike threatens many lives

Sta. 5/9/90
DURBAN — The hospital crisis in Natal deepened yesterday with the lives of many patients, including babies, now threatened

Deputy director of hospital services Dr Charles Roper said there was still no light at the end of the tunnel

KwaZulu health officials, hospital authorities and nurses' representatives were still locked in talks at Maritzburg's Edendale Hospital late last night

The KwaZulu delegation was led by the Minister of Health, Dr Frank Mdlalose.

Admissions are being refused at the KwaZulu-administered hospital, which can accommodate 2 000 patients but now has only 20

Dr Roper said he was particularly perturbed

about maternity patients at Edendale, where there are about 1 000 births a month.

Many were delivered by caesarean section, and without proper treatment, mothers and babies would die.

The hospital at Umlazi, outside Durban, has been closed.

Peripheral clinics have also been closed, leaving no health service operating between Umlazi and Transkei

Natal Provincial Administration hospitals are verging on collapse under the influx of KwaZulu patients

Yesterday the Greys and Northdale hospitals were closed to all except emergencies

The president of the KwaZulu Nurses Association has appealed to Edendale nurses to return to work — Sapa

ster 5/19/90

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Wage pleas 'not excessive'

By Brendan Templeton

Trade union wage demands were not excessive or undermining the economy — instead employers should see themselves as the cause of low productivity

So said National Union of Metalworkers (Numsa) organiser Dr Bernie Fanaroff yesterday in response to Finance Minister Barend du Plessis's recent remarks that trade union wage demands were excessive and were crippling the economy

Rely

Employers had relied too much and too long on cheap labour as a source of profit and on tariffs protecting them from overseas competition instead of finding more innovative ways to increase productivity

Any increase in pro-

ductivity in the manufacturing industry always took place at workers expense. There had been a reduction of more than 100 000 jobs in the industry since 1982, he said

Wage demands by unions in the manufacturing industry were not excessive either. He pointed out Numsa's skilled members had experienced a drop in wages in real terms over the years

At the same time, wages had increased only slightly for its lowest paid members who had not significantly closed the gap between themselves and skilled workers

It was "completely unreasonable" to look only at labour costs when employers did not make any significant attempts to find more innovative ways of increasing productivity, he added

CNF
pe Times, Thursday, September 6 1990

Ciskei slams Benz strikers

BISHO. — In its first official reaction to the strike at the Mercedes Benz plant in East London, the Ciskei government yesterday launched a strong attack on the strikers, calling for their summary dismissal.

The ruling Council of State also labelled them "foolish and misguided" as well as "selfish rebels", "rogue workers" and a "totally undisciplined rag tag of people acting in defiance of their own union".

In a statement the Ciskei Council of State called on the workers to return to work.

The council also called for the summary dismissal of those backing "this reckless behaviour", and said they should be dealt with by law if they engage in any more "confrontational conduct".

The council stated: "Nowhere in the world can behaviour of this kind be tolerated. The foolish and misguided workers who noisily supported the criminal occupation of the plant, should not doubt the seriousness of their folly.

"This insane behaviour has cost Mercedes Benz well over R162 million, and caused them to consider relocating somewhere not cursed by an unruly labour element.

"Spelt out, the closure of Mercedes Benz would result in the closure of many other factories supplying components in the Ciskei, and elsewhere in this region, and even further afield.

"This would mean thousands of people out of work. It would also signal the departure of investors no longer prepared to operate in an area notorious for its undisciplined work force. The effects on ordinary people will be catastrophic, resulting in no work, hardship and starvation for thousands of innocents," the council noted — Sapa

Precedent at Mercedes Benz?

By CHIARA CARTER
PEOPLE are asking whether the revolt against central bargaining by rebel workers at Mercedes Benz of South Africa (MBSA) is an isolated incident or a sign of things to come.

The MBSA plant ground to a halt last month after up to 500 workers staged a sleep-in protest against the national bargaining forum (NBF) for the automobile industry

Complicated

After Numsa discussed the issue with workers and tried to persuade the company to withdraw the dismissals, management called in the police to evict the protesters.

The MBSA protest was complicated by the factory's conflict-prone history.

However, this does not serve to explain away a rebellion against union policy by a significant minority of the workforce — including almost half Numsa's shopstewards

Rebels

While Numsa has spearheaded the move towards centralised bargaining, the union is not alone in adopting such a policy.

The MBSA rebels' argument that they would win greater gains from plant level bargaining flies in the face of the trend in Cosatu.

Unions have recently moved towards industrial/sectoral/regional bargaining on the one hand and corporate/company/divisional on the other

Most Cosatu affiliates have waged lengthy battles for national bargaining forums, with employers ranging

from clothing manufacturers to the Delta motor corporation and petroleum companies.

Unions have joined hands to campaign against corporations like Barlow Rand, whom they claim are out to smash centralised bargaining.

However, these moves contrast with a tradition of sectors operating with relative autonomy and plant-and company-level bargaining which lives on in the minds of many union members, if not with the union hierarchies.

Cosatu views plant bargaining alone as inadequate because it stretches union resources, does not allow unions to develop a national presence and limits their capacity to shut down an industry in a strike.

Plant-level bargaining

does not allow bargaining on national issues such as training and restructuring — aspects Numsa regards as crucial.

While industrial council negotiations offer these advantages and allow agreements to cover non-parties, the wages set are always the lowest common denominator in the industry.

The Mercedes case indicates that some workers might not be happy to accept less than they are used to in the interests of abstract strategic advantages

LABOUR INDEPTH

It does not seem possible to have the best of both worlds and sustain a myriad of bargaining levels

Employers, too, will not tolerate industry bargaining if wage bargaining continues at other levels.

Seifsa has demanded that Numsa abandon plant-level bargaining. The union refused and the matter is being discussed.

Blundered

The union's counterpart in Nactu, the Metal and Electrical Workers' Union of South Africa (Mewusa), thinks Numsa has blundered in opting for centralised bargaining to the exclusion of plant level negotiations.

A Mewusa spokesperson described waiving plant level rights as "a serious strategic error" and warned that "rights surrendered will need an entire struggle to win back".

The spokesperson said it was only at the factory level that workers could be di-

rectly involved in negotiations in a concrete way and worker militancy could be sustained.

He said Mewusa regarded plant-level bargaining as a "basic worker right" and that it was only at this level that the specifics characteristic to each company could be negotiated

Predictable

He said cutting off plant level negotiations in favour of a single bargaining level suited capital

Negotiations were then predictable and orderly, while companies could build up a relationship with union negotiators

The spokesperson said the move had to be seen in the light of the national climate of political negotiations in which both the ANC and the SA Communist Party wanted industrial peace

Spectre

Mewusa's viewpoint could be coloured by their failure to develop a national presence.

Unlike Numsa, Mewusa has not demonstrated a capacity to pull off a national strike

Cosatu is aware that the removal of plant-level bargaining weakens shopsteward structures and raises the spectre of unions becoming increasingly bureaucratic and reformist on the lines of those in Western Europe.

Mandates

Following a workshop held by its Living Wage Committee, Cosatu warned that democracy was critical in industry-level bargaining

Bursary Council of South Africa

CO-ORDINATOR

Applications are invited for appointment to the position of Co-ordinator of the office of the Bursary Council of South Africa. The Bursary Council was established in 1989 among other reasons to be a forum for consultation, co-ordination and debate between bursary organisations; to examine ways and means of strengthening support to students and to facilitate consultation between member organisations, students and the broader community

Applicants should have demonstrated office management skills and be committed to advancing the aims and objectives of the Council and promoting education in a post-apartheid democratic South Africa.

The salary package is in the region of R30 000 per annum. The location of the office is still to be decided. Applications should include a curriculum vitae and be sent to:

The Secretary
c/o PO Box 349
Salt River 7925

Closing date for receipt of applications is 15 October 1990.

Star 6/9/90

Ciskei supports Mercedes' handling of wildcat strike

The Ciskei Council of State has come out in support of Mercedes Benz in its handling of the wildcat strike at its East London factory

The council warned the strikers not to doubt their fate if the factory closed and relocated "somewhere not cursed by an unruly labour element"

It added that the closure of the plant would result in the closure of other factories in the Ciskei supplying the company and would re-

sult in unemployment as well as withdrawal of investment capital

The Mercedes Benz plant is to remain closed until further notice. Strikers, who had occupied the premises since August 16, were evicted on Sunday

"The crude action of selfish rebels can no longer be tolerated. They are gambling with the prosperity, welfare, and future of all Border dwellers," the council said — Pretoria Correspondent

"WE are facing many deviations in the struggle for liberation from exploitation, many of these come from inside ourselves. One danger is sectionalism, which I call 'factory tribalism'. It means that the workers in one factory think only of themselves — they are not very interested in the rest of the union, or the rest of the working class."

This warning, in a keynote address by senior National Union of Metalworkers official Dr. Bernie Fanaroff at Numsa's first national bargaining conference early this year, seems prophetic in the light of recent events at the Mercedes-Benz plant in East London.

On August 16, about 200 workers occupied the plant, without following procedures, over demands that the company pull out of the car industry's national bargaining forum (NBF) and bargain in-house.

The plant remains closed, despite the dismissal and subsequent eviction of the workers in a police raid last weekend, and the company says it will not re-open

until certain key concerns have been addressed in negotiations with Numsa. Management wants the union's assurance that the "problem relating to Mercedes' participation in the NBF" has been resolved. But it is also looking for agreement on a "practical process to remove the problems impacting on the growth and viability of the company."

Alleging that the dispute is costing it R13-million a day, management has bluntly warned that its future in South Africa is at stake.

The sit-in is a widely used union tactic but this is no ordinary dispute. Last year's formation of the NBF, involving all motor firms except Delta Motor Corporation, was a breakthrough in Numsa's drive for centralised bargaining, and was partly achieved by strike action.

In a further embarrassment, the sit-in erupted in the middle of a concerted push

Mercedes dispute: A case of 'factory tribalism'?

Sectional interests seem to lie behind the current upheavals at the Mercedes plant in East London. But the threat of closure could yield an accommodation.
By DREW FORREST

by agreement. The union agreed because single-tier bargaining made sense where real, rather than minimum pay, was at issue, and in an industry comprising a handful of large employers with similar resources.

But the Mercedes rebels believe they can clinch a more favourable deal for themselves — a R3,50-an-hour figure has been mentioned — in talks with their own management.

Numsa accepts that plant bargaining can bring short-term gains. "But we explained to members that a national forum is a more stable floor for wages. If there is only bargaining at the plant, levels can fluctuate substantially," said Fanaroff.

The current dispute has surprised some observers, coming as it does against the background of moves towards accommodation at Mercedes, including the launch of a relationship-

building exercise last year and the signing of a recognition agreement based on West German norms.

Politics and personal ambition also seem to have fuelled the rebellion. Mercedes appears more strife-prone than other motor firms, and this in part is due to high levels of militancy in the Border region. The rebels hoisted flags of the African National Congress and South African Communist Party — despite the SACp's support for Numsa and Cosatu's stand on central bargaining.

Numsa has hotly disputed suggestions that residual rivalry between members of the SA Allied Workers Union and the National Automobile and Allied Workers Union — unions absorbed into Numsa at its launch — are a factor, but sources insist some of the key dissidents are former Saaavu men. There are also hints that activists involved in the East-

ern Cape split of the Food and Allied Workers Union may be involved.

Pamphlets distributed to workers attack alleged union bureaucracy in the name of worker control. Observers also suggest a small hard-line faction is making a last-ditch effort to sabotage moves towards a more co-operative union-management relationship at Mercedes.

The fate of the East London plant is undoubted in the balance but commentators stress that the rebellion has not achieved its objectives. They also believe the relationship initiative launched last year has borne fruit.

"Management has now started getting its act together, with the result that relations and production have improved," said one source.

Mercedes chief executive Christoph Kopke said that for the first time in many years of industrial strife, the company had been able to act "fully in line with structures we have been able to establish notably the recognition agreement we signed with Numsa in July last year."

1 w/Mail 7/9-13/9/90

Stayaway looms after government response to LRA

By DREW FORREST

140A

A MASSIVE three-day stayaway is looming next month following an "unsatisfactory" government response to Congress of SA Trade Unions (Cosatu) demands on the Labour Relations Act.

A final decision on the stayaway, provisionally set for October 8 to October 10, is to be taken by 300 delegates at a key Cosatu campaigns conference in Johannesburg this weekend. Delegates will also decide on whether to launch mass marches on September 29.

The decision was deferred pending a government response to demands for interim changes to the LRA. Cosatu has demanded the enactment in the next parliamentary session of amendments based on the "Saccola accord", a separate Bill extending the Act to all workers and restructuring the Labour Appeal Court. It also wants recognition and organising rights for public sector unions.

Cosatu campaigns co-ordinator Lisa Seftel said a satisfactory state response had not been received.

The recent government announcement that the Commission for Administration and the Department for National Education are to negotiate with representative state sector unions on a new labour dispensation for the public service falls far short of Cosatu's demands.

It is also understood that in redrafting the Bill based on the Saccola accord, the Manpower Department is seeking changes to the unfair labour practice clause. The major feature of the accord is its proposed reversion to the pre-1988 definition.

Arguing that the "joint working party" talks on the LRA, involving the state, Saccola and Cosatu/Nactu, have been unproductive, Cosatu is understood to have proposed one further meeting of the forum.

The Cosatu conference is also expected to produce recommendations on a proposal of a R700 national minimum wage, the closed shop and whether strikes should be curbed in essential services. Fierce controversy is expected over the minimum wage, which at least one major affiliate opposes.

Cosatu scorns killings probe

By SONTI MASEKO

THE Congress of South African Trade Unions has described the departmental investigations into the Sebokeng shootings ordered by the Minister of Police Mr Adriaan Vlok as a "a slap in the face for the hundreds who have lost loved ones as a result of the recent police actions". *Sowetan 7/1/90*

Cosatu said in a Press statement yesterday the police internal inquiry was welcome in so far as it constituted an admission that there was police misconduct

It said the internal inquiry meant a secret inquiry by the SADF.

"The purpose of State intervention must firstly be to take rapid and effective measures to stop those who have planned this carnage and who are perpetuating it to this day.

"Secondly, to remove the culprits from the security forces and charge them for their criminal actions

"The 'Vlok investigation' and the SADF inquiry, we believe, will serve neither of these purposes

"The entire record of the security forces and their current

conduct makes it crystal clear that they are completely unaccountable to the people of South Africa and are totally incapable of investigating themselves" *(14DA)* *(2/1)*

Cosatu called for an independent and public commission of inquiry, the immediate suspension of members of the security forces implicated in the attacks and an enforceable code of conduct on security force behaviour.

"Unless these steps are taken there is no prospect that the process of negotiations will succeed"

Khala can go to conferences

Star 7/9/90
By Celeste Louw

The general secretary of the Media Workers' Association of SA (Mwasa) succeeded yesterday in having his bail conditions amended to allow him to attend union conferences. He faces charges of armed robbery and attempted murder.

Sithembele Khala (32) asked permission of a Johannesburg magistrate not to report at the

Jabulani police station daily in September as Mwasa was involved in negotiations in Port Elizabeth and Cape Town. Mr Khala was granted bail of R25 000 earlier this year after his arrest for allegedly robbing a branch of Nedbank in March.

According to the charge sheet, Mr Khala and a co-accused, Mchgwati Diseko (34), also allegedly attempted to shoot three men.

80-719/90 (140A) (2)

Nampak workers in brief work stoppage

Staff Reporter and Sapa

Nampak plants were hit by a stoppage yesterday involving more than 3 000 workers.

A spokesman for the Paper, Printing, Wood and Allied Workers Union said workers at 20 plants had downed tools, demanding centralised bargaining and the reinstatement of a dismissed shop steward.

Workers downed tools for between one and two hours. At some factories there were sit-ins.

Another demand stems from an incident in which workers found a bugging device at the Nampak plant in Rosslyn, Pretoria.

At the plant in Wadeville, Germiston, management confirmed that union offices had been bugged.

The union has demanded that the company disclose the names of all paid informers as well as the names of the security companies hired to do the bugging. This had been refused.

The union spokesman claimed that Nampak had tried to contain the "bugging" dispute in its corrugated division, arguing that the section had been plagued by management corruption for the past two years.

Certain former members of Nampak management were involved in legal proceedings regarding allegations of fraud, he said.

The company had indicated it would speak to the union only at plant level — in line with established agreements on bargaining forums.

Cosatu plans three-day stayaway on LRA

COSATU plans to call for a three-day stayaway in October to protest against the slow progress being made by the Labour Relations Act (LRA) working committee, a Cosatu official said yesterday.

Lisa Settel said Cosatu's central executive committee will recommend to a conference this weekend that the federation organise the stayaway.

She said Cosatu believed government was stalling attempts to reach consensus on the LRA and only by resorting to mass action would Cosatu revive the negotiating process.

The LRA working committee — consist-

MATTHEW CURTIN

ing of representatives from the National Manpower Commission, the Manpower Department, and Cosatu, Saccola and Nactu (CSN) — was commissioned by President F W de Klerk to resolve conflicts which arose from the failure to promulgate aspects of the CSN accord in LRA amendments this year.

The Manpower Department has begun drafting new LRA amendments, but no details are available yet.

The working party is waiting for the inclusion Bill and a Cabinet decision on the inclusion

of union proposals on the rights of public sector employees and their unions to organise.

Manpower director-general Joel Fourie said the new Bill should defuse tensions surrounding the LRA dispute and make Cosatu's planned action unnecessary.

Settel said the stayaway would take place from October 8 to 10, preceded by mass marches at the end of September if demands were not met.

She said the closed conference at Wits University would be attended by 300 delegates from Cosatu affiliates.

THE appointment of four of SA's most prominent trade union leaders as members of the SA Communist Party's internal leadership group has raised many important questions about the relationship between Cosatu, the SACP and the ANC

It had become evident that Cosatu was replacing Sacht as a close ally of the party. But what surprised many was the emergence of such high-profile unionists as Cosatu vice-president Chris Dlamini, assistant general secretary Sydney Matumadi, and Numsa's Moses Mayekiso and John Gomomo as SACP leaders.

Particularly surprising was the inclusion of the Numsa unionists, who had been labelled as "workerists" (and therefore hostile to the SACP). The appointments also surprised those who believe that Cosatu leaders should not occupy leadership posts in political organisations, and that such structures should be separate and distinct

In March the SACP and Cosatu restated the necessity of Cosatu remaining independent of political organisations "as a matter of principle and practice" These appointments raise questions about what exactly is meant by trade union independence

Have these unionists been "co-opted" into a party that pays lip service to union independence and democracy? Or do these appointments instead reflect a growing in-

Unionists' role in SACP

fluence of the unions on a party that has genuinely moved away from the "Stalinist" attitudes and practices of its past? Or should they simply be seen as a vote of confidence by the unionists in a party that has always led the struggle against capitalist exploitation?

Recent interviews with these unionists suggest they joined the party because they saw the need for a strong political organisation to facilitate the leading role of the working class in the struggle. They felt there was no other organisation capable of performing this task. Mayekiso has said he saw "little point in the left forming tiny splinter groups like in Britain"

Cosatu has begun to discuss the desirability of its top leadership occupying highly placed positions in political parties. There is a strong feeling that this should be avoided, as it could lead to a conflict of interest, and divert attention away from the particular needs of the unions.

The unionists, however, see no immediate problem in the top leadership of both bodies. They all emphasise they are elected office-bearers of the unions but not of the SACP where their positions are temporary

DEVAN PILLAY

until elections next July. They are thus trade unionists "first and foremost", and are bound by union "democracy and processes".

Mayekiso feels that if organised workers are to influence the party, they have to participate in the leadership. However, this does not mean the whole Cosatu leadership should be swallowed into the leadership of the party. There is a difference between occupying controlling positions (such as the general secretary's) of both, and merely being members of the executive.

The structures of the ANC, the party and the union must be kept separate, the unionists argue, so that one does not control the others. Ideally, the alliance will take decisions by consensus, in the interests of all three formations. But that does not mean the party should suspend building its mass presence. The role of the party in this phase is to ensure a "socialist voice" in the alliance. The alliance, says Dlamini, "may not exist forever". An ANC government

will have to accommodate a range of interests, including that of employers. The party, on the other hand, speaks purely for the working class. At the first meeting of the party's internal leadership group in May, ac-

ording to Gomomo, the unionists were asked to guide the party with ideas on how to establish itself as a democratic organisation with proper structures of accountability.

The unions have played a vital role in moving the party away from the dogmatic and sectarian aspects of its past. And their influence will increase, feels Gomomo, because the thousands of new members will come primarily from the unions. Therefore any remaining traces of 'Stalinist' influence are likely to be swamped by the organised workers.

The ANC itself has moved very far along the road to being a movement sensitive to the needs of its predominantly working class constituency. It is very possible that the ANC and the SACP could merge into one movement. If this is to happen, the party has a vital role to play to ensure that the socialist voice is heard.

But it is also possible the party could face pressure from within to distance itself from the ANC, and become either a critical partner in a looser alliance, or, less likely, an opposition

Whichever path the party eventually takes, it is likely that the trade unions will play a crucial role in determining that direction.

This is an edited excerpt of an article in the latest edition of the SA Labour Bulletin, of which Pillay is a staff member.



□ MAYEKISO

Five die in shooting at Jeppe station

WILSON ZWANE and
LINDEN BIRNS

FIVE people were killed and at least nine injured when two men opened fire on a crowd at Jeppe railway station in Johannesburg last night.

Police spokesman Col Frans Malherbe said the men had walked up to the crowd waiting on the platform shortly after 7pm and opened fire with two handguns "for no rhyme or reason".

The injured were taken to the Hillbrow Hospital. Malherbe said no arrests had been made.

Earlier yesterday, fighting between Soweto hostel dwellers and township residents broke out again with Cosatu reporting four deaths in the clashes.

Police could confirm only one death, that of a hostel dweller killed in the early hours of the morning near Merafe station.

At a Cosatu news conference in Johannesburg yesterday, witnesses said at least three people were killed when a train they were travelling in was attacked by Inkatha supporters.

Sapa reports that Cosatu general secretary Jay Naidoo said police had failed to investigate information provided by Cosatu on "potential violence".

"We will now have to take whatever action is necessary to defend ourselves, as it is clear the police and the SADF are unable to cope with the growing violence against our membership. This might even mean using what weapons we already have," Naidoo said.

80 000 expected at miners' rallies

W/E ARGUS 8/9/90

Weekend Argus Correspondent

140A

JOHANNESBURG — About 80 000 mineworkers are expected to attend rallies in Klerksdorp and Rustenburg tomorrow

A spokesman for the National Union of Mineworkers, (NUM), Mr Jerry Majatladi, said the rallies had been organised to express the union's slogan of "justice, peace and democracy"

"It is inconceivable for a non-racial, multi-party democratic South Africa to be realised through negotiations without allowing the 500 000 mineworkers in hostels to be full participants in the political process," he said

Workers were unable to discuss and participate in reform processes because meetings were broken up, if not banned, said Mr Majatladi

The rally in Klerksdorp, which would be addressed by NUM general secretary Mr Cyril Ramaphosa, Communist Party leader Mr Essop Pahad and a senior Congress of South African Trade Unions' leader, is expected to draw a crowd of 50 000. In Rustenburg, about 30 000 miners are expected to attend.

CAT Trans 8/9/90 (140M)

Union declares wage dispute with Nampak

THE Paper, Printing, Wood and Allied Workers' Union (Ppwawu) has declared a dispute with the Nampak group over centralised bargaining, wages and electronic eavesdropping, Ppwawu national organiser Mr Rob Rees said yesterday

The union represents between 5 000 and 6 000 workers in the Barlow Rand subsidiary

The company, in line with Barlow Rand bargaining philosophy, has refused to accede to union demands for national talks in the paper and printing divisions, insisting that negotiations be conducted at plant level.

Meanwhile, members of the SA Typographical Union intend picketing the union's city offices today against the expulsion of a senior official and the union's "racist" constitution.

The expelled former trustee and aspirant branch president, Mr Farrell Hunter, said workers would hold a placard demonstration outside Satu's Canterbury Street offices, set to start at 9am — Sapa

Media workers slam murder of Durban member

By LULAMA LUTI

(148A) (2/1)

THE Media Workers' Association of South Africa (Mwasa) has slammed the killing at the weekend of one of its members, SABC worker Thomas Sibiya, in Natal

According to Mwasa secretary-general S'thembele Khala, 45-year-old Sibiya and his son Thabane were travelling in a car in Ntuzuma township when they were accosted by a group of "comrades".

"Apparently Thabane got out to plead with the group to give way and in the ensuing argument he was stabbed several times before he fled.

"The crowd then went for Sibiya who was still in the car. They beat and stabbed him. They then bundled his body into the boot before setting the car alight.

Thabane managed to flee to nearby houses and was taken to hospital, where he died from stab wounds on Thursday," said Khala.

He said Mwasa decried wanton killing and Sibiya's loss should make people wake up to the needs of the nation and forge ahead with the liberation struggle with dignity and self-esteem worthy of a nation.

Expressing Mwasa's condolences to Sibiya's family, Khala condemned lack of political tolerance among blacks and said it was time blacks realised voices of dissent were an integral part of democracy.

SAB refuses to intervene in Da Gama row

MATTHEW CURTIN

SAB Holdings will not intervene in the dispute over the refusal of subsidiary Da Gama Textiles to recognise the SA Clothing and Textile Workers Union (Sactwu), despite union and Cosatu pressure for it to do so

SAB group public affairs manager Dunbar Bucknall said on Friday Sactwu realised the group was highly decentralised and it was not "SAB style" to intervene in the labour relations of subsidiary companies

Sactwu's campaign to secure company recognition at Da Gama began two years ago and negotiations started in November 1989. The next meeting between Sactwu and Da Gama is scheduled for September 13

Union national organiser Mark Bennett said on Friday Sactwu be-

lieved Da Gama had entered the negotiations in bad faith, as they were insisting on changes to a previously settled draft agreement

He said Sactwu approached chambers of commerce in East London to intervene in the dispute and held a protest march in the city on Wednesday before submitting a memorandum to Da Gama management

Bennett said Sactwu and Cosatu had appealed to SAB to intervene and break the impasse in negotiations, but the group had declined a meeting with a Sactwu delegation, reiterating

its decentralised stance

Bucknall acknowledged the group had received letters from Sactwu, but said SAB remained confident Da Gama and the union would reach a settlement on their own accord

He noted SAB had not intervened even in crises involving strikes at their brewery division and subsidiary companies OK Bazaars and Southern Sun/Holiday Inn this year

Bennett said Sactwu membership at the Da Gama East London plant stood at 1 200 out of a work force of about 1 400

Da Gama CE Harry Pearce was unavailable for comment, but in a report last week he would only confirm the company and Sactwu were meeting later this week

1408 Crises 1067/101

Metalworker 8/24 11/9/90 strike still unresolved

By Shareen Singh

A major wage strike at Samancor's Ferrrometals and Metalalloys plants involving 2 000 workers has entered its 14th day.

The National Union of Metalworkers said 1 000 workers at Ferrrometals in Witbank, and 1 000 at Metalalloys in Meyerton, had struck for higher wages.

Workers were demanding an across-the-board increase of R1,41 an hour, a R300 housing allowance, job security and time off for shop stewards.

At the time of the deadlock, management was offering 59c at the lower grades and R1,41 at the top.

About 30 strikers have been picketing outside the company's head office in Johannesburg since last Tuesday.

At Ferrrometals, workers have been sleeping at the plant since the strike started.

The union said management, at a meeting with union officials on Thursday, had threatened to call the police to evict strikers.

A management spokesman denied this, saying the strike was disciplined, with no major cases of intimidation.

A meeting between the parties on Thursday failed to resolve the dispute but further meetings were being planned.

NUM-De Beers agreement averts strike

Star 11/9/90
By Shareen Singh

A strike was averted yesterday after the National Union of Mineworkers (NUM) and De Beers reached a settlement on wages and working conditions.

Workers will receive increases ranging from 16 percent for skilled members to 17 percent at the lowest levels

The agreement raised the minimum wage from R653 to R765 a month.

Improvements to shift, field and other allowances formed part of the agreement

● At Duvha Opencast Services in Witbank, about 300 workers have been on strike for more than two weeks.

● About 15 000 miners at Rustenburg platinum mine will start balloting this week after pay talks reached deadlock

● The NUM is preparing a strike ballot for its 7 000 members at Goldfields' Libanon mine over a dispute arising from the disappearance of a mineworker.

Cosatu keen to finalise workers' charter issue

140A

By 11/9/90

ONE of the main items on the agenda at Cosatu's campaign conference at Wits University at the weekend was on the proposed workers' charter — a document many in Cosatu hope will become part of a post-apartheid constitution for SA.

Recent talk by ANC deputy president Nelson Mandela that political negotiations could begin before the end of the year has put a new urgency into Cosatu's efforts to finalise the issue.

Vital

Cosatu's workers' charter campaign co-ordinator Ebrahim Patel said last week that the organisation was concerned that a new SA constitution sought not only to limit the power of the state, but that it also empowered civil society to act as a watchdog over political parties and all organs of the state.

Patel — also an official of the SA Clothing and Textile Workers' Union (Sactwu) — said it was vital that groups like unions, church and civic

organisations not be put into a constitutionally subordinate role

It was also important that the democratisation of society addressed the economy.

Nationalisation was one strategy which had been put forward as a way of achieving economic democracy, although it was not the best one. He believed the best road — and one which would make nationalisation unnecessary — was the effective enshrinement of workers' rights in law, enabling unions to operate as free agents in the economy and society.

This would mean the widening of employer/union negotiations to include issues like productivity, efficiency and job creation. No area in the economy should be made the sole prerogative of management.

Patel said Cosatu's concentration on the charter did not represent a move out of the political arena since the unbanning of political parties.

bers on their views began. The campaign is scheduled to culminate in a charter congress in November

Patel's union, Sactwu, was one of the first Cosatu members to formulate a draft charter. He said Sactwu had identified 11 fundamental worker rights which he divided into three groups

The first of these was the right to trade union organisation. This entitled workers to belong to a union without victimisation, entitled the union to negotiate with employers nationally and locally, included the right to strike and picket, and required employers to facilitate the operations of majority unions

Second was the right of unions to maintain independence from employers, the state and political parties, and to use union funds to pursue social or political objectives in the interests of their members

The third and perhaps most contentious group of rights concerned

industrial democracy. Sactwu felt workers should have the right to participate in the management of each workplace, through elected delegates accountable to union members

Patel said workers should have the right to determine with employers the appointment of Industrial Court members, negotiate with the state laws affecting them, and strike to press for their demands.

Dependent

But Patel conceded the path to constitutional consensus on these issues was unlikely to be smooth. Unions were dependent on the receptiveness of the idea to other parties — the political forces inside and outside of the liberation movement and business itself

The SA labour movement was stronger than any other had been in entering a new political dispensation and, equipped with the charter, Cosatu would enter negotiations on the constitution with confidence, he said.

LETTERS

Cosatu union opposed to minimum wage

(140A) (200) (157)
COSATU affiliate the SA Clothing and Textile Workers' Union (Sactwu) has prepared a document opposing the idea of a national minimum wage

This has prompted Cosatu to postpone for "further discussion" final decisions on the issue, which were to have been made at Cosatu's campaigns conference in Johannesburg at the weekend

In its document, distributed to the conference, Sactwu argued that a national minimum wage would undermine collective bargaining, have a depressing effect on the wages of higher paid workers and

ALAN FINE

undermine job security for workers earning less than the proposed minimum wage

Cosatu said conference delegates argued unions "could most effectively fight low wages through strengthening the bargaining power of workers and by intensifying efforts to organise unorganised workers and workers in low paid sectors"

The conference echoed the Sactwu document in deciding that unions should improve their bargaining power by fighting for central bargaining, including the estab-

lishment of industrial councils where they do not exist Sactwu also said government should be urged to pass laws forcing employers to negotiate at industrial councils for all employees

Sactwu argued it was only in unorganised sectors that government should be asked to set a minimum wage

It argued workers earning above the minimum would not benefit but would, on the contrary, find employers "always mentioning how much higher they are paid than what government had decided"

● See Pages 3 and 12

Cosatu plans stayaway

MATTHEW CURTIN

COSATU will organise a one-day national stayaway as part of three days of mass action from October 8 to 10 to protest against government's refusal to meet its demands on amendments to the Labour Relations Act (LRA)

A Cosatu spokesman said yesterday the stayaway on October 8 would be followed by two days of factory-based action

This action was decided upon by 300 delegates at the Cosatu Campaign Conference held in Johannesburg at the weekend

The spokesman said the government had made no decisive moves to meet Cosatu's demands put to the LRA working committee.

The committee — consisting of representatives from the National Manpower Commission, the Manpower Department and Cosatu, Saccola and Nactu (CSN) — was commissioned by President F W de Klerk to break the deadlock which arose from the failure to promulgate aspects of the CSN accord in LRA

amendments this year.

Cosatu set a 30-day deadline, now past, for government to meet its demands that the CSN accord be legislated, the Act be extended to farm and public sector workers and a more efficient labour appeal system be legislated

The spokesman said in these circumstances the conference "had no alternative" but to sanction mass action

Effective

He said Cosatu also saw a close link between the recent spate of township violence and government's refusal to meet its demands on the LRA, as both were attempts "to undermine democratic organisation and working class unity"

Cosatu hoped, through mass action, to put pressure on government to take effective action to end the violence

06/10/11 11:19:00

(140A) (152) (102)

Benz plant stays closed

OWN Correspondent (401) (1/12)

EAST LONDON — The Mercedes-Benz South Africa plant was closed for the 26th day yesterday, and the loss in revenue is fast approaching R230 million

The company has said it is losing R13,5m a working day — a total of R229,5m over the 17 working days since production was suspended

The plant has been closed since August 16, and the management intends keeping it closed until

● MBSA and the National Union of Metalworkers (Numsa) have agreed on "practical process to remove the problems impacting on the growth and viability of the company"

● Numsa has informed management that the problem relating to MBSA's participation in the National Bargaining Forum (NBF) has been resolved

● MBSA and Numsa have agreed on a process to determine the fairness of the dismissals of the workers who unlawfully occupied the plant

Cosatu plans stayaways (1204)

JOHANNESBURG — Cosatu is three days of "mass action" — a one-day stayaway on October 2 and two days of "factory-based action" on October 9 and 10.

The decision was taken at the weekend by 300 Cosatu delegates from affiliates and regions. Cosatu said this was a result of the government's "refusal to meet Cosatu's demands on labour legislation and to pressurise the government to take effective action to end the violence" — Sapa

Cosatu calls for stayaway

Sowetan 12/9/70
COSATU is to embark on three days of "mass action" - a one-day stayaway on October 8 and two days of "factory-based action" on October 9 and 10 - the trade union federation announced on Monday.

A *Sapa* report issued on Monday, which appeared in *Sowetan* yesterday about a Cosatu call

for a stayaway incorrectly gave the date as October 2:

According to a decision taken at the weekend by 300 Cosatu delegates, the decision was a result of the Government's "refusal to meet Cosatu's demands on labour legislation and to pressurise the Government to take effective action to end the

violence".

"We see a close link between the violence and the refusal of the State to meet our demands on the Labour Relations Amendment Act," Cosatu said.

Extended

Among the demands were that the LRA should be extended to farm-workers, domestic workers and public sector workers, labour legislation must have the support of workers before it went to Parliament; a "fairer, quicker and cheaper labour appeal system" should be legislated.



Cape Times 12/9/90

Cape

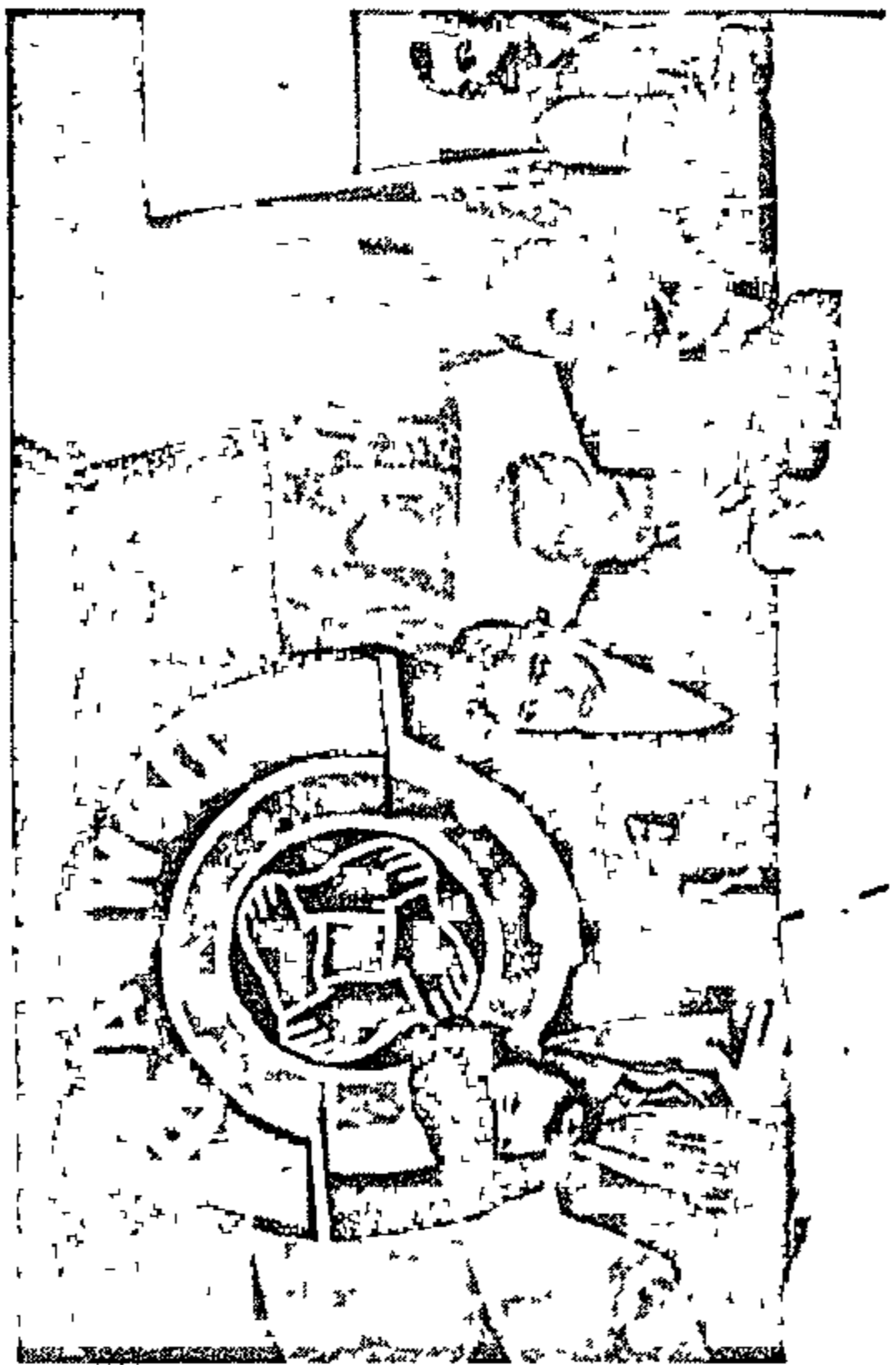
Cosatu fights gillnet fishing

By CHRIS BATEMAN
TAIWANESE gillnetting companies yesterday gained themselves a new and militant enemy — Cosatu — which is determined to use all legal means to put a stop to "gross" exploitation of local workers and the South African marine ecology.

At a press conference held to launch their campaign, local member union the Food and Allied Workers Union (Fawu), said its members would refuse to handle any gillnetted tuna at local and West Coast factories.

Fawu's regional secretary, Ms Lucy Nyembe, said her union had members at all local cold storage factories which, she alleged, were openly storing the easily identified gillnetted tuna.

The campaign is a direct result of at least 38 South African trawlermen suffering frostbite-



LEFT: Mr Joseph Haddon, 33, of Bonteheuwel, shows his almost fingerless hands — the result of "forced" work in the freezer compartments of a Taiwanese gillnetting vessel **RIGHT** Mr Noseday Pieterse, a former worker aboard a Taiwanese fishing trawler, who lost fingers through frostbite **CENTRE:** At yesterday's antigillnetting press conference are, from left, Mr Noseday Pieterse, executive member of Fawu, Ms Lucy Nyembe, regional secretary of Cosatu, and trawler fishermen Mr Lolwe and Mr Haddon

related injuries, many of them losing all or some of their fingers from forced periods in the freezer compartments of foreign vessels. Two of at least five local seamen present

yesterday showed the media their fingerless hands, the result of amputation due to frostbite. Fawu national executive member Mr Noseday Pieterse said experts had predicted that with-

in three years gillnets would "exhaust all our resources", turning coastal fishing villages into "ghost towns" with massive unemployment. There had already been 259 retrenchments

at seven Western Cape fish factories due to marine over-exploitation, he said. He called for the immediate withdrawal of Taiwanese businesses from the country and

and/or their agents had been "fruitless". Mr Pieterse said an estimated 500 South African fishermen worked on Taiwanese and other foreign gillnetting vessels every season under

conditions far worse than those of the ships' own nationals. "There's an element of racism — it's easier to exploit foreign workers than it is your own. They also know the history and track record of the South African government," she said.

Recently two Taiwanese trawlers were successfully arrested by Cape Town lawyers as security for claims by frostbitten fishermen one claiming R195 000 and the other R250 000.

Mr Joseph Haddon, 33, of Bonteheuwel, told reporters that for R500 a month he had been forced to work for up to 10 hours at a stretch in a trawler's freezer compartment. When he complained he was assaulted, he said.

The campaign will include picketing the Taiwanese embassy and local agents recruiting workers, marches in all fishing communities and a march in central Cape Town.

PICTURES BY STEWART COLMAN

COSATU'S Living Wage committee has recommended a national minimum wage of R700 a month

The committee stresses it is necessary to distinguish between the national minimum wage and the living wage

The committee said "The living wage has been estimated at between R1 140 and R1 500

"This is our goal. But for many workers, this goal is still very far away. Their wages are too low to reach the living wage in one jump. They need a stepping stone."

Since 1981, the democratic movement has generally accepted that fighting for a living wage is one of the most important struggles of the oppressed and exploited.

Starvation

The struggle of the working class and its allies took a great step forward when Fosatu demanded that workers reject all attempts to make them accept starvation wages under the pretence of using so-called scientific surveys like the poverty datum line or the minimum living level.

Not only were these surveys based on incorrect information, they were also decided without consulting workers.

The labour movement recognised that workers had to have a say in formulating wage levels. The level of wages was arrived at by the strength of workers and their organisations — not by scientific surveys.

Fosatu said "A living wage is a combination of two factors — what workers decide they require to live and what workers are able to get from their managements at both national and plant-based negotiations, based on the company's ability to pay, its profits and the ability of the union to get higher wages in the company."

At its founding conference in 1985, Cosatu stated there should be a campaign for a national living wage.

The federation's Living Wage Campaign (LWC) was launched in March 1987.

Cosatu showed that the struggle was not a narrow union campaign but one which involved the whole class.

Imagination

The demand for a living wage captured the imagination of the working class and its allies.

Many militant battles were fought under the banner of the LWC, supported by a range of groupings within the mass democratic movement.

Service organisations tied to the labour movement, such as the Labour Research Service (LRS) and the Community Research and Information Centre (Cric), set about working out an amount for a living wage.

On the basis of these estimates, workers began to agitate for R1 500 a month.

Since the beginning of this year, however, it has been argued that the demand for a living wage is not viable as a short-term demand.

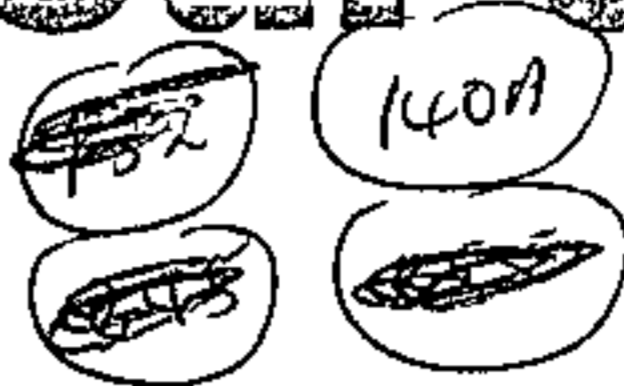
Instead, organised workers should fight for a national minimum wage — which is not the same as a living wage. This national minimum wage should be made law.

The call for a national minimum wage comes from organisations and institutions which are part of the democratic movement.

More striking is the fact that the call is counterposed to the living wage. The figure mentioned most often (R700 a month) is about the same as the poverty datum line.

The LRS has spearheaded this argument by saying a national minimum wage demand would provide a realistic and popular target for all workers earn-

'No' to labour's turnabout on living wage

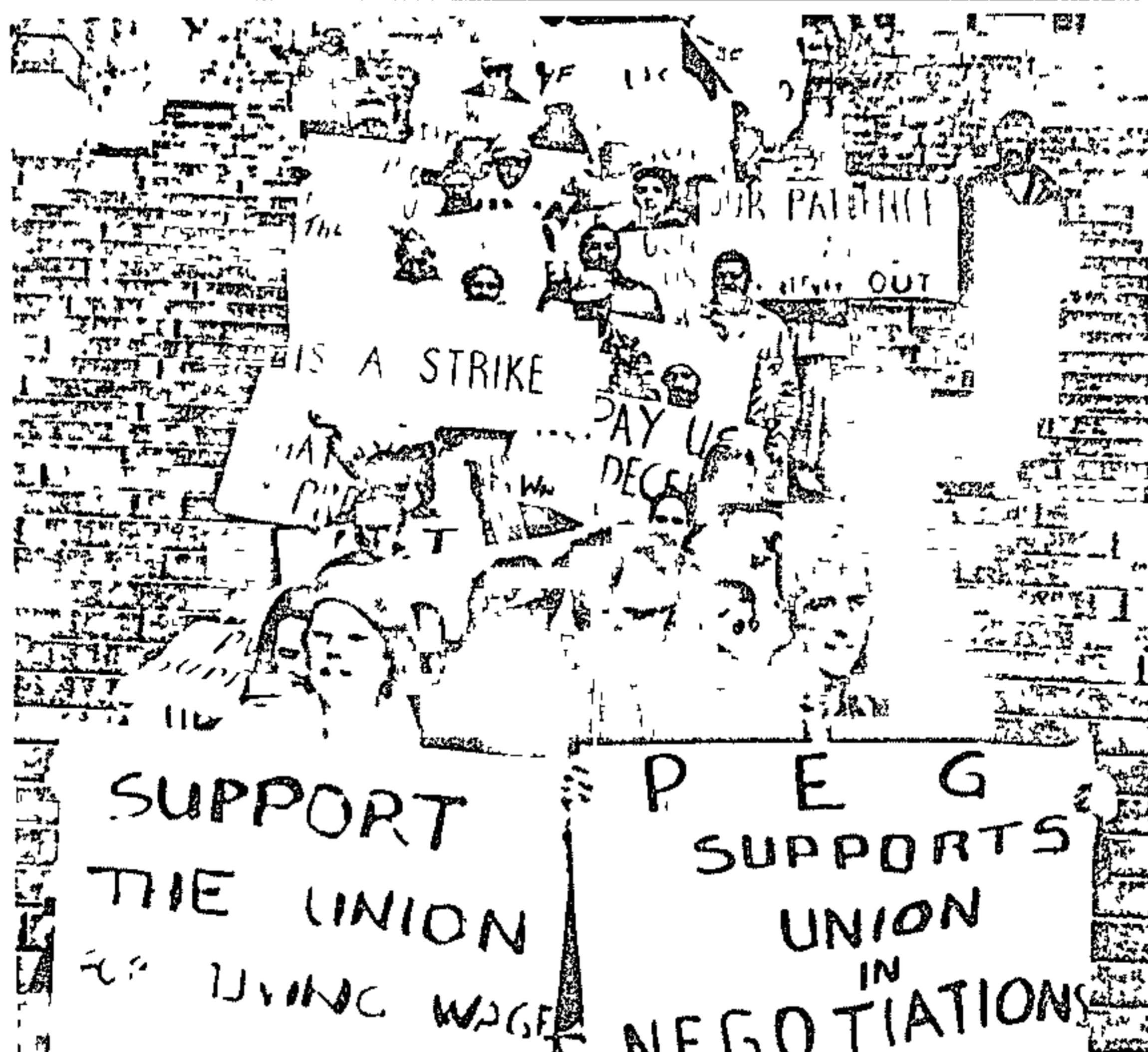


South 13/9-19/9/90

A campaign for a national minimum wage was one of the key issues discussed at Cosatu's campaigns conference last weekend.

In an earlier article, SOUTH labour reporter Chiara Carter looked at the arguments underlying the call for a national minimum wage.

Another view being debated in labour circles is that the proponents of a national minimum wage are working from an essentially reformist basis and that, instead, a revived living wage campaign is needed:



FLASHBACK Workers demanding a living wage **PIC RASHID LOMBARD**

ing less than the national average of R667 a month.

It would unify union campaigns. Unions could present a united front between high wage and low wage industries.

It could also provide a basis for unity within decentralised companies like Barlow Rand.

Union demands would be standardised within a minimum of R700 and a target wage of R1 140.

Farm workers can easily demand this minimum.

A similar argument was put forward by Rene Roux in the SA Labour Bulletin.

This is a marked break with the previous positions of the labour movement. Why the turnabout?

The first reason put forward by the minimum wage proponents is the weakness of the LWC.

The second is the 'unrealistic nature of the demand of R1 500 per month'.

Both the LRS and Roux take as their premise the weaknesses of the LWC and conclude a national minimum wage campaign — without showing that the problems of the LWC are insurmountable.

There have been serious weaknesses in the LWC, but the way to overcome these is to revive the campaign with the struggles in 1990 used as a preparatory phase for a unified LWC aimed at the state in 1991.

Regarding the "realistic figure of R700, who decides it is realistic?"

It is argued that figures must be scientific — or they may be open to attack from the employers.

Prejudice

There is an underlying reformist assumption to this approach.

The debate about whether a figure is scientific does little to serve the interests of the working class. It is merely an attempt to serve the prejudice of the ruling class under the guise of being scientific.

The arbitrary nature of these scientific figures is reflected in the absence of any agreement on what the exact figure is even among progressive service organisations.

Marx said the value of wages is formed by two elements — the one physical, the other historical and social.

In South Africa like in all capitalist countries the social conditions of the different classes differ widely.

How the wealth produced is shared is in turn a product of class struggle.

The living wage cannot be separated from the minimum wage.

The living wage cannot be empirically determined, it is determined in struggle.

There are many theorists who maintain workers who get poverty wages are being cheated and it is necessary to convince the bosses to be fair.

This is the approach that service organisations adopt. Certain levels of wages are achieved only in the process of mobilisation, they cannot be pre-

termined scientifically.

It is clear that a figure arrived at in this process will be a living wage as it reflects best the strength and confidence of the working class and its consciousness and aspirations at a given stage of class struggle.

A figure arrived at in this way is the only conceivable minimum. It shows the rest of the working class what can be achieved and therefore defines this new level of wages as the new terrain of struggle.

The LRS acknowledges that a minimum wage campaign can only be successful if the high wage unions play a leading role.

If both the minimum wage and the living wage are arrived at through the same process of struggle, then the minimum wage must be the living wage.

The attempts by the LRS to separate the living wage from the minimum wage must be rejected as being the result of ruling class pressure on reformist elements in the mass movement.

Although the LRS Roux and the Living Wage Committee take as their starting point the plight of non-unionised workers who form 79 percent of South African workers and workers outside capitalist relations such as domestic workers and the unemployed, the method used to rescue them defeats the whole purpose.

Missing

Both the LRS and Roux argue that workers earning above the proposed minimum should continue to struggle for a living wage, while those in the low income industries should struggle for the minimum.

What is missing is any assessment of how the living wage campaign could avoid the present problems and how it would relate to the campaign for a national minimum wage.

Despite lip service to the LWC, the effect of the LRS position is that at best the LWC is weakened at worst dropped.

Those earning above R700 will struggle for a LWC alone, the struggle for a living wage will no longer be a unified campaign.

Even more criminal is that a Cosatu affiliate the South African Domestic Workers Union is excluded.

The Living Wage Committee has failed to link the national minimum wage campaign with the struggle for a living unemployment benefit.

A major weakness of the LWC was that different unions fixed the living wage at different amounts.

Fate

The absence of a specified figure and the failure to target the campaign at the state led to the LWC becoming little more than individual unions conducting normal union wage negotiations with bosses and calling these demands a living wage.

The minimum wage campaign is in danger of a similar fate.

The living wage committee sees the national minimum wage as a struggle directed at the bosses and not the state.

For both the LRS and the living wage committee the struggle will be directed against the bosses and the demand for a legislated minimum postponed until a post-apartheid government comes into power.

This does not take into account the experience of the working class.

The militancy of the working class forced the government to legislate trade unions for African workers in 1979. It was also the militancy of the working class that has made the government reconsider the Labour Relations Act.

We need to reject the national minimum wage and instead fight for the revival of the Living Wage Campaign as one which stipulates a specified amount and is directed at the present state for legislating.

'Flotel' layoffs

ABOUT 30 workers face retrenchment as the result of the conversion of an oil rig into a "flotel" for the Moss gas project.

A spokesperson for the Chemical Workers Industrial Union said its members who had worked on the Actina rig were given a week's notice by their employer, Sopedog. South

1377-179/90
The spokesperson said the company had offered a month's wages as severance pay and the possibility of re-employment next year.

CWIU last week met with Moss gas, Sopedog and Soekor to discuss the retrenchments.

Last year, the union clashed with the company over recognition.

Star 13/9/90

(13) (40A)

18 killed, 18 hurt in mine explosion

By Brendan Templeton

Eighteen miners were killed and 18 injured, three critically, in an explosion at the Vaal Reefs gold mine near Orkney yesterday

The names of two of the dead have been released. They were J J de Bruyn (22) and L Haven-ga (19), both of Orkney.

An Anglo American spokesman said the explosion took place 1 700 m underground at 7.45 am.

The injured were admitted to the West Vaal Hospital and the Klerksdorp Provincial Hospital.

The three critically injured and eight seriously injured workers were suffering from burn wounds

The other seven had minor lacerations, West Vaal Hospital superintendent Dr Huw Penry said.

National Union of Mine-workers regional safety co-or-

dinator Percy Dyonase said the mine had always been a "problematic" one

For 80 000 workers, there were only five inspectors, who also had to cover Rustenburg and Bophuthatswana, Mr Dyonase said.

Vaal Reefs regional manager Nap Meyer said the cause of the explosion was not known, and investigations were taking place

Team leader Simon Mohapi (42) said he was working on a nearby level when the explosion occurred.

He immediately organised stretchers and was shocked to find bodies strewn on the floor when he reached the scene of the accident.

Assistant mine manager Geoff Perry said rescue teams were dispatched to the mine as soon as they were notified of the explosion.

EMPLOYERS are bracing themselves for a new wave of industrial unrest following a call by Cosatu for three days of mass action including a national stayaway.

The call for mass action to pressure the government to meet demands on labour legislation and to end the

Stayaway set for October 8

internicine violence in Natal and the Transvaal, follows the second meeting of Cosatu's campaigns conference in Johannesburg last weekend.

More than 300 delegates to the conference agreed to

hold three days of mass action — a national stayaway on October 8 and factory based protests on the following two days.

If the call is heeded, employers face losses which will run into millions of rands. **South African Labour**

The federation's decision

to resume mass action follows an effective breakdown in negotiations between the federation and the government over the controversial Labour Relations Amendment Act (LRA).

A working party was

formed at the end of June to attempt to resolve the deadlock between the two sides.

Delegates also expressed the view that the national minimum wage issue needed to be considered in the context of demands for the restructuring of the economy (140 p)

Cosatu, UDF join forces against the gillnet 'pirates'

By DICK USHER and Sapa

COSATU and the United Democratic Front have linked arms with environmental pressure groups in a campaign against ecologically ruinous gill-netting and the "exploitation" of South African sailors by Taiwanese trawlers.

At a press conference this week, the Cosatu-affiliated Food and Allied Workers Union called for the immediate withdrawal of Taiwanese businesses from South Africa. Attempts to negotiate with the Taiwanese and their agents had proved fruitless, the union said.

The campaign will feature workplace demonstrations by fish processing workers, the "blacking" of fish caught in gillnets, picketing of the Taiwanese Embassy and agents recruiting for Taiwanese boats, public meetings, a conference of fishing workers later this month, marches and the mobilisation of the international community.

In recent months, Fawu said, 38 cases had come to light of workers who had lost fingers or the use of their hands through frostbite. It attributed this to inadequate protective clothing and medical care.

Racism was also a factor, the union complained. "Taiwanese workers on the vessels have better conditions, shorter shifts and superior medical facilities," a spokesman said.

He revealed the Department of Foreign Affairs had been approached to negotiate compensation for workers, who were not covered by the Workmen's Compensation Act or health and safety laws.

Recently the Legal Resources Centre in Cape Town has taken up cudgels on their behalf, resulting in at least two instances of vessels being impounded.

Fawu's Nosi Pieterse said Taiwanese gillnet fishing, in which fine-mesh nets up to 100km long "sweep" the sea, was exhausting South Africa's marine resources. The spin-off was rising fish prices and job cuts as catches dropped.

At least 250 workers had lost jobs in local fish processing plants, while a further 170 fishermen lost jobs when their company closed down.

140A

Cosatu plans stayaway for October

By DREW FORREST

(140A)



THE one-day general strike planned by the Congress of SA Trade Unions next month may be a curtain-raiser for protracted mass upheavals over the Labour Relations Act. W/Mar 149-20/9/90

In the wake of its campaigns conference at the weekend, Cosatu announced a stayaway on October 8 followed by two days of factory protest in working hours. A continued state refusal to meet its LRA demands would spark "follow-up action", Cosatu warned.

Manpower Minister Eli Louw was yesterday locked in last-ditch "joint working party" talks with Cosatu/Nactu and the employer body Saccola over ways of breaking the LRA deadlock and averting next month's action.

On Wednesday, Cosatu's Marcel

Golding was not hopeful of a positive outcome. But employers felt there was hope of a compromise deal on union demands, which include the enactment of the "Saccola accord", the extension of the LRA to all workers and a streamlined labour appeal system.

National Manpower Commission recommendations, which substantially coincide with the Saccola agreement, might form the basis of a compromise, they said.

Cosatu said the government had made no decisive move to meet its demands.

"We want our stayaway to be a clear signal that we are not prepared to get involved in effective talking-shops. If we go the route of negotiations, the state must be prepared to make genuine and fundamental changes."

Cosatu conference makes decisions on vital issues

By DREW FORREST

VITAL decisions on the closed shop, strike rights in essential services and collective bargaining were taken by the 300 delegates at the weekend campaigns conference of the Congress of South African Trade Unions.

Although divisions among affiliates precluded a decision on the R700 national minimum wage proposed by Cosatu's living wage committee, agreement was reached on aspects of the question.

Decisions on the closed shop and essential services will feed into Cosatu's dealings with the employer body Saccola and the state on future labour law.

Delegates agreed strikes could be curbed in essential services, but only if the strike was recognised as a fundamental right. It was also stressed that only strikes which threatened life should be curbed, and whole sectors should not be defined as essential, as is now the case.

Essential workers were barred from striking, strikers in the same sector should be protected from dismissal, and any deal reached should be extended to those unable to strike.

Although opposition was voiced to the closed shop concept — notably by the National Union of Mineworkers and the Paper, Printing, Wood and Allied Workers' Union — delegates agreed

that neither existing nor new closed shop agreements should be outlawed.

Whether to move to a closed shop, and of what type, were issues for negotiation between workers and unions.

However sources indicate there was broad opposition to the "pre-entry" closed shop, in terms of which only union members may be employed. This was seen as prejudicing the jobless.

Living wage committee recommendations on bargaining were also adopted. These endorsed national bargaining, and industrial councils as the best vehicle for this, but warned against duplication at plant level.

Wages should be set at national level, where real rather than minimum rates should be negotiated. Delegates agreed that the Manpower Minister should not have the discretion to amend industrial accords before gazettal, and backed the principle of proportional union representation on industrial councils.

The duty to bargain should not be legislated, but organisational rights should be entrenched to "force bosses to bargain".

Although only two unions, the NUM and the Transport and General Workers' Union, wholeheartedly backed the R700 national minimum wage proposal, there was consensus that

● Cosatu could best fight low pay by

strengthening workers' bargaining power and organising low-wage and unorganised sectors. This entailed the establishment of industry bargaining and the right to extend industrial council agreements to the unorganised.

● A national minimum had to be linked to demands for a new economic order.

● Cosatu should fight for statutory minima in poorly organised sectors.

Motivating the R700 proposal, NUM economist Martin Nicol said it was below Cosatu's living wage demand of R1 100-R1 500 and above minimum living levels.

Resistance centred on the 200 000-strong SA Clothing and Textile Workers' Union, which argued that a non-negotiated national minimum would sap collective bargaining, undermine the job security of the lower-paid and weaken the pay claims of those on higher wages.

Sactwu proposed that South Africa should "encourage negotiations in industrial councils as the prime way of regulating wages and conditions in every industry". Statutory minima should only apply in sectors where unions were unrepresentative, it said.

The living wage committee was asked to take a fresh look at the question, which will be settled at Cosatu's national congress next year.

50 000 retrenched union

By Shareen Singh

An average of 8 000 miners were retrenched every month and 50 000 had already lost their jobs since the beginning of the year, the National Union of Mineworkers (NUM) said yesterday

Another 78 000 faced retrenchment with the threatened closure of 18 marginal mines.

Anglo American's Freegold mine near Welkom planned to retrench 7 800 miners soon, the union alleged. An Anglo American spokesman said discussions were still in progress with the union and no decision on retrenchments had been made

The union claimed that at Genmin mines alone 25 000 had lost their jobs this year. A company spokesman said only 12 500 jobs had been lost.

Paulus Nhlolipho (31) told The Star he had worked at Grootfontein mine for 10 years

and received his retrenchment papers last week. He had been paid one week's salary for every year of service, which amounted to R1 540,08. Several miners who spoke to The Star said they had been employed for more than nine years

The retrenchments have prompted a joining of forces by mine unions

The NUM and white unions — the Council for Mining Unions and the Mine Surface Officials' Association — have held several meetings and reached agreement on retrenchments. This was the first

major alliance since the unions got together earlier this year to discuss racial issues, the National Union of Mineworkers said

About 10 000 miners plan to join an NUM-organised march to the Chamber of Mines head office in Johannesburg tomorrow

Sasol starts to dismiss strikers

Sasol had begun dismissing about 2 000 striking workers at the Sigma colliery after a wage negotiations deadlock with the SA Chemical Workers' Union, a company statement said yesterday

Tracing the 14-day dispute, Sasol charged that the union had initially demanded an "outrageous" increase of 300 per cent

After negotiations, the union dropped its demand to 258 per cent.

Sasol also said its wage offer of 20 to 23 percent was on a par with that between the union and management at its Secunda mines

Despite this, the union had refused to end the strike

The union has not yet commented on the dismissals — Sapa

TABEL

Naam van vakvereniging: South African Railway and Harbours Workers' Union.

Datum waarop aansoek ingedien is 21 Augustus 1990.

Belange en gebied ten opsigte waarvan aansoek gedoen word: Alle persone as algemene werkers, baanwerkers, drywers (graad 2 G901), bestuurders (grade 2 FF05, 2 G601 en 2 KL02), kaartjies, opnemers (graad 3HD01), kontroleurs (grade 2 JT01 en 3 FK01), kruiers (graad 2 KW02), ambulanskamerhulpe (graad 2 LV01), terreinbeamptes (grade 2 HA01 en 2 GK01), treinopstellers (graad 2 JU01), vakwerkers (grade 2 KA02 en 2HE 03) en kraandrywers (graad 2 GU01) in diens by Transnet in die Republiek van Suid-Afrika.

Belange en gebied ten opsigte waarvan registrasie gehou word: Alle persone as algemene werkers en baanwerkers in diens by Transnet in die landdrostdistrikte Alfred, Bergville, Chatsworth, Dundee, Durban, Estcourt, Glencoe, Impendle, Inanda, Ixopo, Kliprivier, Lions River, Lower Tugela, Mooirivier, Mount Currie, Newcastle, Pietermaritzburg, Polela, Port Shepstone, Richmond (Natal), Umvoti, Umzinto, Underberg en Utrecht.

Posadres van applikant: Posbus 8059, Johannesburg, 2000.

Kantooradres van applikant: Tweede Verdieping, Fillangebou, Beckerstraat 33, Johannesburg

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet:

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

D. W. JAMES,
Nywerheidsregistrateur.

(14 September 1990)

KENNISGEWING 774 VAN 1990**DEPARTEMENT VAN MANNEKRAG****WET OP ARBEIDSVERHOUDINGE, 1956****AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING**

Ek, David William James, Nywerheidsregistrateur, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die National Union of Steel and Allied Workers. Besonderhede van die aansoek word in onderstaande tabel verstrek

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres. Privaatsak X117, Pretoria, 0001)

TABLE

Name of trade union: South African Railway and Harbours Worker's Union.

Date on which application was lodged: 21 August 1990.

Interests and area in respect of which application is made All persons employed as general workers, trackworkers, drivers (grades 2 G901, 2 FF05, 2 G601 and 2 KL01), ticket collectors (grade 3 HD01), conductors (grades 2 JT01 and 3 FK01), porters (grade 2 KW02), ambulance room attendants (grade 2 LV01), yard officials (grades 2 HA 01 and 2 GK01), train marshalls (grade 2JU01), trade hands (grades 2 KA02 and 2 HE03) and crane drivers (grade 2 GU01) employed by Transnet in the Republic of South Africa.

Interests and area in respect of which registration is held All persons employed as general workers and trackworkers by Transnet in the Magisterial Districts of Alfred, Bergville, Chatsworth, Dundee, Durban, Estcourt, Glencoe, Impendle, Inanda, Ixopo, Klip River, Lions River, Lower Tugela, Mooi River, Mount Currie, Newcastle, Pietermaritzburg, Polela, Port Shepstone, Richmond (Natal), Umvoti, Umzinto, Underberg and Utrecht.

Postal address of applicant P O Box 8059, Johannesburg, 2000.

Office address of applicant: Second Floor, Fillan Building, 33 Becker Street, Johannesburg

Attention is drawn to the following requirements of sections 4 and 7 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

D. W. JAMES,
Industrial Registrar.

(14 September 1990)

NOTICE 774 OF 1990**DEPARTMENT OF MANPOWER****LABOUR RELATIONS ACT, 1956****APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION**

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the National Union of Steel and Allied Workers. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

2. Vervanging van die voorsiening by tariefpos 8205 40 deur die volgende

Tarief-subpos	Beskrywing	Skaal van Reg
8205 40	Skroewedraaiers	23%
10	Sterpuntskroewedraaiers (uitgesonderd ratelskroewedraaiers en skroewedraaiers met skroefklemtoestelle)	
20	Platpuntskroewedraaiers met 'n breedte by die punt van minstens 3 mm maar hoogstens 9,5 mm (uitgesonderd ratelskroewedraaiers en skroewedraaiers met skroefklemtoestelle)	23%
30	Ratelskroewedraaiers en skroewedraaiers met skroefklemtoestelle	3%
40	Stelle met 'n verskeidenheid skroewedraaiers wat minstens een sterpuntskroewedraaier of een platpuntskroewedraaier met 'n breedte by die punt van minstens 3 mm maar hoogstens 9,5 mm bevat	23%
90	Ander	3%

[RHN-verw T5/2/15/6/1 (900310)]

Applikant:

Die Kommissaris van Doeane en Aksyns, Privaatsak X47, Pretoria, 0001

Lys 32/90 is by Algemene Kennisgewing 747 van 7 September 1990 gepubliseer.

(14 September 1990)

KENNISGEWING 772 VAN 1990**DEPARTEMENT VAN MANNEKRAG****WET OP ARBEIDSVERHOUDINGE, 1956
INTREKKING VAN REGISTRASIE VAN 'N VAKVERENIGING**

Ek, David William James, Nywerheidsregistrator, maak hierby kragtens artikel 14 (2) van die Wet op Arbeidsverhoudinge, 1956, bekend dat ek die registrasie van die Operative Bakers', Confectioners' and Conductors' Union, Port Elizabeth and Uitenhage, met ingang van 6 September 1990 ingetrek het

D. W. JAMES,
Nywerheidsregistrator.
(14 September 1990)

KENNISGEWING 773 VAN 1990**DEPARTEMENT VAN MANNEKRAG****WET OP ARBEIDSVERHOUDINGE, 1956
AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING**

Ek, David William James, Nywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die South African Railway and Harbours Workers' Union. Besonderhede van die aansoek word in onderstaande tabel verstrek. Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres Privaatsak X117, Pretoria, 0001).

2 Substitution for the provision under tariff sub-heading 8205 40 of the following

Tariff Subheading	Description	Rate of Duty
8205 40	Screwdrivers	23%
10	Star-point screwdrivers (excluding ratchet screwdrivers and screwdrivers with screwholding clamps)	
20	Flat-point screwdrivers with a width at the point of 3 mm or more but not exceeding 9,5 mm (excluding ratchet screwdrivers and screwdrivers with screwholding clamps)	23%
30	Ratchet screwdrivers and screwdrivers with screwholding clamps	3%
40	Sets with a variety of screwdrivers which contain at least one star-point screwdriver or one flat-point screwdriver with a width at the point of 3 mm or more but not exceeding 9,5 mm	23%
90	Other	3%

[BTI Ref. T5/2/15/6/1 (900310)]

Applicant:

The Commissioner for Customs and Excise, Private Bag X47, Pretoria, 0001.

List 32/90 was published under General Notice 747 of 7 September 1990

(14 September 1990)

NOTICE 772 OF 1990**DEPARTMENT OF MANPOWER****LABOUR RELATIONS ACT, 1956
CANCELLATION OF REGISTRATION OF A TRADE UNION**

I, David William James, Industrial Registrar, hereby notify, in terms of section 14 (2) of the Labour Relations Act, 1956, that I have cancelled the registration of the Operative Bakers', Confectioners' and Conductors' Union, Port Elizabeth and Uitenhage, with effect from 6 September 1990.

D. W. JAMES,
Industrial Registrar
(14 September 1990)

NOTICE 773 OF 1990**DEPARTMENT OF MANPOWER****LABOUR RELATIONS ACT, 1956
APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION**

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the South African Railway and Harbours Workers' Union. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

KENNISGEWING 761 VAN 1990
DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSVERHOUDINGE, 1956
INTREKKING VAN REGISTRASIE VAN 'N VAK-
VERENIGING

Ek, David William James, Nywerheidsregistrator, maak hierby kragtens artikel 14 (1) van die Wet op Arbeidsverhoudinge, 1956, bekend dat aangesien ek rede het om te vermoed dat die Liquor and Catering Trades Employees' Union (Cape) nie as vakvereniging funksioneer nie, sy registrasie ingetrek sal word, tensy redes daarteen binne 'n tydperk van 30 dae vanaf die datum van publikasie van hierdie kennisgewing aangevoer word.

D. W. JAMES,
 Nywerheidsregistrator.
 (14 September 1990)

KENNISGEWING 762 VAN 1990
DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSVERHOUDINGE, 1956
INTREKKING VAN REGISTRASIE VAN 'N VAK-
VERENIGING

Ek, David William James, Nywerheidsregistrator, maak hierby kragtens artikel 14 (1) van die Wet op Arbeidsverhoudinge, 1956, bekend dat aangesien ek rede het om te vermoed dat die Hotel and Restaurant Workers' Union nie as vakvereniging funksioneer nie, sy registrasie ingetrek sal word, tensy redes daarteen binne 'n tydperk van 30 dae vanaf die datum van publikasie van hierdie kennisgewing aangevoer word.

D. W. JAMES,
 Nywerheidsregistrator.
 (14 September 1990)

KENNISGEWING 766 VAN 1990
ADMINISTRASIE: VOLKSRAAD
DEPARTEMENT VAN LANDBOU-
ONTWIKKELING

KENNISGEWING VAN VERGADERING VAN
SKULDEISERS KRAGTENS ARTIKEL 22 (1) VAN
DIE WET OP LANDBOUKREDIET, 1966

Hierby word 'n vergadering van ondergenoemde applikant en sy skuldeisers op die plek en datum hieronder genoem, belê, met die doel om skuldeisers in staat te stel om hul vorderings teen die applikant te bewys en 'n skikkingsvoorstel van die Landboukredietraad te oorweeg.

J. H. RADEMEYER,
 Direkteur Direkoraat Finansiële Bystand,
 Departement van Landbou-ontwikkeling

NOTICE 761 VAN 1990
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956
CANCELLATION OF REGISTRATION OF A
TRADE UNION

I, David William James, Industrial Registrar, hereby notify, in terms of section 14 (1) of the Labour Relations Act, 1956, that as I have reason to believe that the Liquor and Catering Trades Employees' Union (Cape) is not functioning as a trade union, its registration will be cancelled unless cause to the contrary is shown within a period of 30 days from the date of publication of this notice

D. W. JAMES,
 Industrial Registrar
 (14 September 1990)

NOTICE 762 OF 1990
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956
CANCELLATION OF REGISTRATION OF A
TRADE UNION

I, David William James, Industrial Registrar, hereby notify, in terms of section 14 (1) of the Labour Relations Act, 1956, that as I have reason to believe that the Hotel and Restaurant Workers' Union is not functioning as a trade union, its registration will be cancelled unless cause to the contrary is shown within a period of 30 days from the date of publication of this notice.

D. W. JAMES,
 Industrial Registrar
 (14 September 1990)

NOTICE 766 OF 1990
ADMINISTRATION: HOUSE OF ASSEMBLY
DEPARTMENT OF AGRICULTURAL
DEVELOPMENT

NOTICE OF MEETING OF CREDITORS IN
TERMS OF SECTION 22 (1) OF THE AGRICUL-
TURAL CREDIT ACT, 1966

A meeting of the undermentioned applicant and his creditors is hereby convened at the place and date mentioned hereunder for the purpose of enabling creditors to prove their claims against the applicant and of considering a proposal for a compromise by the Agricultural Credit Board.

J H RADEMEYER,
 Director, Directorate Financial Assistance,
 Department of Agricultural Development.

Aansoek van Application by	Plek van byeenkoms Place of meeting	Datum en tyd Date and time
Jan Adriaan Coetzee en/and Louis Hendrik Josephus Coetzee van die plaas/of the farm Greefflaagte, Posbus/P O Box 335, Lichtenburg, 2740	Kantoor van die Landdros/Magistrate's Office, Lichtenburg	22 Oktober/October 1990 om/at 09 00

(14 September 1990)

ARC US 14/7/70

140A

Cosatu, Fawu 'misinformed' about gill nets

By JOHN YELD
Environment Reporter

THE campaign by the Food and Allied Workers Union and the Congress of South African Trade Unions against Taiwanese gill netters is based partly on misinformation and ignorance, says Minister of Environment Affairs Mr Gert Kotzé.

In a statement yesterday, Mr Kotzé said he and his department had an "open door policy" and that Fawu and Cosatu were welcome to discuss the issue with them.

Mr Kotzé took exception to a media release by Fawu and Costu this week when they launched their campaign, which included a call to their members to refuse to handle fish caught with gill nets

"UNFOUNDED"

"(The statement) teemed with so many unfounded allegations and simply untrue statements that it is clear their information and insight leave much to be desired

"Their statement dwells on a wide range of topics, some of which have no simple answers, and it is clear to me that they are not fully informed"

Mr Kotzé said South Africa had introduced a ban on the use of gill nets ("Walls of Death") within its fishing zone

which stretches up to 360km from the coast

"Despite the impression the media release may have conveyed that the government and myself are slack towards the use of gill (drift) nets, quite the opposite is true.

"Together with a few other countries, South Africa is at the spearhead of an international attempt to stop this unacceptable and destructive fishing method," Mr Kotzé said

● Fawu has expressed scepticism at the Taiwanese government's offer to compensate frost-bitten South African sailors and wants to meet its representatives, Sapa reports.

PROTECTION

It also wants to meet South African officials to discuss legal protection for off-shore workers, the "crisis in the fishing industry" and "future Taiwanese investments", Fawu spokesman Mr Nosey Pieterse said yesterday.

Mr Tom Chou, Taiwan's consulate-general in Cape Town, announced on Wednesday his government would "remunerate" the families of South African sailors disabled by frost-bite. His government would also severely penalise any gill-netting trawlers which fished in other country's economic zones, he said.

Kotze knocks Cosatu briefing

CAT-7(173) 14/9/90
By DANIEL SIMON

COSATU and the Food and Allied Workers' Union (Fawu) have been criticised by Environment Affairs Minister Mr Gert Kotze for making "numerous" unfounded allegations and untrue statements over the "exploitation" of SA's marine resources by foreign fishing fleets.

Mr Kotze was referring to a press briefing called by Fawu and Cosatu on Tuesday, during which they outlined a strategy to protest against the over-exploitation of SA's marine reserves and

the abuse of SA seamen working on Taiwanese fishing trawlers

Mr Kotze said the Fawu and Cosatu statements dealt with a wide range of topics — some of which had no simple answers

"It is clear to me they are not fully informed on all the aspects of the Department of Environment Affairs and I follow an open-door policy and the Fawu and Cosatu are welcome to discuss matters of concern with us in detail"

He added that despite the impression that he and the SA government were perceived to be

"slack" over the use of gill nets, quite the opposite was the case

Dolphin Action and Protection Group secretary Mrs Nan Rice said that until Regulation 69 (1) (2) of the Sea Fisheries Act no 50, which permitted the use of gill nets was scrapped, nobody could take Mr Kotze's good intentions seriously

Meanwhile, Fawu has expressed scepticism over the Taiwanese government's offer to compensate frostbitten sailors and wants to meet local representatives of the country

Unionists arrested following dispute

THERE was drama this week on the premises of a Potchefstroom company when riot police bundled 95 workers into police vans.

The 95 workers – all members of the Metal Workers Union of South Africa (Mewusa) – later appeared before magistrate HE Schutte, on trespassing charges.

The court was packed to capacity by the accused, who were not asked to plead.

Mewusa lawyer Mark Mehl asked for the case to be postponed to November 1, saying that by then Mewusa and WG Engineering management, who were engaged in negotiations over a dispute, would have resolved their differences.

The accused were released on R100 bail each. A request by the prosecutor that they should be banned from entering the premises of WG Engineering was not granted by the magistrate.

funding priorities, he said

on them for skilled

Retrenchments 'inevitable'

B 12/90 17/9/90
THE National Union of Mineworkers (NUM) did not stand alone in its concern over retrenchments and the marginality of certain SA gold mines, Chamber of Mines president Clive Knobbs said at the weekend

Retrenchments were the unfortunate consequence of adverse economic circumstances, and while the industry had done all in its power to avert them, they were inevitable in the recessionary climate.

Earlier, about 4 000 miners marched to the chamber and Anglo American head offices to present a petition to mining industry representatives

Union spokesmen said the NUM document was an earnest call to stop retrenchments and create more jobs for workers. *(140A)*

The NUM, which organised the march, said that up to 8 000 people were being retrenched a month. Knobbs said the chamber believed the number was lower. NUM general secretary Cyril Ramaphosa headed the march. ANC information director Pallo Jordan and SACP general secretary Joe Slovo also addressed the crowd. — Sapa.

Big business role in Soweto

THEO RAWANA

BIG business is expected to converge on Soweto tomorrow to take part in a conference designed to expose SA's corporate world to planned developments and allay fears about investing in the township

The conference, with the theme Soweto — Untapped Source of Opportunities, will be held at the local Vista University (near Baragwanath Hospital), and will be hosted by the Soweto Builders' and Developers' Forum (SBDF) and the Soweto Friendship Month Steering Committee

Subjects to be discussed include.

- Soweto CBD as a development opportunity;
- The role of banks in the future development of Soweto, *B 12/90 17/9/90*
- Bridging finance and development;
- Development of entrepreneurial skills

Govt spending

Total overspending is expected to amount to about R1,2bn this year. The government has spent 40,5% of its total budget so far, slightly below the 40,8% target.

The high deficit came about because of sharply higher revenue, which was 15% above last year's R26,23bn. The revised budgeted

Deployment

was the first time on Friday, and Soweto police had confiscated an AK-47 rifle from a roadblock near Jabulani, Soweto, on Friday night

An ANC spokesman agreed that a "standoff" had been reached, but said further developments were expected until after tomorrow's emergency meeting of the organisation's National Executive Committee (NEC)

The ANC is expected to form an official response to the government's measures at the NEC meeting, called to end the violence.

LRA deal

B 12/90 17/9/90
This would mean that — changes to the legal rights of domestic farm workers are processed through the National Mediation Commission (NMC), as is normally the case with labour law — the unions, as NMC members, would be directly involved

Unions set to cancel national stayaway

By Brendan Templeton

The nationwide stayaway originally planned for next month is likely to be called off following an agreement over amendments to the Labour Relations Act (LRA)

Representatives of unions and employers ironed out an agreement with Minister of Manpower Eli Louw at a 12-hour meeting on Friday

The accord was expected to be accepted by the Cabinet tomorrow, a Government source said yesterday

Two years of bitter strikes, demonstrations and stayaways preceded the agreement, which looks likely to be introduced in Parliament next year

Following the union-

employers accord earlier this year, the Government said these could not be implemented immediately because comment needed to be obtained from other businessmen and parties involved

If Friday's agreement is approved, Cosatu and the National Council of Trade Unions agreed to recommend to affiliates to cancel the proposed protest action and to join a restructured National Manpower Commission — something they have refused to do for years

Although neither side was willing to give exact details until the amendments had been approved by the Cabinet, public sector and farmworkers received certain "organisational rights", Cosatu said

Nationwide minimum pay the goal

Unions launch wage campaign for workers

Sowetan
19/9/90
140A

THE coming trade union campaign for a minimum wage should be designed to suit the needs of different industrial sectors.

This is the opinion of the South African Clothing and Textile Workers Union (Sactwu) collective bargaining and research centre, which believes a blanket approach to establish a single nationwide minimum wage would harm the economy and workers' interests.

The Congress of South African Trade Unions is planning a nationwide campaign to establish a minimum wage and is due to hold a conference later this month to discuss ways of implementing a minimum wage.

Viewpoints which have emerged so far can be divided into two main camps - those calling for a single national minimum wage (NMW) and those who believe it should be established according to the economic circumstances of different industrial sectors.

Approach

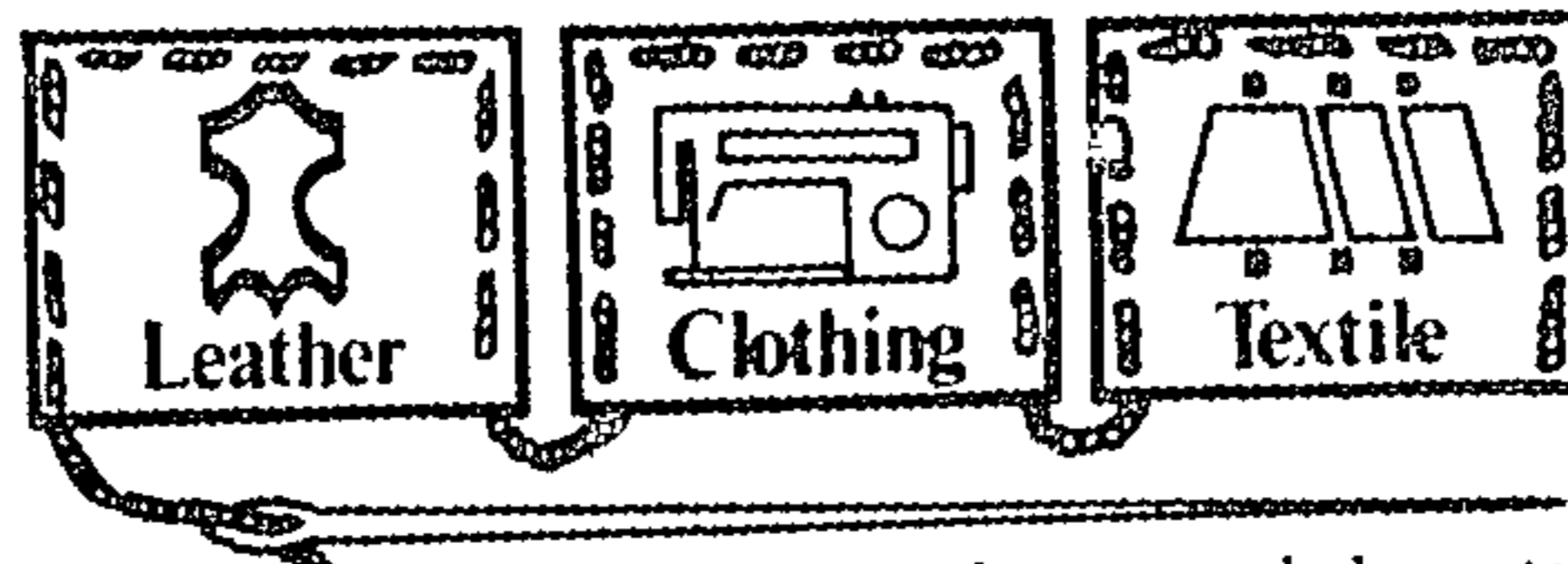
Sactwu favours the latter and has outlined its reasons in an article for discussion at the coming conference.

It believes such an approach will accommodate the needs of workers and ensure a healthy economy in a post-apartheid South Africa.

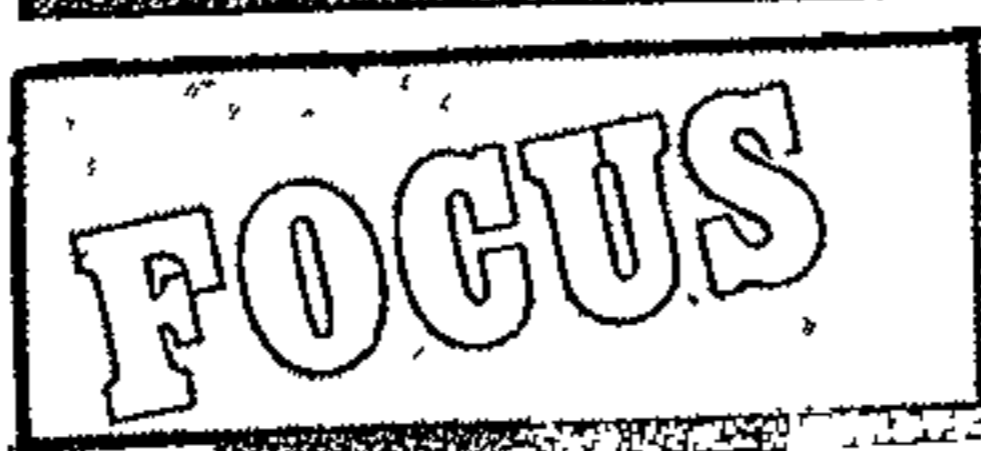
A sectoral minimum wage (SMW) can also act as a stepping stone to the eventual establishment of a NMW and, eventually, a living wage when economic conditions allow, it says.

"We must develop a minimum wage policy that is effective, that is capable of being

SACTWU



A nationwide minimum wage campaign is being organised by the Congress of South African Trade Unions, which is due to hold a conference later this month to discuss how the minimum wage should be structured. Labour reporter BRENDAN TEMPLETON looks at the viewpoint of the South African Clothing and Textile Workers Union.



SOWETAN REPORTER

implemented, that is appropriate to help uplift our apartheid ravaged economy and that can be effectively monitored and directly administered by the working class and their organisations," the trade unions.

Sactwu lists five reasons why a SMW is more practical

* Industry economics differ from sector to sector and some are able to pay a higher wage than others. Without taking into account the unique cost structures and other features of a particular industry, its short,

medium, and long-term wellbeing could be jeopardised if it is unable to meet the national minimum wage

* Employment and unemployment is one of the main crises facing South Africa and a NMW may lead to greater mechanisation by businessmen who cannot afford the higher wage. This happened in Zimbabwe when NMW legislation was passed and thousands lost their jobs between 1982 and 1984, despite a law forbidding retrenchments "without sound financial justification".

Workers would be protected best if the policy addresses itself to the low wage industries separate from the relatively higher paid industries. Other businessmen could also move to neighbouring countries in an attempt to find cheaper labour.

* Collective bargaining would be undermined for workers in sectors which could afford to pay higher wages than the legislated NMW.

Experience

Employers would say there was no need for them to pay higher wages as they are already paying above the Government's legislated minimum

Again, this was the experi-

ence in Zimbabwe where unionists found fixed wages effectively undercut their ability to bargain for higher wages for their members

* Regional disparities also have to be taken into account. Rural employers pay lower wages and ignoring this may have the effect of wiping out all industries within those areas

The over-concentration of the industries in the four major urban areas - Cape Peninsula, Port Elizabeth/Uitenhage, Durban/Pinetown and the PWV area - will not disappear overnight. The removal of subsidies or the industrial decentralisation package as a whole would lead to more unemployment in rural areas

* A post-apartheid economy would have to adopt policies to eradicate poverty and to stimulate growth. A NMW would force some industries to raise the price of their goods, making them less competitive in export markets. Without exports it would be difficult for the economy to develop

The manufacturing sector would have to develop the internal market by producing goods which people need, such as cheap and good quality clothing and cheap processed food

Sactwu believes employers should be forced to come together and negotiate the SMW with unions - otherwise the unions would just go ahead and set it without them.

SMW legislation would oblige employers to disclose their financial positions and they would have to meet respective unions at least once every year to determine their minimum sectoral wage

Mine union in dispute threat

By Shareen Singh ~~Star 14/9/90~~

The National Union of Mine-workers will declare a dispute with the Chamber of Mines if its draft proposal on retrenchments is not accepted by October 15, the union said yesterday

About 4 000 miners headed by the NUM leadership and SACP and ANC leaders Joe Slovo and Pallo Jordan marched to the Chamber of Mines and Anglo-American offices last Saturday to hand over the proposal

The union plans to get a uniform

retrenchment policy applicable to all affiliates and members of the Chamber of Mines

Among the wide range of demands forwarded are that

- A retrenchment fund be set up with contributions by mining houses, in respect of each worker, to be administered jointly by the company and the union, and payable to retrenched workers
- The last-in-first-out principle be used when retrenching workers
- At least four months' prior notice be given on retrenchments

6 Nov 19/9/90


BRIEFS (40A)

Mercedes talks go on

EAST LONDON — Talks are continuing in East London between the management of Mercedes Benz SA and the National Union of Metalworkers of SA, a month after a small group of rebel Numsa members caused a factory shutdown. At issue are the procedure for workers wanting to take industrial action and the position of Numsa regarding the National Bargaining Forum.

19/9/90 (1408) (1408) (1408)

Fresh bid to resolve boycott

By Melody McDougall,
Vereeniging Bureau

Vanderbijlpark Town Council's management committee and a Cosatu delegation are to meet tomorrow for talks in yet another attempt to resolve the ongoing consumer boycott issue in the town.

Discussions between the parties were earlier called off after a disagreement about certain conditions laid down for the meeting.

The consumer boycott, which began in July, was lifted several weeks ago in Vereeniging, Meyerton and Sasolburg but is still continuing in Vanderbijlpark.

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of Benz workers still issue for talks

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Own Correspondent

EAST LONDON — The dismissal of 200 Mercedes-Benz South Africa (MBSA) workers who occupied the company's plant here last month remains one of three unresolved issues in talks between MBSA and the National Union of Metalworkers (Numsa)

The company said it had submitted a draft agreement to Numsa on the three outstanding issues which were

- That MBSA and Numsa agree on a process to determine the fairness of the dismissal of the 200 workers

- That Numsa satisfies management that all its hourly-paid members at the plant — excluding those who had been dismissed — were prepared to resume work.

- That MBSA and Numsa agree on an acceptable and understood "practical process to remove the problems impacting on the growth and viability of the company"

Other questions which had been resolved included Numsa's confirmation of its acceptance of centralised wage negotiation through the National Bargaining Forum

MBSA said the company had informed Numsa that damage caused by the occupation of the plant had been assessed and that, from a technical point of view, production could be resumed

Unions pricing employers out of world markets

By Des Parker
DURBAN — Former Toyota Marketing managing director Colin Adcock says trade unions are pricing their employers out of world markets with their demands for minimum wages divorced from productivity gains

They are reducing South Africa's international competitiveness and making the country increasingly impoverished

Mr Adcock, who helped transform Toyota from the country's smallest vehicle manufacturer into its largest within 10 years of joining the firm in 1972, said at KwaZulu Training Trust's 1990 business forum in Durban that minimum wage bargaining was "akin to painting yourself into a corner"

"Manufacturing in this country is becoming increasingly inefficient, and the products more and more expensive in large part because of the demands by labour for ever-higher wages unlinked to improved productivity."

The lowest-paid worker at Toyota — who was required to have no formal qualifications — earned

R1 130 a month, while the starting salary in a bank for a matriculant was closer to R900 a month

He challenged his audience to keep a tally of what they did during their working day

"See how much time you spend walking to do the job, how much time you spend waiting for somebody to do something so that you can do your job. Add these together and see how much time is left over"

"The left-over portion is the time you spent actually working, and in South Africa, it works out to less than 50 percent of the working day"

If the "working portion" could be raised to 60 percent, the effect on efficiency — and in turn on production-costs and prices — would be amazing

Delegates heard that South African business had been saddled for years with the British and French style of "top-down" management in which management set policy and gave orders and workers followed them

Mr Adcock advocated the Japanese approach to worker-involvement.

Major players welcome LRA breakthrough

ALAN FINE

140A

UNION federations Cosatu and Nactu and employer federation Saccola yesterday welcomed as a major breakthrough the Cabinet decision to endorse the tripartite agreement on labour legislation.

The Cabinet decision to approve the deal reached on September 14 was announced at a media briefing yesterday by Manpower Minister Eli Louw. He said it was "a milestone on the road to achieving internationally acceptable labour legislation".

The 18-point agreement framed as a "minute" includes an undertaking by government to submit to Parliament this month for consideration by the joint committee on manpower a draft amendment Bill to the Labour Relations Act Bill.

It also contains an in-principle commitment to bargaining rights for all workers and sets out processes to be followed in implementing this principle regarding public sector, farm and domestic workers

In terms of the agreement the unions are to call off the work stayaway planned for next month and will join a restructured National Manpower Commission (NMC) which will be a central part of these processes, and is still investigating a revamping of the entire Act. They and Saccola will consult the SA Agricultural Union on bargaining rights for farm workers (151)

Cosatu said a formal decision on the agreement would be taken on October 4 at a special executive committee meeting.

A Cosatu spokesman warned that the Minister's announcement should be tempered with some caution in that, should the joint committee tamper with the proposed legislative changes, the whole process could "revert back to square one". The minute constituted "only a beginning to a set of processes. The acid-test lies in what emerges from these processes".

Nactu acting general secretary Cunningham Ngcukana said his organisation considered itself bound by the minute's terms (151) 21/9/90

Saccola chairman Anton Roodt described the development as "an historic breakthrough, clearly demonstrating that consensus on critical issues of national

LRA (151) 21/9/90

import is possible where the leadership and will exist"

The agreement, he said, "provides a substantive and encouraging base for continued interaction between government, employers and organised labour in seeking common ground to best serve the economic well-being of the country". He said Saccola appreciated the "constructive role in reaching consensus during the final round of negotiations" played by Louw, director-general Joel Fourie and NMC acting chairman Frans Barker

From Page 1
The immediate amendments to the Act would stop interdicts against lawful strikes and lockouts, restore to normal the onus of proof question where unions are sued for losses incurred by employers in unlawful strikes, and delete the codification section of the unfair labour practice definition. This would give greater discretion to the Industrial Court. But Louw, however, disclosed that the NMC is, through employer/union consensus, going to develop a new "code of conduct" between the parties which could serve a similar purpose

SAP 22/9/99
14019

Video on changes for postal staff

A VIDEO recording in which the Postmaster General, Mr Johan de Villiers, informs his 95 000-strong countrywide staff about the controversial restructuring of South African Posts and Telecommunications (SAPT) into two State-owned companies, will be broadcast on TV1 at 11 30 am tomorrow, the SAPT announced yesterday

The restructuring plans — for which draft legislation is expected to be debated at the next Parliamentary session — has provoked negative reactions, especially from the Posts and Telecommunications Workers' Association (Potwa) and others who say the move will lead to privatisation,

which they oppose

Potwa workers recently held countrywide protests and handed a petition to the Minister responsible for posts and telecommunications, Dr Dawie de Villiers

In reaction to their employees' concerns, SAPT has also launched a information campaign in the form of a booklet and a toll-free telephone number — which, according to a spokesman on Friday, has been flooded with employee inquiries

In tomorrow's video, Mr Johan de Villiers will explain the reasons for the division of SAPT into two separate undertakings, telecommunications (Telkom SA) and the

postal side (SAPOS)

According to a statement from the SAPT yesterday, the restructuring would not be "a process of privatisation, since the State cannot sell off shares"

Another advantage resulting from the move would be that the companies and their budgets would be ruled by a board instead of by Parliament

All staff benefits will be protected in the draft legislation and service conditions will not be less favourable than at present

The SAPT said staff had been assured that no one would be retrenched as a direct result of the restructuring — Sapa

Mercedes workers told to claim their back pay

21 Nov 23/9/90

MERCEDES-BENZ South Africa has asked the 538 employees dismissed last month for illegally occupying the company's plant in East London, to collect their personal belongings and claim back-pay due to them.

The company has also indicated it is to re-open soon, but no date has been given.

The dismissed workers were told to report to the personnel section to receive back-pay "in respect of wages payable prior to the industrial dispute at the plant and as per the wage agreement reached at the National Bargaining Forum (NBF)".

Talks continued this week between Mercedes and the National Union of Metalworkers (Numsa) in an attempt to resolve the outstanding issues preventing the re-opening of the plant.

A major issue is the future of the dismissed workers. Mercedes wants Numsa to agree on a process to determine the fairness of the dismissals.

According to an earlier statement from Numsa general secretary Moses Mayekiso, the company's refusal to reinstate the workers had resulted in an impasse in the talks.

Numsa was prepared to go to arbitration to resolve the dispute, he added.

Mercedes also asked employees not in possession of valid company identity cards to apply for them, as access to the plant would otherwise not be allowed "on the day that the plant re-opens".

The request is the clearest indication yet that Mercedes will not shut permanently Mercedes has also asked

employees not dismissed to report this weekend to receive their back-pay.

The East London plant has been closed since August 16, when several hundred Numsa members occupied the premises in an attempt to pressure the company to withdraw from the NBF.

Police later evicted the workers at the company's request.

According to management at Mercedes, the assembly plant would remain closed until

■ The dismissal issue was finalised;
■ Numsa had satisfied management that all its hourly-paid members at the plant - excluding those who had been dismissed - were prepared to resume work in accordance with agreements, and

□ The company and Numsa had agreed upon an acceptable, and understood, "practical process to remove the problems impacting on the growth and viability of the company".

Meanwhile, Mercedes employees who have not been paid for the past 43 days, are becoming desperate for a resolution to the dispute because of their increasingly critical financial positions.

One woman, whose husband has worked for Mercedes for the past 20 years, said the family's situation was becoming frightening. No money had come in for over a month, and "we can't take handouts forever".

Company spokesman Wendy Hoffman said Mercedes was aware of the hardships being suffered, and had tried at all times to resolve the matter as soon as possible - Sapa

Numsa's Moses Mayekiso... 'refusal to reinstate caused impasse'.

C/Press 23/9/90

Cosatu happy with govt decision on LRA

COSATU has welcomed the Cabinet decision to endorse the Labour Relations Act Working Party Minute.

A statement released in Johannesburg this week said the decision was a victory for workers

"The way has now been cleared for the most objectionable of the September 1988 amendments to be removed from the statute book," said the statement.

"It must be strongly emphasised however that the Minute only becomes an agreement once all parties have had an opportunity to consult their constituencies"

Cosatu said Manpower Minister Eli Louw's announcement should be tempered with caution in that:

- Should the Parliamentary Standing Committees tamper with the proposed legislative changes in any way, then the whole process may revert back to square one,

- The Minute constitutes only the beginning of a set of processes, and the acid test lay in what consent emerged from these processes, and

- The Minister's Press statement on Thursday was "unfortunately highly selective and inaccurate in part". - Sapa

CM-TRANS 24/9/90 (140A)

Benz 'missed targets for years'

Own Correspondent

JOHANNESBURG — Mercedes-Benz SA's East London plant had not met its weekly production targets once in the past five years because of industrial relations problems, Mercedes-Benz spokesman Ms Wendy Hoffman said at the weekend

Ms Hoffman said go-slows and absenteeism at the East London plant were responsible for the shortfalls in production. She said chairman Mr Chris Kopke had expressed concern that labour problems were the single greatest threat to the firm's viability.

But the firm was confident the National Union of Metalworkers (Numsa) would agree to procedures under discussion, which would provide a stable future for all plant employees.

Production has been at a standstill since mid-August, when Numsa members staged a sit-in to demand the company withdraw from the industry's national collective bargaining forum.

Our East London correspondent reports that companies an-

cillary to the Mercedes-Benz plant are bracing themselves for the possibility that production at the factory will not be resumed this year.

Two weeks ago these companies, which supply components to Mercedes-Benz, began laying off workers as no end to negotiations between management and Numsa was in sight. It was feared that if Mercedes-Benz was not back on stream by the end of the month, it might not open until next year as it would have to close for the Christmas industrial holiday during December.

Turin, which supplies engine blocks to Mercedes-Benz, has laid off 155 of its 250 workers. The Wilsonia factory's financial manager, Mr Jan Mans, said last week that his company was preparing for "the worst scenario".

Mr Mike Crosby, financial director of National Converter Industries (NCI), which makes Mercedes-Benz interior fittings, said his people were working two days a week until there was "something definite to go on".

If production was suspended until the end of the year NCI

would probably retrench staff.

The department manufacturing wire-harnesses for Mercedes-Benz at Kromberg and Schubert had been closed.

And Mr Roger Wass, general manager of Feltex, which manufactures seating foam rubber, said he was aware of the talk about no production until next year, but did not believe it.

If it did happen Feltex would have to retrench 40% to 50% of its workforce. However, it was managing to keep people employed by finding alternative work.

None of the companies would disclose losses suffered since several hundred Mercedes-Benz workers went on strike on August 16.

Kromberg and Schubert, Turin and Feltex said they would consider releasing the figures soon.

Mercedes-Benz had said its plant was losing R13,5m a day since the strike began.

East London Chamber of Commerce director Mr David Groom said the region could lose up to R700m a year and up to 10 000 jobs if Mercedes-Benz closed down its plant.

Strikes at 19 Nampak factories

By Brendan Templeton
and Shareen Singh

An illegal strike by Nampak workers which started last Wednesday has spread to 19 Transvaal and Eastern Cape factories, involving 3 000 workers, a union spokesman said.

At issue is the union's demand for centralised bargaining, but workers have combined other demands, including the reinstatement of dismissed workers and a probe into "bugging" at Nampak plants.

Nampak confirmed the strike but described the union's striker figure as exaggerated.

Rob Rees, a spokesman for the Paper, Printing, Wood and Allied Workers Union, (PPWAWU), said the union was forced to bargain separately at the company's 40 plants.

Legal dispute

Workers downed tools after the company suspended negotiations on central bargaining, he said.

But management claimed talks were suspended because PPWAWU made a "premature" decision to declare a legal dispute — "which, in itself, is totally at odds with the illegal industrial action which has been embarked on," he said.

Nampak management has denied PPWAWU's claims

Last week, two plants, Transvaal Box and Eastleigh Recycling, dismissed about 350 striking workers and management at Memix, a factory in Chamdor, evicted workers from company premises.

Nampak defended its actions, saying PPWAWU had ignored recognition agreements and individual plant managements had to take action

● A strike by workers at Nampak's Rosslyn plant is in its fifth week. Workers downed tools after a battle over the loss of the 1989 annual bonuses

A powerful weapon of struggle

140A
South
27/9 - 3/10/90

By MARTIN NICOL

THE article published in SOUTH (Sept 13 to 19) on the national minimum wage debate in Cosatu is not far to the Living Wage Committee or to the service groups whose advice we use.

The anonymous author says it is "reformist" to demand a national minimum wage. In fact, it would be a powerful weapon of struggle.

The debate on the national minimum wage is part of an effort to transform

the ideas contained in the Freedom Charter into concrete policies for which we can fight.

The demand for a national minimum wage is one of the key demands of the charter — but it only makes sense to call for it if the amount is stipulated in rands.

The Living Wage Committee is open to all Cosatu affiliates. It meets every two weeks. The committee was asked by a Cosatu conference to do research into the minimum wage issue and we asked several service organisations to

respond to certain questions we formulated.

We found that 74 percent of black households earn less than R700 a month. We found that the wage gaps between black workers are growing at an alarming rate.

The working class is being divided by economic forces so that workers who do the same kind of jobs earn different pay. A cleaner in the chemical industry can earn R1 200 a month. In some municipalities, cleaners get only R108 a month.

The idea of a national minimum wage is to set a lower limit to wages. This reduces wage gaps by raising low wages — not by reducing high wages. And it can build solidarity between high- and low-paid sectors.

The national minimum wage can be used to set a floor to wages in the economy. In some sectors (like mining and the public sector) it will be a goal. In other sectors it will be a safety net to stop employers exploiting more vulnerable workers.

The debate in Cosatu is partly about the level we should set for a national minimum wage and partly about whether it should be set on a sectoral basis.

The demand for a national minimum wage is already supported by demands for better UIF benefits, welfare payments, shorter hours and centralised collective bargaining on wages.

It has never been seen as the basis for an independent campaign. In fact, it is seen as one of the legs of the campaign for a living wage.

You can't end poverty if you don't end low pay. That is the main message in the demand for a national minimum wage.

Stepping stone

No worker should get paid less than the National Minimum Wage. As long as capitalism rules, minimum wage legislation is the only way to root out super-exploitation. Unions can build on the base it provides.

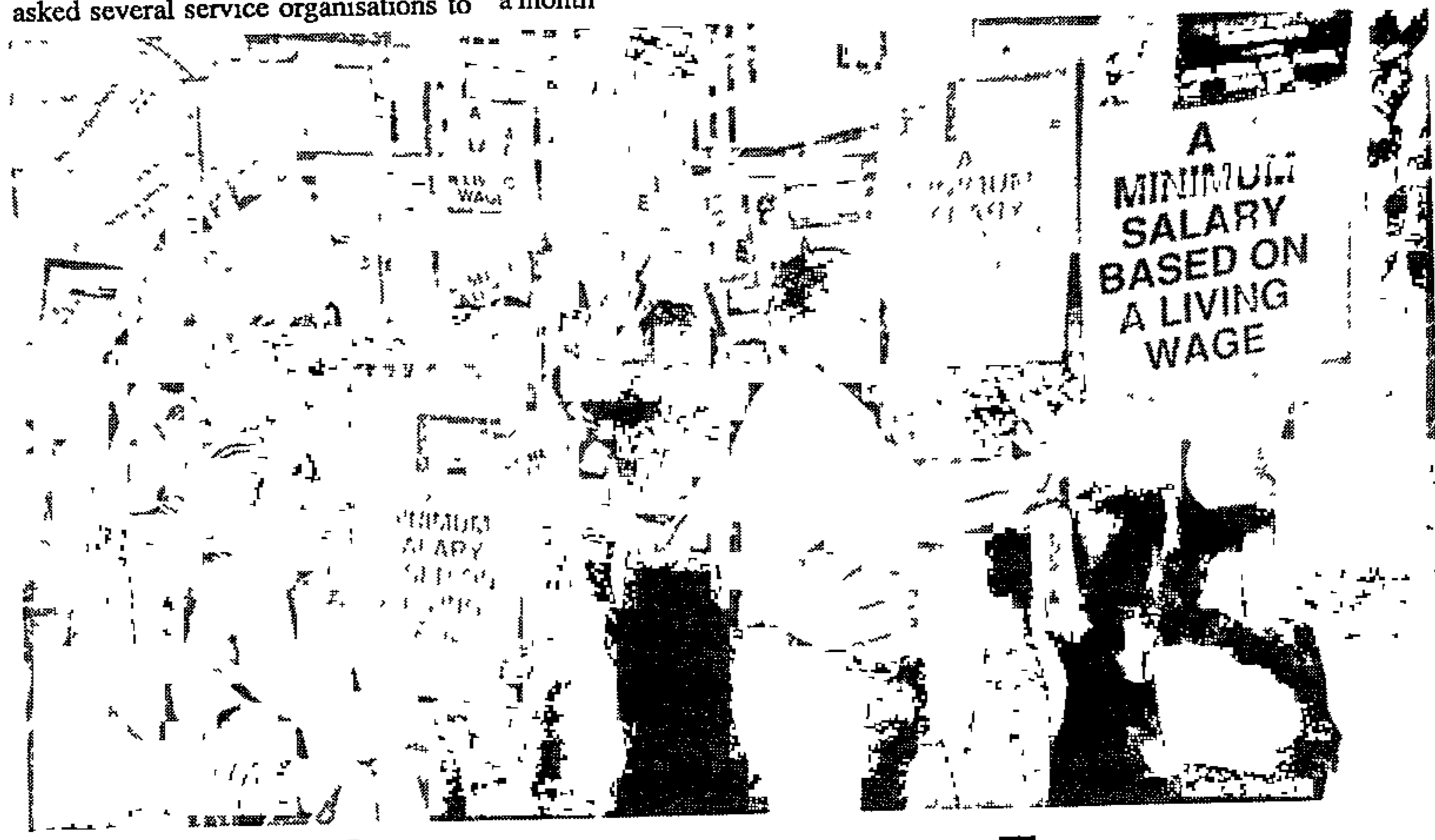
The national minimum wage is a firm stepping stone towards a living wage.

(Martin Nicol is a National Union of Mineworkers representative on the Cosatu Living Wage Committee. He writes in his personal capacity.)

● The article referred to above was an edited version of a discussion paper which, although anonymous, was widely circulated in labour circles.

A previous article in SOUTH presented the case for a national minimum wage, and earlier this month SOUTH published an article which argued that a national minimum wage is a "reformist" concept.

In two additional contributions to the debate, the South African Clothing and Textile Workers' Union (Sactwu) presents the case for a sectorally-based minimum wage and a member of Cosatu's Living Wage Committee responds to the "reformist" critique.



Society at large must gain from living wage

South 27/9 - 3/10/90

MINIMUM wage resolutions should be implemented in such a way that they will benefit all workers and society at large.

The best way to implement the policy is not by forcing employers of every industry to implement the same minimum wage.

Instead, legislation should be introduced to compel all employers within a particular industrial sector to set a floor on wages for all workers who work within the sector — a national minimum determined sectorally.

A government-backed national minimum wage — a wage which will cover all workers, irrespective of the sector they work in — could have dramatic effects on the viability of every industrial sector.

If we set an across-the-board minimum wage without considering several unique factors which have an impact on every industry, we may adversely affect the future of many of these industries.

We may completely wipe out some industries which will be vital for the social and economic reconstruction of a post-apartheid society.

Some sectors of our economy can pay better wages than others because different factors affect industrial sectors differently.

That some industries retrench when others are employing new workers shows clearly that there are differences between industries.

A minimum wage determined according to the cost structures of each industry would be better able to look after the interest of that sector and the interests of the workers employed there.

A key objective of wage fixing is to protect vulnerable groups of workers who are in a weak position in the labour market.

The sectorally-based minimum wage approach

argues that these workers could best be protected if the policy addresses itself to the low-wage industries separate from the relatively higher-paid industries.

If the introduction of a minimum wage does not take the cost structure of each industry into account, the result will be disastrous. Employers may be forced out of business if we demand that the government introduces a minimum wage of R700.

Profits in the clothing industry are not as high as in the chemical industry. The cost structures of the agricultural and domestic sectors would mean that hundreds of thousands of workers would lose their jobs.

Farmers would buy more tractors, white madams would buy dishwashers.

Sectors in which the objective is efficiency, not profit — like the municipal, post and telecommunications and other state sectors — may be seriously affected.

One of the main crises facing South Africa today is the high rate of unemployment. A nationally effective minimum wage might discourage entrepreneurs from establishing new businesses, while others will use more machinery or move their businesses to neighbouring states.

There is no indication that a future government will have the financial resources to create jobs which will pay the minimum wage.

Thus legislation designed to help the majority of the population could have the inverse effect.

After the liberation war in Zimbabwe, the gov-

ernment introduced minimum wage legislation. The effect was a massive rise in the number of unemployed as thousands of workers were retrenched between 1982 and 1984.

Only legislation that allows each sector to set its own minimum wage will be able to address these problems. The people most familiar with the cost structure and other characteristics of the industry could set an appropriate wage, looking to the short, medium- and long-term viability of the industry.

While most sectors fall below the R700 minimum, there are some industrial sectors in which workers are earning a higher wage than the proposed minimum.

A generalised national minimum wage could undermine the campaign for a living wage in these industries.

In Zimbabwe, unionists found that the government's intervention to fix wages undercut their ability to bargain for higher wages for their members.

A minimum wage should also take regional disparities into account.

A policy which does not take into account the fact that rural area employers pay lower wages may have the effect of wiping out all industries in the rural areas.

The sectorally-determined wages could have built into them a commitment to closing the gap between rural and urban areas.

Central to the minimum wage debate are debates concerning the South African economy.

We are inheriting a troubled economy which has seen decades of apartheid maladministration, an economy characterised by low wages, high unem-

ployment and high inflation, leading to poverty.

We will have to adopt policies to ensure poverty goes and the economy grows.

Economists suggest that part of the answer is for South Africa's industry and commerce to become more competitive in the export market.

An across-the-board minimum wage will mean that some industries might have to raise the price of the goods produced to stay in business.

This will make South African goods more expensive than those of other countries. It is difficult to see how our society can develop without exports.

A sectorally-based minimum wage will have a much better chance of ensuring our goods compete effectively on the world market and provide much-needed foreign currency.

We need not only a sound mining sector, a healthy agricultural sector, an efficient services sector, an industrious construction sector but a vibrant manufacturing sector.

This sector must provide goods people need.

We envisage that the government should legislate that each of the 13 broad industrial sectors identified by Cosatu should have its own minimum wage.

The government should compel employers and trade unions in each sector to determine the wage.

A system of centralised bargaining — a goal of all Cosatu affiliates — would emerge quickly in this process.

The government would have to pass legislation for employers to disclose their financial position.

Once a floor has been set in each industry, the federation's affiliates could attempt to create a single national minimum wage. In this sense the sectorally-determined minimum wage can be viewed as an interim step towards a single national minimum wage.

(This is an edited version of a paper submitted to Cosatu's Living Wage Working Group by Sactwu's Collective Bargaining and Research Unit.)

'A key objective of wage fixing is to protect vulnerable groups of workers who are in a weak position in the labour market..'

KENNISGEWING 808 VAN 1990**DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSVERHOUDINGE, 1956
INTREKKING VAN REGISTRASIE VAN 'N
WERKGEWERSORGANISASIE**

Ek, David William James, Nywerheidsregistrator, maak hierby kragtens artikel 14 (1) van die Wet op Arbeidsverhoudinge, 1956, bekend dat aangesien ek rede het om te vermoed dat die S.A. Glue and Gelatine Manufacturers' Association nie as werkgewersorganisasie funksioneer nie, sy registrasie ingetrek sal word, tensy redes daarteen binne 'n tydperk van 30 dae vanaf die datum van publikasie van hierdie kennisgewing aangevoer word.

D. W. JAMES,
Nywerheidsregistrator.
(28 September 1990)

KENNISGEWING 809 VAN 1990**DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSVERHOUDINGE, 1956
AANSOEK OM VERANDERING VAN DIE RE-
GISTRASIEBESTEK VAN 'N VAKVERENIGING**

Ek, David William James, Nywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Transport and General Workers' Union. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging. Transport and General Workers' Union.

Datum waarop aansoek ingedien is: 21 Augustus 1990

Belange en gebied ten opsigte waarvan aansoek gedoen word: Alle persone in diens in die Lugvaartbedryf in die landdrostdistrik Kempton Park.

Vir die doeleindes hiervan word bogemelde bedryf soos volg omskryf:

"Lugvaartbedryf" beteken die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om aktiwiteite uit te voer wat verband hou met die aankoms en/of vertrek van vliegtuie wat passasiers en/of lugvrag, teen vergoeding vervoer.

Posadres van applikant: Posbus 9451, Johannesburg, 2000.

Kantooradres van applikant: Sewende Verdieping, Pasteur Chambers, Jeppestraat 191, Johannesburg

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die

NOTICE 808 OF 1990**DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956****CANCELLATION OF REGISTRATION OF AN
EMPLOYERS' ORGANISATION**

I, David William James, Industrial Registrar, hereby notify, in terms of section 14 (1) of the Labour Relations Act, 1956, that as I have reason to believe that the S A Glue and Gelatine Manufacturers' Association is not functioning as an employers' organisation, its registration will be cancelled unless cause to the contrary is shown within a period of 30 days from the date of publication of this notice.

D. W. JAMES,
Industrial Registrar.
(28 September 1990)

NOTICE 809 OF 1990**DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956****APPLICATION FOR VARIATION OF SCOPE OF
REGISTRATION OF A TRADE UNION**

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the Transport and General Workers' Union. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABEL

Name of trade union: Transport and General Workers' Union

Date on which application was lodged: 21 August 1990.

Interests and area in respect of which application is made: All persons employed in the Aviation Industry in the Magisterial District of Kempton Park.

For the purposes hereof the above-mentioned industry is defined as follows:

"Aviation Industry" means the industry in which employers and their employees are associated for the purpose of conducting activities relating to the arrival and/or departure of aircraft conveying passengers and/or freight for reward.

Postal address of applicant: P O. Box 9451, Johannesburg, 2000.

Office address of applicant: Seventh Floor, Pasteur Chambers, 191 Jeppe Street, Johannesburg.

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

(a) The representativeness of any trade union which object to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on

lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem

(b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

D. W. JAMES,
Nywerheidsregistrator.
(28 September 1990)

1408
which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

D. W. JAMES,
Industrial Registrar.
(28 September 1990)

KENNISGEWING 810 VAN 1990
ADMINISTRASIE: VOLKSRAAD
DEPARTEMENT VAN PLAASLIKE BESTUUR,
BEHUISING EN WERKE

Ooreenkomstig die voorskrifte van die Staatspresident soos vervat in Goewermentskennisgewing No. R 989 van 30 April 1987, word hierby bekendgemaak dat die Minister van Begroting en Plaaslike Bestuur, Volksraad kragtens artikel 28 (2) van die Grondwet van die Republiek van Suid-Afrika, 1983 (Wet No 110 van 1983), Kennisgewing 1471 van 8 Desember 1989 soos gewysig deur Kennisgewing 218 van 9 Februarie 1990 gewysig het deur Bylae 1 met ingang van 1 Oktober 1990 deur die volgende Bylae te vervang

NOTICE 810 OF 1990

ADMINISTRATION: HOUSE OF ASSEMBLY
DEPARTMENT OF LOCAL GOVERNMENT,
HOUSING AND WORKS

In accordance with the directions of the State President as contained in Government Notice No R 989 of 30 April 1987, it is hereby notified that the Minister of the Budget and Works House of Assembly has under section 28 (2) of the Republic of South Africa Constitution Act, 1983 (Act No 110 of 1983), with effect from 1 October 1990 amended Notice 1471 of 8 December 1989 as amended by Notice 218 of 9 February 1990 by the substitution for Schedule 1 of the following Schedule

BYLAE

Ministeriele Verteenwoordiger	Gebied
Louis van der Watt	Die provinsie die Oranje-Vrystaat
Michael Hendrik Veldman	Noord- en Wes-Transvaal wat die volgende landdrostdistrikte insluit Thabazimbi, Ellisras, Warmbad, Brits, Wonderboom, Pretoria, Bronkhorstspruit, Cullinan, Waterberg, Potgietersrus, Pietersburg, Soutpansberg, Messina, Letaba, Soshanguve, Marico, Lichtenberg, Delareyville, Schweizer-Reneke, Bloemhof, Christiana, Wolmaransstad, Klerksdorp, Potchefstroom; Coligny, Ventersdorp, Koster, Rustenburg, Swartruggens en Phalaborwa
Lucas Johannes Nel	Suid- en Oos-Transvaal wat die volgende landdrostdistrikte insluit: Alberton, Benoni, Boksburg, Brakpan, Delmas, Germiston, Heidelberg, Johannesburg, Krugersdorp, Kempton Park, Nigel, Oberholzer, Randburg; Randfontein, Roodepoort; Springs, Vanderbijlpark, Vereeniging, Westonaria, Balfour, Standerton, Volksrust, Wakkerstroom, Piet Retief, Amersfoort, Ermelo, Bethal, Hoevedrif, Witbank, Middelburg, Groblersdal, Belfast, Lydenburg, Pilgrim's Rest, Witrivier, Barberton, Nelspruit, Waterval Boven en Carolina
Rufus Dercksen	Oos- en Noord-Kaapland wat die volgende landdrostdistrikte insluit Humansdorp, Joubertina, Willowmore, Aberdeen, Steytlerville, Hankey, Uitenhage, Port Elizabeth, Kirkwood, Jansenville, Graaf-Reinet, Middelburg, Cradock, Pearston, Somerset-Oos, Alexandria, Bathurst, Albanie, Bedford, Adelaide, Fort Beaufort, Victoria-Oos, Stockenstrom, Tarkastad, Queenstown, Cathcart, Stutterheim, King William's Town, Komga, Oos-Londen, Hofmeyr, Steynsburg, Venterstad, Albert, Molteno, Sterkstroom, Aliwal-Noord, Wodehouse, Indwe, Elliot, Maclear, Barkly-Oos, Lady Grey, Gordonia, Kenhardt, Carnarvon, Prieska, Britstown, Richmond, Hanover, Noupoort, Colesberg, De Aar, Philipstown, Hopetown, Hay, Herbert, Kimberley, Postmasburg, Barkly-Wes, Warrenton, Hartswater, Vryburg en Kuruman
Jacobus Theron Albertyn	Suidwes-Kaapland wat die volgende landdrostdistrikte insluit Namakwaland, Calvinia, Williston, Fraserburg, Victoria-Wes, Murraysburg, Beaufort-Wes, Prince Albert, Oudtshoorn, Uniondale, Knysna, Vanrhynsdorp, Vredendal, Clanwilliam, Sutherland, Vredenburg, Hopfield, Piketberg, Malmesbury, Tulbagh, Ceres, Lingsburg, Calitzdorp, Ladismith, Swellendam, Montagu, Worcester, Robertson, Wellington, Paarl, Bellville, Goodwood, Wynberg, Simonstad, Somerset-Wes; Strand, Caledon, Hermanus; Bredasdorp, Heidelberg, Riversdal, Mosselbaai, George, Stellenbosch, Kuilsrivier, Die Kaap en Walvisbaai
Gerald Aubrey Hosking	Die provinsie Natal

Nampak ordered to pay court costs

By Cathy Stagg

140H (140H) (140H) (140H) (140H)
Stagg 28/9/90
Nampak Products Ltd should not have brought an urgent application for repayment of R2,3 million which was allegedly obtained fraudulently, because it should have expected a "massive dispute fact", a Rand Supreme Court judge ruled yesterday

Mr Justice P J Streicher said three men, accused by Nampak of fraud, had replied to the allegations and had therefore incurred "substantial unnecessary costs which they should not have to pay no matter whether they were honest or dishonest".

He ordered Nampak to pay their costs

Give evidence

The dispute is to go to trial in the ordinary way Both sides will give evidence instead of attempting to resolve the matter on papers, as is done in motion proceedings

The urgent application first came to court on July 2

The respondents were Corrugating Machinery Services CC (CMS), A H Barker, a Nampak director and Nampak managers R L Webb and G Germanis

● A strike by more than 3 500 workers at Nampak outlets over their demand for centralised bargaining has spread to 27 factories in the Transvaal, Natal and the western Cape, a union spokesman said yesterday

Workers are demanding a single bargaining forum for wages and working conditions

Management said yesterday they believed the interests of employers and employees were best served by plant-level bargaining

Boycott comes to an end

8/24 28/9/90 (14 04)
The 12-week-old consumer boycott in Vanderbijlpark came to an end yesterday after the town council accepted demands by the Mass Democratic Movement (MDM) to hold marches through its streets.

And the Vaal Triangle MDM wasted no time taking advantage of the latest breakthrough — it said yesterday it would submit an application for a protest march.

And it warned in a statement the boycott could be resumed if the town council failed to give the march the go-ahead.

Other successes claimed by the MDM included an agreement with the council's man-

agement committee to take the issue of more land being made available to local townships to the next council meeting, and a committee agreement to discuss with other white Vaal Triangle town councils the possibility of establishing one council for all.

"It is anticipated that the town council will enter into responsible negotiations with the Boycott Committee in the planning of this march," the MDM said. "Subject to the co-operation of the council on this matter, the boycott will then be lifted."

A council spokesman was not available for comment.

MDM suspends
28/9/90 (1408) Vaal boycott

VEREENIGING — Mass Democratic Movement affiliates in the Vaal Triangle have agreed to suspend the consumer boycott in Vanderbijlpark with immediate effect.

The boycott began on July 16.

The Consumer Boycott Committee (CBC) said yesterday the suspension was the result of a change in position by the Vanderbijlpark Town Council, which has accepted the right of all South Africans to protest.

During a meeting between the council's management committee and the CBC last week, the committee also undertook to discuss the issue of more land for townships. — Own Correspondent

28/9/90
Mer's future
here looking
'brighter'

EAST LONDON — Mercedes-Benz's future in South Africa took a slightly more promising turn yesterday when company management and the National Union of Metalworkers of SA (Numsa) "made progress" in talks to resolve the crippling industrial dispute at the manufacturing plant here

Mercedes-Benz of South Africa (MBSA) said its hourly-paid workers had accepted the wage agreement concluded at the National Bargaining Forum, and the matter of dismissed workers was to be referred to arbitration

These developments were conveyed to management by Numsa on Wednesday — Sapa

Own Correspondent

WASHINGTON. — President FW de Klerk was refusing to institute an independent judicial inquiry into the latest violence because "he knows it will expose him and his strategy", National Union of Mineworkers general secretary Mr Cyril Ramaphosa said here yesterday.

Speaking to a packed audience at the Carnegie Endowment for International Peace after Mr De Klerk's widely applauded visit here, he said the government had "embarked on a sophisticated programme to destabilise the democratic movement".

The violence, which he described as a "reign of

NUM tells
US of
'reign of
terror'

CM 7/12/85
28/9/80
(120A)

terror" instigated by the police and an Inkatha determined to "shoot its way" to the negotiating table, was being "used by De Klerk as a strategy to emasculate the ANC and MDM" and strengthen Inkatha as a potential "alliance" partner.

While admitting he had no evidence that would stand up in court

he also alleged that a "Renamo-type" of organisation is being established in South Africa which might involve "actual Renamo personnel".

He argued that the government had adopted a "two-track policy" — to negotiate, on the one hand, and, on the other, to "devise stratagems to weaken the ANC, UDF and Cosatu"

Despite his tough rhetoric, Mr Ramaphosa also hailed Mr De Klerk as "courageous enough to carry on regardless" of the fact that the NP was ruling "without the consent of its constituency" And he admitted that ANC supporters were not entirely blameless in the killings.

Cosatu challenges Gqozo

■ Cosatu this week met Ciskei military ruler Brigadier Oupa Gqozo to demand changes in the territory's recently gazetted labour law decree. (1404)

A delegation led by Eastern Cape region chairman Thembinkosi Mkalipi told the brigadier Cosatu unions would march on his offices in Bisho tomorrow unless he gave them satisfaction. (140)

A key Cosatu objection to the decree is that it does not cover most workers in the Ciskei. W/M 28/9-4110190

The decree, which for the first time provides for dispute-solving and legal strike procedures, excludes all state employees — up to 70 percent of the workforce. Businesses employing fewer than 20 workers are also excluded.

It appears Gqozo is unwilling to budge on the exclusion of public servants from the law. One of the first crises to confront him when he took power in March was a strike at the Cecilia Makiwane Hospital, which was blamed on Cosatu's National Education, Health and Allied Workers' Union.

Cosatu also complains that workers must give 24 hours' notice before embarking on a legal strike. It says strikers would be surprised by the element of surprise, it argues.

A third problem is that disputes cannot be referred to conciliation boards if they are more than 180 days old. Unionists argue that a dispute can drag on beyond the deadline before the parties decide a CB is needed to resolve it.

Cosatu has similar objections to the Transkei labour legislation, and will meet Major-General Bantu Holomisa in the territory next week. Mkalipi said Holomisa appeared more open to representations than his Ciskei counterpart.

Reports by Weekly Mail staff, correspondents, Sapa

140A

29/9/90
Star

Police evict irate clients from bank

ABOUT 70 disgruntled Trust Bank customers were evicted by police from the company's head office branch yesterday.

The Bank refused to honour the pay cheques of the customers who are employees of motor spares company Spareco Ltd which is faced with liquidation.

But the indignant customers, ranging from middle-aged women working as clerks to young drivers, were adamant Trust Bank should honour the cheques because they had assisted in stock taking at Spareco this month under directions from the bank's auditors.

Escorted

"If we are losing millions, why can't the bank also lose millions," a grey-haired woman yelled as she was firmly escorted from the bank by a burly policeman.

The employees obtained a court order on Thursday instructing Spareco to pay their money. They went to the company yesterday to receive their cheques.

Although the atmosphere outside the Spareco office in central Johannesburg

Overseas flights up 8 pc Monday

SOUTH African Airways' international airfares will increase by 8 percent from Monday, October 1, according to the information given to travellers and travel agents by SAA in Johannesburg.

However, no official comment has yet been given by SAA.

Travel agents in Johannesburg confirmed that the fare increase goes into effect from October 1 — and are advising overseas travellers to book their reservations on Friday at the old prices — Sapa.

Row as cheques dishonoured

BRENDAN TEMPLETON

was genial while they waited for their cheques, the faces turned grim when they faced the prospect of cashing them.

When they came out of the office, an employee said he had heard the cheques would not be honoured. "What do you mean, 'how do I feel' We want our money and we are going to get it," he said when approached by The Star.

At the bank, about 70 employees were allowed in before the manager realised the extent of the problem. The rest were kept waiting outside while a security guard armed with a shotgun kept a watchful eye from inside the bank.

Apprehension turned to anger when they were told the cheques would not be accepted.

"At no time this whole month were we told we had been fired or retrenched or should start looking for other jobs.

"Instead Trust Bank send its people in and we assist them in stock-taking and all of a sudden they say they are not going to honour these cheques," employee Tommy Passmore said.

A number of employees entered into shouting matches with the manager, demanding he accept their cheques.

As the crowd outside grew, it became clear the customers inside would not leave and police were called in. They were asked to leave in no uncertain terms. "People, you can go outside now, or we will arrest you and you can spend the day in jail," a policeman, who identified himself as Captain Nortje, shouted.

Outside, the crowd which was about 200-strong, was forced 10 metres back by the police to allow other customers to enter.

W/E ARCU)

Argus, September 29 1990 3

Mercedes workers back-paid

EAST LONDON — Most of the Mercedes-Benz South Africa workers who were not dismissed during the recent industrial unrest have collected back-pay at the East London plant

A spokesman for the company, Mrs Wendy Hoffman, said about 90 per cent of the workers yesterday collected their back-pay, which was for wages prior to the industrial dispute which has kept the plant closed since August 16

In a notice published on Thursday, MBSA said the 538 workers who were dismissed for illegally occupying the factory last month would be paid today, after they had cleared their belongings from their lockers at the plant

The regional secretary of the National Union of Metalworkers (Numsa), Mr Msiteli Nonyukela, confirmed that most of the workers had collected their pay yesterday

Meeting on Monday

Both he and Mrs Hoffman said a meeting set for Monday between Numsa and Mercedes was expected to go ahead

Several of the workers spoken to at the plant yesterday said they were satisfied with the manner in which the company had kept them informed of developments, and expressed optimism that the dispute would be settled soon

However, some of the workers said they felt strongly that their dismissed colleagues should be reinstated

MBSA said that in talks on Wednesday, Numsa confirmed that the dismissed workers had agreed to arbitration — Sapa

Jagged edge to suffering of war victims

AN UNOFFICIAL WAR Inside the conflict in Pietermaritzburg
by Matthew Kenridge
(David Philip, R29,95)

It is history told from the darkness of a torched shop, observed through the shattered windows of a kwaZulu transport corporation bus, weighed in the stench of a soggy Natal cemetery where fresh graves gape

Matthew Kenridge's *An Unofficial War* is remarkable for its capacity to lift individuals above the terrible monotony of violence and death in Natal, to create them in flesh and habit, and to restore an edge, a jagged edge, to the suffering endured by black residents of Natal

It is a collection of perspectives, rather than an unbroken narrative. The focus switches from Inkatha's "brass people", to "Mr Average Journalist", to church leaders, political activists, Inkatha warlords and a police brigadier. The scene moves from the graveyard to the schoolyard, from the court room to the news room, and, naturally, into the hills and valleys, where settlements are sharply divided, owing allegiance either to Inkatha or to the United Democratic Front/Congress of South African Trade Unions

Kenridge has been accused of bias. Indeed, he states in his conclusion that "of alternative histories of a decade of conflict between Inkatha and the UDF and its forebears, the non-Inkatha account is more plausible. It has fewer omissions and fabrications, and unlike Chief (Mangosuthu) Buthelezi's rendition it avoids any appeal to conspiracy theory"

The greater part of the book is devoted to UDF/Cosatu-sympathetic accounts of the conflict. But they are certainly not all from UDF/Cosatu sources. A fair number of academics, journalists, service workers and even representatives of business embody or incline to this position

The fact that they do, suggests that Kenridge's stance is not an inflexible one, adopted *a priori*, but a function of the process of investigation and of the nature of the war itself where the only available statistics put ratio of attacks by Inkatha to attacks initiated by the UDF at about 4:1

The story is undoubtedly told with emotion. But this in no way debases the store of factual information at the heart of the writings

The anecdotal presentation is deceptive — and it is a deception that keeps the reader turning the pages. Within the give-and-take of interviews, under the vivid snatches of description, lie many of the central themes and serious questions of the Natal war

The central dynamic of the war — as a struggle for territorial sovereignty which brooks no neutrality and swallows the political innocents along with the rest — permeates the book

The constantly frustrated peace initiatives are related sequentially and treated with rare coherence



The complete erosion of the rule of law, the gagging of the press and the allegations of police constituting a "third force" in the conflict are substantially discussed in *An Unofficial War*

WIM SUPA

318-219190

140A

cuttings from magazines which she had gathered over the years. Three mats in green and yellow, white and red, woven from supermarket bags, lay on the floor and on the door she had strung a calendar, new with the year.

In the back cover blurb to the book, it is stated that the political implications of the war are not the author's main focus. One cannot help thinking that the author has much in common with the British war poet who declared that "my subject is war and the pity of war. The pity is in the pity."

Take, for instance, Kenridge's thoughts in Mountain Rise cemetery. "Within a politically short time the 'fallen' disappeared into anonymity as their crosses fractured and their graves became overgrown. But that, after all, is what this war, like any other, is all about: living people with their histories, thoughts and passions simply vanishing into the hillside."

Clothing workers gear up for strike ballot

12662 1/10/90
1407

Daubed monkey found tied on trawler

By SHARKEY ISAACS
Staff Reporter

SPCA officials have rescued a Far-Eastern Maquaque monkey from a trawler in Cape Town harbour, the second found in two months on Taiwanese vessels.

SPCA inspectors persuaded the skipper of the trawler Chung 66 to hand over the monkey which had paint daubed on its face and a wound on its neck.

Inspector Mark Lawson said the 60cm animal had been tethered with a light chain and electrical flex around his neck and was found to be in poor health and under severe stress.

SPCA chief Mr Keith Goudie said the monkey was "voluntarily handed over on request" and placed in quarantine for 30 days at SPCA headquarters, Grassy Park because there were no quarantine facilities for monkeys at the harbour.

"It is a fully-grown adult and requires great care in handling since these animals are known carriers of various contagious viruses," he said.

Last month SPCA staff rescued a baby Maquaque monkey which they found on the trawler Ruyi Yiu No 2. It had been tethered with a chain and also had mange.

Mr Goudie took the baby monkey to Pretoria Zoo last week.



MONKEY RESCUE: SPCA wild life unit manager, Mr Temba Matomela, with a Far-Eastern Maquaque monkey "rescued" from a Taiwanese trawler.

"The SPCA is not contemplating prosecuting either under South African or Taiwanese animal protection laws and we

intend to rather speak to consular officials and to ask them to discourage skippers from bringing monkeys here"

By SHARON SOROUR
Labour Reporter

CLOTHING workers in the Western Cape are gearing up for a strike ballot after annual wage negotiations ended in deadlock.

The SA Clothing and Textile Workers' Union (Sactwu) has declared a dispute after talks with the Cape Clothing Manufacturers' Association (CCMA) failed last week.

Union regional secretary Mr Howard Gabriels said the first of three dispute committee meetings would be held today to try to resolve the situation.

"If the dispute is not resolved we will hold a strike ballot," he said.

The union represents about 55 000 workers in the Western Cape clothing industry.

Demands

A CCMA spokesman confirmed the deadlock and said an attempt would be made this week to resolve the dispute.

Mr Gabriels said the union's demands included:

- A R30 across-the-board increase on the weekly wage this December and a R15 weekly across-the-board increase next December.

- One week's annual bonus and an extra day's leave.

He said "The bosses offered us increases of R26 weekly for grade B workers, 14 percent or R20 for categories below grade B and 14 percent for higher categories for December 1990."

"For December 1991, the offer was R14 for grade B workers, 7 percent or R12 for categories below grade B and 7 percent for higher categories."

Mr Gabriels said the offer was provision on the union dropping some of its demands.

R20 000 prizes

More talks between Mercedes and union

ARGUS
2/10/90

By SHARON SOROUR
Labour Reporter

MORE talks between Mercedes-Benz and the National Union of Metalworkers of South Africa take place this week to try to resolve the industrial dispute which has closed the motoring giant's East London manufacturing plant.

Company public relations manager Mrs Wendy Hoffman said no "firm arrangement" had been made but the parties would meet "in the early part of this week".

Last week Mercedes announced that progress had been made in negotiations with the union, raising hopes of ending the dispute.

Suspended

Production was suspended on August 16 when hundreds of weapon-wielding union members occupied the plant unlawfully for 17 days.

They were demanding Mercedes withdraw from the motor industry's National Bargaining Forum — originally initiated by their union.

While Mercedes has admitted that the closure is costing R13,5-million every working day, it has refused to reopen the plant until certain pre-conditions have been met.

Company chief executive Mr Christopher Köpke said the progress of the negotiations and agreement on the issues raised by management would determine whether or not the company would be able to continue doing business in South Africa.

Four of the pre-conditions had been met, according to the company. Damage caused during the occupation had been assessed and repaired. Hourly-paid workers had accepted the wage agreement concluded at the bargaining forum.

The company's dismissal of the rebel workers would be referred to arbitration to determine if it was fair.

Outstanding

The two outstanding pre-conditions were The union had to satisfy management that its members were prepared to resume work in accordance with their conditions of employment.

A practical process to remove problems limiting the growth and viability of the company had to be agreed upon by both parties.

**Alex workers stop
working over pay**

Star 2/10/90

14 of 14

About 760 municipal workers in Alexandria downed tools yesterday demanding a 10 percent wage increase and the resignation of top council officials.

National Union of Public Servants spokesman Leslie Maguro said workers were demanding a judicial inquiry into the financial affairs of the council.

They also wanted the town clerk, the personnel manager and the city treasurer to resign immediately. — Staff Reporter.

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3/10/90
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Lock-out, sleep-in and now a strike

By SHARON SOROUR
Labour Reporter

PRODUCTION at the Nestlé-Rowntree factory in East London has stopped after hundreds of workers downed tools following a deadlock in wage negotiations.

Some workers were locked out of the factory by management yesterday while about 400 stayed inside the premises after beginning a sleep-in strike on Monday.

The factory's general manager, Mr F.D. Jelley, confirmed that 440 people had embarked on a sleep-in on Monday night but company spokesman Mrs Maureen Stagg said all the workers had left the factory by today.

GO-SLOW

The industrial action follows three months of negotiations between the company and the Food and Allied Workers' Union.

Two union shop stewards, Mr Mxolisi Ngunza and Mr Thabo Oliphant, said the workers started a go-slow last week after negotiations deadlocked at industrial council and mediation levels.

Workers had last received a wage increase over a year ago and negotiations had been under way since June, Mr Ngunza said.

During wage negotiations the union had been prepared to compromise to R500 back-pay. Management had offered an increase of R35 a week plus R200 back-pay or an increase of R38 a week without back-pay.

Sto- 3/10/90

NEWS

1401

Food prices: unions blamed

By Jacqueline Myburgh

Supermarket chiefs have blamed higher wages, as a result of increased union power, as the chief factor influencing the steep increase in food price inflation over the past 30 months.

The food price inflation rate is currently 17,7 percent.

The heads of Pick 'n Pay, Checkers and Spar also said food prices were likely to continue rising for the next few years.

Pick 'n Pay managing director Raymond Ackerman

said the "new South Africa" would demand spending on social upliftment and housing, which was inflationary.

"Once we have a new constitution, and politics have settled down, we can get the inflation rate down with regard to food."

Mr Ackerman said wages had increased by about 20 percent as a result of the powerful role of trade unions, but there had not been increased productivity.

Other factors, influencing higher food prices were

- An "enormous amount" of monopoly and not enough

competition where certain manufacturers and Government boards were concerned

- "Imported inflation" as a result of a weak rand

- Increasing rentals and services

Mike Dobson, the Transvaal head of Spar, also blamed "a lack of control" for increasing food prices.

"There's no requirement that manufacturers justify price increases," Mr Dobson said.

Checkers managing director Sergio Martinengo said agricultural conditions had

also affected the price of fresh produce.

"Last year, fresh produce prices were 30 percent down on average because of good rains and good harvests. This has not happened again this year," he said.

Mr Dobson said the profit margins of supermarkets had not increased in the past three years.

"Costs have gone up in the last couple of years, caused mainly by labour costs.

"And it's going to get worse because wages, rentals and services are going up," Mr Dobson said.

3

'Undemocratic' white union vote under fire

By SHARON SOROUR
Labour Reporter

THE National Union of Metalworkers of South Africa (Numsa) has proposed voting changes to weaken the influence of white-dominated unions at industrial council level, SA Labour News reports

The union affairs digest said the 130 000-strong union wanted to abolish the present one-union, one-vote system and replace it with a proportional representation system on the National Industrial Council for the Engineering and Metal Industries

The council was the largest in South Africa, comprising 14 unions and the Steel and Engineering Industries' Federation of South Africa (Seifsa) which represented about 70 employer bodies

DISPROPORTIONATE

If the union's demands were met, they would have a ripple effect across the industrial council system, according to the digest

The present voting system gave disproportionate power to the smaller, generally conser-

vative and white-dominated craft unions which occupied most of the seats on the industrial council, the journal said.

Numsa national organiser Mr Alistair Smith said Seifsa and all 14 unions had equal representation regardless of their size.

He said: "This means that when it comes to important decision-making, all it takes is one of the 14 unions to vote with the employers to get a simple majority"

It was an undemocratic process as some of the smaller unions had only three or four thousand members.

"We want representation on the basis of membership so that if 50 percent of the trade unions are not in favour of a particular decision, then it cannot be passed," Mr Smith said

Numsa had raised the issue several times "with little success" as the council accepted the proposal "in principle", he added.

"We now have an agreement to pursue the discussion and we are hoping to make significant progress"

News in Brief

Case 7-13 3/10/90 (WOP)
NUM men off the hook

JOHANNESBURG — Charges of attending an illegal gathering were withdrawn against the general secretary of the National Union of Mineworkers, Mr Cyril Ramaphosa, and the organisation's president, Mr James Motlatsi, on Monday.

Numsa campaigns for voting rights

MATTHEW CURTIN

THE National Union of Metal Workers (Numsa) is campaigning for the abolition of the one union, one vote system on the National Industrial Council for the Iron, Steel and Metallurgical Industries (Nicsemi).

Numsa national organiser Alistair Smith said yesterday the move would reduce the influence of white-dominated unions in industrial council activities.

Numsa wanted to introduce proportional representation for the election of members to the Nicsemi national executive and regional committees, he said.

With more than 130 000 members accounting for almost half the industry's em-

ployees, Numsa was just one of 14 unions on the council. Numsa and the 30 000-strong Nactu affiliate the Metal and Electrical Workers Union are the only predominantly black unions.

Smith said the Steel and Engineering Industries Federation (Seifsa), but not the white-dominated unions, had accepted the principle of proportional representation.

Mine Workers' Union (MWU) general secretary Piet Ungerer said his union and all other parties to the industrial council were opposed to the new voting scheme.

10/11/90

10/11/90

Top Cosatu man in court

4/10/90
Congress of South African Trade Unions general secretary Jay Naidoo, Sydney Mafumadi and Baba Schalk appeared briefly in a Johannesburg regional court yesterday on provisional charges of kidnapping, assault and robbery, fol-

lowing a police raid on Cosatu House last month

No formal charges were put to the three and they were not asked to plead.

The case was postponed to November 5 —
Court Reporter

146A

'SA mines not apartheid crucible'

By SHARON SOROUR
Labour Reporter

SOUTH AFRICAN mines were not the "crucible" in which apartheid was strengthened, according to the Chamber of Mines.

Rejecting allegations made overseas by trade union leader Mr Cyril Ramaphosa, chamber president Mr Clive Knobbs said the mining industry had been at the forefront of the campaign to have discriminatory workplace laws abolished.

Speaking in Brussels this week, Mr Ramaphosa, general-secretary of the National Union of Mineworkers, urged overseas governments to maintain sanctions against South African minerals.

In a statement yesterday, Mr Knobbs said: "Calling for the maintenance of sanctions against South African minerals at the same time as demanding higher wages and the creation of additional jobs is contradictory."

It also threatened the economic survival of the union's members.

All mining jobs were now open to people of all races and there was no job differential in pay, Mr Knobbs said.

Thousands of blacks had moved into mining industry jobs, previously reserved for whites, in the short time since the statutes were removed.

Mr Knobbs accused Mr Ramaphosa — who said the average monthly wage for black

mineworkers was \$134 or R348 — of being "out of touch with reality" and presenting "a distorted argument".

Mr Knobbs said by quoting wages in dollars and by doing so "erroneously", Mr Ramaphosa's argument was distorted as the rand/dollar exchange rate was irrelevant unless used in an import or export context

"It is inappropriate to use a dollar conversion to illustrate South African wage levels because overseas audiences will equate the conversion with the purchasing power of the quoted dollar amount in the United States and then assume that it has similar value in South Africa.



Cosatu general secretary Jay Naidoo outside the Johannesburg Magistrate's Court yesterday. Picture ROBYN RYAN

Missing dossier delays case

LINDEN BIRNS

140A

A COURT case involving Cosatu general secretary Jay Naidoo, assistant general secretary Sydney Mafumadi and distribution officer Baba Schalk was postponed for a month yesterday after Johannesburg Magistrate's Court officials lost the case dossier and charge sheet. *Wm 4/10/90*

By mid-afternoon the missing documents had been found and the men appeared briefly before magistrate Lucas van der Schyff who remanded the case until November 5 pending further investigation

"This means another postponement and not a trial date," defence attorney Peter Harris said after leaving the court

The case arises from the unmasking and presentation of a police "spy" to journalists and photographers at a Press conference at Cosatu's offices last month.

So far no formal charges have been put to the three, although police are investigating charges of kidnaping, robbery and assault.

No explanation was given for the disappearance of the case documents.

The bitter fighting within Fawu escalates

THE bitter political faction fighting which has wracked the Food and Allied Workers' Union (Fawu) for more than two years has moved up a gear with the publication of a searing attack on the union's leadership by former general secretary Jan Theron.

In an article in the September issue of the SA Labour Bulletin, Theron said recent wholesale dismissal of Fawu officials and expulsion of workers amounted to a purge of dissidents by a "Stalinist" leadership faction.

Fawu's Cape Town branch was suspended in February and was then relaunched after the expulsion of its branch secretary, Miles Hartford.

Theron said the faction's tactics and wrangling within Fawu had severely compromised the union's effectiveness as an organisation committed to fighting for its members' rights. *1408*
A spokesman for industrial rela-

MATTHEW CURTIN

tions consultants Gouws Woods said yesterday employers in the Eastern Cape were frustrated by Fawu's erratic activities in recent months

Employers in the fishing, meat and fruit industries developed pragmatic relationships with Fawu during Theron's time as general secretary.

Theron's departure in 1987 marked a deterioration in those relationships, and employers were calling for a more professional approach from Fawu

Fawu general secretary Mandla Gxanyane said yesterday the union's national executive committee (NEC), at a meeting towards the end of August, decided that Fawu office

bearers would not respond in person to Theron's allegations

The union would convene a special NEC meeting in November, at which branch leaders would be able to respond to Theron's article, which had been distributed for debate throughout the union. *B10 am 4/10/90*

Interviewed by New Nation last week, Fawu president Chris Dlamini said the union experienced serious organisational problems after its establishment in 1986.

These problems were now largely resolved

The union had expelled officials from the eastern Cape branch because they refused to abide by majority decisions made by the NEC.

A spokesman for the "campaign for democracy" within Fawu, made up of expelled officials and disgruntled members from Cape Town, said yesterday he feared the union's lead-

ership had at best attained a "hollow unity" and that the union faced disintegration

Theron said he compromised his loyalty to Fawu by disclosing details of an internal union matter because "a conspiracy of silence can only benefit a leadership which does not wish to be held accountable for its actions"

He defined the politics of the leadership faction by their support of the ANC, and their hostility towards and intolerance of those who supported the ANC but questioned the practices of the SACP

In the Labour Bulletin's August edition, Fawu national organiser Alan Roberts said that since August 1988 "a fairly high degree of unity" had been achieved within Fawu, debate had flowed freely, and decisions were reached by the NEC "without any region or group of individuals feeling suppressed". *15*

Cosatu to put heat on Bop employers

140A
Soweto
4/10/90

By ALINAH DUBE

A PROGRAMME of action aimed at pressuring employers in Bophuthatswana to recognise trade unions was launched by the Congress of South African Trade Unions in Pretoria yesterday.

The programme comes as a result of the Bophuthatswana government's long-standing policy of denying employees the right to join trade unions.

Announcing Cosatu's plan yesterday, Mr Donsie Khumalo, the organisation's regional secretary for the northern Transvaal, said the homeland authorities had until Sunday to either respond to their request for a meeting or show willingness to negotiate

"The pseudo-independence (of Bophuthatswana) has brought about greater conflict, violence against our people under the state of emergency, homelessness and hardship.

"Companies are relocating to Bophuthatswana to escape dealing with trade unions," Khumalo said

He attacked industrialists in areas such as Babelegi for paying starvation wages and denying workers the right to join unions of their choice

A decision on when the pressure campaign on employers will begin is to be taken at a rally at Medunsa Stadium on Sunday morning.

Star 5/10/90 (1408)

Stayaway off

The Congress of South African Trade Unions executive committee yesterday announced it had definitely called off its planned country-wide stayaway for October 8. Mr Jay Naidoo, Cosatu's executive secretary, said the stayaway was cancelled because the signing of the Labour Relations Act Minute had shown commitment by the State and the employers' body Saccola (SA Consultative Committee on Labour Affairs).

Barlow Rand sit-in

9/25/90 Labour Reporter in Ca-Rankwa 140A

The head offices of Barlow Rand were yesterday occupied by about 50 unionists to highlight an eight-week strike by 600 workers in Brits.

The strike is being waged at the Barlow subsidiary African Telephone Cables (ATC) where three National Union of Metalworkers (Numsa) shop stewards were dismissed after workers went home early, apparently to protect their families during the recent violence

But also at stake is a precedent-setting ruling by the industrial court in August that it was unfair to strike where mechanisms to resolve disputes have been offered.

ATC accused the union of breaking a pre-negotiation agreement that it would not follow unprocedural action and would abide by due process. The sit-in placed the settlement in jeopardy and the talks were suspended, ATC said.

Cosatu plans one-week Bop stayaway protest

By DREW FORREST
THE Congress of SA Trade Unions is planning a one-week stayaway in Bophuthatswana, followed by sustained selective industrial action, in protest against the homeland's labour laws.

Cosatu regional secretary Donisie Khumalo also said the federation would seek a meeting with South African Foreign Affairs Minister Pik Botha to demand that central government subsidies to

Bophuthatswana be stopped. Marches on the Department of Foreign Affairs in Pretoria were also planned.

Cosatu members nationwide would be asked to withdraw their savings from First National and Standard banks, in protest against the banks' refusal to deal with Cosatu unions in the homeland.

In terms of the Bophuthatswana Industrial Conciliation Act, only unions registered and with their head-offices in the

homeland may operate there. Many companies were refusing to deal with Cosatu unions on the grounds that they were "foreign", Khumalo said.

The Act also makes strikes more difficult than in South Africa — among other things, it gives the government a discretion to veto strike action. No Industrial Court is provided for



5/10/90

1/10/90

Cape Times, Friday

Cosatu calls off October stayaway

JOHANNESBURG — The Congress of South African Trade Unions (Cosatu) executive committee yesterday announced it had definitely called off its planned nationwide stayaway for October 8

Mr Jay Naidoo, Cosatu's executive secretary, said the stayaway was cancelled because the signing of the Labour Relations Act (LRA) Minute had shown commitment by the state and the employers' body Saccola (SA Consultative Committee on Labour Affairs)

Mr Naidoo praised the signing of the Minute on September 13 between the government, Saccola, Nactu and Cosatu as a major, although interim, victory for the trade union movement in SA

He warned, however, that the acid test would be whether the state would now translate the provisions of the LRA Minute into law

"We remain prepared for mass action if dialogue and discussion break down," Mr Naidoo warned. — Sapa

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Don't alter LRA 'minute' - Cosatu

By DREW FORREST ¹⁴⁰⁸
THE Congress of South African Trade Unions' national executive committee has ratified the historic "minute" on the Labour Relations Act forged by union, employer and state negotiators.

Confirming this, Cosatu's Geoff Schreiner stressed that two concerns were raised at yesterday's NEC meeting. These were that the process of legislating the agreement should be smooth and without interruption and that further LRA amendments, notably union rights for farm, domestic and state workers, were required.

Cosatu has said that if the parliamentary standing committee "tampers" with the agreement, negotiations may revert to square one.

"We view the minute as a major victory for workers. But if we are forced to, we will again resort to action," he warned.

Schreiner said Cosatu was committed in terms of the minute to participation in a revamped National Manpower Commission. However, Cosatu leaders would meet next weekend to debate whether to take part on an interim basis and on demands for restructuring.

There has been speculation that as a first step towards engagement with the NMC, Cosatu may join a sub-committee on farmworkers' labour rights.

Yesterday Bobby Godsell, a representative for the employer body Saccola, said he foresaw no problems with Saccola's endorsement of the minute.

Ethnic violence shifts to factories

w/m and 5(10) - 11/10/90
ON September 4, 300 men wearing cloth headbands, shouting "Usuthu!" and allegedly backed by balaclava-clad whites, launched an armed raid on the Sebokeng hostel complex. In the ensuing carnage, 19 members of the National Union of Metalworkers (Numsa) died

Ominously, two of the hostel blocks singled out by the vigilantes housed Usco and Samancor workers on a wage strike. Other residents were employed at Iscor's Vanderbijlpark works, the scene of a strike ballot. The Usco strike was suspended the next day.

The hostel violence may be fading from the front pages but its legacy — profound sectarian bitterness and suspicion — lives on in the hostels and the workplace. "Overt township violence has been suppressed but the tensions are simmering below the surface," said Numsa official Bernie Fanaroff.

The emergence of ethnic rifts poses a wholly new threat to the labour movement, whose sole strength lies in worker unity. The Transvaal violence represents a departure from the pattern in Natal, where ethnicity was not a factor.

Numsa reports that all Zulu workers, including members of Numsa and other Cosatu unions, have been driven from the Sebokeng hostel and are now living in a camp controlled by the police. At the same time, in certain Vaal metal plants — including Usco — union members are seeking to oust Zulu colleagues.

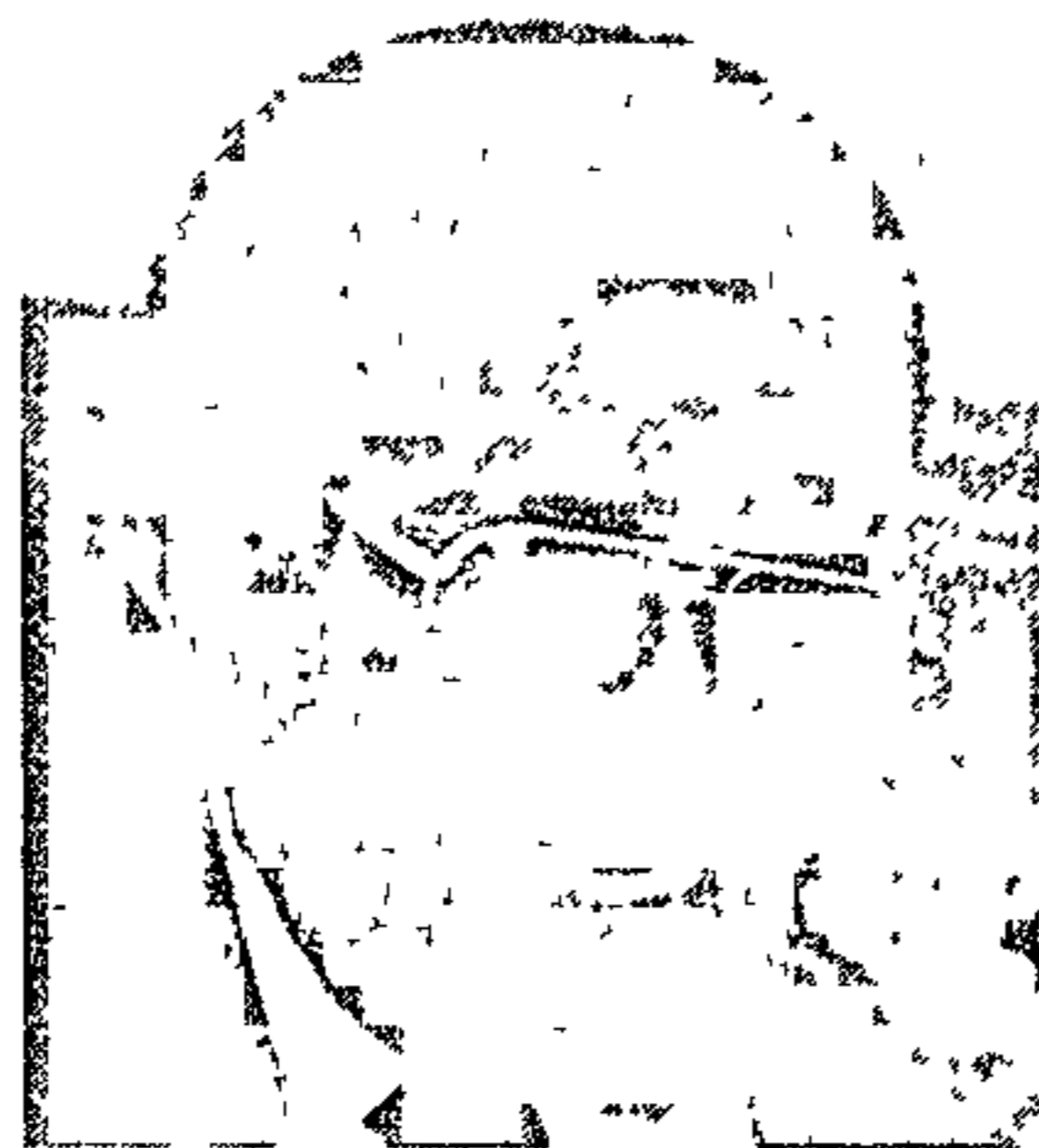
The union adds that either all Zulu or all Xhosa workers have quit certain factories in the region, or are sleeping on factory premises to avoid hostel conflict.

Numsa general secretary Moses Mayekiso reports shop-floor clashes between Inkatha-supporting and non-Inkatha workers at at least five plants, with unconfirmed violence at others. Some members have quit the union, apparently in response to an Inkatha call for workers to shun Cosatu.

With its large hostel-dwelling membership on the Reef, Numsa has been especially hard-hit by factional strife, and Mayekiso warns that its survival as a force in the region is under threat.

A document flowing from a recent executive committee meeting of the union graphically underscores the disruption of union structures. Shop steward councils throughout the Rand are unable to meet or are not quorate, while in the Katshehlong local, severely affected by the fighting in nearby townships, three offi-

Fuelled by the Reef violence, ethnic rifts are opening up on the shop floor. Worst hit is the National Union of Metalworkers, which accuses employers of showing little interest in defusing conflict. **By DREW FORREST**



Numsa general secretary Moses Mayekiso
cials are unable to work — one is "being hunted and is in hiding".

In a sense, the strife-hit factories are a microcosm of the broader national picture, where recent market research showed negligible Inkatha support outside Natal. Numsa says supporters of Inkatha and its labour wing, the United Workers Union, are a small minority but are heavily armed, and that Numsa members are "demoralised and fearful".

Other Cosatu unions with migrant worker members, although not as badly affected, also report that the violence is filtering down to the workplace. National Education, Health and Allied Workers Union general secretary Sisa Njikelana says tensions are undermining the shop-stewards committee at the Johannesburg Hospital, and the Transport and General Workers Union also reports problems.

Particular attention appears to be focused on union leaders of Zulu origin. Two attempts have been made on the life of Nehawu president Robert Mkhize, active in the African National Congress and the Reef peace initiative, while a hit squad recently invaded the offices of Cosatu's postal affiliate, Potwa, seeking its general secretary Vusi Khumalo.

"The feeling appears to be that Potwa's

national leadership has sold out the Zulu people," said Potwa vice-president Floyd Mashele.

He says that as grievances centre on national leaders, conflict is difficult to resolve within union structures. "Inkatha people say they won't be satisfied until Nelson Mandela and Mangosuthu Buthelezi shake hands on television."

How can the unions repair the damage? One option is to discipline or expel members implicated in sectarian violence, but unionists warn that this could further alienate offenders, or remove them completely from the union's sphere of influence.

In proposals adopted at its recent National Executive Committee, Numsa suggested that workers had to be reunited around issues of common concern. As an immediate fire-fighting tactic, it proposed the formation of a crisis unit, to monitor violence and intervene at hostels and factories through union locals.

And believing that violence will remain endemic as long as urban hostels exist — it describes them as a "focus for tribal feelings and forced recruitment" — the union has drafted ambitious plans involving the state and private sector for alternative migrant worker housing to be integrated into communities.

At the same time, the union is attempting to involve employers in efforts to defuse conflict — but complains of a poor response. Said Fanaroff, "We've been saying the same thing for years, as long as production is not disrupted, employers are not interested."

Cosatu and the employer body Saccola have met twice on the violence and, according to Saccola's Bokkie Botha, member associations are still debating the issue. Fanaroff says elements within Saccola see no role for the organisation, in the light of talks between the government and the ANC.

Numsa also bewails the refusal of Samancor, Usco and Dorbyl's Tosa, whose workers were attacked in Sebokeng, to participate in a joint probe of the hostel violence. Samancor said police were handling the matter and the company had no jurisdiction in the township.

Numsa also resolved at its NEC to ask the metal industries' employer body, the Steel and Engineering Industries Federation, to set up a joint investigating body, and to arrange union access to strife-hit workplaces and the release of shop-stewards for peace work.

Thumbs down for FW's speech

TRADE unions have given a unanimous thumbs-down to State President F W de Klerk's inflation busting speech yesterday — when he called for curbing wage increases

Economic woes could be addressed only when workers had a say in how the economy was to be run and had a proper stake in its growth, they said

Cosatu's Living Wage Campaign spokesman Jane Barret said curbing wages "to push profits up" was a short-term measure, not real economic growth

Nactu's general secretary Cunningham Ngcukana called Mr de Klerk's call "hypocrisy at its highest" Government Ministers gave themselves huge salary increases while expecting workers to accept poverty and degradation — Staff Reporter

130 fired
after strike

PRETORIA — Nampak Paper at Rosslyn near Pretoria yesterday dismissed 130 workers for ignoring an ultimatum to return to work after a five-day "illegal" strike

Nampak said yesterday the origin of the strike, which it said was unrelated to the countrywide Nampak strike about central bargaining, dated back to an unlawful stayaway by members of the Printing, Paper Wood and Allied Workers' Union (Ppwawu) on September 5 and 6 last year — Sapa

Judge spikes union's picket

ONE of the country's largest trade unions has been barred by a judge from picketing a law firm, heralding a new phase in industrial action that could outlaw secondary picketing.

In a landmark legal judgment handed down in the Rand Supreme Court, Deputy Judge President Justice HCJ Fleming found the right to picket and any other form of free expression "is not absolute. It is not unbridled".

When picketing and other styles of "pressurising" were misused, he said, it put at risk not only democracy but also the judicial process. It also promoted social and political polarisation.

He was ruling in the case of the Johannesburg law firm Deneys Reitz vs the SA Commercial, Catering and Allied Workers' Union, which goes back to the long and bitter wage dispute with the OK Bazaars earlier this year.

Deneys Reitz, the legal representative of the OK, was dragged into the fight when Saccawu passed a resolution at its national congress pledging to "wage a campaign against the attorneys", which it accused of "union-bashing tactics".

Saccawu proposed to stage pickets outside the Sandton head office of Deneys Reitz attorneys.

The law firm immediately applied for a rule nisi declaring the resolution illegal and an interdict preventing picketing of its offices — which it won.

The union challenged both.

It contended the right to picket was indivisible from the right to freedom of expression and supported its standpoint with extracts from various other constitutions.

Justice Fleming rejected this. In a 30-page judgment that upheld the rule nisi, he said Saccawu has decided on behaviour towards 'isolation' or harassment or some other lesser form of 'pressurising' because the other man believes or thinks or pleads in a way not acceptable to a specific group.

"If the law is ready to regard that reaction as justified (or even as reasonable), there is no hope of true democracy (unless the word is used in a warped sense) or a true substance to the fundamental right to free expres-

By MARION DUNCAN

sion of thought"

Saccawu's resolution, he said, affected "to an impermissible extent" the right and duty of attorneys to practise and to do the best for their clients. This he saw as a direct threat to the judicial process.

He also discussed the principle of picketing in particular, asking why people were required to take part

"Why not just place unaccompanied placards in the desired position?"

The presence of a "human body" holding the placard, he said, added a new dimension to the issue by introducing an element of intimidation.

"Mere criticisms by Saccawu) of (Deneys Reitz's) opinions is lawful. However, (Saccawu's) campaign is not comment on opinions but pressure on the man holding the opinions."

9 Times 7/10/90

1408

Strikers walk free

Clas 7/10/90
By MARTIN NTSOELNGOE

THERE was jubilation in a Johannesburg Regional Court this week when six strikers were acquitted on six counts of intimidation

Said Simon Hlashanele, 43, of Thembisa, a member of the Zion Christian Church: "God is great. We did nothing that warranted our arrest, we didn't intimidate or attack anyone."

The six pleaded not guilty before magistrate IJJ Luther, and were making their ninth court appearance. They are: Hlashanele, David Nkibi, 29, of Orlando East, George Phiri, 32, of Braamfontein, John Maimela, 49, of Braamfontein, Jan Maletse, 24, of Thembisa, and Willie Makoba, 30, also of Thembisa.

Trouble for the six started on August 9, 1988, when there was a strike at the Environment Panelling System works. During the strike more than 100 workers were dismissed for ignoring a call by

management to go back to work.

The State argued they were among a group of dismissed workers who encouraged non-strikers to stop work. It was also alleged the six acted as a group to intimidate them.

A witness, Samuel Mofolo, earlier told the court that after the strike had lasted six months he and other workers were confronted by a group, including the six, who assaulted them and threatened to burn their houses and take their pay packets.

Lucas Radebe said Makoba told them: "You are working. Your children are not starving. Our children have nothing to eat. We want to show you that if we say you must stop working we mean it."

The accused told the court after they were dismissed they all went to their homelands.

Before acquitting them the magistrate said most of the evidence of the State witnesses was confused.

ANC intervenes in Capegas labour dispute

AKC
8/10/90
1404

By SHARON SOROUR, Labour Reporter

THE African National Congress has stepped into an industrial dispute at gas manufacturer Capegas, urging the management to end the lockout of more than 70 workers

In a statement handed to the company at the weekend the Woodstock branch of the ANC called on Capegas to recognise the Chemical Workers' Industrial Union and to negotiate.

The ANC said the management's "provocative" action of locking out the workers and calling in the police "to harass and arrest workers" showed they were "determined to obstruct the struggle of the workers to achieve their basic human rights".

The ANC called on the community and workers in the area to join in a protest march this week to support the workers.

Capegas locked out 73 union members on September 17 — one hour before they were due to go on strike

The organisation supported the workers' demand for R4 an hour and said higher wages were paid in comparable sectors.

'MISUNDERSTANDING'

But company spokesman Mr B Straughan disputed ANC claims, saying there were "several misunderstandings and errors" in the organisation's memorandum.

He said: "Shift workers at Capegas earn R4,29 an hour, more than the figure quoted by the ANC. The company tried to get the recognition agreement concluded, but the union broke off negotiations and insisted we go into wage negotiations before concluding the agreement."

Union regional organiser Mr Colin Ram said communication between the company and the union had broken down and a stalemate had developed.

Wage negotiations deadlocked with the company offering a 21 percent across-the-board increase, with the union demanding a 39 percent increase

"The company's wage offer is final — the ball is in their court," Mr Straughan said.

2017/12/8/10/90
140A

Mercedes plant to re-open this week

Own Correspondent

JOHANNESBURG — Mercedes-Benz SA's East London plant will re-open this week after being at a standstill for almost two months

National Union of Metal Workers (Numsa) regional organiser Mr Les Kettledas said yesterday that at this stage there was nothing to prevent the plant re-opening in a matter of days.

He said Numsa and Mercedes-Benz management had reached agreement on the remaining issues which had prevented production at the plant restarting.

Once Numsa leaders had consulted union members at Mercedes-Benz and received their mandate, the union would be able to sign a final agreement.

Mercedes-Benz official Ms Wendy Hoffman on Friday said management and union representatives had last week reached agreement "in principle" on issues which had stood in the way of the re-opening

Mercedes production lines roll again today

Labour Reporter *AR6W 9/10/90*

PRODUCTION at Mercedes-Benz resumes today following the resolution of the two-month industrial dispute which closed the company's East London plant.

The company announced yesterday that management and the National Union of Metalworkers of SA had reached an agreement on outstanding issues and normal business operations and production would start today.

Production was suspended on August 16 when hundreds of weapon-wielding workers occupied the factory.

They were demanding the company withdraw from the motor industry's National Bargaining Forum, which was initiated by their union.

DISMISSED

Mercedes dismissed the rebel workers and asked the police to peacefully evict them from the premises after a seige which lasted 17 days.

Public relations manager Mrs Wendy Hoffman said these points had been agreed to

- The wage agreement concluded at the National Bargaining Forum had been accepted by hourly-paid workers at Mercedes and both parties were committed to the company's continued participation in the forum

- The dismissal of the workers would be referred to arbitration

- All hourly-paid employees would start work in accordance with their conditions of employment

- The growth and viability of the company would be adressed through structures jointly created by the company and Numsa.

- Ways of solving other operational problems like the need to reach production schedules, discipline and absenteeism were agreed upon.

- A further meeting to finalise and implement a housing, education and social responsibility programme.

Textile workers to vote on strike

By SHARON SOROUR, Labour Reporter

THOUSANDS of clothing and knitwear workers in the Western Cape are preparing for a strike ballot after mediation failed to resolve a wage dispute.

According to Mr R Bernickow, national media officer of the South African Clothing and Textile Workers' Union, mediation had failed between the union and the Cape Clothing Manufacturers' Association at the weekend.

The union had called for an urgent Industrial Council meeting today to discuss strike rules and the ballot procedure

Negotiations collapsed

Sactwu represents about 55 000 people in the Western Cape clothing and knitwear industry. The union declared a dispute with manufacturers two weeks ago after wage negotiations collapsed.

Mr Bernickow said that at mediation the union had changed its 1990/91 demands to weekly increases of R30 for machinist grades, R25 for categories below machinists and R30 or 15 percent — whichever is the greater — for categories above machinists. A further demand is an extra day's annual leave in 1991 in addition to the 13 already granted

Manufacturers had indicated they were prepared to accept the union's demands on condition that they were implemented in the first pay week in January, rather than the traditional date of December 13

Festive season

"The employers' position confirms the reasonable nature of the union's demands. But a deferment of the implementation date to January is unacceptable. It will cause immense hardships over the festive season to clothing workers, who already earn low wages.

"Over the past year employment figures for the industry have shown a marginal drop of about 400 workers."

● The CCMA could not be reached for comment but weekend reports indicated that manufacturers expected huge retrenchments next year if there were strikes. Strikes would "devastate" the industry and create intense bitterness, one was quoted as saying

SAB, union agree on wages, overtime

Labour Reporter

ARCUS 9/10/90
1407
300

A SETTLEMENT on wages, overtime and other conditions of employment has been reached between the South African Breweries beer division and the Food and Allied Workers' Union.

In terms of the agreement, concluded last week, the union won an increase of 16,5 percent for 6 000 members with the minimum wage being increased from R1 063 a month to R1 238.

Agreement was also reached on overtime — a controversial issue which has been at the centre of many disputes between SAB and the union and culminated in an Appeal Court hearing last year.

WEEKEND WORK

The union declared a dispute two months ago when the SAB insisted that employees agree to work overtime

Workers refused to contract work overtime and at weekends as it disrupted their family, social and sporting lives, the union said.

SAB Human Resources director Mr Rob Childs said the new negotiated agreement on overtime was "a combination of voluntary and compulsory overtime which balanced the requirements of both parties"

EFFORTS to end a countrywide strike by nearly 3 000 Nampak employees remained deadlocked yesterday

Cosatu, which is demanding centralised bargaining for 2 800 Nampak workers, threatened solidarity action against the Barlow Rand subsidiary's "iron fist attitude"

About 130 workers at the Nampak Spicers plant in Johannesburg

Talks deadlocked

140A
9/10/90

returned to work yesterday, leaving about 2 800 employees at 28 plants still on strike, Nampak's industrial relations director Mr Tony Mercer said

About 500 workers at eight plants had been dismissed since the illegal strike began on August 29, and talks on

the dispute "had not been fruitful", he added

The Paper, Printing, Wood and Allied Workers' Union, which represents the striking workforce, is demanding that the company scrap factory-level negotiations in favour of a single national bargaining forum — Sapa

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**Cosatu march
targets Barlows**

MATTHEW CURTIN (140A)

COSATU members will march through Johannesburg next Tuesday to highlight demands for centralised bargaining at Barlow Rand and grievances that affiliated unions have concerning Barlow's subsidiaries

A Cosatu spokesman said yesterday shop stewards at Barlows' firms met at the weekend and resolved to step up their 10-month campaign against the group.

The demonstration next week will promote the Paper, Printing Wood and Allied Workers' Union's (Ppwawu) campaign against plant-level bargaining at Nampak, and campaigns by the NUM and Numsa for the reinstatement of workers dismissed from Rand Mines' Duvah colliery and ATC's Brits plant

Yesterday, Ppwawu said dismissals last week at Nampak's two Rosslyn plants had taken the number of workers fired in the three-week strike to nearly 1 000.

Textile industry Strike looming

140A
9/10/90

By BRONWYN DAVIDS

A HUGE clothing and knitting workers' strike is looming following a breakdown in mediation between the SA Clothing and Textile Workers' Union (Sactwu) and employers at the weekend, a Sactwu spokesman warned yesterday.

According to Sactwu spokesman Mr Shahid Teladia, the union has met shop stewards to prepare for strike ballots.

The union, the largest in the Western Cape, represents about 56 000 workers and requires a majority vote from its members for the go-ahead to strike.

The results of the strike ballot should be made available on Friday.

"At mediation, the union modified its demands to a R30 increase for the machinist grades, R25 for categories below that of machinists and R30 or 15% whichever is greater, for categories above machinists. The other demand is for one extra day's annual leave in 1991," said Mr Teladia.

Machinists currently earn about R170 a week. If a R30 increase is granted, weekly wages would be pushed up to about R200 a week.

Chief negotiator for the Cape

Clothing Manufacturers' Association and the Cape Knitting Industries' Association, Mr Johann Baard, said the employers had given the union three options:

- An increase of R30 for grade B machinists effective from December 13, 1990, and 15% for all other categories

- An increase of R29 for grade B effective from December 13, 1990, and 16.5% for all other categories

- From the first pay week in January, 1991, R30 for grade B machinists, 16% for all those above grade B and 18% for those below grade B

Mercedes industrial dispute has ended

JOHANNESBURG — The industrial dispute at the Mercedes Benz (MBSA) factory in East London has ended.

A statement by the company said yesterday it had resolved the dispute and work would resume today after a break of seven weeks.

The strike began on August 16 with a sit-in at the factory premises, but it was ended two weeks later by police at the request of the management.

MBSA chief executive Mr Christoph Kopke said recently the dispute had cost the company R13,5 million a day and had jeopardised foreign investment in South Africa.

MBSA official Ms Renee Killian said yesterday the company had lost over R500m in revenue during the 37 working days production was suspended — Sapa-Reuter, Own Correspondent

Chamber, NUM to fix racial policy

The National Union of Mineworkers (NUM) and the Chamber of Mines decided at a meeting yesterday to draw up a framework for addressing the problem of racial discrimination in the mining industry, the union said.

Yesterday's meeting was the second to take place between the NUM and the Chamber since the union started a defiance campaign against racial

discrimination earlier this year. Sta. 10/10/90 (140p)

The NUM said miners had stepped up their defiance against alleged racial discrimination on mines.

Miners were now conducting defiance actions at Kriel Colliery near Witbank, the union said. — Sapa

Dispute at city
abattoir ^{AKG 11-5 70/10/90} Workers
demand jobs back ^{140A}

By SHARON SOROUR, Labour Reporter

THE African National Congress and other community organisations have stepped into a dispute involving the dismissal of about 300 abattoir workers.

The Food and Allied Workers' Union announced yesterday that the ANC, with Cosatu, the Muslim Judicial Council, the United Democratic Front, the Western Cape Traders' Association and the Chamber of Muslim Meat Traders, pledged support for the workers' reinstatement.

They were dismissed from Cape Slaughtering, Dressing and Flaying on August 2 for staging a wildcat strike at the Maitland abattoir.

'TRICKED'

The union accused the company of dismissing the workers in an "arbitrary and dictatorial manner".

"They were informed of their dismissal by a police official. They had been tricked into clocking out on the pretext that the problem would be discussed with shop stewards the following morning," a union statement said.

But a company spokesman said the workers were requested, verbally and in writing, to return to work and were warned that if they refused they would be dismissed.

"It had been agreed upon by both parties that they would not take part in any industrial action during wage negotiations. The company claimed for the losses from the workers and the union and it was agreed upon that any back pay would be held back pending the outcome of the claim," he said.

BOYCOTT THREAT

An urgent industrial court application by the union to have the workers reinstated failed and the two parties were set to meet in court next week.

The organisations had called on the company to meet the union and settle the matter but company was not prepared to reinstate the workers and would meet the union in court, the spokesman said.

The union has threatened that the dispute could lead to a red meat boycott and support action by trade unionists at distribution firms.

90% at Benz reopening

Own Correspondent
CAT Telfs 10/10/90

EAST LONDON. — About 90% of the workers at the Mercedes Benz South Africa (MBSA) plant here returned to work yesterday morning, ending the factory's seven-week-long closure.

This followed an agreement reached on Monday between MBSA and the National Union of Metalworkers of South Africa (Numsa).

A company spokesman said the parties had agreed in the settlement first to deal with "certain operational issues to enable normal production to resume".

The necessary tasks were completed before noon yesterday and staff were permitted to go home early.

Production is due to resume at normal times from today.

The spokesman said MBSA's chief executive, Mr Christoph Kopke, expressed his appreciation to all staff for their co-operative and constructive handling of yesterday's "operational problems".

He also said MBSA and Numsa had agreed to arbitration on the issue of the 538 dismissed workers and said they did not have access to the plant

East London sweet factory strike ends

Labour Reporter

HUNDREDS of employees of the Wilson-Rowntree sweet factory in East London, who downed tools after wage negotiations deadlocked, have returned to work.

Mr David Jelley, director of the company's chocolate and confectionary division, said an agreement had been reached between management and the Food and Allied Workers' Union (Fawu).

"Both sides are committed to building relationships for the future."

The workers returned to work yesterday.

Production at the factory was interrupted last week when about 400 workers staged a sleep-in strike and others were locked out by management.

● Nampak Corrugated Containers is to meet the Paper, Printing, Wood and Allied Workers' Union in a bid to resolve the nationwide six-week "illegal" strike by thousands of workers.

The meeting today follows a threat by trade union federation Cosatu to take solidarity action against the Barlow Rand subsidiary's "iron fist attitude".

The workers are demanding the company stop factory-level negotiations in favour of a single national bargaining forum.



Cosatu may act against Nampak

By SHARON SOROUR
Labour Reporter

TRADE union federation Cosatu has threatened to take action against the Barlow Rand subsidiary Nampak, where thousands of workers are on strike nationwide.

The workers, members of the Paper, Printing, Wood and Allied Workers' Union (PPWAWU), are demanding the company stop factory-level negotiations in favour of a single national bargaining forum.

In a statement Cosatu accused Barlow Rand of "union bashing tactics, particularly in the current dispute at Nampak"

Cosatu claimed the corporation's strategy "to destroy meaningful collective bargaining" had led to a number of disputes involving their subsidiaries

At Nampak it involved a refusal to take part in centralised bargaining and the collapse of the industrial council for the paper industry

Bargaining

Nampak industrial relations manager Mr Tony Mercer said about 2 800 employees at 28 plants were still on strike. But according to Cosatu 3 700 were on strike at 29 plants — three in the Western Cape

Mr Mercer said about 500 workers at eight plants had been dismissed since the strike began on August 29.

He said Nampak was still prepared to talk about bargaining levels if the union respected established structures and procedures

But union general secretary Mr Siphon Khubeka said the paper and packaging group had rejected union attempts to negotiate an end to the impasse, including a proposal for mediation

● Last week 29 strikers at Nampak Recycling, Cape Town, were dismissed for ignoring an ultimatum to return to work.

... yesterday to support Ithuba Day. He joined in the ...
and His/Her Royal Highness Queen Elizabeth II, alias John Raymond. Ithuba raises money
for a host of charitable organisations. Picture CATHERINE ROSS

Union seeking to deflect damage after court ruling

8/10/90
THE SA Commercial, Catering and Allied Workers' Union (Saccawu) is "exploring various avenues" in reaction to a judgment, with potentially crippling costs, handed down against the union and two officials last month

It is understood the costs of the case heard by Mr Justice Fleming and brought by legal firm Deneys Reitz against Saccawu, Vivian Mtwa and Jeremy Daphne could be tens of thousands of rands

The judgment permitted Deneys Reitz to request the fees of an attorney and two counsel. The respondents were represented by a similarly sized team

The Saccawu official was unwilling to comment any further, saying the matter was "very sensitive". But it is understood the union might seek Cosatu involvement and/or some form of settlement with the firm. The possibility of an appeal is also under consideration.

The case followed a Saccawu congress decision in June to "wage a campaign" against Deneys Reitz including picketing, claiming the firm had been responsible for union-bashing tactics

In a far-reaching judgment, Mr Justice Fleming declared the congress decision unlawful and interdicted the respondents

ALAN FINE

from calling for, inciting or participating in any action contemplated by the decision

In a passage which could have a significant impact on the generally held view of the right to picket, Mr Justice Fleming said in SA law — unlike, perhaps, US law — the right to free expression did not include the right to hold a placard

He found the object of the campaign included "instilling in applicants a reaction of fear, apprehension or something similar which would tend to discourage representation of clients or expression of thoughts not to the liking" of Saccawu

In its evidence, Saccawu specifically cited representations by the firm on changes to the Labour Relations Act

Mr Justice Fleming found Saccawu's right to express its views was not absolute or unbridled, and that the right of the applicant, Deneys Reitz, to freedom of expression deserved protection

He said the resolution suggested behaviour which would affect, to an impermissible extent, the right and duty to practise as attorneys. Further, any business had the fundamental right to trade without "the prospect of frightening off customers"

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CAA 7-11 11/10/70
Rowntree strike ends

EAST LONDON. — Striking workers at Wilson Rowntree here are expected to return to work today following an agreement between management and the Food and Allied Workers' Union. More than 1 000 workers downed tools last Monday after wage negotiations deadlocked.

Rival metal unions may merge

THE two unions representing all black workers in the metal industry and almost half its 380 000 employees are to examine the possibilities of merging, a National Union of Metalworkers (Numsa) spokesman said yesterday

Numsa and rival Nactu affiliate the Metal and Electrical Workers' Union (Mewusa) had resolved to meet in November to discuss a programme "to effect worker unity", he said

Numsa has about 130 000 members in the metal industry and Mewusa has more than 30 000

The Numsa spokesman said the meeting was called to discuss a media release and pamphlet issued by Mewusa on August 27 during the final stages of this year's national wage negotiations

MATTHEW CURTIN

In a statement attributed to Mewusa general secretary T R A Oliphant, the union alleged Numsa was negotiating privately with the Steel and Engineering Industries Federation (Seifsa)

This gave "the impression there was only one union involved in the negotiations", so "undermining" Mewusa's and other unions' position in the industry. Fourteen unions are party to the metal industry's industrial council

Numsa said Mewusa's national executive committee had disassociated itself from the document at the meeting last Saturday. The unions undertook to investigate the source of the documents and would take appropriate action.

140A

BIDAM 11/10/90

140A

Numsa shakeup after Benz dispute

South Africa 11/10 - 17/10/90

EAST LONDON.— The National Union of Metalworkers of South Africa (Numsa) has elected a new Border regional secretary in what appears to be part of a "shakeup" in the region

The appointment of Mr Enoch Godongwana, who has been moved to the area from Johannesburg, is seen as an attempt to address worker dissatisfaction with regional officials.

Workers at Mercedes-

Benz South Africa (MBSA) here went back to work on Tuesday this week after a seven-week dispute

In terms of the agreement hammered out by Mercedes and Numsa, the company will remain in the National Bargaining Forum (NBF) and the current wage agreement will stand

The issue of the 538 dismissed strikers will be taken to arbitration, which will decide who actually participated in the strike and what disciplinary action will be taken

In addition, Numsa and MBSA restated their commitment to the recognition agreement and to the use of negotiation structures to resolve disputes

threat

11/10/90
suppliers of red meat is involving about 300 dis-

140A

Workers and ANC march to gas plant

Staff Reporter

ABOUT 200 workers and African National Congress supporters marched to the Capegas plant in Woodstock yesterday to hand over a memorandum demanding recognition of their union and a wage increase.

Seventy-three members of the Chemical Workers' Industrial Union were locked out of the premises by Capegas on September 17, in a pre-emptive move when the company learnt that the workers planned to strike because of deadlocked wage negotiations.

The Woodstock branch of the ANC took up the workers' cause and called on the community to join the protest march.

Several Cosatu-affiliated unions sent messages of support.



POLICE CORDON ... Locked-out Capegas workers and Woodstock ANC supporters sing and toyi-toyi in front of a police cordon outside the plant yesterday.

Picture: OBED ZILWA

The workers, who are demanding a minimum wage of R4 an hour, said they regarded the march as the "beginning of a major war against Capegas".

A meeting will be held today between worker representatives and management, who claim that Capegas shift workers already earn R4,29 an hour.

Union clinches recognition at Da Gama plant

(1408) MATTHEW CURTIN (R)

THE SA Clothing and Textile Workers' Union (Sactwu) has won recognition at Da Gama Textiles' East London plant, one of the largest employers in the area.

The union was involved in a three-year campaign and 10 months of negotiations with management.

Sactwu national organiser Mark Bennett said yesterday the union and management signed a formal agreement at the end of September.

The union was in the process of signing up its paid membership at the plant before the agreement recognising the union's collective bargaining rights was formally put into effect.

Da Gama spokesman Nick Peterson said yesterday he expected the union would represent 1 200 employees out of the plant's 1 400 workforce.

The union's campaign for recognition included a request that SAB Holdings, of which Da Gama is a subsidiary, intervene in the dispute at the beginning of September.

SAB refused but the union also held demonstrations in East London, petitioned the East London Chamber of Commerce, and picketed SAB's Johannesburg head office. b1024 12/10/90

Peterson said the recognition agreement was simply the fruit of careful negotiations since November last year.

Last-minute deal averts big strike

Staff Reporter

A LAST-MINUTE wage agreement in the clothing and knitting industry dispute has averted the threatened strike by about 56 000 Western Cape garment workers, according to a SA Clothing and Textile Workers' Union (Sactwu) spokesman

Mr Ronald Bernickow said the agreement includes a R29,50-a-week wage rise for Grade B machinists, R25 for Grade C machinists, R22 for learner machinists and R29,50 or 15%, whichever is greater, for machinists above the grade system

The increase for Grade B machinists — about 70% of the workforce who earn a current minimum wage of R155 a week — is 50 cents less than the amount initially demanded by Sactwu

Settlement was reached yesterday morning when Sactwu and clothing and knitting industry employers accepted revised options decided on at a special meeting on Tuesday

Strike action had threatened on Monday when mediation between the two parties broke down last weekend

"An important aspect of the agreement is the 25% maternity

pay provision for a period of three months — a milestone in an industry dominated by women workers," said Mr Bernickow

"The 25% will be paid out by the Industrial Council Sick Fund and is over and above the amount paid to women on maternity leave by the Unemployment Insurance Fund

"Effectively women on maternity leave will receive 70% of their wage for the first three months and 45% for the next three months"

The next wage negotiations will begin in January 1992, with wage increases being implemented in July 1992, said Mr Bernickow

Cosatu's drive pays dividends in homelands

By DREW FORREST ^{12/10-16/10/90}
A major drive by the Congress of SA Trade Unions is changing the face of labour law and labour relations in the homelands.

Following changes of government and an intensified union organising push, new laws have been passed in Transkei and Ciskei and are imminent in Venda and KwaNdebele. At the same time, Cosatu has announced a campaign in Bophuthatswana, involving stayaway action, to win the right to operate there.

Hundreds of thousands of homeland workers, many unorganised and on low wages, are affected.

A Cosatu document acquired by the *Weekly Mail* stresses that Cosatu's ultimate aim is to re-integrate the homelands into South Africa. But to give interim worker protection, boost organisation and lay the basis for a unitary system, the federation has launched negotiations with homeland governments to pass laws more favourable to workers.

The aim is to provide speedy and simple legislation in line with South Africa's pre-1988 Labour Relations Act, allowing unions to operate and giving organising rights.

Homeland laws, the document says, should cover all workers, including farm, domestic and state employees, provide a simple dispute procedure and industrial court system, or arbitration instead of a court; exclude legal strikes from the unfair labour practice definition, guarantee basic union organising rights, and contain a simple union certification process. The automatic certification of South African-registered unions is proposed.

Cosatu also suggests the State President be pressed to strip "self-governing" homelands of labour jurisdiction, so that South African law applies.

It is understood that in the light of looming LRA changes in South Africa, the most enlightened of the homelands, kaNgwane, has shelved plans for its own labour statute and aims to restore central state jurisdiction.

Change is most advanced in Transkei and Ciskei, following the rise to power of regimes closer to the Mass Democratic Movement. Both homelands this year passed decrees officially recognising unions and legalising strikes.

Their "independent" status makes swift change possible. "self-governing" homelands' laws need the State President's endorsement.

In Transkei, Cosatu has played a direct law-making role through the homeland's National Manpower Commission. It was the NMC, says Cosatu's Eastern Cape chairman Thembinkosi Mkalipi, which convinced the government to drop the 1988 LRA amendments from legisla-

tion drafted for Transkei by Nic Wiehahn.

And Transkei has overtaken South Africa in another key respect — the decree covers farm and domestic workers.

However, the federation is deeply unhappy at "unexplained" departures from NMC proposals — in particular, the exclusion of the civil servants, teachers and parastatals from the decree. Also ignored were proposals for the automatic registration of South African-registered unions and majority union rights.

In Ciskei, where Cosatu and the chamber of industries dealt directly with the military council, the decree also excludes strikes from the unfair labour practice definition. But it does not cover civil servants, small business and farm and domestic workers.

To remedy these defects, Cosatu last week met Transkei's Major-General Bantu Holomisa and Ciskei's Brigadier Oupa Gqozo. According to Mkalipi, they conceded on most issues — with the key exception of civil servants.

Holomisa agreed, however, to refer to parastatals on the issue of parastatal rights; and to the NMC on the civil service, and Mkalipi is optimistic the demands will be met. Gqozo, "less secure in his power", was a tougher proposition, he said.

Cosatu says resistance to civil service labour rights is widespread among homeland leaders, ascribing this to fear of destabilisation.

Cosatu also reports progress towards new law in other homelands. In its document, it says:

- Negotiations are under way with Venda, which accepts most Cosatu proposals but is unhappy about civil service rights, and with QwaQwa.

- KwaNdebele wants Cosatu to draft new laws, which would cover the public service, and may call a special legislative assembly next month to pass it.

- Following rapid unionisation and mass strikes, Lebowa had met Cosatu and was keen to enact a new law covering all workers except police.

Gazankulu, however, had not responded to Cosatu overtures and was reportedly drafting legislation for enactment next January. "We must ensure laws are not passed behind our backs," Cosatu says.

The major stumbling-blocks remain kwaZulu — with which Cosatu has no relationship — and Bophuthatswana, the most developed homeland.

A ding-dong battle looms in Bophuthatswana, whose Industrial Conciliation Act bars "foreign" unions. Manpower Minister Simon Seodi last week stressed Cosatu had no legal standing in the territory and warned that workers joining the planned stay-away risked the sack.

Union wins recognition at Da Gama

By DREW FORREST

IN a breakthrough after three years of conflict, the SA Clothing and Textile Workers Union (Sactwu) has won recognition at the East London plant of Da Gama Textiles

The agreement between Sactwu and Da Gama — described by the union as the only major textile firm in South Africa to have resisted unionisation — follows a union campaign launched last month involving worker marches in East London, letters of protest to MPs and a Cosatu call to SA Breweries, Da Gama's parent, to intervene in the dispute

The company confirmed in a statement that a recognition agreement had been concluded "subject to the union providing evidence of membership in good standing"

The latest issue of *Sactwu News* says the deal grants a range of rights previously denied the union, including recognition of Sactwu and its shop stewards, agreed grievance and disciplinary procedures, wage negotiating rights, workplace access for officials and stop-order facilities.

Before the rights are implemented, the journal says, workers will have to sign fresh membership forms and pay five week's arrear subscriptions. More than 1 000 workers are employed at the plant

Barlows proposes union rights deal

By DREW FORRES (1408) (18)

BARLOW Rand has offered Cosatu unions a range of union rights — including strike and picketing rights — in return for co-operation in building the group's prosperity, Cosatu negotiator Rob Rees revealed this week.

Rees said the proposals, which still had to be unravelled and discussed by workers, were Barlows' response to a charter of workers' rights tabled by Cosatu during talks.

Cosatu is engaged in a campaign against Barlows, centring on claims that the group has undermined central bargaining. However other issues, including mass dismissals at subsidiaries and union rights, are also at stake.

Against the background of the campaign, Cosatu workers plan to march on Barlows' Johannesburg headquarters on Tuesday to protest against their handling of strikes at subsidiaries Nampak and ATC. Rees said the protest would also focus on sackings at Barlows Manufacturing in Kew and Rand Mines' Duvha colliery. A simultaneous march is planned on the Union Buildings.

On the latest Barlows' proposals, Rees said they appeared to link an offer of union rights, including workplace access, stop-orders and strike and picketing rights, to a Cosatu commitment to the group's prosperity.

Barlows' view remained that the issue of bargaining levels should be addressed by subsidiaries, he said. Confirmation and comment could not be obtained from the company.



Numsa official

axed after bitter Mercedes strike

By LOUISE FLANAGAN
and DREW FORREST

MERCEDES-BENZ workers have axed a key union official following the settlement of the bitter seven-week dispute at the East London car giant.

The National Union of Metalworkers (Numsa) denied any connection between the strike and the axing of Numsa's Border regional secretary, Msiteli Nonyukela, in elections at the weekend.

But workers were known to be critical of Nonyukela's alleged dictatorial style during the dispute, and at one stage carried his mock coffin through the plant. Mercedes has hotly denied rumours that it insisted on his removal during negotiations with Numsa.

The dispute, centring on worker demands that Mercedes pull out of the car industry's national bargaining forum (NBF), has cost the company close to R500-million in lost revenue — but this takes no account of savings on wages and materials while the plant was closed. Mercedes said actual losses were being assessed.

Mercedes said 90 percent of workers returned to work on Tuesday in terms of the settlement. This does not include 538 dismissed strikers, whose fate will be decided by arbitration.

The settlement deal, reached after protracted negotiations, contains key provisions aimed at improving relations at Mercedes. Both sides have committed themselves to the company's continued participation in the NBF, and Numsa has confirmed that a recent NBF wage deal binds all its Mercedes members.

It also provides for joint union-management structures to address the grievances and agreement has been reached on how to handle operational issues such as absenteeism and discipline.

It is believed the company has also agreed to drop the retrenchment of about 800 workers countrywide announced during the strike.

The strike threw into sharp relief the union's problems with a "labour aristocracy" in this highly paid sector.

The threat that the plant might close also brought to the surface potential rifts between labour and the African National Congress. ANC leader Arnold Stofile was sharply critical of the workers, suggesting they had a political agenda. He said the Congress of South African Trade Unions should withdraw from the political arena now that the ANC and SA Communist Party had been unbanned.

Fawu in fight for lost jobs

THE Food and Allied
Workers' Union (Fawu),
representing about 300
sacked Cape Slaughter-
ing workers, will ap-
proach the Industrial
Court on Monday in a
second bid for their
reinstatement.

Meanwhile, a company
spokesman ruled out any
further attempts to nego-
tiate over the fired work-
ers' jobs after a trade
union delegation tried to
reopen talks yesterday.

This followed an an-
nouncement earlier this
week by Fawu of ANC,
trade union and busi-
ness support to reinstate
the workers. — Sapa

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Cosatu calls Bop stayaway

PRETORIA.— Cosatu's members and affiliates will embark on a one-day stayaway in Bophuthatswana on November 12, the organisation announced here yesterday.

The stayaway marks the beginning of the action Cosatu threatened would take place if Bophuthatswana employers continued to refuse to recognise Cosatu and its affiliates.

● A UDF spokesman said there was still widespread government and police oppression in Bophuthatswana. — Sapa

'Useful idiots' hijacked by SACP Communist Party?

By SEKOLA SELLO

THE appointment of four prominent unionists to the interim leadership of the South African Communist Party has raised fears that the labour movement faces the danger of being "hijacked" by communists.

The appointment of four leading members of Cosatu came as a complete surprise to most labour and political observers.

Even more surprising is that some analysts earlier described the four — Moses Mayekiso, Chris Dlamini, Sydney Mafumadi and John Gonomo — as confirmed "workerists" who placed the interests of workers before those of any political organisation.

Mafumadi is Cosatu's assistant general secretary, Dlamini the federation's first vice president and president of the Food and Allied Workers Union, while Gonomo is president of Numsa, Cosatu's second-largest affiliate. Mayekiso is Numsa's general secretary.

This view of "workerists" has been put forward by those who claim the tripartite alliance comprising the ANC, SACP and Cosatu is a marriage of convenience which will one day come apart.

It has been argued that should a conflict of interest arise in the alliance, the "workerists" would dump the ANC and align themselves with the cause of the workers.

The SACP has never been regarded as a factor in this equation. Until its relaunch on July 29, popular wisdom

was that in the event of any conflict, the mass-based ANC would pitch against Cosatu.

Therefore it was a big jolt for many when Cosatu heavyweights like Mayekiso, Dlamini and Mafumadi were appointed as members of the SACP.

Exit the "workerists" point of view and in comes a new one. The SACP is now said to be riding piggyback on Cosatu and in true Leninist tradition, the four men are now being regarded as the Party's "useful idiots".

Big business views the presence of communists among the Cosatu leadership as boding ill for future industrial relations.

The current argument is that the Party is "using" these leaders to transform itself from an elitist organisation to a mass-based political party.

After "using" these officials, it is said, the Party will no longer have any use for them.

Some argue the history of Africa is full of alliances between nationalist movements and trade unions during the struggle for independence — only for the unionists to be "dumped" soon after Uhuru.

This happened in Zambia, where the trade unions were at the forefront of the struggle for independence.

Zambia's African Miners Union (later Zambia Miners Union) — which played a pivotal role in spawning the Trades' Union Congress — enjoyed cordial relations with Kenneth Kaunda's United National Independence Party. It was through this alliance — helped

by the strikes initiated by TUC — that Britain was eventually forced to grant independence to Zambia in 1964.

A similar scenario exists in South Africa today. In the last six years Cosatu was at the forefront of the liberation struggle.

Today Cosatu and the ANC enjoy good relations and spokesmen for both organisations believe the tripartite alliance is not likely to be affected by independence.

Cosatu's Mafumadi debunks claims that the Party is using unionists to seize political power. He also dismisses assertions that this alliance could be adversely affected in the event of the ANC coming to power.

For starters, Mafumadi and the other three have never regarded themselves as "workerists". They claim these are labels Mafumadi says he did not become a member of the Party on July 29 when he was appointed to the interim leadership, but had been a member for a long time. The same could possibly hold true for the other three.

Mafumadi concedes that during the history of independent Africa, cleavages developed between the nationalist movements and trade unions soon after Uhuru — and the unions suffered.

However, he does not see a similar situation repeating itself in South Africa "when the ANC takes over". Mafumadi says there will still be a need for the alliance "to consolidate freedom".

He says in the tripartite alliance the overriding principle which governs action is the "assertion of the centrality of

the masses" in liberation.

This principle, Mafumadi explains, underpins every action and decision made by the alliance. In line with this principle, every action taken by any component of the alliance is to advance the needs of the masses.

"It is not to advance the interests of the Party, the ANC or the union federation."

While the three components of the alliance believe the need for its continuity will remain valid well into the future, the lessons of Zambia and the rest of Africa do not inspire much confidence. The story has been the same on the rest of the continent — from Kenya on the east to Ghana on the west and in the subcontinent.

Once a nationalist movement takes over, it is concerned with two things: to maintain stability at all costs and ensure foreign investment. Maintaining stability often leads to the use of coercive measures against the working class. Foreign investors prefer making maximum profits and these are often accrued at the expense of workers.

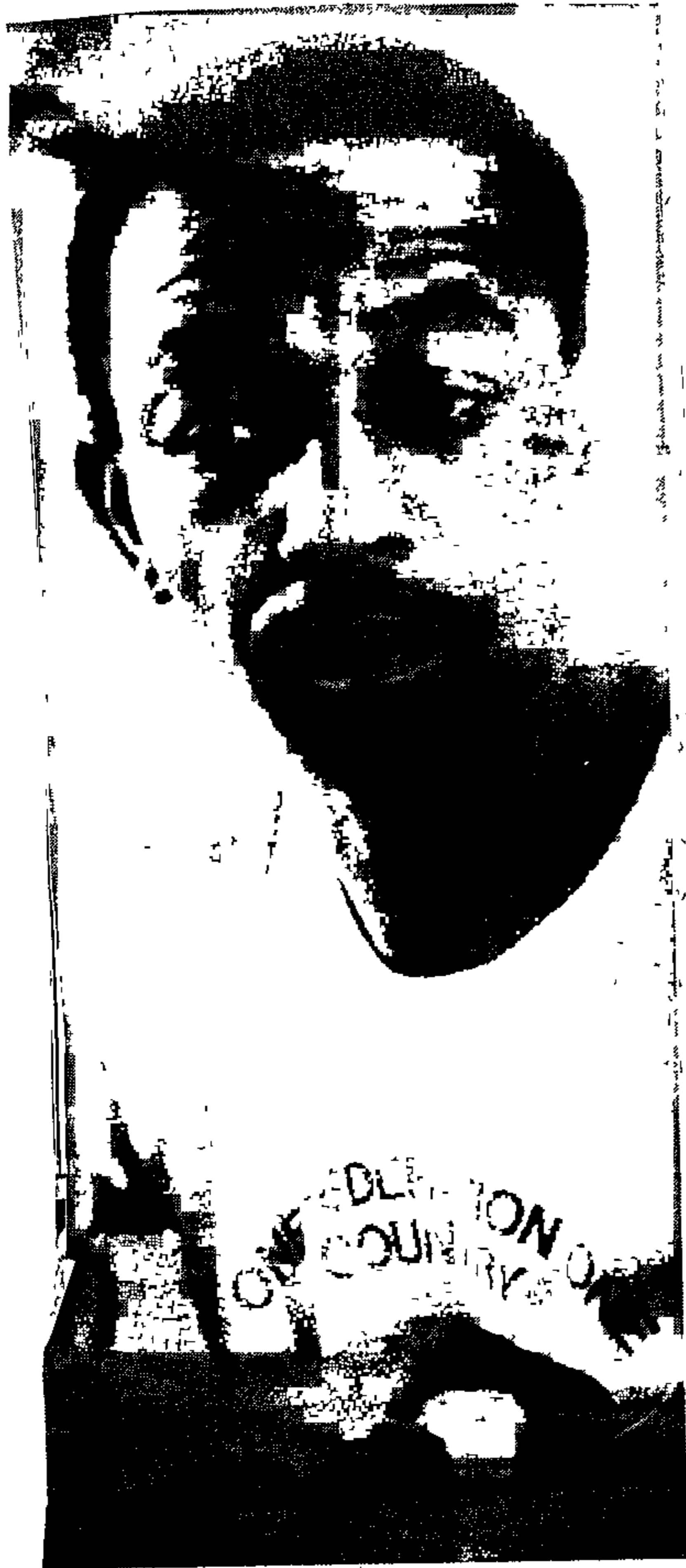
The demands of government and those of the workers often clash. Will a future ANC-led government be immune from using force to bring to heel workers demanding more pay and better working conditions?

These are some of the problems that will tax the minds of the labour and nationalist movements if and when the ANC takes over.

Can the alliance overcome such pressures? Mafumadi thinks these are not insurmountable hurdles.



Sydney Mafumadi . . . Cosatu assistant secretary general denies he's a "workerist".



Chris Dlamini . . . president of Cosatu and of the Food and Allied Workers Union.

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(190A)

Hostels may be family homes

Numsa to provide R1-billion

By PATRICK MAFAFO

THE National Union of Metalworkers of South Africa (Numsa) is prepared, subject to government guarantees, to pledge up to R1-billion from its provident and pension fund to convert hostels into family homes and to build affordable houses for blacks.

In a document given to the Mass Democratic Movement, Numsa proposes that the project should be handled by the ANC/Cosatu/SACP alliance.

Numsa general secretary Moses Mayekiso said the draft proposal was being studied by affiliates and should be finalised by the end of the month.

He said the hostels would be converted because they were not fit for human accommodation. "Violence will be endemic as long

as they exist. They are health hazards and split families."

To finance the development Numsa proposes

- A trust fund to be controlled by the alliance and the government;
- Cosatu and its affiliates, mainly Numsa, put up close to R1-billion when the amount is guaranteed by the government;
- The Independent Trust Fund and the government each contribute R1-billion, and
- A consortium of building societies and finance houses under the possible leadership of the SA Perm building society together provide R1-billion.

The proposal provides for houses for sale to families and to individuals, and houses for rent.

Mayekiso said once the proposals had been finalised the next

step would be a meeting between the alliance and the State President. He hoped for action in the second quarter of next year.

It is proposed that a joint committee be established by the end of this month to develop the project. At regional level a sub-committee of local authorities and civic associations is proposed to handle the project.

According to statistics from the Council for Scientific and Industrial Research (CSIR), the housing backlog in cities is close to two million units. In addition, 320 000 units a year will have to be provided to house the urban population by the year 2000.

According to the latest Central Statistical Service figures, only 11 000 black housing units were built last year.

Numsa general secretary Moses Mayekiso.

Breakthrough for Saccawu

C/Press 14/10/90 131 140A 151
FOR the first time in the commercial sector an agreement has been reached between Game Discount World and the South African Commercial, Catering and Allied Workers' Union (Saccawu) whereby the national co-ordinating shop steward works part-time for a full-time salary.

In terms of the agreement, the democratically elected shop steward would

work 23 hours a week for the company and the rest of the normal working hours would be spent on union business.

The shop steward would have his or her own office on company premises and the job would involve training of new shop stewards, assisting in disciplinary appeals and grievance cases, facilitating communication between management and workers as well as

keeping union members informed on decisions and policies of Cosatu, of which Saccawu is an affiliate.

Game will provide a budget for the shop steward to carry out his or her functions within the company.

Union members in Game will hold a national general meeting in Johannesburg on October 28 to conduct the elections for the post.

Saccawu stressed that the democratic election is an important aspect of the arrangement as this would ensure that the shop steward elected was representative and accountable.

Top deal on maternity rights

cf/ren 14/10/90 (140A) (140B) (140C)
GAME and the South African Commercial, Catering and Allied Workers' Union (Saccawu) signed the best package deal on parental rights in Durban on Friday in a record two months of negotiation. The agreement covers 1 100 workers in 10 Game stores nationwide.

The agreement sets a precedent in that all mothers receive a guaranteed 50 percent of their salary while on their eight months' paid leave. In all other parental rights agreements negotiated by the union, those workers who do not qualify for UIF maternity benefits in the first six months of their leave, do not receive more than 33 percent.

Union negotiating team leader Bheki Mbatha said it was time all employers recognised the importance of parental rights and that they had a social responsibility to take proper care of working-class children.

He stressed the union would embark on a major campaign for childcare facilities next year. Game workers were at the forefront of Cosatu's Childcare Day demonstrations in Durban in September.

Workers, owners to tackle mine racism

THE National Union of Mineworkers and the Chamber of Mines are to join forces to stamp out racism on mines

The two groups decided at a Conciliation Board meeting this week to jointly draw up a framework for addressing the problem

This was the second Conciliation Board meeting between the two since the Num initiated a defiance campaign against racial discrimination on the mines earlier this year.

Once such a general framework for addressing the problem of racism was agreed to between them, they would return to the Conciliation Board, the Num said in a statement

This general framework will cover the drafting of a definition of racial discrimination, a declaration of intent on abolishing racial discrimination, the drafting of a charter prohibiting racial discrimination in the mining industry, the drawing up of a pro-

gramme of action to abolish racial discrimination, and the establishing of disciplinary procedures for handling violations of the principles enshrined in the charter

Meanwhile, miners – mainly at Witbank Collieries – have stepped up their defiance against alleged racial discrimination on mines, the Num said

Miners at Matla Colliery are using bathrooms and change-rooms reserved for whites. The Num said mine security had allegedly been using teargas in an attempt to drive the workers out

Also, in defiance of mine regulations, workers are using buses reserved for whites to get to and from work

The Num added miners were conducting similar defiance actions at Kriel Colliery near Witbank

In a provisional memorandum handed to the Chamber of Mines at Tuesday's meeting, the Num

said "It should be made clear to you that our members can recognise racial discrimination, no matter how it is disguised

"Our members feel that you are disguising racism. Indeed they see only one change since some laws that enforced discrimination were removed earlier this year, and that is in the way discrimination is now justified"

Miners see this as an excuse for carrying on as before and they reject it, the Num said

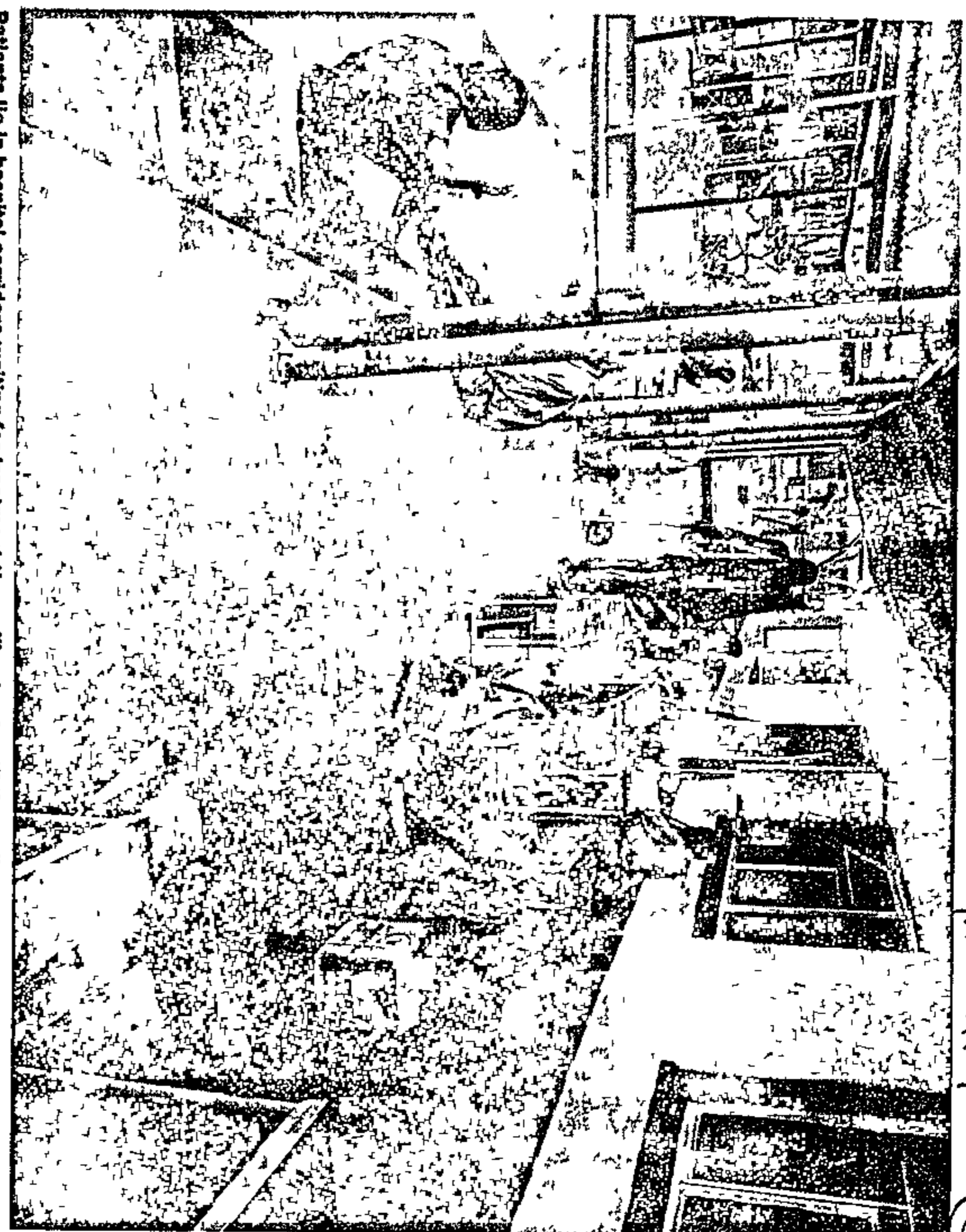
"We remain adamant that all practices that are and have always been racially discriminatory must be stopped

"We cannot compromise on this matter as it involves our members' human dignity and involves the question of human rights which are universal"

The Num attached an extensive list alleging instances where racial discrimination was still practised on the mines. Sept

2/Nov 14/10/90

148A



Patients lie in hospital corridors waiting for treatment they will not get until the strike ends.

Picture: BONGANI MINGUNI

No doctor after rough 75km donkey cart ride

By SOPHIE TEMA

MADUMETJA Mammie travelled about 75km by donkey cart from her home to the Matlala Hospital to receive treatment for her chronic illness, but there were no doctors to attend to her.

Madumetja was one of hundreds of very sick people who could not receive treatment because of the three-week-old strike that has brought almost all health services in Lebotwa to a complete standstill.

The strike by the Northern Transvaal Public Servants' Union (Notrapu) has spread to about 18 hospitals in the homeland, leaving matrons and nurses to do the work of ordinary workers. Workers were to have returned to work by Thursday, said Chief Minister Nelson Ramodike.

Elsa Matlala, 54, said she travelled a long way from her home near Nebo to the Glen Cowie Hospital to have treatment for a chest ailment which, she says, started a month ago. Breathing with difficulty, Elsa said "I could not get to the hospital earlier because I had no money. Last week my brother who works in Johannesburg sent me R30 and this money helped me pay for transport to get me here."

"I had to pay R8 for a private car to bring me to hospital because there are no telephones in our village to call an ambulance and transport is not easily available."

But there were no doctors on duty at the hospital. "The nurses told me there was a strike and that I would only be able to get the necessary treatment once things returned to normal. They were, however, very sympathetic towards me. They examined me and gave me medicine to drink."

In hospitals like Matlala - one of the biggest in Lebotwa - primary health nurses manned the outpatients' department because there were no doctors.

Nurses at most hospitals had to scrub floors, clean toilets, wash and iron laundry and do the cooking - in some cases assisted by patients.

The situation had become so serious that emergency cases from Matlala and Glen Cowie hospitals had to be transferred to Jane Furse Hospital.

On Thursday night a patient who was to have had an emergency caesarian section had to be transported 85km to the

land's government failed to respond to their demands.

HC Boshoff Hospital in Maandagshoek near Burgersfort because "Notrapu had cut off the water supply" by sending their pump operators to Jane Furse, claimed a doctor.

Unofficial reports said workers at Glen Cowie and Matlala hospitals trickled back to work on Friday.

A spokesman for the Lebotwa government said a commission of inquiry has been appointed to look into the grievances of the more than 2,000 public servants who embarked on an indefinite strike after the homeland's government failed to respond to their demands.

Demands include: ■ Labourers who are regarded as "permanently temporary" be taken on as full-time staff. ■ An end to preferential treatment of white officials and the implementation of study schemes, particularly in the cases of officials who are allegedly punished for not being in the good books of their seniors, and ■ Maternity leave and benefits for women in public services.

The workers also demand the immediate release of six Notrapu executive members detained in connection with the strike and held under the Internal Security Act.

Members of the Lebotwa Nurses' Association (Lebna) on Friday reported for work at hospitals and clinics after a sit-in was called off during a meeting at Groothoek Hospital on Thursday, reports Sapa.

Nine resolutions, including the calling off of the sit-in, were adopted at the meeting which was aimed at ironing out problems encountered by association members.



A blind patient helps with the dishwashing at a Lebotwa hospital where nurses and doctors are on strike.

Mangope is braced for trade union onslaught

By MANDLA TYALA

THE stage is set for a major confrontation in Bophuthatswana as ANC-aligned trade unions seek to assert themselves against the authority of President Lucas Mangope.

The issue is recognition. Cosatu, South Africa's largest trade union federation, sees Bophuthatswana as an apartheid creation.

It refuses to recognise the homeland as independent and seeks to organise workers there as it does elsewhere.

Mr Mangope's government, on the other hand, has put its foot down. It has ruled that Cosatu is a "foreign" trade union and as such has no "locus standi" in Bophuthatswana.

Stayaway

The tension has been heightened by Cosatu's stated objective of helping to bring about the re-integration of all homelands into South Africa, a stance Mr Mangope's government does not take kindly to.

The battle lines were drawn on Friday when Cosatu announced the launch of a programme of disruptive industrial action.

The federation called on its members and affiliates to embark on a one-day stayaway in Bophuthatswana on November 12.

Threatening to "inflict heavy economic damage", Cosatu spokesman Donsie Khumalo said the stayaway was "the beginning of actions Cosatu will take to force Bophuthatswana employers

to recognise our trade unions".

Cosatu also plans to

● Organise consumer actions in December to apply more pressure. This would include a consumer boycott of all businesses in Bophuthatswana.

● Seek a meeting with Foreign Affairs Minister Pik Botha to discuss the national budget allocation to homelands and to arrange protest marches against the department for the allocation.

Bophuthatswana's Manpower Minister, the Rev Simon Seodi, has warned that any strikes called by Cosatu will be illegal.

He has told workers who are planning to take part that they will place their jobs in jeopardy.

In a recent statement, Mr Seodi said Bophuthatswana's Industrial Conciliation Act of

1984 gave the homeland's workers the right to form trade unions and to organise themselves. But Director of Information Lefutso Moga-jane said he did not know of any Bophuthatswana-based trade unions.

Mr Khumalo said Bophuthatswana's Labour Relations Act classified Cosatu as a "foreign trade union" and did not allow it any organisation or bargaining rights.

Hundreds of workers had been fired for joining Cosatu and most companies, including two major banks, refused even to discuss the question of their employees joining Cosatu affiliates.

Cosatu's push for a foothold in Bophuthatswana comes in the wake of successes in other homelands.

After intensified union action, the new governments in Transkei and Ciskei have taken a sympathetic position towards Cosatu.

Unions 'realistic in wage demands'

Star 15/10/90

140A

By Shehnaaz Bulbulia

Union wage demands are more realistic this year, with bargaining starting at about 35 percent compared to last year's 80 percent, says labour consultant Pat Stone

Another labour consultant said, however, that cases where unions had dropped opening wage demands were rare

Mr Stone of Andrew, Levy and Associates said his firm's latest wage settlement quarterly survey showed a general drop which appeared across industry rather than related to specific industries

Mr Stone cited several unions, including Paper, Printing, Wood and Allied Workers, Food and Allied Workers, South African Clothing and Textile Workers, and Chemical Workers' Industrial, as having a marked drop in their opening bids this year compared to last year.

He said he believed it was too early to relate the drop in wage demands to recent Government calls to unions to curb wage demands.

This drop did not reflect that unions had lowered their expectations either, but appeared to be a shift in bargaining tactics, Mr Stone said

A possible reason for the decrease, he said, was that unions wanted to retain their credibili-

ty by not entering into negotiations with demands that could not be met

The agency's latest survey, covering industry and union activity, showed that unions were opting for greater social demands.

An increasing demand in the wage package include security and continuity of employment.

Mr Stone believed that next year, apart from the pure issue of wage demands, the provision of provident funds, assistance for education and housing and specific training to avoid re-trenchment would be key union issues.

Similar

The average settlement reached last year stood at about 17,5 percent and Mr Stone predicted similar settlement figures for the end of the year

According to labour consultants FSA-Contact, there was no significant drop in union wage demands

Wage-related issues were the major cause of industrial action over the thirdquarter of 1990

The deadlock in negotiations over wages and working conditions was the major contributory factor, resulting in several extended national strikes.

Row with Bop looms

Sowetan 15/10/90
A MAJOR confrontation is looming between the Bophuthatswana government and Cosatu over the stayaway called by the trade union federation in the homeland, writes MATSHUBE MFOLOE.

The protest action is part of a campaign by Cosatu affiliates to force the homeland's authorities to allow their unions to operate there. South African-based unions are banned from operating in Bophuthatswana

The unions are demanding recognition at more than 100 companies which have relocated in the homeland

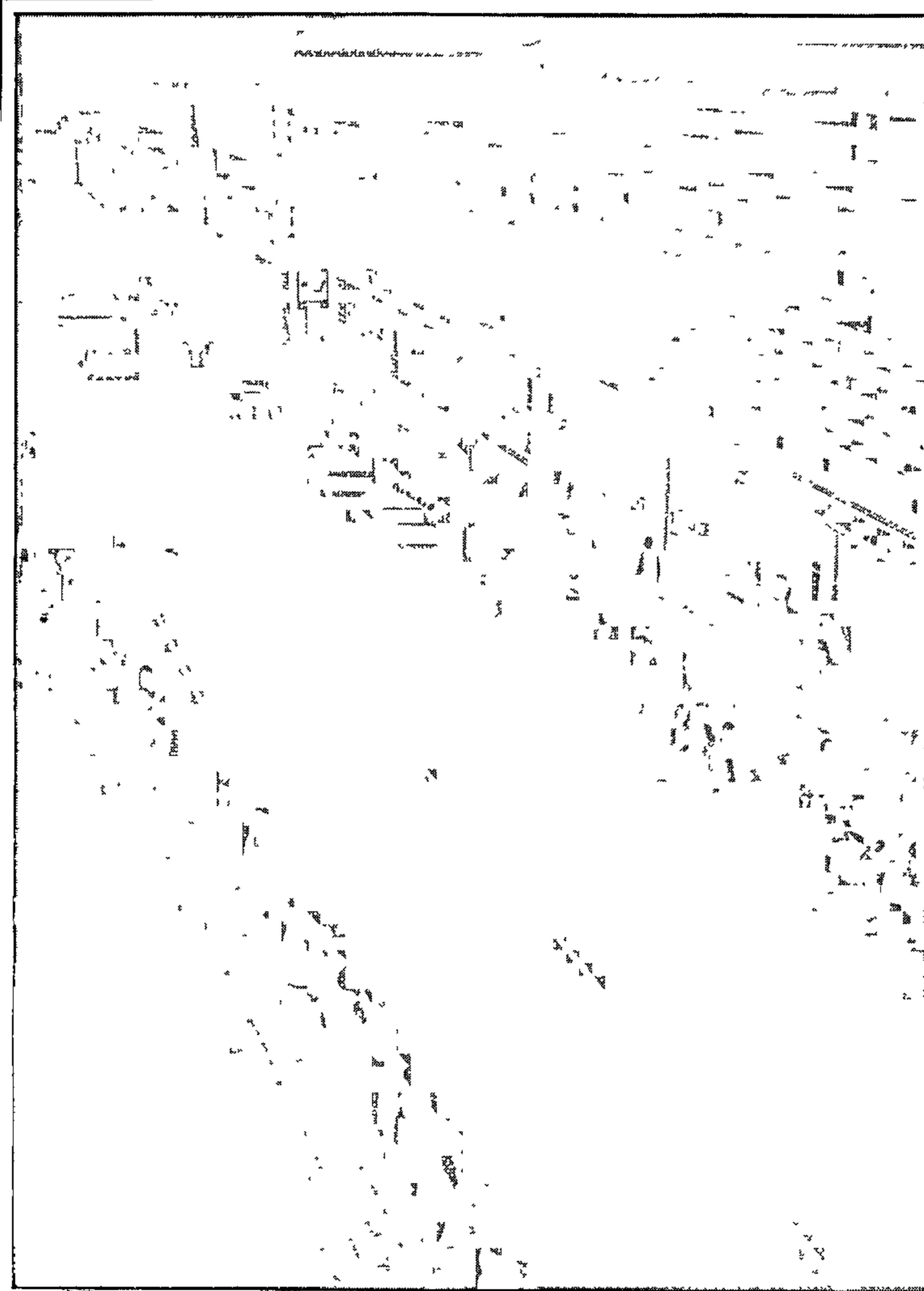
The stayaway is on November 12.

Star 16/10/90

140A

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NEWS



Toy-toying workers form human chain

By Shareen Singh

About 11 000 workers, mainly women in the clothing, textile and knitting industry, took to the streets in Johannesburg and Fordsburg yesterday in a demonstration of a different kind

Toy-toying workers occupied the pavements on both sides of streets and held hands to form a human chain around factories in a demonstration to highlight Cosatu's Workers' Charter Campaign

In Johannesburg the human chain stretched from Betty Street in Jeppe to Commissioner Street, and proceeded 12 blocks up to Von Wielligh Street and into Jeppe Street and then to Moseley Street close to the union offices

About 3 000 workers in Fordsburg did the same, starting in Main Street and going up to Central Road

The workers — members of the South African Clothing and Textile Workers Union (Sactwu) — chanted "We want equal rights", "We want the right to strike"

Sactwu spokesman Rob le Grange said the demonstration was aimed at popularising the concept of a workers' charter, which Cosatu resolved to campaign for at its 1988 congress

The aim of a workers' charter is to secure worker rights in a future South Africa. The ANC's constitutional guidelines provide for the incorporation of such a charter into the constitution of a post-apartheid South Africa

Discussions are currently taking place within Cosatu on organisational rights for unions, social and economic rights for working people, and individual-protection rights

Toy-toy chain . . . Thousands of mainly women members of the SA Clothing and Textile Workers Union (Sactwu) toy-toy in a human chain through central Johannesburg yesterday in support of Cosatu's Worker Charter Campaign

● Picture by Herbert Mabuza.

Barlows and Cosatu progress on workers' rights

BARLOW RAND and Cosatu are making progress on proposals to entrench workers' rights despite management concern over the strike by a Cosatu affiliate, the Paper Printing Wood and Allied Workers' Union (Ppwawu), at Nampak, a Barlows subsidiary.

Barlows group public affairs GM Ken Ironside said yesterday the group had submitted a "draft working document" on workers' rights in response to Cosatu's proposals tendered in September.

He warned that management was

MATTHEW CURTIN

concerned at developments at Nampak. The strike there, now in its sixth week, was having a serious impact on business, and managers felt the methods employed by Ppwawu were not commensurate with the union's aims.

The Cosatu-Ppwawu march on Barlows head office, planned for today, was not a helpful way to advance debate on the issue of centralised bargaining.

Cosatu spokesman Rob Rees said

the Barlows proposals, which sought to extend basic organisational rights in exchange for a commitment to company stability, had not gone far enough.

A Ppwawu spokesman said yesterday the union was ready to go along with company proposals for negotiations at division level, but of the company's six divisions, Nampak Paper, Tissue and Printpak did not join talks yesterday.

This inevitably frustrated attempts by Ppwawu to find a "collective solution" to the dispute.

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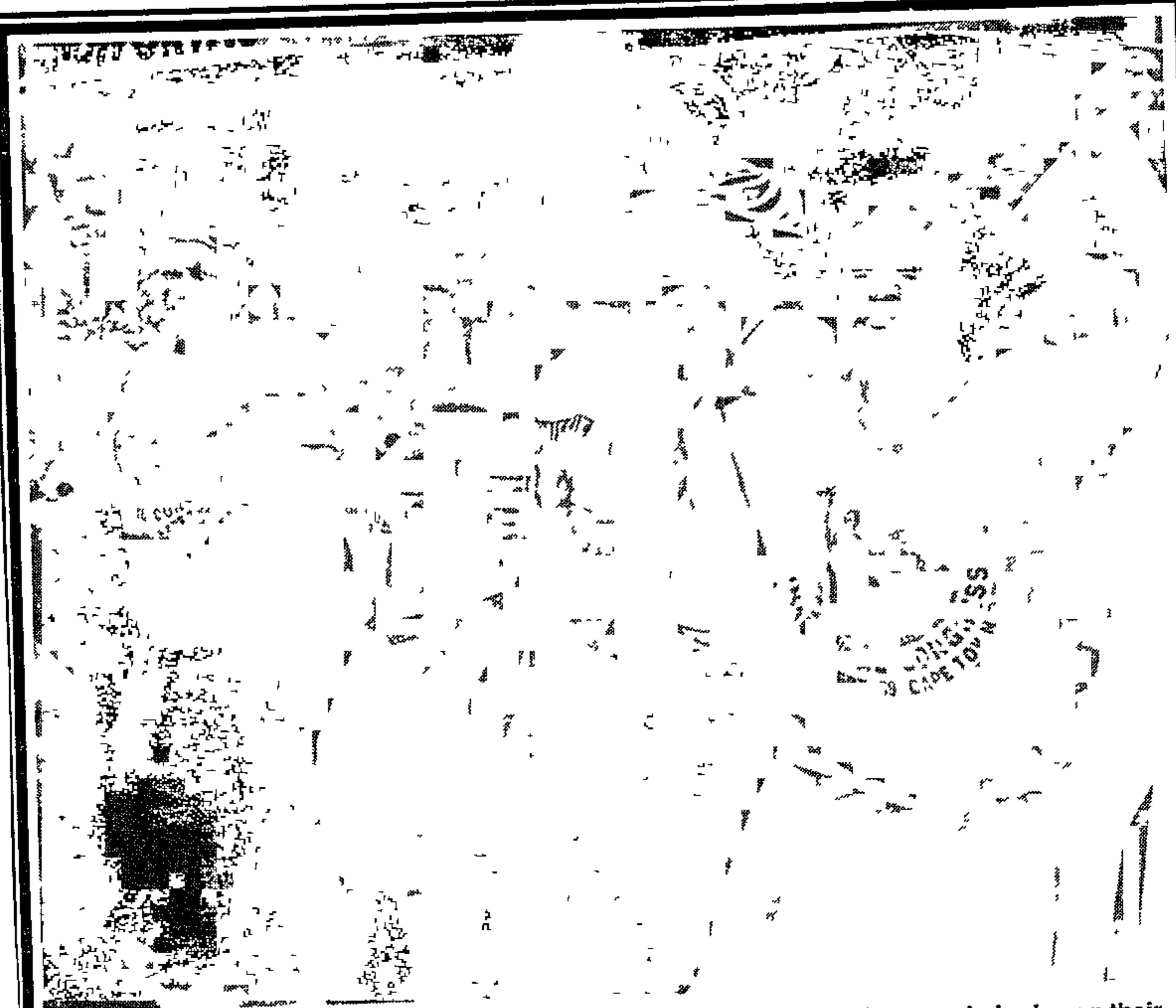
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South African Clothing and Textile Workers Union members form a human chain during their picket in Johannesburg yesterday. The demonstration was held to publicise the Workers' Charter. (140A) Pic: PAT SEBOKO

Sowetan 16/10/90

TOYI-TOYING WORKERS TAKE TO THE STREETS

JOHANNESBURG — The city centre was taken by a toyi-toying storm at lunchtime yesterday as thousands of mainly women members of the SA Clothing and Textile Workers' Union (Sactwu) formed a "human chain" to show support for Cosatu's Worker Charter Campaign.

Dozens of police and Defence Force members on foot and in patrol vans kept a low but noticeable presence throughout the protest, which lasted over an hour. No incidents were reported.

The mood among the Sactwu members, wearing brightly coloured Sactwu T-shirts, was up-beat and caused many a smile among office workers on their lunch break.

The protest reached its climax around 1.15pm as a light aircraft circled overhead trailing a Sactwu banner urging worker unity.

A Sactwu statement said the purpose of the demonstration was to heighten awareness of workers and the general public about the campaign. — Sapa

Concern over Strand factory closure

140A ~~140A~~ Staff Reporter

CMH 7915
16/10/80

THE closure of Gant's Foods fruit canning section at the Strand will affect the poverty rate and exacerbate social problems in the area, according to the Food and Allied Workers' Union (Fawu)

Spokesman Mr Stephen Edson said the closure of the factory was a "big problem" for the almost 900 workers employed, as other jobs were extremely scarce

Strand mayor Mr Dormehl Vosloo said the closure would be "very, very bad" for workers

A company director, who could not be named, said workers who chose to move to the meat and vegetable canning sections in the Transvaal would remain employed by the company

He said workers would be given full benefits

The director said sanctions and boycotts had closed the traditional European market which led to heavy losses in income

Nov 17/10/90

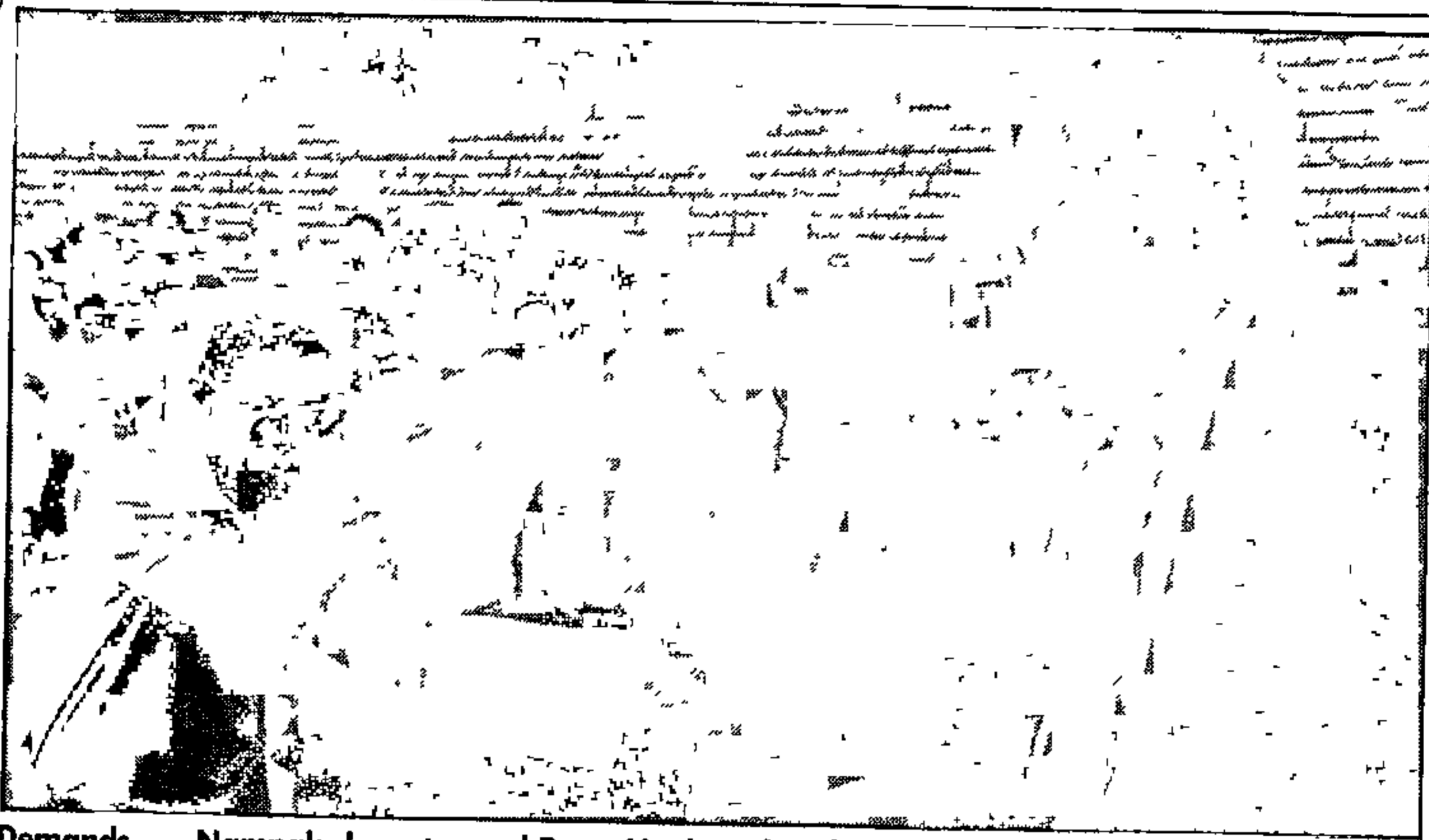
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VS



Demands . . . Nampak shop steward Peter Moeketsi hands a memorandum to Barlow Rand public affairs general manager Ken Ironside.
 ● Picture by Jacob Rykliff.

3 000 march on Barlow Rand

In the biggest Cosatu demonstration yet against company practices of the Barlow conglomerate, about 3 000 workers from Barlow Rand-owned companies marched on the company's head office in Sandton yesterday

Nampak shop steward Peter Moeketsi handed over a memorandum of demands to Barlow

Rand public affairs general manager Ken Ironside

Dismissed and striking workers belonging to the National Union of Metalworkers and the Paper, Printing, Wood and Allied Workers Union (Ppwawu) demanded their reinstatement. Mr Ironside refused to open the office gate to workers.

The memorandum included

demands that Barlow Rand intervene in the current Nampak strike and ensure that management there negotiate with Ppwawu; the reinstatement of four workers dismissed by African Telephone Cables in Brits, and reinstatement of 415 workers dismissed at Barlow Kew.

Mr Ironside promised to respond to Cosatu next week.

Iscor miners on strike over wages

By Brendan Templeton

About 5 100 workers went on strike at Iscor's Thabazimbi, Sishen and Grootgeluk mines yesterday.

Workers are demanding R630 excluding overtime and shift allowance while Iscor is offering R560. Previous talks deadlocked in August.

National Union of Mine-

workers' general secretary Cyril Ramaphosa accused Iscor of fuelling ethnic antagonisms on its collieries.

The NUM would seek a meeting with Law and Order Minister Adriaan Vlok to discuss the situation. They would hold talks with leaders of the Transkei, Ciskei and KwaZulu governments, he said.

A COSATU affiliate has managed to negotiate an agreement which offers the best package deal on parental rights ever won by a union in South Africa. (140A) (2/23/90)

The coup was pulled off by the South African Commercial, Catering and Al-

Game plan for mums

lied Workers' Union (Sac-cawu) which pioneered the fight for parental benefits

The agreement between the union and Game Discount World was signed in Durban last week. It covers more than 1 000 workers at

10 of the firm's stores throughout the country

The agreement is a precedent in that mothers get a guaranteed 50 percent of their salary while on eight months paid maternity leave. In previous agree-

ments, workers who do not qualify for UIF maternity benefits in the first six months of their leave do not receive more than 33 percent of their salary

Women employees will get 10 months parental leave which can be shared if both parents are employed by the company

Fathers will get eight days paid leave at the time of birth. South 18/10 - 24/10/90

A novel provision is a baby hamper worth R50 for the prospective parent

Other provisions include paid time off for women to get antenatal care

Nampak strikes set to continue

A COUNTRYWIDE strike at the paper packaging firm Nampak is to continue despite signs that the company might give in to demands for centralised bargaining. South 18/10 - 24/10/90

According to a spokesperson for the Paper Print Wood and Allied Workers Union, two divisions of Nampak have agreed to centralised bargain-

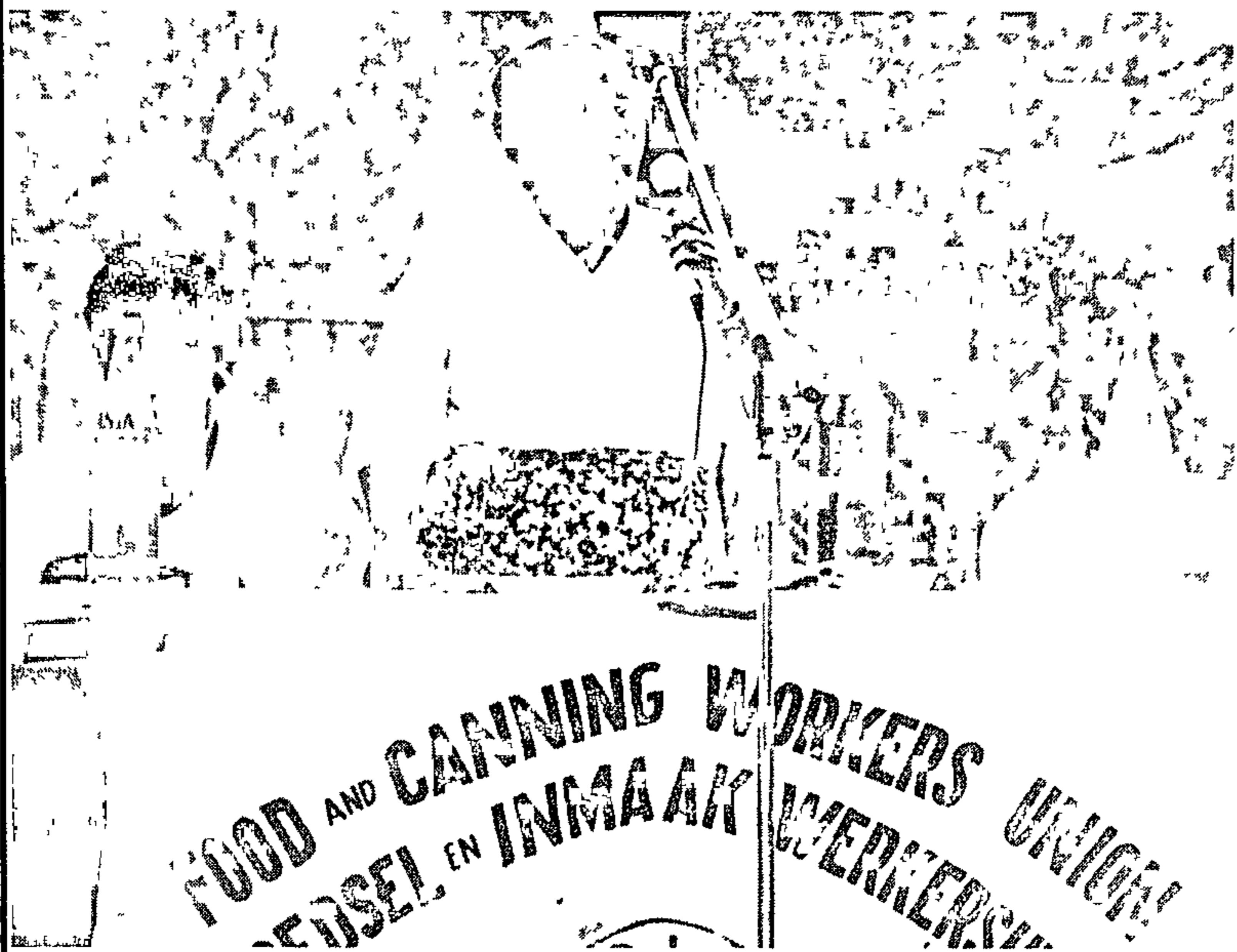
ing — the chief demand of more than 3 000 strikers at 28 plants.

A national shop stewards' council last week decided to continue the strike until all Nampak divisions agreed to centralised bargaining.

In the Western Cape about 350 workers are on strike at three Nampak plants. (2/23/90)

With...

40 years' of care



CARE: Veteran trade unionist and a SACP leader Nana Abrahams addresses a gathering at Paarl last weekend to celebrate the 40th anniversary of the union's medical aid fund. Other speakers were Fawu's national president Chris Dhlamini and South 18/10 - 24/10/90 former general-secretary, Jan Theron (1407)

Policy shift as union federation joins NMC

By DREW FORREST

(1401)

IN a key policy shift, the Congress of SA Trade Unions is to join the state's National Manpower Commission before it has been overhauled — but subject to certain conditions

In the Labour Relations Act "minute" adopted by unions, employers and the state, Cosatu and Nactu undertook to join the the statutory advisory body on labour law once it had been restructured

But at a central committee meeting last weekend, Cosatu decided to enter the NMC with immediate effect. As the body was processing the "minute", this would ensure the federation's involvement in the first stage of law-making, said Cosatu campaigns co-ordinator Lisa Seftel.

"If the NMC is not going in the direction we want, we'll return to mass action to press our demands," she said. "And we reserve the right to withdraw if we don't feel we're gaining from participation."

A key Cosatu demand is the setting of a

deadline for the restructuring process. The federation would be formulating guidelines for restructuring, Seftel said.

Other conditions for participation are that: W/M/19/10-25/10/90

- Manpower Minister Eli Louw should only appoint Cosatu representatives elected by the federation to the NMC and its sub-committees, and that the federation should have the right to recall its representatives

- Louw and the NMC should deal with Cosatu and not its individual affiliates

- That Cosatu is not bound by NMC recommendations and reserves the right to protest against them. The federation also wants Cosatu positions reflected in all NMC proposals

- Cosatu reserves the right to distribute NMC documentation among its affiliates

It is understood that in the initial stages, Cosatu will sit on sub-committees investigating labour rights for farm and domestic workers, as well as attending NMC workshops. These committees have already started their deliberations

**Final order
for Nampak**
Supreme Court Reporter

AN interim interdict brought by Nampak Products against members of the Paper, Printing, Wood and Allied Workers' Union was made a final order in the Supreme Court yesterday.

In terms of the order, union members were instructed to vacate the Epping premises of Nampak and are restrained from entering unless for purposes of work.

The union members were also interdicted and restrained from in any way intimidating, assaulting or threatening other workers and in any way from hindering or obstructing the normal operation of Nampak's factory.

Mr Justice H L Berman presided.

PSL rejects Cosatu offer

THE Public Service League yesterday shouldered an offer by Cosatu to mediate in a pay dispute between "coloured" civil servants and the state, charging that the federation had no mandate from the PSL rank and file.

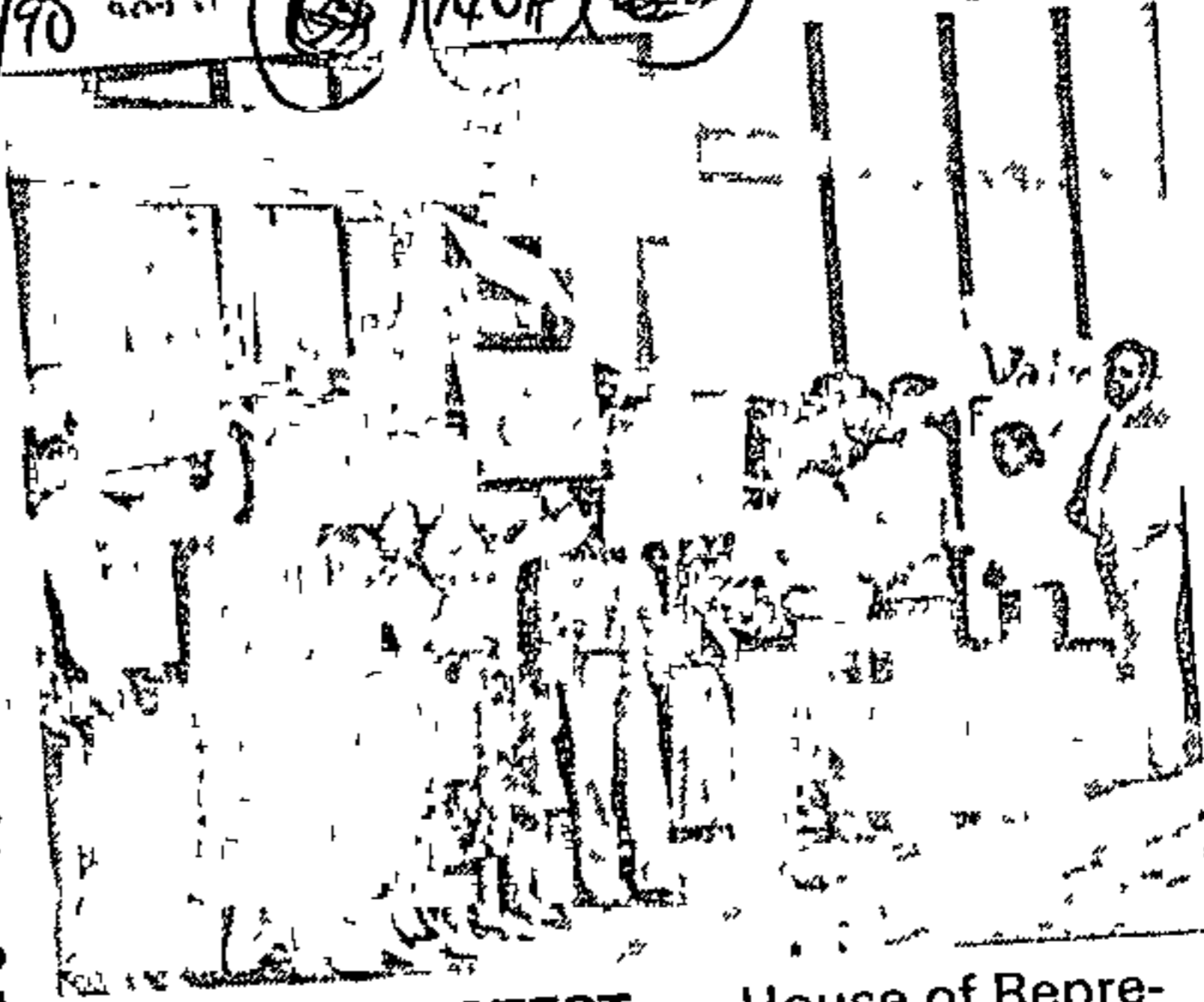
Motivating its intervention in the wage row, Cosatu (Western Cape) claimed that the PSL executive committee had distanced itself from a work-to-rule by disaffected employees

Cosatu backed full trade union rights for state sector workers and, as a party to the Labour Relations Act Minute, was prepared to mediate in the dispute, the federation's Western Cape regional secretary, Ms Lucy Nyembe, said

But according to PSL general secretary Mr Bernard Wentzel, his organisation had ruled out a fully fledged strike, while condoning a go-slow by civil servants until their demands were met

"As far as we are concerned, Cosatu has no mandate to mediate," he said, adding that Cosatu would first have to prove that it had canvassed the opinions of 50 000 PSL members in 26 regions

The labour action started on Tuesday and hinges on PSL demands for 20% salary rise and wage parity. — Sapa



SALARY PROTEST . . . House of Representatives civil servants holding a placard protest over a pay dispute in the city yesterday.

Picture ALAN TAYLOR

Consultant alleges informal govt-ANC labour accord

16/Jan 19/10/90

140A

MATTHEW CURTIN

TRADE unions shied away from strike action in the third quarter of this year because of an informal accord between the ANC and government in the wake of the Pretoria Minute, Levy, Piron and Associates director Brian Allen said yesterday. This agreement accounted for the National Union of Metalworkers' (Numsa's) readiness to accept a settlement in the metal industry pay talks despite a ballot in favour of strike action after prolonged and apparently deadlocked negotiations.

He said the ANC and Cosatu traded a withdrawal from strike action for government assurances of an acceleration in reforming the Labour Relations Act. The settlements in the metal and mining industry in August contrasted with a surge of often bitter industrial disputes and a record 1,2-million man-days lost in the first half of the year.

Commenting on the consultancy's 1990 wage settlement bulletin, Allen said the most striking and positive feature this year was the primacy of wage issues as triggers for strike action.

Despite the political turmoil in SA, 72% of strikes concerned wage issues. Consultants said a better appreciation of economic reality seemed to determine both employer and union strategies.

The average level of wage demands was slashed from just under 90% in 1989 to 51% this year. The average wage settlement level for the third quarter dropped from 17,9% in the first six months to 16,9%.

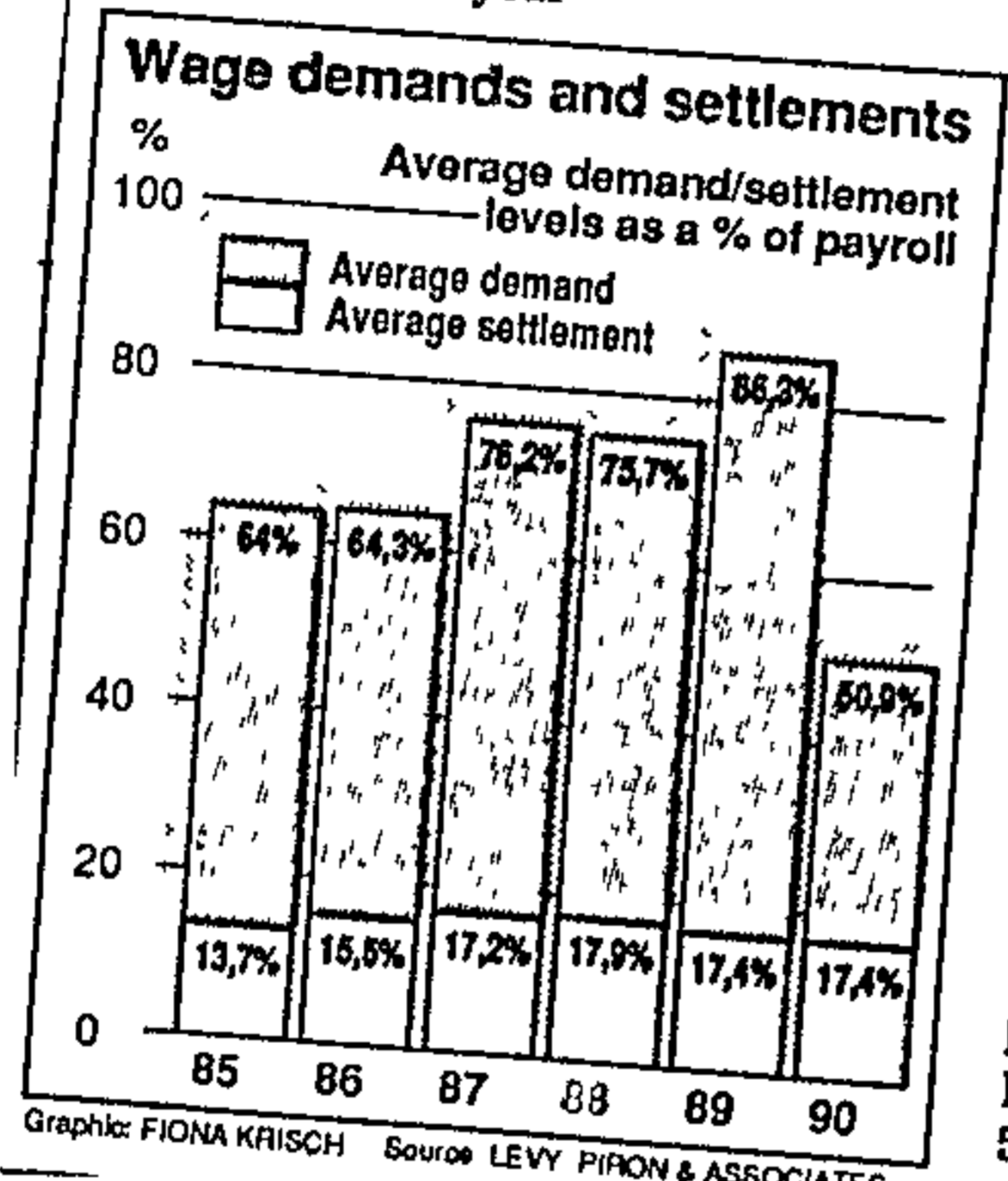
The 1990 average settlement was a fraction under 17,4%, the same percentage as last year and half a point down from 1988. Allen said this showed union leaders were increasingly concerned with the trade-off between jobs and wages, successfully bargaining for negotiated retrenchments, training and better severance pay to be written into wage agreements.

He said the salient feature in industrial relations this year was industrial unrest and unionisation in the public sector.

Consultants said the ramifications for the state were huge given that the LRA amendments would cement its role as an employer and that government was expected to spend R19m or 25% of the national budget on paying central government and provincial workers next year.

The bulletin also noted the shift in Cosatu's attitude to the necessity of a national minimum wage.

Consultants said unemployment in SA had reached critical levels and there was little sign the economy would grow by the 5% necessary to sustain even current levels of employment.



LABOUR

LRA 'war': Cosatu fires new volley at 'worrying' clauses

By DREW FORREST (140A) (140B)

THE Congress of SA Trade Unions has asked Manpower Minister Eli Louw for an urgent meeting to discuss "worrying" clauses in the recently published Labour Relations Amendment Bill

In a statement signalling that the long Labour Relations Act war may not be completely over, Cosatu's Geoff Schreiner said the Bill departed in two key respects from legislation accepted by unions, employers and the state when they adopted the recent watershed LRA "minute"

This was a violation of a pledge by Manpower Director-General Joel Fourie that any changes would be referred to the lawyers of Cosatu and Saccola, he said. He also complained that despite an undertaking that the unions would be involved at all stages of legislation, Cosatu had not been invited to attend parliamentary joint committee deliberations on the Bill this week.

Fourie could not be contacted. But Louw's administrative secretary, Jan van Tonder, said the parliamentary committee had decided to hear evidence and Cosatu had been asked to give it.

He also stressed that as the committee hearings amounted to a first reading of

the Bill, Louw could not insist on Cosatu's participation. "In effect, they would become temporary members of parliament," he commented.

Schreiner said Cosatu was concerned at a clause specifying the Industrial Court's discretion to ban as unfair practices in the 1988 unfair labour practice code, which the Bill repeals. Originally neutral, this now encouraged the court to consider these practices unfair, he said.

Another change empowered the Industrial Court to interdict work stoppages — which could include lawful strikes. A vital feature of the agreed legislation was the immunity of lawful strikes from interdict. "Read together, these clauses could enable the court to ban legal strikes," Schreiner said.

Labour lawyer John Brand described the work stoppage clause as "a further indication of sloppy and incompetent draftsmanship and a departure from the agreement".

Reacting, Van Tonder said he was convinced there was no bad faith and that "misunderstandings and uncertainties" would be clarified. "The changes may have been made by the government's legal adviser while the minister was overseas," he said.

W/Mant 19/10-25/10/92

A 20c union of the unemployed

A 20c joining fee and monthly union dues of 10c — what could more poignantly highlight the plight of the jobless?

At its recent second national conference, these miniscule sums were what the National Unemployed Workers' Coordinating Committee (NUWCC) decided to charge its members

Scattered, demoralised and powerless, South Africa's unemployed millions are a daunting target for any organiser. In a conference resolution, the NUWCC admits as much. It stresses that in its three-year lifespan, it has drawn limited numbers of unemployed and had little impact on the state.

But the levying of dues is a tiny step towards empowering the powerless — through the creation of a trade union for the unemployed. It will, says NUWCC general secretary Siphwe Ximba, pave the way for affiliation to the Congress of South African Trade Unions next year.

Before then, the 70 conference delegates decided, the NUWCC will have been transformed from a loose grouping of about eight regional unemployed workers' organisations into a national body.

The tragic irony is that although the NUWCC was set up as a project of Cosatu, its potential membership is many times greater than that of its parent. NUWCC media officer Barry Levinrad believes that if seasonal, casual and part-time workers are included — as well as

After three back-breaking formative years, a Cosatu project for the unemployed is set to be launched as a national union.

DREW FORREST reports

the workless township youth and the effectively unemployed in the informal sector — up to 20-million South Africans may be out of work

What can a union for the jobless achieve? Levinrad believes it can play a role in guiding the unemployed, many illiterate, through the "jungle" of Unemployment Insurance Fund (UIF) legislation, and in offsetting the psychological ravages of unemployment. "You can't exaggerate the strength that comes through unity," he says.

But through campaigns, the NUWCC has broader ambitions to reshape government employment and welfare policies

Its primary push is for "jobs for all at a living wage", believing only massive state intervention can achieve this. Pouring scorn on state deregulation policies, an NUWCC discussion document argues for a public works programme, particularly in the area of low-cost housing; large-scale retraining for the re-trenched; a state-backed co-operative sector and proper welfare for those who cannot find work.

Shorter-term campaigns have centred on UIF — demands include a Cosatu say on the unemployment insurance board and UIF cover for domestic, seasonal and farm workers — and price control on basic foodstuffs

On the broader political front, the NUWCC aims to harness the jobless to the broader drive for change. Its conference adopted Cosatu's political policy and, significantly, upheld sanctions against South Africa. "Structural unemployment predated sanctions," argues Levinrad. "And we believe unemployment can only be seriously addressed in a democratic state."

And under the slogan of "Employed and unemployed unite!", it also seeks to educate the jobless not to "scab" during strikes

Despite the obstacles, Ximba and Levinrad believe there is growing consciousness and activism among the unemployed

A key goal is now to shift campaigns from the regional to the national level, taking advantage of the NUWCC's foothold in both the communities and the labour movement

To this end, conference delegates agreed to integrate campaigns with those of Cosatu — UIF demands could, for example, be incorporated in the federation's living wage push — to stage a campaigns conference and to seek the support of the international community

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Unions call for factual reporting

JOHANNESBURG. — Trade union delegates at a media conference in Soweto yesterday attacked the big media corporations for being biased in their own interests, and shutting workers out of the current debate in South Africa

The conference, organised by the Sowetan newspaper as part of its 'Building the Nation' campaign, is being attended by more than 100 media representatives

Before lunch, delegates discussed trade unions and the press, and specifically unions in the media.

Speakers from Cosatu, Nactu, Mwasu, ADJ, SAUJ and Acag addressed the conference

Cosatu's Mr Moeletsi Mbeki said the trade union movement wanted two things from the press: Factual reporting and open debate

Discussing his demand, Mr Mbeki, the son of ANC leader Mr Govan Mbeki and recently returned from exile, singled out what he labelled the "bourgeois press" — the four giant commer-

cial newspaper publishers and the SABC — for criticism.

"The bourgeois press doesn't concern itself with factual reporting," he maintained. "A good example has been its coverage of the violence in Natal, and more recently, in the Transvaal."

Workers in South Africa, Mr Mbeki added, were being shut out of debate by the media

Nactu's Mr Mahlomola Skhosana agreed with Mr Mbeki's attack on the mainstream press

He focused his address on the low circulation figures among South Africa's "alternative press", linking it to an alleged bias in its reporting

He called on the alternative press to begin to reflect a more balanced view of the unfolding events in the country if it wanted to increase circulation

"If you limit yourselves to reflecting only one side of the debate, it will not improve your circulation

"The only way to increase circulation is to reflect all viewpoints." — Sapa

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Graphic LEE EMERTON Source ESKOM

to increase the effectiveness of its performance

Trade union priorities not addressed, says Golding

810cm 22/10/90

ALAN FINE

ADMINISTRATION and Economic Co-ordination Minister Wim de Villiers' plan for economic restructuring failed to address trade union priorities and was in opposition to them in various respects, a leading unionist said yesterday

NUM assistant general secretary Marcel Golding, noting De Villiers's call on Friday for unions to co-operate in the fight against inflation

through restraining their wage demands, also warned against government interference in the collective bargaining process

Golding said government could hardly expect the labour movement to co-operate in economic strategies over whose formulation unions had had little or no influence

He understood government's concern to tackle the inflation problem — inflation had also had a negative effect on workers' earnings. However, union economic priorities had to be the priorities of its members, and those were primarily job creation and increasing workforce income

A key area unions believed needed to be addressed as a pre-condition for economic progress was training

140 A

Star 23/10/90
**Coal miners
strike over
race policies**

By Shareen Singh

Coal miners at Genmin's Matla Colliery in the Eastern Transvaal downed tools yesterday demanding an end to racial discrimination at the mine, a union spokesman said.

Jerry Majatladi, spokesman for the National Union of Mineworkers (NUM), said 1 300 workers stopped work yesterday morning at Shaft 2 and 3. Later a further 800 from Shaft 1 joined them.

A Genmin spokesman said about 350 workers were on an illegal strike.

About three weeks ago workers went on a defiance campaign by using change rooms which they claim were reserved for whites only.

Management at Matla Colliery instituted disciplinary action against 40 workers who participated in this campaign, the union said.

Workers then downed tools demanding an end to racial discrimination and the withdrawal of the disciplinary action against their colleagues.

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Iscor strike talks

Iscor management is expecting to meet union representatives later this week to resolve a wage strike by more than 4 000 miners at three mines, a company spokesman said yesterday. The legal strike at Grootgeluk and Thabazimbi in the northern Transvaal and Sishen in the northern Cape began last Tuesday. Workers are demanding a minimum wage of R700 a month (27,5 percent increase) against management's offer of R560. Iscor spokesman Neels Howatt said the National Union of Mineworkers was the only union, out of eight, which had rejected the final offer.

Cosatu to focus on Nampak strike

140A MATTHEW CURTIN 127

COSATU intends staging national protest action to press its demand for centralised bargaining at Barlow Rand companies in a campaign which will focus on the Paper, Printing, Wood and Allied Workers Union's (Ppwawu) Nampak strike.

At a Press conference in Johannesburg yesterday, the union's Barlow Rand campaign co-ordinator Tony Ruiters said the national campaign would also concern Cosatu affiliates, grievances at Barlow's subsidiaries Romatex, Barlow Kew and ATC.

Work stoppages would be among measures to be discussed at a Barlow's shop stewards council meeting to be held next month.

Industrial action by about 4 000 workers at more than 30 Nampak plants is now in its second month.

Cosatu general secretary Sidney Mafumadi said the federation had approached Nampak head office yesterday to set up a meeting between Cosatu, Ppwawu, the company head office and divisional representatives to bring about a speedy resolution to the strike.

Nampak industrial relations director Tony Mercer said yesterday R5m in wages and R500 000 in provident fund contributions had been lost, but it was not possible to put a figure to Nampak's losses.

Storm brews as company retrenches union leader

By Brendan Templeton

The president of the 40 000-strong Chemical Workers Industrial Union (CWIU), Calvin Makgaleng, no longer has a job — he has been retrenched by his employers, Liquid Air

This has sparked off a bitter row between his union and the French multinational, with the union accusing management of union bashing and the company threatening to sue the union and anybody who repeats its allegations

CWIU spokesman Meshack Ravuku said in a statement that

Mr Makgaleng was retrenched after being with the company for 13 years

Liquid Air is remaining tight-lipped. A company spokesman was not willing to discuss the union's allegations further than referring to a lawyers' letter

The letter said the company regarded the matter as sub judice because it had been referred to arbitration

Mr Ravuku said wives of retrenched workers would hold a demonstration outside the company's head office today "where they will be showing their anger"

Art Times 24/10/90 (1401)

Company threatens Sapa

JOHANNESBURG — For the second time in as many weeks, the SA Press Association (Sapa) has been threatened with litigation if it disseminates union allegations about a dispute between the Cosatu-affiliated Chemical Workers' Industrial Union and the multinational Liquid Air company.

The union yesterday accused Liquid Air of "union-bashing" by retrenching its president, Mr Calvin Makgaleng, after 13 years of service, whilst retaining other employees with less job tenure.

In addition, the union claimed that management had replaced black drivers with whites and had also retrenched temporary black staff.

Approached for comment, the company requested a copy of the union's allegations. An hour later, Liquid Air's legal advisers faxed a warning letter to Sapa. — Sapa

No funds yet for frostbite victims

Staff Reporter

THE Taiwanese government was lagging in financially assisting workers who had lost their fingers because of frostbite while working on Taiwanese trawlers, Cosatu spokesman Mr Nsey Pieterse said yesterday.

Mr Pieterse said representatives of the Food and Allied Workers Union (Fawu) had been promised a meeting with the Taiwanese ambassador to discuss compensation but they had not received word, despite contacting the local consul several times.

"Instead they are meeting with the SA Department of Foreign Affairs and lawyers on the amount for compensation," he said.

Western Cape Cosatu secretary Ms Lucy Nyembe said the Taiwanese had offered to set up a fund for the frostbite victims, but had later indicated that this was not compensation for the workers.

Cape Times 25/10/90

Past ANC record on labour 'not adequate'

THE ANC had not paid enough attention to labour problems in the past, ANC Western Cape organiser Mr Reggie September said yesterday

He was speaking at the launch of Cosatu's hard-hitting labour campaign organised "in defence of the working class"

Mr September pledged the ANC's support for Cosatu's campaign for the defence of workers — many of whom were on strike, locked out or dismissed.

"I do not think we have given ourselves enough time to deal with these questions. The struggle for democracy does not just involve the question of the vote, it must also involve the question of the possibility of economic development," said Mr September.

The ANC would work out ways to assist the workers in any way they could, he said

Support for the labour action was also pledged by SA Communist Party Western Cape organiser Mr Garth Strachan and UDF executive member Mr Amos Lengisi

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Cosatu's plan to 'defend' ^{ent. trip 25/10/90} working class ^{140A}

Staff Reporter

COSATU has launched a hard-hitting labour action campaign designed to force companies in dispute with the unions to settle matters

The campaign "in defence of the working class" kicks off today with a protest march from Bonteheuwel station to the Barlow Rand offices in Pinelands

Cosatu's Western Cape secretary Ms Lucy Nyembe said there would be a work stoppage this morning at food, paper, chemical and metal factories involved in disputes and at companies which dealt with those firms

Cosatu would also call on workers to boycott products from companies in dispute

Consumers would be urged to boycott red meat if dismissed Cape Slaughter workers were not reinstated by 5pm today, said Ms Nyembe

She said the working class was under serious attack from capitalists.

Workers had suffered mass dismissals, lockouts, retrenchments, court interdicts, police harassment and arrests, she said.

The first part of the campaign would be directed at those companies in dispute with workers, their sister companies and those companies which dealt with them, she said

The campaigners also intended to march next Tuesday and on November 16 to the offices of the Minister of Environment Affairs, Mr Gert Kotze, where a meeting on the fishing crisis would be held with the minister.

Ms Nyembe said that a picket would be held outside the Taiwanese consulate next Wednesday, to bring attention to compensation for frostbite victims

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Cosatu, Nactu join fray

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A STRIKE by thousands of Nampak workers around the country is set to develop into a costly showdown between the country's two largest trade union federations and the corporate giant Barlow Rand.

If the strike is not resolved this week, the corporation is likely to be hit by stoppages and a national stayaway which could be costly.

Already both Nampak and the strikers are feeling the pinch as the strike by about 4 000 workers at 32 plants enters its second month.

According to spokesperson for the Paper, Printing, Wood and Allied Workers' Union (Ppwawu), Rob Rees, who's a key figure in the Barlow

By CHIARA CARTER
Rand Campaign, the federation sees the strike as having broad implications for the entire labour movement. The strikers' main demand is centralised bargaining and Barlow Rand's opposition to centralised bargaining lies behind Cosatu's campaign. Rees said solidarity action for the strike, including protests by workers at Barlow Rand plants, was gaining momentum.
Cosatu (Western Cape)

has assigned two office bearers to build strike support and a protest march is planned for this week.

Several Nactu affiliates have also pledged support for the strike.

This week Cosatu sent a letter to Nampak requesting a meeting.

According to Ppwawu, the meeting is vital if the strike is to be resolved.

A Nampak spokesperson said Ppwawu's plans were "confrontational" and the company would respond "appropriately".

Bid to defuse mine unrest

THE National Union of Mineworkers (Num) is hopeful that two top level meetings last week will help to stem the violence which erupted at several Natal mines earlier this

month. Thousands of workers last week returned to the Ciskei and Transkei after outbursts of violence between Zulu and Xhosa speaking workers left 11 workers dead.

Following a two-hour

1/20/17
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Union claims lockout was illegal

Supreme Court Reporter

AN electronics company acted illegally in locking-out more than 200 workers on September 3, the Cape Town Supreme Court has heard

The Metal and Electrical Workers Union of South Africa (Mewusa) is claiming that the lockout of 227 workers by National Panasonic at its Parow Industria factory nearly two months ago breached the Labour Relations Act

National Panasonic has deemed the lockout was illegal

The company declared a deadlock on August 13, but Mewusa submitted in papers that no deadlock had yet been reached on that date

The union claims that further dispute-settling procedures agreed to between the parties were still to be attempted and the matter was prematurely submitted to the Industrial Council before 30 days had passed after the company's dispute letter

Mewusa claims that the dispute letter did not constitute a deadlock notice as determined by the Act. It was sent by telefax, not by hand or registered post as determined by the Act, and was consequently invalid, the union submits.

The hearing was postponed to Monday.

**Soccer & pop
Soccer & pop
Soccer & pop
Soccer & pop**

FESTIVAL OF SOCCER AND POP MUSIC
Soccer City - Saturday November 3

**BE
THERE!**

ANC supports Cosatu move

Sowden 26/10/90

Non

THE African National Congress clearly needed to pay greater attention to problems on the labour front, ANC Western Cape organiser Mr Reggie September told a Press conference on Wednesday.

"I do not think we have given ourselves enough time to deal with these questions," September said at the launch of Cosatu's "campaign for the defence of the working class".

Pledging ANC support, along with the United Democratic Front and SA Communist Party, for striking, locked out and dismissed workers in the Cape, September said the ANC would have to work out ways to assist organised workers.

"The struggle for democracy does not just involve the question of the vote, it must also involve the question of the possibility of economic development."

Solving workers' problems was not just limited to extending voting rights.

"They also need security, houses and education, the same needs as everybody else in the country," said September.

The ANC needed to consider means of developing support action for worker struggles, he said

- Sapa.

NAMPAK management this week slammed a threatened union boycott of its products in the Western Cape as "flying in the face" of an offer by a senior Cosatu official to facilitate resolving a six-week strike

The proposed "blacklisting" of Nampak products and supplies was announced by a member of the Paper, Printing, Wood and Allied Workers Union at a Press briefing in Cape Town on Wednesday.

Hosted by Cosatu (Western Cape) the Press conference was called to publicise the recently-launched "campaign in defence of the working class"

Nampak industrial relations director Mr Tony Mercer said Cosatu assistant-general secretary Mr Sydney Mafumadi had written to the company on Monday, offering to play a "facilitating role" in the dispute

"If (the boycott) was called by Cosatu, the company is extremely disappointed in the lead they have taken in this matter. It is clearly a grossly unfair and illegal use of pressure against the company," he said

He hoped the "Cosatu head office" position would prevail, and that the federation would "bring PPWAWU to its senses to stop undermining due processes".

Ms Lucy Nyembe, Cosatu (Western Cape) regional secretary, told the Press conference the union was spearheading action against companies in dispute with Cosatu affiliates.

About 4 000 PPWAWU members at Nampak plants countrywide have been on strike for nearly six weeks in support of a union demand for centralised bargaining. Up to 1 000 workers at eight plants have been dismissed.

Cosatu head office spokesman Mr Neil Coleman

Boycott of Nampak is challenged

Sowetan 26/10/90

said there was no contradiction between Mafumadi's letter and the campaign announced by the union

"This comes in the context of the union-bashing practices of Barlow Rand (of which Nampak is a subsidiary)

"The Barlow Rand shop stewards council met to discuss solidarity action, and this included the question of blacklisting" - Sapa

Nactu denies claims

THE National Council of Trade Unions denied on Wednesday that its expulsion of the Black Allied Mining and Construction Workers Union' was related to BAMCWU's attendance of the Conference for a Democratic Future last year

A spokesman for Nactu, Mr Mahlomola Skhosana, said the attendance of the CDF was not an issue in BAMCWU's expulsion.

He said BAMCWU failed to meet its constitutional obligations by not paying its affiliation fees for a whole year

Earlier BAMCWU argued in a statement arguing that its expulsion was based on its attendance of the CDF. - Sapa Sowetan 26/10/90

We simply need

Workers invade lawyers' office

140A
CMA T.M.S. 26/10/70
Staff Reporter

WORK came to a halt in the offices of a leading city law firm yesterday when more than 30 workers dismissed from an Epping factory invaded the premises for two hours.

The workers sang freedom songs and toy-toyed and danced in the fourth-floor reception offices in the Liberty Life building while a delegation of Chemical Workers' Industrial Union (CWIU) representatives negotiated with company attorneys in an adjacent office.

The workers were all dismissed after a strike at the Epping-based Kohler Xactics factory in June this year.

They claimed that the law firm, which represents their former employers, had successfully prevented them taking their case to the Industrial Council.

Initially the firm wanted to get a Supreme Court interdict to evict the workers and they were told they had until 3.45pm to leave the building.

Just after 4pm, union representatives emerged from negotiations with the company and told the workers the law firm had agreed to convey their demands to the company provided they left the building.

The workers left after CWIU organiser Mr Martin Jansen spoke to them.



OFFICE BLUES ... Receptionist Miss Liz Justice found work impossible at a city law firm yesterday afternoon when more than 30 dismissed Kohler Xactics workers invaded the company's Long Street offices

Picture ALAN TAYLOR

New industrial council mooted

By MATTHEW CURTIN

EMPLOYERS and unions in the contract cleaning industry were poised to set up an industrial council, Transport and General Workers' Union (TGWU) information officer Kally Forrest said yesterday.

She said a meeting with the National Contract Cleaning Employers Association (NCCEA) a week ago had cleared major obstacles to the council's establishment. Only the issue of whether parties to the council would be determined by equal or proportional representation remained to be settled.

The TGWU represented 10 000 employees out of the 25 000 in the industry.

The development was a breakthrough for the union which had been unable to bargain for its members because managers had refused to negotiate at plant level.

An NCCEA spokesman said it would be premature to comment.

PSG Services MD Ashley Walker said his firm had resigned from the NCCEA earlier as it wished to pursue a different approach to labour relations.

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Klerksdorp boycott

By DAN DHLAMINI

FROM tomorrow, residents of Jouberton will boycott stores in nearby Klerksdorp until policemen - who they allege are involved in violence in the township - are suspended or arrested

At least three people have died in five weeks of unrest

The boycott - announced by the Mass Democratic Movement (MDM) this week - follows a press conference last week when alleged police brutality was discussed.

The MDM called for an independent judicial commission of inquiry into police activities in the township.

Two victims of alleged police brutality, Alfred Mbolweni and William Mbhakaqani, were buried yesterday. Police in Pretoria said Mbolweni was fatally wounded on October 13 after he and several youths allegedly petrol-bombed security personnel who were guarding a burning vehicle.

The police said Mbhakaqani was shot dead on October 14 when he was part of a mob which allegedly attacked the home of a policeman.

Police, however, deny they shot dead Raymond Morapedi on September 23.

They claim a taxi with false registration plates dumped Morapedi's body in front of a police Casspir and sped away.

140A

Gas supplier ends lockout of 73 after deal with union

By SHARON SOROUR ^{4R6as 29/10/90}
Labour Reporter

THE six-week lockout of 73 employees by Woodstock gas supplier Cape-gas has ended

Most of those affected agreed to resume work today, said company spokesman Mr B Straughan.

He said the Chemical Workers' Industrial Union had unconditionally accepted the company's wage package of a 21 percent across-the-board increase backdated to April 1. The union initially demanded 53 percent, he said

Capegas locked out the workers on September 17 one hour before they were due to go on strike.

Mr Straughan said the union accepted the company's final offer on October 17 "plus a gesture by the company of a R50 food voucher for each of the locked out employees".

The union first accepted the offer

on condition that the company waived its legal right to take disciplinary action against employees guilty of "criminal acts of physical assault and intimidation".

When Capegas refused to concede the right to take action against three offenders, the union accepted the offer unconditionally.

Several employees were arrested outside the plant after the lockout. The company also obtained a Supreme Court interdict restraining workers from being near the premises and damaging company property.

The Woodstock branch of the African National Congress also entered the dispute, urging management to end the lockout and threatening to mount local community support for the workers

On October 11 about 100 people marched to Capegas to hand the management a petition.

CAPE TOWN 27/10/80

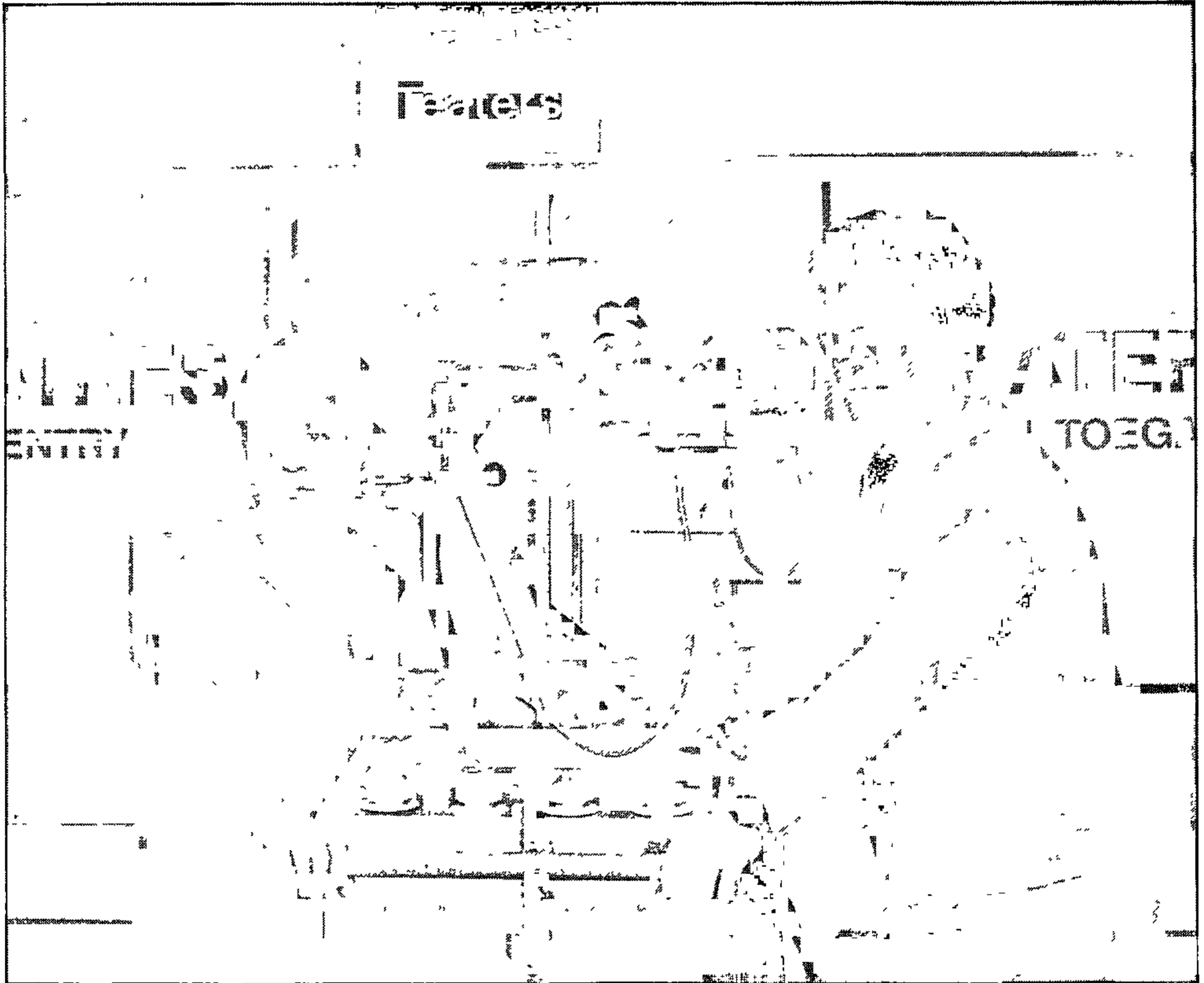
Capegas lockout ends with wage agreement

A SIX-WEEK lockout at Capegas ended on Thursday when the Chemical Workers' Industrial Union unconditionally accepted the Woodstock-based company's final wage offer

The 77 locked-out workers have agreed to return to work on Monday, company spokesman Mr B A Straughan said yesterday

In effect, basic hourly wages will be increased by 45 cents to R3 20, with workers also accepting a once-off R50 food voucher

Settlement of the dispute was delayed when workers, having accepted the company wage offer on October 17, insisted that Capegas waive its right to discipline three workers facing criminal charges issuing from incidents during the lockout — Sapa



Helping hands . . . voluntary workers step in as theatre porters at the Sandton Clinic after 112 members of the Health and Allied Workers Union were fired for going on a strike. Picture Karen Fletcher.

1140A
12/90

Volunteers lend hand during clinic strike

By Musa Mapisa

Sandton Clinic seems to be coping well after about 112 striking members of the National Education, Health and Allied Workers Union (Nehawu) were fired last week.

The strike allegedly started after two workers were caught smoking in a locker room and were fired. This was denied by management.

The clinic has engaged voluntary workers from various

churches including Rhema and New Covenant Churches, as well as a few private individuals.

The voluntary workers are used in wards for cleaning, serving meals, laundry and as theatre porters.

At the weekend the clinic had to bring in Girl Guides and schoolchildren to help out.

Many of the hospital sections were not affected by the strike, for instance catering was done by a private company, the pub-

lic relations officer Ms Sonja Welleman said.

The clinic manager Dr Anette van der Merwe said in a statement that the dismissed workers were intimidating the remaining staff and voluntary workers, but the situation was totally under control.

"Thanks to the continued support of members of the community, the clinic continues to function smoothly," said Dr van der Merwe.

One of the volunteers, who re-

fused to give her name, said she was taken out of a bus by the dismissed workers and ordered to go back home.

A group of dismissed workers outside the clinic premises denied that they were intimidating volunteers and other workers.

"We merely try and convince colleagues working in other departments not to leave their jobs to help in other departments," said Jan Thape, one of the strikers.

Klerksdorp boycott: police 'will act'

30/10/90

1408

By Montshiwa Moroke
and Sapa

Klerksdorp police are to launch "special actions" to prevent intimidation of Jouberton township residents during a consumer boycott which started on Monday

Western Transvaal police spokesman Major Ben van Heerden, said police would "definitely take action" against intimidation attempts

Spokesmen for Checkers and

Pick 'n Pay supermarkets were not happy with the prospect of experiencing another boycott

Checkers managing director Sergio Martinengo, said he was "sick and tired" of boycotts and "everyone" was tired of them

"They cause a lot of business to be lost and unfortunately they cause jobs to be lost too"

Peter Bosman general manager and director of Pick 'n Pay in Klerksdorp, described the boycott as "a sorry situation"

The boycott follows claims of

police brutality during recent unrest in Jouberton. Mass Democratic Movement spokesmen said residents were demanding the removal of police from the township. The boycott would continue until the policemen, allegedly involved in the violence, were arrested or suspended

Major van Heerden claimed that law-abiding citizens welcomed the police presence. He said the police would investigate all written statements of alleged police violence

Afrikaanse Sakekamer chairman Jan van den Bergh, said "I do not understand why they have to punish white businesses for certain police actions"

⊗ Vosloorus residents have decided to boycott Boksburg businesses and businesses belonging to Vosloorus town councillors from tomorrow

This follows a deadlock in negotiations to resolve the rent and services boycott, according to Civic Association publicity secretary Keith Montsisi

By Brendan Templeton

Striking workers at the Sandton Clinic have been accused of abducting and torturing non-strikers.

Police spokesman Captain Eugene Opperman, said yesterday that 39 statements alleging kidnapping, assault or intimidation were being investigated.

Clinic Strikers 'torturing' non-strikers

Police units would be used if necessary to rescue non-strikers allegedly being held by those on strike.

Two day-patients from the clinic told The Star a nurse had been abducted yesterday by striking workers and tortured.

Captain Opperman confirmed the kidnapping and said the nurse, as well as other workers who refused to heed a National Health and Allied Workers Union call to strike, had been forcibly removed from buses en route to Sandton.

"They were allegedly beaten severely with sjamboks and plastic piping," he said.

They were then taken to a building in Johannesburg where the alleged torture continued and were released only once it was made clear

to them that they should not return to work.

"The police wish to make it very clear that this sort of barbarism will not be tolerated. We will do whatever it takes to apprehend the perpetrators of these crimes," he said.

The clinic management yesterday refused to discuss the alleged abductions.

The strike was sparked by the dismissal of two workers. All the strikers were fired last week and a Supreme Court interdict was obtained preventing them from intimidating non-strikers or from being on company premises.

By CHIARA CARTER
A CAMPAIGN launched by Cosatu in the Western Cape this week could signal a new wave of industrial unrest on the labour front.

In addition to Cosatu flexing its muscle in support of its members, the ANC, SACP and UDF have expressed solidarity with the

GOSATU Campaign Set to Hit Industry

South 25/10 - 31/10/90

1408

campaign to support mass stayaways, stoppages, demonstrations and product boycotts. The campaign includes

mass stayaways, stoppages, demonstrations and product boycotts. The campaign includes

It takes place against a backdrop of spiralling re-trenchments, dismissals and lockouts which have left thousands of workers facing a bleak Christmas.

On Wednesday, shop stewards met with employers at a range of companies to discuss reinstatement of dismissed workers, the lifting of lockouts, workers' demands for centralised bargaining and a threat of blacking action against companies identified as "union bashers".

Cosatu regional secretary Ms Lucy Nyembe said the federation had noted organised workers were "under attack" from employers

"Mass dismissals, lock-

outs, retrenchments, short-time, court interdicts, police harassment and arrests are the order of the day," Nyembe said. "As a federation we will defend all our members," ANC spokesperson Mr Reggie September said the organisation would work out ways of assisting in the campaign.

Union labels SACP as 'Stalinist'

ACCUSATIONS of a "Stalinist attack" on democracy in the troubled Cape Town branch of the Food and Allied Workers Union (Fawu) re-emerged in a pamphlet distributed at a union meeting at the weekend.

Issued in the name of "the campaign for democracy", the open statement accuses "leading members of the SA Communist Party" of leading a "witch-hunt" against union organisers who do not toe "the SACP political line".

The four-page document details, and comes as a sequel to, the union's controversial dismissal of a former Cape Town branch secretary, Mr Miles Hart-

ford, and other expulsions of officials earlier this year.

The problem in the branch, the pamphlet claimed, was one "of a leadership clique that (had) no respect for workers' democracy and (would) not tolerate any opposition to its own politics and control".

"It is Stalinism. And when you look, you will see that people who are leading the Stalinist attack are also leaders of the SACP."

Mr Hartford said the "campaign" enjoyed the support of at least 3 000 workers in 15 to 20 factories in the branch. Fawu has about 80 factories in the city of Cape Town. — Sapa

CAPT Tom 15 31/10/90 (140A)

Dancing workers protest against gill-netting

Cape Town 1/11/90

Staff Reporter

ABOUT 250 dancing and chanting fish factory workers staged a lunch-time protest next to the Civic Centre yesterday against Taiwanese gill-netting and in favour of compensation for frost-bitten sailors

Police closely watched the demonstration on Festival Square

Food and Allied Workers' Union (Fawu) executive member Mr Nosey Pieterse was later given the assurance by Taiwanese consul Mr Tom Chou that the workers' demands would be passed to Taiwan's ambassador in Pretoria. Mr Chou's seventh-floor office is in a building adjacent to the square.

Meanwhile, police are to charge Mr Pieterse with allegedly failing to meet magisterial conditions imposed on the demonstration

The District Commissioner of Police for Cape Town, Colonel Philip Delpert, confirmed this after personally monitoring the demonstration

He said a docket alleging failure to comply with the conditions, which included that no more than 50 demonstrators be allowed to gather and that they stand five metres apart, would be opened

Mr Pieterse said the demonstration by Irving and Johnson workers and Fawu members was held to demand compensation for the 40 local fishermen who had lost fingers working in the cold-rooms of Taiwanese gill-netting ships



FROSTBITE ... About 250 fishing industry employees demonstrate outside the Taiwanese embassy yesterday in protest at colleagues' frostbite injuries on board Chinese trawlers.

Picture: BENNY GOOL

Workers propose ^{140A} march to abattoir ^{1/11/90}

A RED MEAT boycott ^{Cape 7-15} initiated by dismissed Cape Slaughtering Abattoirs workers would have "absolutely no effect" on the company, Western Cape Meat Board spokesman Mr Bertie Ackhurst said yesterday.

He said producers and consumers — specifically township businesses which sold tripe — would bear the brunt of the action announced on Monday by members of the Food and Allied Workers' Union.

The dismissed workers and sympathisers are expected to march to the Maitland municipal abattoir today.

Nearly the entire Cape Slaughtering workforce of about 300 was dismissed on August 2 following a wildcat strike over claims for back-dated wages

Union tells police to prove torture claims

By Brendan Templeton

"Wild allegations" by police that Sandton Clinic strikers were torturing scab workers needed to be substantiated, the National Education, Health and Allied Workers Union said yesterday

It denied any knowledge of non-strikers being tortured and challenged the police to reveal the building where torturing allegedly took place

Police spokesman Captain Eugene Opperman said on Tuesday 39 statements involving intimidation, assault and kidnapping were being investigated

The union's Johannesburg branch secretary Khumbu Magudulela said the union was wait-

ing for the police to support the allegations made against the strikers and to charge the people responsible

He said the union was an established trade union with a constitution and policies that discouraged intimidation. It was agreed at a meeting yesterday to continue negotiations with Sandton Clinic's management on November 5

Captain Opperman said on Tuesday police had received statements from non-strikers saying they had been forcibly removed from buses and tortured

In a hard-hitting statement, he said crack police units would be used, if necessary, to release any further possible victims

Clashes at JCI colliery as thousands down tools

By Brendan Templeton

Five collieries have been hit by industrial action involving two work stoppages and a continuing mass strike over the past two days.

About 800 mine-workers at JCI's Phoenix colliery held a brief work stoppage yesterday after clashing with police and mine security, the National Union of Mineworkers (NUM) said yesterday

Higher wages

Several workers were injured, one of them critically.

Another 1500 ended a work stoppage at Blinkpan Colliery, Witbank, after an agreement with the mine to end racial discrimination

And 5100 miners at Iscor collieries at Thabazimbi, Sishen and Grootgeluk were continuing their 15-day strike for higher wages

Industrial action on the collieries seems set to continue, with union attention diverted from gold mines due to the low gold price

Bugging devices were found at union meetings at Sishen and Grootgeluk mines, the NUM said.

It claimed this formed part of an intimidation campaign by management to break the strike

Management denied the intimidation campaign and said bugging was contrary to company regulations.

All allegations would be investigated with the union's involvement, management said

The clash at Phoenix occurred after security police tried to arrest a miner but were prevented by other workers from leaving with him until they explained what had happened to a worker who was detained last month

Mine security was called in and teargas and

rubber bullets were used to disperse workers

Management denied the allegations and said an investigation was taking place in accordance with an agreement with workers. It was not prepared to discuss the issue further

Tension was running high, with police vehicles patrolling the mine. Management needed to explain "the regular disappearance" of workers from hostels, the NUM said

Desegregate

The Blinkpan breakthrough came after management agreed, during a meeting with the NUM, to desegregate buses.

Workers in non-essential services downed tools for the duration of the meeting.

Defiance against racially segregated facilities such as change-rooms was spreading to other Genmin collieries, the union said.

WOMEN'S POWER: Despite fine resolutions women get women's work — even in politics

A WOMAN'S place is in the struggle — but are we all agreed exactly where in the struggle women belong? Let's start by listening to some of the rhetoric.

The African National Congress says that "women's right to democratic participation in all decision making must be there in principle and in practice".

The Congress of South African Trade Unions' resolution on women tells us to "promote confidence and experience among women workers so they can participate fully at all levels of the federation".

The Transport and General Workers Union announces that "women workers can truly come alive now and talk about women's problems and put their demands into the Worker's Charter".

What does all this mean?

Depressingly little if women workers are to be believed. The statements, the announcements, the resolutions — they sound great, but so far seem to have been only lip service.

"Women have got senior positions within the organisation but I think it is very much at a functionary level," says Jesse Duarte of the ANC, where a national executive committee of 38 has three women members and there are no women on the political committees.

"Traditionally women get women's work even in politics. Here, the women carry the second tier of the organisation technically, we're the back-up staff, the people who do the typing and the phoning and the keeping of appointments."

Some women, like Barbara Hogan, secretary to the PWV region of the ANC, keep away from the second tier by actually refusing to learn administrative skills. She feels that all too often typing leads to typecasting.

"It would be very useful for me to be able to type," she admits, "but I know the minute I can type, I would be doing everyone's typing."

Social tradition has determined in South Africa that men — the decision makers — are in charge. Many men and women feel that this old order needs to be challenged. But both sexes are going to have to alter their thinking.

"There's a tradition here," says Duarte. "I mean women tend to vote for men and they might not even vote for the competent women in their own ranks."

Veteran politician Helen Suzman feels it goes beyond social customs. "Women are often ungenerous to each other, they don't really give credit you know," she says. "They're a bit jeal-

Political women still typecast into traditional roles

Women do have a place in the struggle — it's behind typewriters, the switchboard and the filing cabinet.

EMMA GILBEY reports

ous, you can't rely on them."

At the recent PWV regional elections of the ANC, two women were elected to the executive, even though roughly 50 percent of the delegation was female, and despite the tactic used by 12 women members of standing on one ticket.

So how are women supposed to get more involved in the decision-making process? And will men take those decision-makers seriously?

The TGWU is an example of a union that has worked to mobilise its women members but it still has a way to go. Of 45 000 signed-up members, one third are women. This is not remotely reflected in the leadership at branch or national level. There is one woman national office bearer in the union and of 32 branch executive officers, three are women. To try and combat this, the union has established its own women's forum but it's still at the level of more roots than grass. Some branch forums are yet to be set up and women in the union are still nervous to speak up at meetings, let alone accept nominations to leadership positions.

"We needed to mobilise female membership to find a way of integrating them into the activities of the union," says Jane Barrett, one of the union's national co-ordinators and a former general secretary of TGWU.

The idea is that women can gain in confidence at the branch level meetings of their own sex. Ideally, the leaders which emerge from here will eventually be incorporated into the general activities of the union.

The regional branches of the ANC Women's League have also been slow to mobilise. The Women's League has its own budget and lack of funds is said to be a real problem. According to Ruth Mompati of the league, those branches that have been set up are not yet able to function effectively.



Women struggle to get beyond the second tier of political organisations

Some women work from home, many are unpaid volunteers. There are telephones but little money to pay the phone bill. Some women actually subsidise the work they do.

"Women have always been the last to be attended to — we are on the bottom rung of the ladder so we start from there. It is a very long way to go," says Mompati.

Women's organisations tend to be perceived as of secondary importance, tagged as dealing only with "women's issues". But are women's issues really supposed to be confined to health, safety, education, housing and sexual harassment? Is this a convenient way of

sidelining issues regarded as belonging solely to women? Shouldn't it be more a question, as Mompati says, of asking "what doesn't affect a woman?"

Women in leadership positions are concerned that the patronising perspectives they perceive create blind alleys for women. Herding women into their own organisations can be an effective way of keeping them out of the mainstream.

Suzman managed to avoid being assigned "women's issues" in her political life by a determination that her focus should be racial discrimination.

"I can't say that women's rights were my major priority — they weren't," she says. "But I did take part in the debates on women's issues because it is another form of discrimination."

"I had to make a decision between looking after women's issues exclusively or (being in) mainstream politics," says Hogan. "I would be very disturbed if women saw the only scope for their activities being the Women's League."

Another method increasingly being considered to combat sexual discrimination is affirmative action, whereby the number of women voters would be more adequately reflected in the number of women office holders.

"There is good reason to go for things like quotas," says Barbara Klugman, a lecturer in social anthropology at Wits University. "Unless there is formal and enforced inclusion of women on decision-making structures it won't happen."

Suzman agrees. "I don't think the parties make it particularly easy for women candidates to get nominations. I suppose they'd like to keep it as a male preserve if they could."

But affirmative action could degenerate into yet another form of tokenism. A minimum number of women have to be in decision-making positions so the minimum, no less — and certainly no more — get appointed. And, although the positions may appear to be high-level, the workload could remain more administrative than decisive.

Those who have made it think that ultimately women have to believe in themselves to succeed. At the moment, they might have to be a bit smarter than men, more aggressive than they would like, they might have to risk being unpopular, to put up with being patronised or harassed — but it is possible to succeed in this particular struggle.

And, as Duarte says, it is all part of the same big struggle.

"If you want to fight apartheid in its true form, you have to fight sexism as well."

Star 2/11/90
**Strikers lured
into trap,
claims union**

By Brendan Templeton

Six striking Sandton Clinic workers were arrested outside the company grounds yesterday on charges of assault and intimidation.

This follows comments by police spokesman Captain Eugene Opperman, who said on Tuesday that 39 statements alleging intimidation, assault and kidnapping of non-strikers were being investigated.

But National Education, Health and Allied Workers Union (Nehawu) organiser Sam Pholoto said the union dissociated itself from any assaults, if they had indeed taken place.

Mr Pholoto said Nehawu suspected that management had worked with the police to "lure us into a trap" because they had been asked at an earlier meeting with management to come to the clinic yesterday so that a court interdict could be served on them.

Strikers were met "by about 100 policemen" — some of them plainclothed — when they arrived.

The police had then proceeded to pick out individual workers and take them away, refusing to say why they were being arrested.

"I went to inquire why they were being taken away and I was told I would hear the story later," Mr Pholoto said.

He demanded that police produce concrete evidence to back up claims that the union was intimidating people.

"If there were people who were assaulted with whips, then they must have whip-marks. If they were taken to a building to be assaulted, then the police must reveal the name of the building," he said.

Management of the Sandton Clinic would not comment on the arrests.

LABOUR MATTERS

Dissident Fawu faction hits out at 'Stalinists'

■ Thousands of pamphlets blaming tensions in the Food and Allied Workers' Union on "Stalinist" tactics by SA Communist Party members have been distributed in the Western Cape by a dissident group in the union. W/Haw 2/11-8/11/90

The four-page pamphlet by the "campaign for democracy" in Fawu continues a dispute which has raged publicly for about a year over questions of democracy, ideology and worker control in the union.

The pamphlet claims the problems result from a "leadership clique that has no respect for workers' democracy and will not tolerate any opposition to its own politics and control".

It calls these practices "Stalinist" and says: "The people who are leading the Stalinist attack ... are also leaders of the SACP". (140A)

Fawu spokesmen could not be reached for comment.

FIM 2/11/90 (140A) ~~137~~



WORKING ARRANGEMENTS

AS RECESSION BITES, A SENSE OF REALITY IS BEGINNING TO PREVAIL

Labour relations in this recession year are reflecting an oddly mixed message. There has been an upsurge in industrial action with an estimated 3,5m man-days lost to the economy so far. Projections for 1990 as a whole suggest a figure in excess of 4m, well over the total for 1989 (3,09m).

Yet, despite increased worker militancy, particularly noticeable in the first half of the year, labour relations have been marked by a heightened awareness by both management and the unions of each other's concerns. While the events following February 2 triggered a sudden increase in worker expectations, a greater awareness of economic factors on the part of the unions seems to have moderated negotiating attitudes.

For management in certain key industries there has been an increased awareness of union aspirations.

But Cosatu cautions that while there is a general sense of optimism, there are other causes for concern. Recent township violence has spilled over on to the shop floor, creating high levels of tension. The federation also claims that though there may be advances at a "global level," at the level of individual employers there are still cases of "intensified union-bashing tactics."

For years, the unions — mainly grouped under Cosatu — have happily achieved improvements in wages and working conditions. And the freeing-up of the political situation has meant that workers have gained confidence in Cosatu's social and political programmes. The result has been a strong and relatively mature trade union movement.

Unofficial figures indicate that Cosatu's membership has risen from just over 938 000 in 1989 to nearly 1,2m this year. Even despite increased retrenchments on the mines, the NUM estimates its total paid-up membership on stop-order rose from 229 000 in 1989 to 264 000 this year. In the public sector, membership of Cosatu's municipal wing, Samwu, is believed to have increased from 23 000 last year to 35 000 this year —

in line with Cosatu's increased focus on public-sector employees.

While workers have been motivated to push pay claims fairly hard because of heightened social expectations and the effects of high inflation, there has been a significant *decrease* in the level of claims tabled by unions. From an average proposed increase of 86% in 1989, they have fallen to 51% this year. Senior GM external relations at the Chamber of Mines, Johan Liebenberg, sees "a new economic reality coming into the equations," pointing specifically to wage negotiations with the NUM this year. Both sides have been educating each other as to their respective viewpoints, he says.

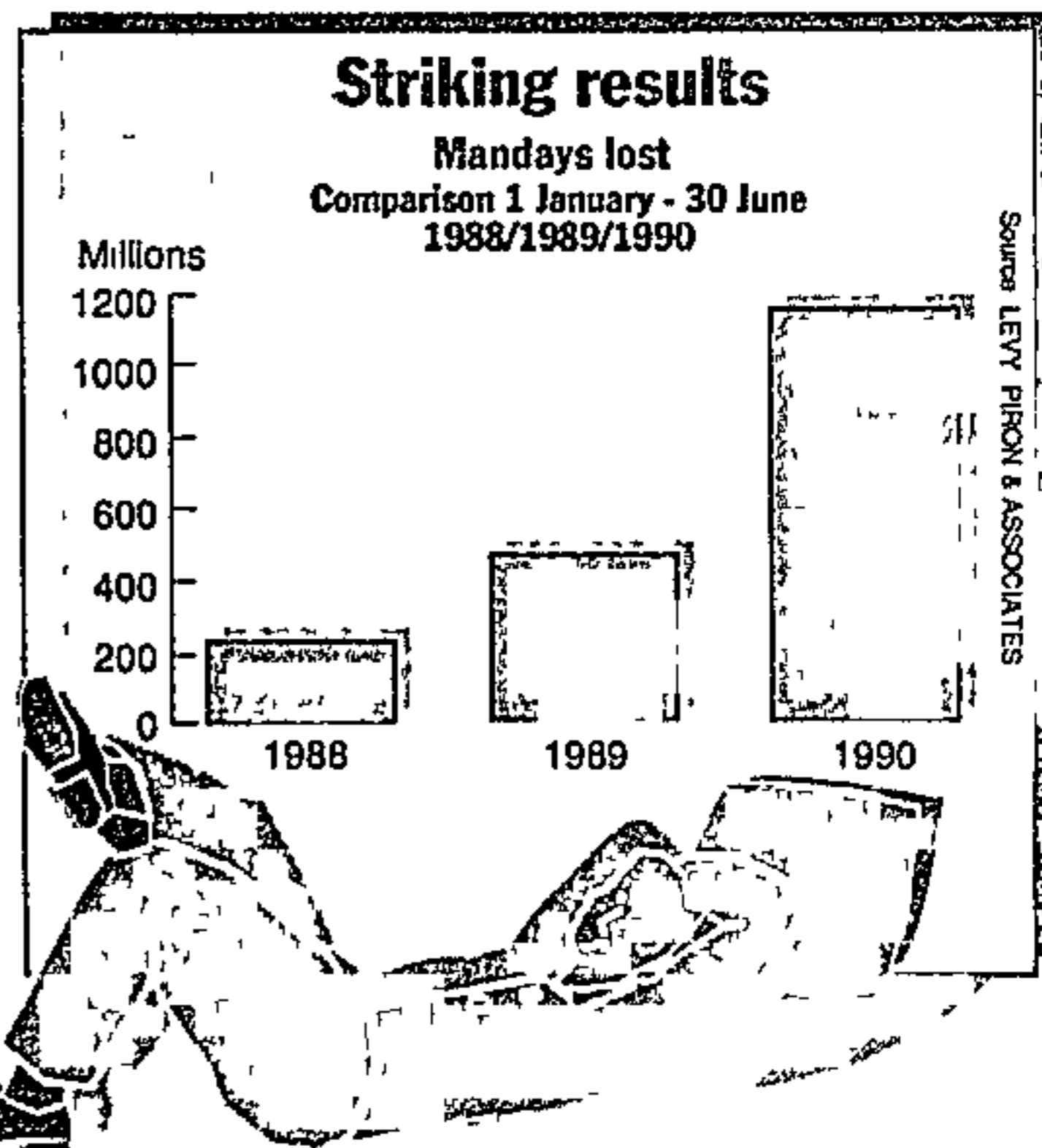
The precedent set by the Saccola and Cosatu-Nactu discussions on the Labour Relations Act (LRA) is another major leap forward — and could hold lessons in the political arena.

Barlow Rand vice-chairman and chief executive Warren Clewlow hopes the accord will lay the foundation for co-operation between employers and labour in future.

"In general, collective bargaining this year has been effective — thankfully with less disruption than in some previous years," he says, adding that the economic downturn has had a serious effect on employment and the ability of employers to meet high wage demands.

Cosatu general-secretary Jay Naidoo says "Trade union demands reflect the aspirations of workers for a living wage. But by anyone's standards, wage settlements are anything but excessive. Looking at wages of the lowest-paid unskilled workers show that recent settlements are at their lowest level since 1988."

A recent Labour Research Service survey of 368 current wage agreements negotiated by trade unions reveals an average minimum wage of R681,36 per month — well below the "poverty lines" produced by some universities, according to Cosatu. Earlier this



year, in its *Campaign Bulletin*, Cosatu announced that R700 a month is the "national minimum wage," recommended by the federation's Living Wage Committee. This sparked debate over the principle of a minimum wage.

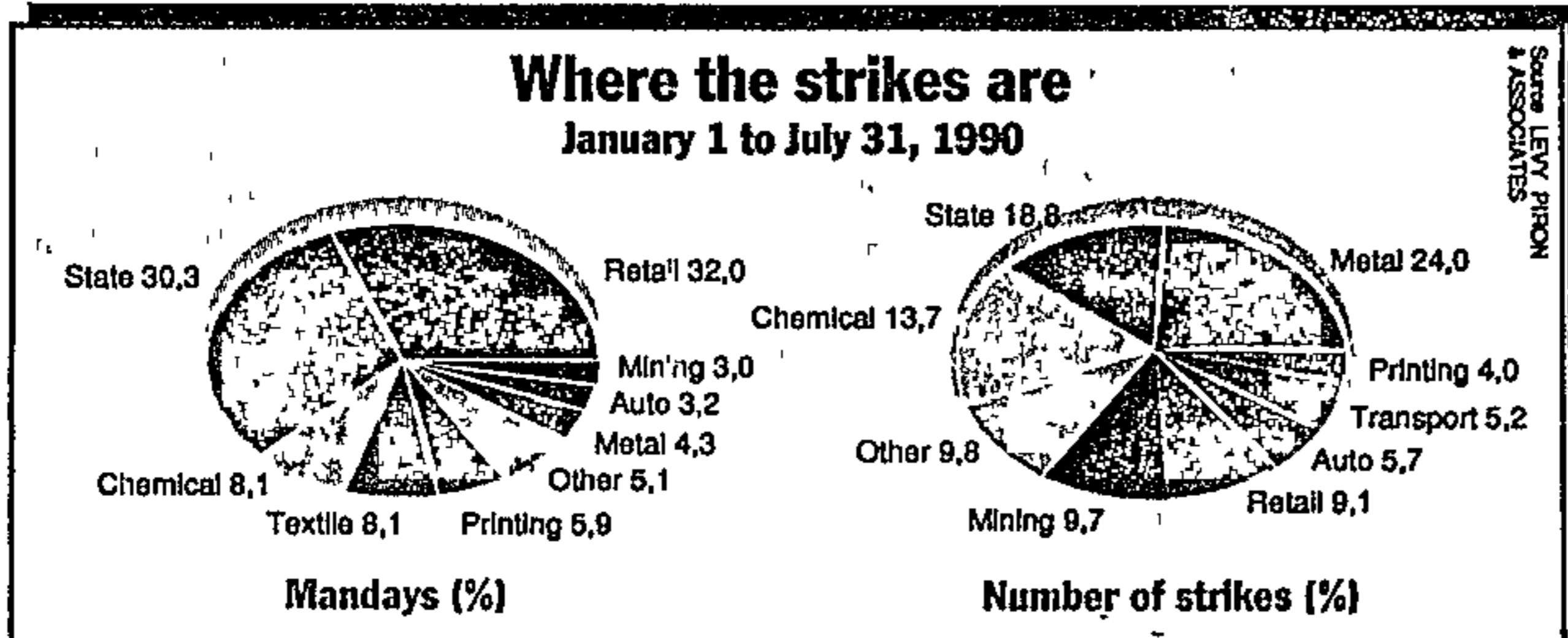
In its latest strike update for 1990, industrial relations consultants Levy & Piron report that strike trends in the first nine months of 1990 indicate a steep upward movement. The total of man-days lost so far this year (3,5m) is high — but there has been a noticeable decrease in strike activity in the last few weeks.

In the first seven months, the retail sector was most affected in terms of man-days lost — largely as a result of recent activity by Saccawu. Large-scale strikes took place at OK Bazaars, Checkers, Southern Sun, Metro Cash & Carry, Trador and other retailers. The recently formed Saccawu — a merger of Ccawusa, Harwu and Cape Liquor & Catering — says it was able to sustain intensified strike action because of strong shop steward structures inherited from Ccawusa.

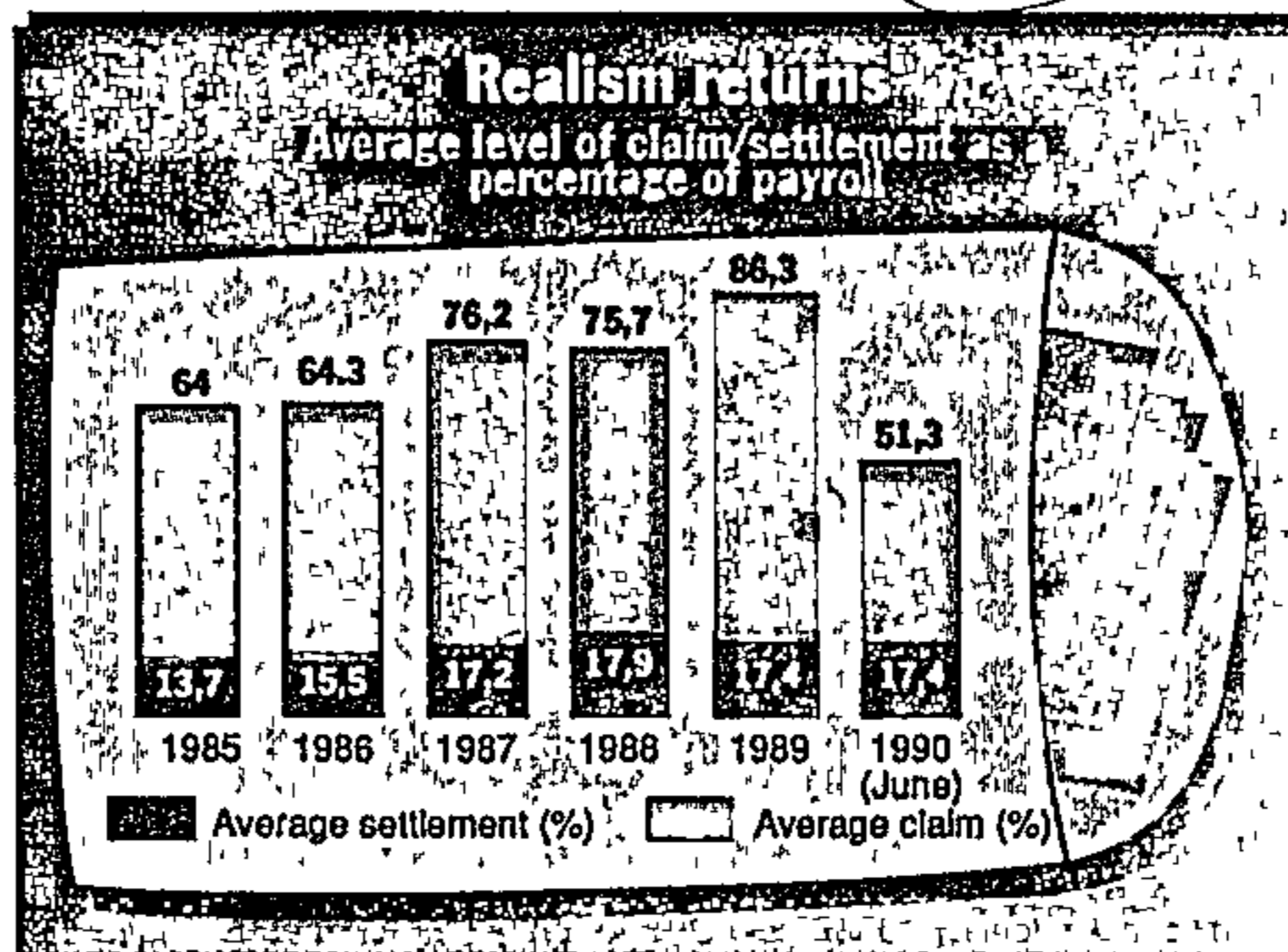
In the industry in general, negotiations have "improved management's understanding of union aspirations," according to Pick'n Pay chairman Raymond Ackerman.

The public sector showed a dramatic increase in terms of man-days lost and increased unionisation. Intensified industrial action took place during May and June in municipalities, hospitals, post offices and schools. This indicates a concerted effort by the unions to align conditions in the public sector with those in industry as a whole, according to Mike Beaumont, of consultants FSA-Contact.

Prior to the recent agreement between



P.T.O.



While again unions are trying to ensure that members achieve increases above the inflation rate, the flip-side is a significant rise in retrenchments

NUM spokesman Jerry Majatladi estimates that retrenchment figures on gold mines have reached 32 000 since the beginning of the year and the Chamber of Mines has warned that thousands more jobs are at risk

Apart from wage claims, wage pack-

government, the employer body Saccola and Cosatu-Nactu over the LRA, Cosatu had called for the recognition of representative public-sector unions as a condition for reviewing threatened mass action over the Act. Negotiations between the Commission for Administration, the Department of National Education and representative State sector unions on a new labour dispensation for the public service were announced in August.

Numsa led the field as far as strike activity is concerned (23,1%), followed by CWIU (10,4%) and NUM (7,7%) Interestingly, Samwu featured for the first time in the top six unions and accounted for 3,4% of man-days lost. Despite the heavily weighted political situation since February 2, wages have remained by far the most important strike trigger (71,5%) — much the same as last year Next is grievance-discipline (14,2%) and other factors (9,4%)

In general, employers have been finding this year's wage round tough and fairly protracted There is also a heavy emphasis on disclosure of information and unions are putting up new claims, such as security of employment

Some unions have also begun to negotiate on behalf of subcontractors

A threatened national strike by Numsa members in the engineering industry was averted recently. According to union spokesman Bernie Fanaroff, the decision to call off the strike was strongly influenced by the factional violence that swept Transvaal townships Though Numsa said members were not satisfied with wage increases ranging between 19% and 15,5% for the lowest and highest grades respectively, they decided to settle

Despite the possibility of a strike on the coal mines, wage agreements between the Chamber of Mines and the NUM were also reached without industrial action On the gold mines, NUM accepted a chamber offer of wage increases between 14,5% and 17%.

Though the union was less flexible on the coal mines — which it believed had a better ability to pay — it finally accepted increases between 14,5% (the lowest in any category) and 30,8% (the highest in any category)

ages this year have included demands for provident funds, housing subsidies, parental rights, education and training and a reduction in the working week from 45 hours to 44 hours.

There has also been a heavy emphasis on long-service benefits

Two areas which have been particularly important this year and in which progress has been made, are provident funds and parental rights.

Saccawu in particular has made substantive gains, forging a precedent-setting agreement with Pick 'n Pay and recently achieving a substantial deal at Foschini At Pick 'n Pay, women staff are entitled to nine months paid leave, which can be shared by couples working in the company

And workers have pushed to move out of company-controlled pension funds into union-controlled ones

Centralised — as opposed to plant-level — bargaining remains a big issue Though there is a willingness on both sides to explore the possibility of negotiating at a centralised level, results are still tentative, says Cosatu's assistant general secretary Sidney Mufamadi.

It appears that while unions are again prepared to accept wage settlements much lower than their opening demands, there is renewed and increased emphasis on conditions of service

According to Saccawu's Jeremy Daphne, significant improvements were made on non-wage issues demands for March 21 as a paid holiday were generally won and there has also been a focus on compassionate leave and year-end bonuses

As these processes continue, managements, in turn, table counter-demands — mainly linked to productivity

To date, they have had little success Other demands are in areas of production and attendance bonuses

Managements, in other words, are looking at more of a labour trade-off than the bargaining process has seen in the past It is probably the right time to make such counter-claims, as recession bites and the economic arguments gain weight

LABOUR

(140A)

(140B)

FIM

NO PACKAGE YET 2/11/90

The strike by about 4 000 members of Cosatu's paper affiliate, the Paper, Printing, Wood & Allied Workers' Union, at 29 Nampak plants is now entering its seventh week. The company estimates the cost to workers in lost wages at R6m.

A Nampak spokesman says a Cosatu attempt to arrange a meeting between Ppawu and the company last week was turned down. It was felt to be inappropriate, given that the paper union is an affiliate of Cosatu. The company also alleges strike-related violence and intimidation by union members: at least two supervisors' homes at Mobeni and Rossborough in Natal petrol-bombed and incidents of violence on Tuesday in Maritzburg.

Responding to the allegations, a union spokesman said that while the union is certainly against forms of violence and intimidation, it holds out for the right "to convince workers of the legitimacy of strike action."

Last week, several hundred union members at Nampak plants in the Cape marched on Barlow Rand's Cape office and handed over a memorandum of union grievances. The march was the first in a Cosatu campaign in the western Cape, aimed at forcing employers into settling disputes involving Cosatu affiliates. The campaign is also concerned with work stoppages and "blacklisting" of Nampak products and supplies.

The strike, aimed at the establishment of a central bargaining forum to negotiate wages and working conditions, has been joined by several hundred workers at Nampak Corrugated Containers in Maritzburg and Nampak Paper Mill in the western Cape, according to a union spokesman. Nampak workers also held a lunchtime demonstration in Johannesburg last week in support of the strike.

However, says Nampak, at three plants 50% of strikers are back at work. Two of the six Nampak divisions affected by the strike — Business Forms and Corrugated Containers — have agreed to meet the union.

Meanwhile, Iscor and the National Union of Mineworkers will enter mediation to resolve the strikes at the company's Sishen and Thabazimbi iron ore mines and Grootegeluk colliery. Between 3 700 and 5 000 workers are out over wages and working conditions. ■

HOME LOANS FIM 23/11/90

BOND BAIT

The Perm's role in the new home finance scheme, which draws on corporate pension fund money and ties loan repayments to the borrower's income, will be a departure from the traditional provision of finance. The former building society, now part of Nedbank, will act as agent only, taking a commission for administering the funds and collecting and channeling instalments

The mortgage bond will be in favour of a separate vehicle (whose structure is still being discussed with the Reserve Bank) and

Anti-apartheid forces face a tactical dilemma, reports Political Editor John Patten

Confrontation v co-operation

THE interesting thing about the R4 billion Numsa-Cosatu-ANC-SACP housing plan announced last week — to replace urban township single-sex hostels — is that it is aimed at stabilising society rather than mobilising resistance through ob-structive action.

It is the echo of the growing international dilemma over whether retention of sanctions on South Africa will help or hinder the removal of the last vestiges of apartheid — a puzzle that is drawing various answers.

It is a tricky calculation to make, to decide when to jump off the destruction bandwagon (while gaining maximum effect from it) to get aboard the reconstruction bandwagon (and gain maximum political benefit from that).

Inevitably, with President de Klerk's effort to normalise South Africa through full democratisation, the question is arising both abroad and inside the ranks of disfranchised anti-apartheid groups: how much longer sanctions and resistance will be effective, popular and capable of being defended, as justifiable Mr de Klerk has

done a good job in persuading South Africans and the world of his sincerity.

If the joint Numsa-Cosatu-ANC-SACP hostel replacement proposal, which would eliminate a major flashpoint in black township politics, is a sign of the pendulum beginning to swing towards accepting Mr de Klerk's *bona fides* and starting to work with him, then it may also be a sign of growing dis-sension within the ANC over tactics.

Up to now, ANC deputy-president Nelson Mandela has been consistent and emphatic in calling for intensification of the struggle and of punitive sanctions, both of which are designed to speed the dismantling of apartheid systems by destructive destabilisation.

Radical groups associated with the ANC have also just launched a series of protest demonstrations aimed at the collapse of the black town council system, but also at forcing a confrontation with security forces, thereby increasing the administrative problems of Mr de Klerk's government while also heightening dissatisfaction over rough-tough security action

against protesters.

Already these demonstrations, coupled with the unsatisfactory Harms findings on hit squads and the Government's over-eagerness to draw a curtain over that shady past, have combined to make the De Klerk administration look less clean and less sincere about righting the wrongs of the old order than at any time this year.

So, destructive action has its value in political tactics. If pressed still further into rising unrest and a disrupted economy (already weak from recession), the effect could be a damaging delay in getting real constitutional negotiations started. The effect could be to place the Government in a much weaker bargaining position at the negotiation table when the parties eventually get there.

Put this way, it would seem the ANC would have important things to gain by continuing with disruptive tactics, but the calculation is not so simple.

While rising anger, urban chaos, violent clashes, and growing poverty and unemployment are likely to increase the political solidarity

of blacks behind the ANC, thus increasing its prospects of eventually taking over government (with minimum give and maximum take) as the dominant political force, it also sharply increases the likelihood that the country would be in a state of near-collapse by the time the ANC got to power.

Problems of governing in such circumstances would be enormous. Instability would be endemic. International confidence in South Africa's ability to overcome its problems and realise its economic potential would be shattered, leaving South Africa with little investment or loan aid to rely on. That is hardly the way any party would wish to come to power, nor any way to ensure it would have any hold on power once gaining it.

The dilemma of when to make the tactical switch from confrontation to co-operation is not a new one. In the last couple of decades, coloured politicians most notably have wrestled with it as they sought to win political rights and equality.

They agreed to serve on the old Coloured Representative Council,

then eventually refused to pass the budget — forcing the Government to do so for them. Then finally they walked out, destroying the council as a plank of government.

They returned under the trilateral system, having gained much political ground through their confrontation tactics, but over the next few years returned to confrontation to break apartheid. Effectively, the coloured parliamentary resistance combined with the armed struggle of banned groups and with international sanctions to force the Government's realisation that apartheid had to go.

Fortunately, Mr de Klerk took office at that time, changing the whole mood dramatically in a few months, and putting a question mark very boldly behind all obstructive action. For the first time the Nationalist government has found itself ahead of the game, a position Mr de Klerk has not yet relinquished.

If he can keep his credibility in the face of provocation, can avoid damaging incidents through skilful political parrying, and can

keep reform rolling, there is a chance he can persuade the world to come off the fence on his side by abandoning sanctions.

He could also encourage further moves towards co-operation from within the ANC front, provided he can show the rank-and-file black population there is something palatable in it for them. Until that can be demonstrated, however, the ANC will be wary of abandoning confrontation for fear of losing support to the PAC. Black grievances make a powerful political weapon.

The Government's first year of reform is running out, soon to be overtaken by the holiday season, but the pressure will be back in the New Year. The coming parliamentary session will be important in what it delivers in the way of removing the Group Areas Act, and also in what Budget redistribution it demonstrates.

Both these matters could be vital in affecting the ANC's attitude to entering formal negotiations with any enthusiasm, a matter that will come to a head in a year when it holds its first democratic congress since it was banned more than 30 years ago. □

Red-meat boycott call over sackings

Labour Reporter

THE Food and Allied Workers' Union has called for a red-meat boycott after the refusal by Cape Slaughtering to reinstate 285 dismissed workers.

Union media officer Mr Mansoor Jaffa said the boycott was a last resort as the company refused to negotiate on the reinstatement of the workers.

The slaughterers were dismissed in August after a wildcat strike over wages.

About 100 workers and community members marched from Pinelands station to the Maitland abattoir yesterday to hand a letter to the company, urging management to review the situation

FACED WITH REPOSSESSIONS

The letter, supported by Cosatu, the UDF and the ANC, said the workers had been out of work for several months and were being "deprived of the opportunity to earn an income".

"A large number of the affected workers are facing repossession of furniture and eviction for failing to pay rents, not to mention the other needs of their families."

A Cape Slaughtering spokesman said the march "by about 70 people" included not more than 15 ex-employees. He refused to comment on the content of the letter but said a red-meat boycott would have no effect on the company

Hospital workers back on the job at Tygerberg

Labour Reporter

MRG:s 2/11/90

TYGERBERG Hospital workers who stopped work to protest against the dismissal of three Health Workers' Union shop stewards are back on the job, a hospital spokesman said.

"There is no work stoppage at the hospital this morning," he said.

Union organiser Mr Dale Forbes said more than 200 general assistants were still on a wildcat strike yesterday afternoon but this was disputed by Cape Provincial Administration spokesman Mr Van Heerden Heunis.

"About 100 workers discussed the matter in groups and gradually returned to work," Mr Heunis said.

"There was not a real strike at any stage and no services of the hospital

were affected at all."

Mr Heunis said the shop stewards were dismissed after an incident in July when the workers occupied the office of one of the medical superintendents and, with another worker, threatened him.

"A disciplinary investigation into their conduct followed in August but the workers were not interested in putting their case forward. The hearing led to one worker being reprimanded and three were dismissed."

They were found guilty of serious misconduct, Mr Heunis said.

Mr Heunis said the date of the disciplinary hearing had been postponed for three weeks to enable the workers to lodge an appeal.

Threats anger union

THE South African Municipal Workers' Union (Samu) is up in arms against a Western Transvaal town council for threatening to withhold pay from its members and to retrench workers because of the rent boycott. The trouble-torn Jouberton Town Council, which is rejected by the residents and is virtually run by Klerksdorp town council, issued a statement last week saying that if the seven-month-old rent boycott was not called off, employees would not receive their salaries at the end of October.

The town clerk of both Jouberton and Klerksdorp town councils, Jan Muller, said councillors would also not get their allowances for as long as the boycott went on.

Vlok offers damages to union members

By Montshiwa Moroke

Minister of Law and Order Adriaan Vlok has offered to pay R132 000 to 23 members of the National Union of Metalworkers of South Africa (Numsa) for damages for assault, wrongful arrest and detention, says the union.

In August 1989, while at a meeting at the Mercedes-Benz premises in East London, several Numsa members were assaulted by police, who used whips and the butts of guns.

They were then taken to the police station and released.

The workers were again assaulted by police using whips and dogs at the offices of the South Africa Domestic Workers Union.

Twenty-four of them sued the Minister of Law and Order for damages.

The first matter was heard in August and damages were granted.

Mr Vlok then entered into negotiations over compensation for the other 23.

in a motor accident here on Saturday, 6/11/90 (1400)

Strike at Steiner Services

ABOUT 300 Steiner Services workers started a legal strike yesterday. Supermarkets, factories, police stations, universities, hotels and even Groote Schuur Hospital would be affected by the wage strike, a Transport and General Workers' Union spokesman said yesterday.

City traffic officers end work stoppage

1/16/64
6/11/70

Labour Reporter

CAPE Town traffic officers return to work today after a one-day work stoppage over conditions of service

About 40 traffic officers, members of the South African Municipal Workers' Union, gathered on the fifth floor of the civic centre yesterday.

The City Council public relations officer, Mr Ted Doman, said the Town Clerk, Dr Stanley Evans, held talks with a

union delegation about "unhappiness on the part of certain changes in the allocation of duties"

The municipality had agreed to suspend implementation of the changes until further discussions had taken place, he said

The union branch secretary, Mr Roger Ronnie, said the officers were unhappy with the breaking up of traffic-law enforcement teams.

after colliding with a truck killing at least 215
and injuring 20. CAPL TIPS 6/11/90 160A

Deadlock in pay talks

DEADLOCK has been reached in annual pay talks between the Food and Allied Workers' Union and Fattis and Monis following a management walkout, union spokesman Mr David Makhema said yesterday. CAPL TIPS 6/11/90

300 in city wildcat strike

ABOUT 300 workers at Ready Mix Materials, Paarden Eiland, staged a wildcat strike yesterday when annual wage talks deadlocked over union demands for centralised bargaining.

Mixed reaction to boycott

Staff Reporter

In Boksburg, the Vos-

Spokesmen for businesses in Boksburg and Kroonstad have expressed mixed reaction to the ongoing consumer boycotts in the towns.

The ANC-aligned Maokeng Democratic Crisis Committee is demanding the resignation of the entire Maokeng Town Council before it is prepared to discuss lifting the boycott.

According to Kroonstad municipality, Maokeng residents owe more than R1 million in arrears for services, and last Wednesday it went ahead with a threat to cut off the township's electricity and water.

In Boksburg, the Vosloorus Civic Association (VCA) called for a boycott after it failed to reach agreement with the local council. The VCA is demanding that residents pay a flat rate of R50 and the council is demanding R60.

The council has retaliated by switching off electricity at intervals for the past two weeks.

A Checkers spokesman said business in Boksburg had definitely been affected by the boycott, while in Kroonstad it was still too early to assess the situation.

A spokesman for a Pick 'n Pay in Kroonstad also said it was too early to comment.

Terms offer to Nampak

South 8/11 - 14/11/90

By CHIARA CARTER

BOTTOM-LINE terms for a return to work by more than 4 000 paper industry workers, involved in a marathon nationwide strike, have been presented to a Barlow Rand subsidiary, Nampak, but the company has said the proposals are "unrealistic".

The Paper, Print, Wood and Allied Workers' Union (Ppwawu) has offered to end the strike in support of centralised bargaining at the company if Nampak agrees to negotiate a central bargaining arrangement to be implemented next year.

Ppwawu wants negotiations with Nampak's paper, corrugated and printing divisions to include discussing the establishment of industrial councils — a move which

flies in the face of Barlow Rand industrial policy (140H) (SP)

In return, Ppwawu will agree to plant-based wage negotiations for this year

A company spokesperson said while the offer was "encouraging" in some aspects it was "unrealistic" to revert to the pre-strike position with the dispute unsettled (B)

The spokesperson said the company was concerned at the impact the strike was having on employees who had lost more than R8-million and called on the union to pursue settlement with the company's divisions

He said the company challenged the union to submit its allegations that the company is a "union basher" which provoked the strike to arbitration

The solidarity action taken around the strike has been unprecedented in Cosatu's history but Ppwawu has appealed for more assistance

In part, the relatively slow pace of support action can be attributed to differences between the unions involved in the Barlow Rand campaign over strategic approaches to the corporation

Cosatu also does not have a history of strong solidarity action, although the federation has recently made moves to emphasise building strike support

A special Cosatu executive committee meeting this Friday will discuss the strike and the Barlow Rand campaign. A final decision will be taken on a proposal for a stayaway

Meanwhile the ANC and SACP have entered the fray

A joint statement issued by the alliance called on Barlow Rand to reconsider its approach, saying the alliance was willing to contribute to resolve the dispute and would examine "concrete support action"



Cosatu: right to strike is critical

BIPAM 8/11/90

(140A)

MATTHEW CURTIN

THE entrenchment of a worker's right to strike was the most critical issue facing SA's trade union movement, Cosatu senior official Geoff Schreiner said yesterday.

Unions had only the "freedom to strike" in SA which created an imbalance in the collective bargaining process and reduced union negotiation to the level of "collective begging".

Addressing an FSA-Contact labour law conference in Sandton yesterday, Schreiner said Cosatu maintained workers should have the right to undertake strike action with protection from dismissal, eviction or court orders being brought by employers to end strikes, provided unions followed correct procedures.

Cosatu's position was "absolute" and the concept of a protected strike would be "undermined" by imposition of cumbersome procedures.

Cosatu was still concerned about numerous issues, particularly the question of extending the Labour Relations Act (LRA) to farmworkers, but the federation was confident its agenda could be achieved.

FSA-Contact managing executive Mike Beaumont said the major omission from the new LRA amendments was adequate clauses clarifying legitimate strike action and employers'

right to dismiss workers

At the conference attorney Graham Damant said Cosatu's position lay at one end of a spectrum opposite the employer's right to dismiss workers over strike action.

There should be cases in which a union would forego its right to a protected strike. If the viability of the firm was jeopardised, if the strike was violent, or if the union's grievances proved illegal then the union should lose the protected status.

Damant traced turning points in industrial court decisions.

The industrial court had signalled the entrenchment of employers' duty to bargain with trade unions, whether officially recognised or not, although there was no consensus as to whether this duty concerned general or only specific disputes.

Employers were also bound to bargain with minority represented unions even if majority unions had majority agreements at industrial council level with management.

Damant said the industrial court had shown it would not intervene in disputes over appropriate bargaining levels or employers' intent to withdraw from industrial councils.

Star 8/11/90

1404

NEWS

Vlok to pay 24 union members

EAST LONDON — Twenty-four union members are to receive R132 500 as a result of wrongful police action

The action — including assaults and wrongful arrests — against members of the National Union of Metalworkers (Numsa) in East London resulted this week in a settlement offer by Law and Order Minister, Adriaan Vlok

Baton-charged

The offer has been accepted by Numsa

It followed a court action arising out of an incident in August 1988, in which police dispersed striking workers of Mercedes-Benz of SA (MBSA) outside the offices of the South African Cosmetic Workers Union (Sadwu)

Numsa regional secretary Enoch Godongwana said the workers had been about to enter Sadwu offices to hold a meeting when police "charged in with dogs and batons"

Thirty-five workers were ar-

rested and appeared in court on charges of holding an illegal gathering. They were acquitted

The incident took place during a strike at the MBSA plant, sparked by the suspension of a worker allegedly for "an act of gross misconduct"

The worker had been stabbed by another, and he was later reinstated, Mr Godongwana said

One worker, Amos Deliwe, had settled with the Minister for R6 000 in August, after which the remaining 23 workers began negotiations

In terms of the acceptance of settlement, the workers would be paid between R1 000 and R9 000 each

The ministry was ordered by the court to pay costs in both settlements, he said

A ministry spokesman confirmed that "the Minister has reached a settlement with individuals, some of whom are Numsa members"

He declined to elaborate — Sapa

LABOUR

By DREW FORREST
 COSATU, the UDF and community organisations are to link arms in a potentially massive stayaway next Monday targeted at Bophuthatswana's labour policies.

Part of Cosatu's push for acceptable labour law in the homelands, the action reaches beyond Bophuthatswana itself.

A joint statement by Cosatu, the UDF and the anti-Bophuthatswana Coordinating Committee — an umbrella body of community bodies — said it would also cover Pretoria, Brits and Rustenburg.

Central to the stayaway, the first salvo in a planned campaign, is a demand for

Mass stayaway planned to get repeal of Bop law

In a message to the homeland workforce this week, Bophuthatswana Manpower Minister Simon Seodi said Cosatu was a "foreign" organisation misleading workers with "false pretences and promises".

By heeding the stayaway, a "political tactic", workers risked their jobs, he said. Seodi and other ministers have reportedly visited factories to warn workers against the protest action. Seodi's secretary, Herbert Moloan-

toa, told *The Weekly Mail* that Cosatu was linked to the ANC, whose goal was to destabilise Bophuthatswana. "If anarchy is created, the government will have to react."

● Gazankulu has passed a labour statute based on current South African law, including controversial 1988 amendments, and has asked President FW de Klerk to promulgate it, Cosatu's Don-sie Khumalo has revealed. Cosatu made the "horrifying" discovery in talks with Gazankulu Internal Affairs Minister CJ Hlaniki, he said.

Cosatu had urged Gazankulu to request a delay in the promulgation of its statute, and negotiate changes. Further talks are planned.

Cosatu proposes new strike laws to give workers 'bite'

W/Mail 9/11 - 15/11 90
140A

NO firing during procedural strikes, no "scabbing" or anti-strike interdicts and the right to picket "without having to obtain permission under any law" — these are among the sweeping changes to be pursued by Cosatu in its Right to Strike Campaign

Details of the campaign, decided at Cosatu's recent campaigns conference, are revealed in the federation's latest *Campaigns Bulletin*. If the demands are won, they will radically alter the balance of power in the labour arena.

Stressing that "the bosses and the government will only listen (to unions) if workers can bite", the bulletin lists certain broad rights for possible inclusion in a future constitution. These include

- All workers shall have the right to strike "in pursuit of social and economic interests". This looks beyond workplace disputes and appears to embrace "political" strikes

- Workers should be able to strike without being sued, interdicted or evicted

- Workers shall have the right to picket and to set up strike funds

Strike rights would be limited only in essential services, where the life, health or personal safety of people are potentially threatened, and essential workers should have the right to compulsory arbitration

Constitutional strike rights are to be discussed at Cosatu's Workers' Charter Congress next weekend. However, the bulletin stresses that workers should not wait for a new constitution, and that some strike demands should

Cosatu will seek many changes to existing labour legislation in its Right to Strike Campaign, reports
DREW FORREST

be included in a revamped Labour Relations Act and recognition agreements

Elaborating on the picketing issue, the bulletin says no legal sanction should be necessary, there should be a right to picket on company and public property, the picket size should not be "unreasonably" restricted and picketers should be entitled "to be defended and defend themselves" against right-wing attacks

Cosatu demands strikers' access to company premises and facilities, including phones, canteens and hostels. The eviction of strikers from company accommodation should be prevented.

Employers should not hire "scabs", strikes should be immune from "court action in any form" and strikers who have followed procedures should be protected from dismissal, the bulletin says

The bulletin also demands the right to call boycotts during industrial action, to stage sympathy strikes, "especially where workers are from the same company or conglomerate", and the provision of time and facilities for strike ballots on company premises

Cosatu's recent Workers' Charter workshop suggested that the right to strike should be an entrenched clause in the constitution. Stressing that strike rights are linked to union independence from the state, the bulletin also suggests that union autonomy should be constitutionally entrenched.

Cosatu deals blow to plan for a boycott

Sowetan 9/11/90

140A

THE call to boycott white-owned businesses in Pretoria from Monday received a blow yesterday when the nearly 200 000-strong membership of Cosatu's northern Transvaal region distanced themselves from the move.

Cosatu regional secretary Mr Donsie Khumalo said they, the UDF and the Anti-Bophuthatswana Co-ordinating

By Monk Nkomo

Committee had only called for a one-day stayaway from work on Monday to demand, among other things, the lifting of the state of emergency in Bophuthatswana and the repeal of the homeland's Labour Relations Act

Meetings

The call to embark on an indefinite consumer boycott of white businesses was made at

church meetings organised by the Atteridgeville/Saulsville Residents Organisation on Tuesday night

Khumalo said yesterday Asro was affiliated to the UDF and could not override its motherbody and issue statements on its behalf

"Most of our more than 150 000 workers only know about the one-day stayaway on Monday. We know nothing about the indefinite consumer boycott," said Khumalo

Kesby
1990, v
Afric

The do-all ANC leaves the unions out in the cold

W/has 9/11 - 15/11/90 *140A*

In theory, there's a three-way alliance between labour, the ANC and the Communist Party. In practice, the ANC decides for the others a top-down style that is causing resentment in the unions. DREW FORREST reports

OPINIONS on the causes and depth of the problem may differ, but insiders agree — the "revolutionary alliance" isn't really working

With the African National Congress and South African Communist Party struggling to strike root amid violent countrywide upheavals, and Congress of South African Trade Union's formal admission to the alliance only in July, this is not altogether surprising. And there are moves to put flesh on the bones of the partnership. But there is broad consensus that expectations have not been fulfilled.

Rumbings about the ineffectiveness of the alliance have been especially audible within Cosatu.

Steeped in the traditions of mandate, report back and collective action, unionists are particularly sensitive to the ANC's perceived failure to consult on vital issues. But this echoes broader concerns within the other alliance partners.

At an ANC briefing in August, for example, union leaders are known to have strongly criticised the inadequate consultation over the dropping of armed struggle.

"It's a paper alliance," said one insider. "Each organisation is supposed to play an independent role, but in fact everything has been collapsed into the ANC."

As the ANC itself was not acting as a mass organisation, the absence of true input by the labour movement was a further drain on popular political energies. "It demobilises, encourages perpetual hibernation," he commented.

Part of the problem was the "imperial" leadership style of Nelson Mandela and the "inertia" of some of his national executive committee colleagues. The diplomatic and military priorities of exile had left some leaders ill-equipped for mass work.

"The style of many exiles is top-down, commandist — very different from the Mass Democratic Movement. We have to find a synthesis," he said.

Economic policy pronouncements, too, reflected an over-sensitivity to big business, notably its fears on nationalisation, he said. It is understood that at a Cosatu economic workshop last week, the ANC was criticised both for soft-peddalling on nationalisation and for trumping policy to suit different audiences.

Labour movement sources say Cosatu wants to tap more directly into the negotiations process, and more co-ordination on the framing of a future constitution.

"Reports that the constitutional committee has framed proposals sparked fears that the ANC was going ahead without consulting, and was preparing to ditch the constituent assembly idea," said one labour source. "The documents did not have the stamp of the NEC but there was a lot of confusion."

The ANC was contacted for reaction, but spokesmen were not available.

Commentators agree that while there might be long-term tensions between the allies, notably over economics, there is a strong basis for a joint approach during political transition. The aim is quite simply to accelerate the shift to a democratic, non-racial and unitary South Africa, through shared national campaigns under the ANC umbrella and the forging of common policy.

To this end, an alliance secretariat comprising the general secretaries of the three allies has been created, with the job of convening a 21-member political committee to weigh broad strategy. Retaining the right to independent action, each organisation will bring to this its own programmes and campaigns.

"At the national level, we're looking at broad strategising, stock-taking, trying to understand the lie of the land," says SACP central committee member Jeremy Cronin.

A key snag, sources say, is that the secretariat has met infrequently and the political committee not at all. And although there has been rich cross-fertilisation on the ground, with Cosatu unionists prominent in ANC and SACP branches, alliance structures have yet to shape up at lo-



SACP member Jeremy Cronin

cal and regional levels.

The result is that "unity in action" remains a largely unrealised ideal. "There have been mass actions — strikes, land occupations under the umbrella of the UDF — but national co-ordination is lacking," said Cronin. "We must pick up on existing campaigns: land struggles, the living wage, the workers' charter. It's absolutely crucial that the alliance brings its major weapon to bear on the negotiating process."

All sides stress that Cosatu must share the blame: "They're the strongest alliance member; they must demand their rights," said one ANC source.

Cosatu general secretary Jay Naidoo rejects as "unfair" the charge that the alliance has failed. "It's naive to expect too much. The ANC and the party have been unbarred for eight months, and the violence has hampered us," he stressed in an interview.

Cronin amplifies the point. "It's complex business rebuilding when you've just emerged from underground. At the same time, the ANC is under enormous pressures — it's expected to pronounce on everything from Iraq to seal-culling."

If the ANC dragged its heels, it was attacked for lack of political seriousness, but if it moved too fast, it was open to charges of neglecting its base and alliance partners.

Naidoo also emphasised there had been co-operation on specific issues between the allies. A national working committee of three organisations had worked to end the violence, and discussions had been held on economic policy formulation. The ANC, in addition, had given "unambiguous" backing to Cosatu's Labour Relations Act campaign and strikes by affiliates.

It is believed that at a recent alliance secretariat meeting, it was decided that the SACP proposal of local self-defence units should be taken up as an alliance project.

Unionists also stress the strong "alliance consciousness" on the ground, and the general acceptance that the South African Congress of Trade Unions, the ANC's former labour arm and erstwhile alliance member, is history.

Naidoo conceded, however, that the alliance "has not worked as well as we thought it would."

"We don't have an overall programme that pulls together our separate resources, and there's a lack of proper co-ordination at all levels. People on the ground are expecting a clear programme and leadership to implement it."

It would be a mistake to think that the alliance is in jeopardy. Sources say that while some elements on the union left, historically suspicious of the ANC, have urged Cosatu's withdrawal, most critics remain congress loyalists.

And there are moves to cement and give substance to the partnership. The Cosatu executive is to debate the issue this week, while the alliance secretariat has proposed dates and an agenda for a national political pow-wow. The aim, Naidoo said, was a schedule of meetings, and clear structure for the alliance.

**Unionists locked out —
by their own guards**

in Mar 9/11 - 15/11/90
PORT ELIZABETH unionists found themselves at the sharp end of industrial action when they were locked out of Cosatu House by their own security guards this week (140A)

Five guards refused to allow anyone into the building for over an hour in dissatisfaction at working conditions. It was eventually unlocked when Fred Sauls of the National Union of Metalworkers met the guards and agreed to take up the matter with Numsa's finance committee.

The guards complained they had not received any increases for two years and sometimes their salaries were not paid on time (140A)

Attempts by the Transport and General Workers' Union to organise the guards had been unsuccessful. "We were told we cannot join a trade union as we were employed by one," one guard said. — Pen

**Panasonic and
union agree**

WE Times 8/11/80
Staff Reporter

NATIONAL Panasonic and the Metal and Electrical Workers' Union of SA yesterday signed an agreement which ended a 10-week lockout by the company.

A joint statement by the company and the union said both parties re-affirmed their support for dialogue, discussion, negotiation and procedures as a preferred way of settlement

Businessman's b

SEBASTIAN MALLABY

IT is Africa's most developed country south of the Sahara, it has the highest GDP per person except for tiny, oil-blessed Gabon. Yet South Africa suffers from very African troubles: slow growth, big families, low investment and Aids.

It is the hostage of fickle commodity prices. The gold mines, which generate half of South Africa's exports, are gradually winding down: the shafts get deeper, the ore gets poorer, in the 1980s output fell by a tenth.

This kind of economy cannot support the huge expansion of welfare that black South Africans expect. Nor can it create jobs for the 1,000 newcomers who join the labour force each day. Unemployment is close to 50 percent, and half the unemployed do not take part even in the unofficial economy. Aids could change that, by reducing population growth, but it will bring still worse problems — soaring health bills, falling labour productivity — in its turn.

The country can expect some dividends from the passing of apartheid. Already more tourists are arriving, European supermarkets are less shy of South African fruit. More important, foreign banks may start lending for the first time since they bolted in 1985. On one calculation, banking sanctions have cost South Africa R32 billion in the past five years.

Scare off

Add R8 billion lost through trade sanctions, and total foreign exchange forgone comes to R40 billion.

Sanctions — official and unofficial — prevented South Africa from growing fast. But racial justice will not suddenly reverse this. Bad as it has been in South Africa, the lack of investment in black ruled Africa has been worse. Muddled bureaucracy and interventionist economics can do much to scare off investors than international boycotts.

Mr de Klerk's Government knows this. It is tackling the deficit, curbing inflation and cutting red tape. The trouble is that the first black government is going to be under pressure to spend more on welfare and create new public-sector jobs for returning exiles and political friends (though it may concede promises at the negotiating table that tie its hands a bit).

More than that, most blacks equate capitalism with apartheid. For years the law — quite apart from prejudice and lousy education — banned blacks from owning property or doing decent jobs. Then came the struggle, which made profits dirty.

An economics lecturer at the black and mixed-race University of the Western Cape asked his third-year students which economic system they favoured. One in three said they were social democrats. Another third said they were Marxists. The last third described themselves as Trotskyists.

The ANC's advisers regard the stock exchange as a casino, deregulation as an attack on the trade unions. They observe declining investment, and conclude that businessmen are unpatriotic. They just do not like capitalism. With only a few years until the ANC takes over, white businessmen are doing their utmost to bring

How to persuade the ANC that capitalism can serve blacks as well as whites



RAGS AND RICHES The struggle made profits dirty. Now business must persuade workers that capitalism and apartheid are

about a change of mind.

To protect their future, South Africa's big companies have long tried to make black friends. They take every opportunity to speak out against apartheid, and have housed occasional black managers in smart suburbs that the law reserves for whites. They bend over to look responsible. Anglo American, which, with its sister company, De Beers, is comfortably South Africa's biggest conglomerate, recently published a short book on constitution-writing. The Federated Chamber of Industries has put forward a bill of rights.

Worthy causes

Anglo American's size brings it the lion's share of criticism, which is why it is especially anxious to be liked.

These days there is nothing unusual in businessmen inviting ANC leaders to share lunch or country weekends, or in making business contributions to black welfare.

But Mr Gavin Relly, Anglo American's chairman until earlier this year, met the ANC in Zambia as long ago as 1985. The Chairman's Fund, which spends around R44 million a year on worthy causes like black education, has existed in its present form since the early 1970s.

To spread a taste for capitalism, Anglo American has started fostering black entrepreneurs. It has simplified

its contracts to help unsophisticated small-fry tender for them, and then assists with the accounting procurement of raw materials and so on. Many of these "entrepreneurs" sit in workshops indirectly provided by Anglo American too. Bit by bit, they may grow more independent. They have already won more than R20 million of contracts in under two years.

Anglo American is also trying to make capitalism attractive to its own employees. It began offering them free shares in 1988. This meant inventing words for "share" in several African languages, and bracing itself against union hostility to "token" ownership. Now 16,000 Anglo American employees hold over R200 million worth of shares. The company eagerly points out that blacks' interest in the stockmarket is also growing rapidly through pension and provident funds, which boast some 4.5 million members. The mining union's provident fund is the largest statutory savings institution in South Africa, and swells by R100 million a year. Its chairman is Cyril Ramaphosa, the mining union's chief.

In the first half of this century it was the Afrikaners who railed against big business. But then grew into capitalism through life assurance. Every Afrikaner had a policy with Sanlam, which played on their sense of enclosure, newly bolstered by the Boer War.

Sanlam embodied the folk's savings, just as the National Party came to embody its politics. Every life insurer's marketing ambition — to make the customer feel part of a family — was readily accomplished. As a result, Sanlam was big enough by the 1960s to be buying gold mines from Anglo American. Here, surely is a precedent?

Well, maybe Anglo American is trying to foster a black Sanlam in African Life, the fastest growing assurance company in South Africa and a member of the Anglo American group. The company's 600 salesmen (all black, mixed-race and Indian) sell 4,000 new policies a month. In its annual report, only one of the eight "top performers" is white.

African Life has also bought stakes in companies that sell to blacks.

The next step is to get blacks to own more of the company's equity. A share offer to staff, policyholders and friends has already created some black shareholders, and brought the parent's ownership down from 92 per cent to 81 per cent.

Mr Bill Jack, its Glaswegian managing director, would like to reduce that to nearer 50 percent by persuading black organisations — trade unions, churches — to buy large chunks of the equity when African Life is floated on November 15. That might encourage blacks to see the company as their own. It would also

make the unions and Mr Jack's side.

The trouble years for African Life size and success achieved for African Life, filing R183 million of Sanlam's.

True, they the disintegrated family make more modern finance gives them are not the Afrikaners' savings into banks and un-

Anglo American too cautious in bringing the company down to the level of the id-

Invite un

Nor does he cult to get black company white. To denigrate the critics. And do something selling African diaries) to a to deserve more. At the least, greatly extend

Star 10/11/90 (140A)

ssman's burden

o persuade the ANC that capitalism rve blacks as well as whites

ership and invite trade unions onto
supervisory boards

The same caution plagues the pro-
motion of black managers To be
sure, over hasty black advancement
can be dangerous, especially in re-
sponsible jobs in mines a mile deep or
more In other companies, schemes
for fast black promotion have come
unstuck White middle managers dis-
like being told to train blacks who
will then compete for their jobs

White guilt is also a problem
bosses are reluctant to reprimand
black deputies, who therefore do not
learn much The result is that whites
shrink from giving blacks responsibil-
ity Blacks feel they are being carried
as overheads, and leave in disgust

Yet determined companies can
overcome this Consol, a glass and
packaging company, tells its white
managers that their promotion de-
pends on their training blacks to take
their present jobs The most impress-
ive example of black advancement
comes from SA Breweries In 1986,
when less than 5 percent of its sala-
ried staff was non-white, it decided to
raise that to 50 percent in five years
At last count it's almost there

Most South African companies
have to risk the dislocations of fast
black promotion, despite the danger
that timidity now will bring still
more damaging quotas from a future
black government Anglo American is
no exception Out of 50 directors and
alternate directors only one is black

Embarrassed

The company refuses to disclose
the number of black managers work-
ing at its head office, which suggests
how embarrassed it is

In most countries it would be un-
reasonable to advocate promotion on
anything other than merit or to ask
companies to unbundle themselves
But South Africa is not like most
countries The concentration of own-
ership rules out unbundling by corpo-
rate raiders or ambitious managers
And the threat of an unsympathetic
black government threatens share-
holders' interests much more acutely
than would faster black advancement
now

In recent months private-sector
economists have dutifully sacrificed
weekends and evenings to confer-
ences on tomorrow's economic policy
They arrive with graphs showing in-
vestment and inflation

Already the ANC talks less of na-
tionalisation. But the ANC's mistrust
of business is lodged deep in its gut.
Perhaps grand gestures would
achieve more than earnest graphs It
is all very well for governments to
maintain business confidence, says
Joe Slovo, leader of the Communist
Party and prominent member of the
ANC, but business must maintain the
people's confidence as well

Mr Slovo may be muddled, but he
is soon going to be powerful as well
Unless his instincts change, an ANC
government is likely to intervene in
the economy and stifle investment.

The ANC's offices in Lusaka — hid-
den down nameless back-alleys,
guarded by some dozy youths — were
as disorganised as most things in
Zambia The Johannesburg outfit is
better But ANC officials still tend to
be better at discussing international
relations than at administrative skills
like answering the telephone That
makes the need to tackle the ANC's
anti-business instincts all the more
pressing — The Economist, London.



The struggle made profits dirty Now business must persuade workers that capitalism and apartheid are not the same

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might encourage blacks to see the
company as their own It would also

make the members of those trade
unions and churches sitting ducks for
Mr Jack's salesmen.

The trouble is that it will take
years for African Life to build the
size and symbolism that Sanlam
achieved for Afrikaners by the 1960s
African Life's assets stand at a pif-
fing R183 million (less than 1 percent
of Sanlam's now)

True, they are growing fast, and
the disintegration of the extended
family makes blacks ready for the
more modern security that life assur-
ance gives But black South Africans
are not the close-knit group that the
Afrikaners were They scatter their
savings into a variety of assurers,
banks and union funds

Anglo American's critics say it is
too cautious Mr Jack talks happily of
bringing the group's stake in his com-
pany down to half, but seems incred-
ulous at the idea of going further

Invite unions

Nor does he say that it will be diffi-
cult to get blacks to identify with a
company whose top manager is
white To dent black suspicions, say
the critics, Anglo American needs to
do something dramatic Ideas like
selling African Life (or other subsi-
diaries) to a team of black managers
deserve more attention than they get.
At the least, Anglo American could
greatly extend employee share own-

10/11/90 (USA) (S)

Strike at mine halts production

GOLD Fields management yesterday warned of possible dismissals as a strike by more than 6 000 mineworkers at the Libanon gold mine, near Westonaria, crippled production

Workers downed tools last Sunday demanding increased security underground and the dismissal of three mine officials who, miners claim, were responsible for the disappearance of a colleague on May 15

National Union of Mineworkers official Jerry Majatladi claimed management had distributed pamphlets warning workers of possible dismissals if production did not resume by Monday.

"The union and management have deadlocked on the demands of the strikers. Management says they cannot transfer the three officials as they could not break their employees' contracts," said Mr Majatladi.

Gold Fields officials were not available for comment — Sapa

Sunday Times Reporters

A TOP Cosatu trade unionist has sparked a fierce debate within the movement with a call for a reversal of the organisation's policy of isolating its arch-rival, Inkatha.

A position paper by Jay Naidoo — an official of the South African Commercial Catering and Allied Workers' Union — is now circulating among union and ANC formations in Natal. It proposes that:

- ANC leader Nelson Mandela and Chief Mangosuthu Buthelezi meet in an effort to make peace;
- Cosatu ceases calling for the dismantling of the KwaZulu homeland and the KwaZulu police;
- A multi-party peace agreement be reached between the government, Inkatha and the ANC/SACP/Cosatu alliance;

Cosatu split over call for ties with Inkatha

11/11/90
S. Times

cern over the escalating violence and tensions between the rival groups.

This violence, he said, created opportunities for the security forces and right-wingers to take political advantage.

Mr Naidoo yesterday told the Sunday Times that previous calls to isolate Chief Buthelezi and for the disbanding of the KwaZulu police force was a reaction to Inkatha's unwillingness to agree to peace accords.

"This position paper was written to stimulate debate and discussion — which is what it has done," he said.

"It was drawn up to look specifically at a change in strategy in relation to Inkatha — there are still other aspects

for peace that have to be worked out," he said.

But the proposals have run into strong opposition from some union and political quarters opposed to any recognition of Inkatha.

The November issue of the authoritative South African Labour Bulletin reported that the proposal had generated critical union reaction — particularly the suggestion that a joint monitoring group be formed.

The union publication Vukani Babenzezi attacks the proposal as implying collaboration with the state in tak-

ing responsibility for the actions of the police and army.

"Have we forgotten that a fundamental task of a capitalist police force is to protect capital?" it asks.

A spokesman at the ANC's headquarters in Johannesburg confirmed that the position paper had been sent to formations in Natal.

One ANC source indicated that some proposals had already been incorporated into ANC strategy — the October 23 decision by the ANC national executive committee to push for a meeting between Mr Mandela and Chief Buthelezi was an example.

Dr F T Mdlalose, national chairman of the Inkatha Freedom Party, said he

found Mr Naidoo's reported new thinking most interesting.

"Any move by Cosatu and its ANC-SACP alliance to play a constructive role in diffusing political tensions and, in tandem, accept the reality of the need for multi-party negotiations, would be most encouraging and welcomed by us," he said.

Meanwhile, the ANC has rejected speculation that it cancelled a high-level meeting with Inkatha in Natal because hardline members wanted to discontinue peace talks.

Siphiso Gcabashe, ANC secretary for the Natal Midlands, said the meeting postponed this week could still be held before Christmas.

The meeting had been delayed, he said, to give ANC officials time to go back to their branches for more clarity on certain proposals.

140A

Miners strike after shaft murder claim

By DAN DHLAMINI

ALLEGATIONS of the underground murder of a mineworker have sparked a strike at the Libanon Gold Mine in Westonaria where 6 000 miners are demanding that management produce the missing man.

Mokhalemeli Ntoko went underground on May 15 this year and never surfaced again — though he was later clocked out.

It is alleged Ntoko had been shot dead underground, his tongue cut out and private parts mutilated.

A man allegedly forced to participate in the crime has also disappeared.

The National Union of Mineworkers (NUM) says management claims the man who says he witnessed the murder

a certain Mabuza — has resigned.

But mineworkers fear he may have been killed in a cover-up.

According to Mohale Mohale — Mabuza's former room-mate — Mabuza told him Ntoko had been gunned down underground by a white official after an argument.

He claimed two white officials were involved in the alleged murder.

Mohale said Mabuza told him the officials wanted Ntoko's killing to look like a ritual murder and forced him to mutilate Ntoko's body.

Because he was terrified, Mabuza cut off Ntoko's tongue and private parts.

The officials then threatened to kill Mabuza if he breathed a word, Mohale said.

Mabuza then disappeared from the mine, shortly after Mohale advised him to talk to union officials.

Goldfields spokesman Michael de Kock confirmed a miner had gone missing and that an intensive search had been launched, but denied workers' allegations about Ntoko's disappearance.

De Kock also refused to discuss several conflicting points with City Press.

He refused to confirm or deny allegations by NUM press officer Jerry Majatladi that a white official had clocked out on behalf of Ntoko on the day he went missing.

Majatladi said management had admitted that an official had clocked out for Ntoko on May 15.

Two white men were temporarily suspended after this irregularity

Majatladi said Ntoko's tool box and lamp were discovered hidden underground.

Mineworkers at Libanon are up in arms and have been on strike for the past seven days after the NUM reached a deadlock at a conciliation board hearing over the security of miners.

The striking workers, who meet every day at the mine's stadium, are also demanding the dismissal of two white officials and the general manager because "they failed to give a full explanation about Ntoko's disappearance".

Majatladi said mine security officers had been forcing workers to go underground at gunpoint.

De Kock would not comment on this allegation.

Union 'stiffening' on Nampak

JOHANNESBURG. — Shopfloor resolve to continue the strike at 29 Nampak plants was stiffening, a Paper Printing Wood and Allied Workers' Union spokesman said at the weekend. *12/11/90*

He said the workers' position on the strike had become "more hard-line" after a meeting between Nampak's Corrugated Division and the union ended in stalemate last week.

The union wanted Nampak to move on the issue of reinstating 1 000 dismissed workers, he said.

Cosatu not party to Pretoria boycott

Sowetan 12/11/90

140A

By MONK NKOMO

CONTROVERSY surrounds the start today of an indefinite consumer boycott of white businesses in Pretoria after the 200 000-strong local branch of Cosatu said they were not party to the action.

Mr Donsie Khumalo, Cosatu's Northern Transvaal regional secretary, said their members only knew of and had given a mandate for a one-day stayaway from work today.

The stayaway has been

called in protest against the Bophuthatswana government's refusal to allow the federation to operate in the homeland.

The stayaway has been organised by Cosatu, UDF and the Anti-Bophuthatswana Coordinating Committee. Cosatu's demands included the lifting of the state of emergency and the repeal of the homeland's Labour Relations Act.

"We never called for a

consumer boycott", said Khumalo. Cosatu members interviewed at the weekend also indicated that they were not in favour of the consumer boycott.

Meetings

The boycott of white businesses and today's stayaway from work were announced in Atteridgeville last Tuesday at church meetings organised by Astro.

Pamphlets making a similar call were distrib-

uted in the township at the weekend by the "Mass Action Committee and the Anti-Bop Coordinating Committee".

Areas affected also include Mamelodi, Soshanguve, Brits and Kwa-Ndebele.

Students, teachers, journalists and nurses are not affected by the stayaway.

The demands include a single tax-base for Pretoria, dismantling of the black local authorities and the restoration of electricity in Atteridgeville and Zithobeni.

Reshuffle points to real negotiations

By Peter Fabricius
Political Correspondent

President de Klerk has reshuffled his Cabinet largely to prepare his team for the real constitutional negotiations which are expected to begin next year, Government sources said last night.

The main effect of the reshuffle announced at the weekend is to lighten the burden on principal negotiators and others overloaded by the reform process.

One Cabinet Minister said last night: "Reform is a very labour-intensive business."

The Ministers of Constitutional Development, of Law and Order and of Finance have new deputies, and Minister of Education and Development Aid Stoffel van der Merwe, who is involved in negotiations, has been relieved of his lesser Development Aid portfolio.

Mr de Klerk's changes

have hinted at the possible direction of Government constitutional thinking, especially in the creation of regional development.

He has also done some normal promoting and demoting. Environmental Affairs Minister Gert Kotze has been demoted, losing his main portfolio to new Cabinet appointee Louis Pienaar.

Another demotion is Minister of National Education, Home Affairs and the SABC, Gene Louw.

National education has been given to Mr Pienaar, leaving Mr Louw with two minor portfolios.

Apart from Mr Pienaar, the only other addition to the Cabinet is Amie Venter, Minister of Budget and Local Government in the white Ministers' Council.

He retains these portfolios and has the new general affairs portfolio of regional development.

Kotze removal hailed

CAPE TOWN — Environmentalists have welcomed the removal of Minister Gert Kotze from the environmental portfolio.

Nan Rice, of the Dolphin Action and Protection Group, said there had been much dissatisfaction in certain quarters about his handling of the gill-net issue.

But DP spokesman on environmental issues, Rupert Lorimer, said it was regrettable that Mr Kotze had lost his portfolio just as he appeared "to be getting on top of it". — Sapa.



Departing . . .
Gert Kotze.

Thousands heed Cosatu call for work stayaway

By Norman Chandler
Pretoria Bureau

Tens of thousands of people failed to report for work in Pretoria today, heeding a call for a one-day stayaway by the Congress of South African Trade Unions (Cosatu) in protest against alleged repression in Bophuthatswana.

The Atteridgeville branch of the ANC-supported Cosatu, the Atteridgeville/Saulsville Residents' Organisation (Asro) and the local branch of the UDF began an indefinite boycott of white businesses today.

Putco and Bophuthatswana Transport Holdings (BTH) said bus services from Mamelodi and Soshanguve were "non-existent" though Putco was operating "almost normally" from KwaNdebele to Pretoria.

Neil Groenewald, a spokesman for Putco, told The Star today: "There has been a fair amount of intimidation. For instance, buses were filled at Soshanguve, but the people were ordered off by vigilantes and told to go home."

All drivers had reported for duty.

There were only a few black taxis operating in the city and none between Atteridgeville and Pretoria and from Mamelodi and Soshanguve.

Cosatu stayaway 'cripples' Pretoria

JOHANNESBURG — A Cosatu-organised mass stayaway yesterday reportedly paralysed Pretoria — and ANC members and other activists were detained by Bophuthatswana police

Bophuthatswana police yesterday detained 32 ANC members and those of associations affiliated to the organisation, the Bophuthatswana government's official agency, Bopana, reported yesterday.

Bophuthatswana on Monday claimed it had unearthed a plot to assassinate President Lucas Mangope

President Mangope reportedly announced he had instructed his security forces to arrest ANC members in order to protect his territory and his life. The ANC, reacting to the allegations, described them as reckless and absurd.

"The arrest and detention of ANC members and other activists of the democratic movement, announced by the Bophuthatswana authorities, is but one more example of an unpopular regime trying to postpone its demise by repression," the ANC said in a statement.

"The allegation that members

JOHANNESBURG. — Negotiations are underway between police and feuding factions following clashes yesterday which left at least five people dead in the East Rand township of Katlehong.

East Rand police said two people had been shot dead and three hacked to death.

They attributed the fighting to groups of Xhosas and Zulus armed with firearms and machetes. The violence apparently followed a demand by one group that the other stop paying rent.

● Police on Sunday found the charred remains of yet another necklace murder victim at the Sebokeng hostel complex.

The unidentified man was the third necklacing victim in the area over the weekend — Sapa

of the ANC resident in Bophuthatswana were plotting to assassinate Dr Lucas Mangope are as reckless as they are absurd"

Thousands of workers yesterday stayed away in Atteridgeville, near Pretoria, to protest against police action at the weekend and the cutting of power supplies. Two youths died of gunshot wounds there on Saturday in

clashes between police and youths

Thousands of workers also stayed away in Bophuthatswana in an attempt to force President Mangope to repeal the Bophuthatswana Industrial Conciliation Act banning South African-based trade unions, and to demand reincorporation of the territory into South Africa

The stayaway in Bophuthatswana was supported by thousands of workers from Mamelodi, near Pretoria

Cosatu described the effects of the stayaway in Atteridgeville, Bophuthatswana and Mamelodi as a resounding victory

The situation was "relatively quiet", Bopana said, adding there had been a number of reports of intimidation during the stayaway

An ANC official in Johannesburg immediately denied the allegation

● Bophuthatswana police detained a union organiser taking part in a march on the Vametco Mineral Company yesterday

The protest march was organised by the Azapo-affiliated National Allied Workers Union of South Africa to show support for workers on strike at the Union Carbide subsidiary — Sapa

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Story 14/11/90

14pt

JCI retrenchments far too high - NUM

By Shareen Singh

The number of workers Johannesburg Consolidated Investments was planning to retrench was far too high, the National Union of Mineworkers (NUM) said yesterday

Union spokesman Marcel Golding said the union believed it was not necessary to retrench 1100 workers considering the circumstances surrounding management's decision to rationalise

The NUM will enter into negotiations with the company on possible ways of minimising the retrenchments, he said

JCI announced on Monday that about 1100 gold miners out of a total workforce of 14100 at its Randfontein Estates Mine would lose their jobs

In a press statement, JCI said the retrenchments were unavoidable due to difficulties experienced during the past two and a quarter years on the Kimberley Reef horizon at Doornkop

Fistly, ore mined at the shaft was not of a high enough grade to cover costs the company was incurring

Secondly, continued faulting at the shaft had effectively made access to higher grade ore difficult

JCI said every effort had been made to improve the situation by developing into higher grade zones but the necessary improvements in average grades had not materialised

Informed

Randfontein Estates' profit after tax during the last four years fell by 55 percent from R336,7 million in 1987 to R153,2 million in 1990, the company said.

Management had informed employees of the financial situation on the mine but had not yet given workers notice of retrenchments.

The process of rationalisation would only start after management had consulted with the employees and unions

CARL Telfs 140A
14/11/90

Union pickets

Steiner offices

STRIKING Steiner Services workers picketed their employer's Lansdowne offices yesterday as efforts continued to resolve a week-long stoppage affecting up to 6 000 businesses in the Western Cape.

More than 240 laundry and cleaning workers belonging to the Transport and General Workers' Union started a legal strike on Monday last week.

Company spokesman Mr Bryan McEvedy said discussions were continuing with the union.

Union wants free and fair elections

Sowetan 15/11/90



THE 50 000-strong Johannesburg branch of South African Commercial, Catering and Allied Workers Union has called for free and fair elections for a constituent assembly.

The call was made by about 500 Saccawu shop stewards at the branch's congress at Shareworld last weekend.

The Saccawu officials resolved that the elections be conducted to determine the mandate for the drawing up of a new constitution.

Agreed

No secret negotiations should occur between the Government and any organisation, they concurred.

Five other resolutions were adopted at the congress, mostly focusing on the independence of trade union movement; the tripartite alliance of Cosatu with the ANC and SACP and the destruction of the hostels.

By DON SEOKANE

Delegates resolved that the trade union movement must be independent from political organisations, the State and employers.

"Furthermore, the trade union should have the right to form alliances with progressive political organisations and that such alliance should be based on a clear mandate from the workers," said one of the resolutions.

The delegates said they were not against alliances, and called on

Cosatu structures to clarify the nature of the tripartite alliance between the federation, SACP and ANC.

Cosatu affiliates should also discuss why other progressive organisations were being excluded from the alliance.

Unions

To ensure true independence of trade unions, the congress resolved that unionists should not hold leadership positions in the trade union movement and in a political organisation simultaneously.

Union staff locked out by 'exploited' guards

C/Press 25/11/90 (140A) (2430)
FIVE security guards employed by the National Union of Metalworkers (Numsa) at Cosatu House in Port Elizabeth this week accused the union of exploiting its employees.

To draw attention to what they called poor pay and working conditions, they locked up Cosatu House in Korsten on Tuesday, leaving about 300 staff members standing in the street.

The guards said the union was quick to accuse companies in PE of underpaying workers – but was doing exactly the same thing.

It was the second time this month that the guards flexed their muscles at Cosatu House, also the regional office of

the South African Communist Party.

The first lockout occurred on November 1 when the building was unlocked after 90 minutes following a meeting between one of the directors, Freddie Sauls, and the five striking guards.

On Tuesday trade unionists, politicians and office workers milled outside the offices while the five guards demanded to see Sauls before opening.

Spokesman for the guards Willie Bruntjies said they were protesting against low pay and bad working conditions.

He said their employers refused to allow them to join another union – the Transport and General Workers' Union

– saying they already worked for a union, namely Numsa.

He said four of them earned R600 a month and the fifth, Richard Tshangana, got R450 a month.

Tshangana started working for the union in November last year and was promised a rise of R150 in January.

"These people always call for equal pay for equal work when other firms are involved. But they do not honour the same call when it comes to them. This is exploitation," said Bruntjies.

He said for the past two years they had not received pay increases.

Union executive John Gomomo said: "I am not aware of this problem. It is news to me."

Gomomo, who was locked in negotiations with Volkswagen management over a walkout by workers and closure of the plant, referred further inquiries to Sauls, who was unavailable. – Sapa

Political comment and newsbills by K Sibya, headlines and sub-editing by K Naidoo, both of 2 Herb Street, New Doornfontein, Johannesburg.

Union queries alliance move

Blomby 15/11/90
MATTHEW CURTIN

THE Johannesburg branch of the SA Commercial Catering and Allied Workers' Union (Saccawu) has said no mandate was obtained from the union — a 90 000-strong Cosatu affiliate — for the creation of the Cosatu/ANC/SACP alliance

Saccawu's branch congress resolved this week to call on its delegates to Cosatu "to clarify the nature of the tripartite alliance" and discuss reasons why other progressive organisations such as the PAC and Azapo were not included.

A branch spokesman said yesterday Saccawu's 50 000-strong Transvaal membership, the union's largest, was not opposed to the alliance in principle, but its formation "had not been thoroughly discussed"

Alliance members had also to clarify why organisations like the PAC, Azapo and Workers Organisation of SA (Wosa) were not included (140A)

Saccawu acting general secretary Papi Kganare said yesterday the union was bound by a Cosatu central executive committee decision to form an alliance with the ANC and SACP

A union call goes out: We want our seats

The unions were ignored in the Zimbabwe talks ... and again in Namibia. It must not be allowed to happen here, insists Cosatu

By DREW FORREST

W/Mail
16/11 - 22/11/90

WHATEVER the final shape of South Africa's new constitution, the Congress of SA Trade Unions is adamant that it must be more than the handiwork of politicians and legal pundits. "The working class is the key force for the real transformation of society," it insists in its latest *Campaigns Bulletin*. "It is essential that workers have a say in the making of a new constitution."

On red alert after the Zimbabwean and Namibian experience, where organised labour was left out in the cold, and fearing that in the wake of the Pretoria Minute negotiations here may start soon, Cosatu is moving swiftly to ensure workers are heard both on how the constitution is framed and what it embodies.

The federation's sense of urgency has brought a re-orientation of its entire Workers' Charter campaign. The result could be a constitutional process — and a final product — which is unique in Africa.

Cosatu's first move on the issue came at its national congress last year, when it called for a constituent assembly, elected by all adult South Africans, to draw up a constitution. Then followed February 2, talks between the African National Congress and the state — and moves by the ANC to draft its own blueprint.

In some union circles, this sparked anxiety that the ANC was retreating from the constituent assembly idea and gearing for a solo initiative. Most unionists now accept that an assembly cannot do its work without proposals to work on.

Hence the current push for a Cosatu stance before negotiations begin. "With the Pretoria Minute, the whole negotiations process is gathering momentum," said Cosatu campaigns coordinator Lisa Seftel.

On issues as diverse as the electoral system, the structure of government, labour, the economy, land, the judiciary, local government and gender rights, Cosatu hopes to feed into the ANC's deliberations. It is also hoping to forge a full constitution in tandem

ers' charter embodied in the constitution, towards that of a broader manifesto. It also appears to favour procedural rather than substantive rights — instead of handing workers a living wage, for example, the goal would be to buttress organisation and bargaining.

The new approach flows from a key workers' charter workshop in September, which argued that the federation needed to confine itself to a few well-considered issues and to push these relentlessly.

Its proposals, which the weekend conference must debate, include far-reaching ideas on the constitutional rights of workers. Topping the list is union independence from the state, which it suggests should bar unionists from holding state office. Other proposed rights are to free collective bargaining, to strike without fear of the sack, to picket, to "reasonable" disclosure of financial information, to veto industrial court appointments and to organisational facilities such as access and stop orders.

But Cosatu's constitutional agenda is clearly much broader than this. Just as it wants popular control of the constitutional process — through a constituent assembly elected under an interim government, which would scrap all security and apartheid laws — it wants popular checks on a future state.

The workshop mooted.

● A constitutional right to a referendum, on the strength of 500 000 signatures, on all issues except tax laws and foreign treaties.

● A constitutional court to shield "the rights of the people against abuse by the government and the power of the bosses". "We can't leave this power (to interpret the constitution) to the present courts, which are often racist and anti-worker", the bulletin insists.

● The entrenchment of certain constitutional rights, including those relating to union organisation and independence, the right to strike, referendums and the media.

● The right to know — which is broader than mere press freedom.

with its alliance partners: the ANC and the SA Communist Party.

This weekend, 350 delegates at Cosatu's Workers' Charter conference will take decisive steps towards a constitutional platform.

Seftel says the indaba will focus both on a democratic constitutional process and concrete demands. Among the proposals for discussion is that of a mass campaign for a constituent assembly.

Although the intention is still to produce a charter by Cosatu's national congress next year, this is a significant narrowing of the short-term focus. It reflects both the new and urgent political priorities, and to some extent the disappointing worker response to the charter campaign.

Originally, it was foreseen that delegates would adopt a draft document based on a sampling of worker opinion, along the lines of the Freedom Charter. Some demands might belong in a constitution, others in labour law or private deals with employers. Now the aim is to focus on aspects of the charter to be given constitutional force.

Cosatu seems to be moving away from the idea, mooted in the ANC's constitutional guidelines, of a work-

"We are fighting for a press that is not only free from government control, but also one where the views and struggles of the majority are on the front pages," the bulletin says.

The workshop bluntly urges the breaking up of newspaper conglomerates — "one boss should not be able to own or control more than one newspaper", it suggests.

Other ambitious proposals are access to all state documents, a government duty to answer all questions in parliament and a right to information from employers. "State media must put workers' points of view across in all debates which affect us," the workshop adds.

A final and crucial area of debate is economic rights in the constitution. "Cosatu is committed to changing our talist economy and building socialism," the bulletin declares. "We need a clause in the constitution to help us fight for these objectives."

Delegates this weekend will try to hammer out a position on three key proposals of the Workers' Charter workshop — that the constitution promotes enterprises under collective ownership, greater worker control in economic policy-making and in private and public concerns, and an economy which provides jobs for all.

140A

16/11/90 - 22/11/90

Rifts threaten Saccawu again

By DREW FORREST

POLITICAL rifts are again threatening unity within the split-prone SA Commercial, Catering and Allied Workers' Union, following the release of controversial resolutions by the union's largest branch.

In a direct challenge to Saccawu's national leadership and Cosatu, to which the union is affiliated, the 50 000-strong Johannesburg branch attacks Cosatu's alliance with the ANC and SA Communist Party.

In a resolution adopted at a branch congress last Sunday, it argues that the alliance has not been canvassed within Saccawu and should not exclude other "progressive organisations" such as the PAC, Azapo and Wosa, a Trotskyite grouping.

From a hard-line socialist position, it also lambastes the ANC's proposals of a mixed economy as "another name for a capitalist economy".

The branch calls on Saccawu delegates to Cosatu structures to "clarify the nature of the tripartite alliance and discuss the reasons why other progressive organisations have been excluded".

Saccawu was formed a year ago from politically warring factions which split its predecessor, Ccawusa. The Johannesburg branch was identified as "workerist", but in fact contained a range of anti-ANC elements of Africanist, Trotskyite and Black Consciousness persuasions.

This week Saccawu's acting general secretary, Papi Kganare, warned that the actions of the Johannesburg branch might presage another split. The union's national executive committee would meet on November 23 to consider how to handle the matter.

"I have no problem with the resolutions, if they were reached democratically. But the proper thing would have been to raise them in the structures of the union before rushing to the press," he said.

"My fear is that this could harden attitudes in other branches. Once again, people may start retreating behind ideological barricades."

Montagu *CAT TUNTS 16/11/90 (12000)*

FAWU joins campaign

JOHANNESBURG — The 130 000-member Food and Allied Workers' Union has thrown its weight behind a trade union campaign for centralised bargaining in the Barlow Rand group, FAWU national organiser Mr Alan Roberts said yesterday.

Bop sanctions sought

COSATU's Northern Transvaal region yesterday called on the South African government to impose sanctions on Bophuthatswana to press it into meeting the federation's demands (14-04) (C/P) 18/11/90

The government should withhold budgeted allocations for development in the homeland, said spokesman Donsie Khumalo

He said Cosatu was not prepared to ease pressure on the homeland government unless it released all political prisoners and detainees, allowed free political activity, repealed labour legislation and allowed Cosatu affiliates to operate in the homeland. Sapa.

Fired Mewusa workers reinstated

Express 18/11/90
RELATIONS have been normalised between the Metal and Electrical Workers Union of South Africa and a Potchefstroom metal company following the dismissal of 125 workers.

The workers - who were dismissed by Anglo American's WJ Engineering Company on September 7 - were all reinstated following an out of court settlement.

140A

ANC in bid to salvage Cosatu pact

140A
SITimes
18/11/90

Sunday Times Reporters
THE ANC, Cosatu and the SA Communist Party have taken steps to shore up their troubled alliance following grassroots unhappiness about their slow progress in forging joint policies and strategies

The newly-formed, 27-member Co-ordinating Committee, comprising representatives of the three groups, met for the first time this week to discuss how best to co-operate

The committee, initially called the Political Committee, was mooted on June 27 at a meeting between the secretaries of the three members of the alliance — but it didn't meet until Tuesday.

The delays had led to criticism among rank-and-file supporters that the alliance was no more than a paper pact.

Cosatu press officer Neil Coleman confirmed this week that there was unhappiness in the organisation about the lack of progress in forging the alliance, but he said this was beginning to change

"We have to accept that the organisations have been underground for a long time and it takes time to get on one's feet again," said Mr Coleman

Lack

No formal statement was issued after the meeting but it is understood that discussions focused on ways to create local-level structures which would bring "the masses" into the political process

Behind the new bid to build solidarity lies concern among unionists over the lack of consultation between them and the ANC about joint political strategies.

Sources within the alliance suggested this week that there were four problem areas the ANC's delay in creating structures — after nine months in the open it still has only 150 000 members, an allegedly out of touch ANC leadership, lack of consultation about economic policies and the failure of the ANC to clearly spell out what role it envisages for an independent trade union movement in the future

Meanwhile, a Workers Charter conference called by Cosatu this weekend has discussed possible constitutional options

A working document of the conference states Cosatu's envisaged involvement in negotiations in the fields of workers' rights, civil rights in society, the economy and the "constitution generally"

Tension

In dealing with collective rights the document states. "Unless the notion of collective rights is recognised by the constitution, it may well result in a constitutionally-protected individual being used by the courts to strike down collective interests"

Dealing with what it calls the "democratisation of the courts", the document says it will be necessary to remove judges appointed under an apartheid administration.

● The ANC's regional conference in Durban yesterday heard a strong plea for peace with Inkatha by Terror Lekota, ANC interim convenor

The conference has to settle some key issues including a leadership struggle between present ANC co-ordinator Mr Lekota, ANC intelligence chief Jacob Zuma and veteran Communist Party member and former Robben Islander Curnick Ndlovu There are also tensions between ANC and UDF members.

Keynote speaker Steve Tshwete said the ANC was not prepared to transform itself into a political party until apartheid had been fully abolished and a new constitution worked out

Star 19/11/90. 140A

Workers' rights discussed

Workers should have the right to strike and no interdicts should be implemented during strike action, it was decided at Cosatu's charter conference in Johannesburg at the weekend.

Worker representatives, it was agreed, should have full access to company documentation and should be allowed to distribute union literature.

The conference, attended by delegates from all over the country, was aimed at pinpointing issues which could become

part of a workers' charter. It was agreed that the trade union movement should remain independent — although Cosatu would continue its links with the ANC.

Cosatu general-secretary Jay Naidoo said the alliance entailed that the union federation would be consulted before the ANC took major decisions.

Mass mobilisation, it was decided, was still the union's key instrument in fighting for workers' rights — Sapa

CAPE TOWN 19/11/90
Back to work

with 'no gains'
1409 Own Correspondent

JOHANNESBURG. —
Several thousand Nam-
pak employees are due
to return to work today
— with no apparent
gains — in terms of a
weekend settlement be-
tween the company, Co-
satu and the Paper,
Printing, Wood and Al-
lied Workers' Union
(Ppwawu) of the two-
month strike.

The strike supported
union demands for cen-
tralised bargaining.

Progress on workers' rights

B10ay 19/11/90

COSATU moved closer to drafting a definitive bill of workers' rights yesterday as 300 delegates reached consensus on a number of issues at the federation's workers' charter conference held in Johannesburg at the weekend. (140A) (132)

Issues on which Cosatu delegates were able to find a broad measure of consensus were the workers' right to strike free from legal action and interdicts, the right to trade union independence and participation in all state structures in the interests of union members, and the right of trade unions to take part in economic planning. Cosatu general secretary Jay Naidoo said at a Press conference yesterday the conference agreed on the principle of freedom of association, but also resolved the closed shop was an acceptable forum for union

MATTHEW CURTIN

activity "provided it was democratic"

The conference also outlined the federation's attitude to constitutional negotiations. Cosatu resolved SA's future constitution could be drafted only by a constituent assembly which in turn could be set up only in a "conducive" political climate, the precondition for which was the release of all political prisoners and return of exiles.

Naidoo said the differences between the federation and the ANC on constitutional issues were ones of emphasis, not substance.

The ANC was concerned with the rights of all citizens, not workers alone, and the federation would pursue a "more vigor-

□ To Page 2

Workers' rights

B10ay 19/11/90

ous" role in the ANC/SACP/Cosatu alliance.

Cosatu workers' charter campaign coordinator Ebrahim Patel said the conference's agreement on the right of society to endorse or reject any law or Act of Parliament by referendum was of particular importance.

Delegates also resolved to refer a number of issues for further debate.

Naidoo said the conference's resolutions


would now be forwarded for ratification and further discussion to Cosatu's constitutional structures, culminating the presentation of the federation's findings to its 1991 national congress

Assistant general secretary Sydney Mafumadi said it was important that Nactu was involved in the process of drafting a workers' charter, but Nactu had not taken up an invitation to attend the conference.

● Picture: Page 3

□ From Page 1

Bop sanctions call

160A


THE Congress of SA Trade Unions Northern Transvaal region on Saturday called on the SA Government to impose sanctions on Bophuthatswana to pressurise it to meet the federation's demands

Government should withhold budgeted allocations for development in the homeland, said spokesman Mr Donsie Khumalo

He said Cosatu was not prepared to ease pressure on the homeland government unless certain conditions were met

Bophuthatswana must release all political prisoners and detainees, allow free political activity, repeal labour legislation and allow Cosatu affiliates to operate in the homeland

Khumalo said Cosatu echoed the ANC's response to Bophuthatswana's announcement it would consider joining the negotiation process and may test calls for reincorporation through a referendum

The ANC said on Friday the homeland government should first cease repression, release prisoners and allow free political activity.

"If there is repression, the voice of the people cannot be heard, which would nullify any referendum," said spokesperson Gill Marcus

Cosatu intended to launch a series of general stayaways early in the new year to back their demands, Khumalo said. - Sapa

Sowe fan 19/11/90

SOWETAN Monday November 19 1990

Groundwork is laid for 'Workers Charter'



WORKERS should have the right to strike and no interdicts should be implemented during strike action, it was decided at Cosatu's charter conference in Johannesburg at the weekend.

Worker representatives, it was agreed, should have full access to company documentation and should be allowed to distribute union literature.

The conference, attended by delegates from all over the country, was convened to pinpoint issues which could become part of a workers'

A number of other agreements arose from the series of union commissions appointed to investigate worker interests - although it was noted that these still had to be discussed with grassroots membership.

Remain independent

It was agreed that the trade union movement should remain independent - although the Congress of South African Trade Unions (Cosatu)

would continue its links with the African National Congress. Cosatu debates should "feed into" decisions made by the ANC, said union spokesman Kgetsi Lekoko in his summary of the conference.

the union's key instrument in fighting for worker rights.

The National Council of Trade Unions was apparently invited to the conference but did not attend - Sapa

Cosatu general secretary Jay Nardoo confirmed that the alliance entailed that the union federation would be consulted before any major decision by the ANC.

Lekoko said it had been agreed that the correct political climate had to be created before the forming of a constituent assembly and this would entail the release of all political prisoners and the return of exiles.

Mass mobilisation, it was decided, was still the union's key instrument in fighting for worker rights.

Union plan for housing *CAP-Temps*
20/11/90
1/00A

Own Correspondent

JOHANNESBURG
The National Union of Metalworkers of SA (Numsa) has proposed a R4 billion joint Cosatu/ANC/SACP/government plan to replace urban single-sex hostels with housing units integrated into surrounding communities

Numsa general secretary Moses Mayekiso disclosed yesterday that the proposal was being discussed within Cosatu, which had approved the plan in principle although many key details still had to be finalised

It is understood the plan has also been put to Seifsa, which, together with Numsa and other unions administers the Metal Industries Group Pension Fund (MIGPF), whose assets amount to nearly R4 billion. Numsa has proposed that pension funds, primarily the MIGPF, provide up to a quarter (R600m to R1 billion) of the total project budget

Fawu row results in apology

CAPE TOWN 20/11/90 (140A)
By BARRY STREEK

THE full-scale row in the Cosatu-affiliated Food and Allied Workers' Union (Fawu) over the dismissal of its Cape Town branch secretary has resulted in a public apology to him by Fawu national organiser Mr Alan Roberts and a labour journal.

The apologies, published in the latest issue of the South African Labour Bulletin, follow allegations that the former Cape Town secretary, Mr Miles Hartford, had signed and issued cheques unconstitutionally and without the treasurer's knowledge

Mr Roberts said the allegation he made that ten cheques were signed on behalf of the ex-treasurer were "totally untrue"

He also apologised "for any interference in the statements in question that either imply or state that Miles Hartford has forged cheques or defrauded the union or caused any such incident".

The apologies were made after Mr Hartford demanded an immediate public retraction and apology from the Labour Bulletin and the union, threatening to take legal action if they did not do so

The row developed after a split

in Fawu in the Eastern Cape, the suspension of the Cape Town branch and the dismissal of Mr Hartford

Mr Hartford has claimed he was the victim of a "Stalinist-led purge" and he has been supported in this by a former Fawu general secretary, Mr Jan Theron, who said the political methods of Stalinism lived on.

However, Fawu's general secretary, Mr Mandla Gxanyane, said the union was disappointed by Mr Theron's "biased and one-sided accounts of developments in our union".

Numsa wants govt involvement

R4bn plan to replace hostels with houses

123/127
B/Dam 20/11/90 (140R)

THE National Union of Metalworkers of SA (Numsa) has proposed a R4bn joint Cosatu/ANC/SACP/government plan to replace urban single-sex hostels with housing units integrated into surrounding communities.

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Numsa has proposed an additional R1bn each be sought from Jan Steyn's Independent Development Trust, central government and a consortium of building societies and finance houses.

The plan was devised during the township violence in August and September.



● MAYEKISO

ALAN FINE

A notable feature is that the direct beneficiaries of the plan would be hostel dwellers rather than specifically Cosatu union members. About 125 000 people live in 31 hostels in 10 townships in Greater Soweto and the East Rand.

The formal Numsa proposal argues: "It has become clear that the violence in the townships will be endemic for so long as the hostels exist." It says hostels serve as a focus for tribal enmity and forced recruitment.

"They also create an obvious split in the community between 'township dwellers' and 'hostel dwellers' (Their elimination) must take priority over other housing needs because of the overwhelming importance of the problem of violence."

It was proposed that a joint committee comprising the ANC/Cosatu/SACP alliance and government be established to coordinate the project, with regional sub-committees.

The same parties should establish a trust fund to deal with the massive finances.

Numsa proposed that housing should be made available for sale to families or individuals, but that rented accommodation be provided too and be "geographically integrated with other types of housing".

It also anticipated a significant proportion of accommodation would have to be in the form of site and service schemes.

The proposal emphasised a great deal of

□ To Page 2

Hostels

B/Dam 20/11/90 (140R)

research still needed to be done to estimate the number and type of housing units required. Questions of land availability, township layout and infrastructural services and other issues were mentioned.

Mayekiso said the proposal was still no more than bare bones, and matters like precise financial arrangements, including

return on investment for participating pension funds, would have to be devised by participants.

A Seifsa source said it could not comment immediately as the two officials involved in the matter — director Brian Angus and industrial relations specialist Dave Carson — were out of the country.

□ From Page 1

Workers return after eight weeks

By SHARON SOROUR, Labour Reporter
ABOUT 3 800 Nampak workers return to work this week, ending the nationwide eight-week strike which cost them more than R10,5 million in lost wages.

The workers, members of the Paper, Printing, Wood and Allied Workers' Union, dropped their demand for centralised bargaining on wages and working conditions, said Nampak spokesman Mr Tony Mercer.

"The company's bargaining structures remain intact. We agreed to a moratorium on the issue of alternative bargaining levels for at least nine months," he said.

The agreement — between the company, the union and Cosatu — was signed yesterday after

marathon talks, which ended one of the longest strikes this year.

Three plants in Cape Town were affected: Nampak Recycling, Nampak Corrugated and Nampak Packaging.

Mr Mercer said of the 1 200 workers dismissed during the strike, 700 would be reinstated "with penalties and a final written warning". They would lose 50 percent of their annual bonus.

The fate of the remaining 500 dismissed workers would be decided at mediation and arbitration forums.

Union national organiser Mr Rob Rees said the workers "do not really feel defeated — the strike has put the issue of central bargaining clearly on the agenda".

accept or reject pupils of all race groups

VW closed ^{CHIT TWP 20/11/70} talks go on

PORT ELIZABETH — The Volkswagen motor plant in Uitenhage was still closed yesterday but negotiations were to continue between company officials and Numsa officials representing the workers. Last week the company said workers would have to agree to certain conditions before the plant would be reopened.

Khayelitsha street refuse piles up as strike drags on

By VUYO BAVUMA
Staff Reporter

REFUSE was piling up in Khayelitsha streets as the strike by 800 Lingeletu Town Council employees entered its fourth day.

The employees, most of whom are members of the South African Municipal Workers Union (SAMWU), are demanding protection from the council. They have been victims of a spate of attacks since the outbreak of faction fighting in the area in August.

Nine clerical workers were injured when a petrol bomb was hurled into a van taking them home. Mr Wiseman Mbube, a council employee, was shot dead with a 9mm pistol and his vehicle set alight.

In October another employee was

1401
killed after he was allegedly found guilty by a kangaroo court of killing Mrs Nomsa Mapongwana, wife of civic association leader Mr Mike Mapongwana.

The town clerk of Lingeletu, Mr Graham Lawrence, said today refuse was piling up in the streets but he hoped the problem would be solved.

"Fortunately, the night-soil removal is not being affected as the employees of the Regional Services Council are not involved in the strike.

"But our staff, including those who work in the graveyard, are on strike. We cannot carry out maintenance work."

The council would meet SAMWU officials today to discuss the employees' demands.

27 July 1964 (1404) (2)

Protest at Unisa

Unisa workers affiliated to the National Education Health and Allied Workers' Union are protesting against the employment of alleged former Johannesburg City Council spymaster Frik Barnard as head of protective service on the campus. They demand his resignation.

ANC confiscates cards

By BEVERLEY GARSON

THE ANC has confiscated membership cards from workers in Fort Beaufort because they are members of a breakaway trade union. *South 22/11 - 28/11/90*

The workers are members of the Food Workers' Council of South Africa (FWCSA), an independent union formed after a split in the Food and Allied Workers' Union (Fawu) in the Eastern Cape last year.

Their cards were confiscated after they refused to attend a meeting called by ANC members to discuss problems the movement had with the FWCSA.

The secretary of the local ANC branch, Mr Mthuthuleli Mana, said the branch had not been aware of the decision which had been taken by the Zwide sub-committee

Mana said the branch would return the cards to the workers. "The ANC does not believe that workers must only be members of Cosatu-affiliated unions."

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MUTUAL FEELINGS. More than 500 employees of insurance giant Old Mutual have downed tools in several Eastern Cape towns over working conditions
 PIC: ELIJAH JOKAZI

Cosatu moves on rights of workers

140A

South 22/11 - 28/11/90

COSATU, the country's largest workers' federation, has spelt out its views on the negotiation process including the need for accountability and proper reports to members.

At a workers' charter conference in Johannesburg last weekend Cosatu moved closer to formulating a set of workers' demands for a new constitution

The conference signalled a determination by Cosatu to ensure accountability in both the negotiation process and a post-apartheid government.

The more than 300 delegates from Cosatu affiliates who attended the conference agreed on several key issues

These included the right of workers to strike free from legal action and interdicts, trade union independence, union participation in state structures to further the interests of their members and the right of trade unions to take part in economic planning

The conference agreed that workers have the right to join the trade union of their choice but also agreed with the "closed shop" principle on condition it was democratic

Collective

The recommendations emphasised the need to trench collective, not just individual rights, in a future constitution.

Cosatu's workers' charter campaign convener, Mr Ebrahim Patel, said the conference's call for the right to petition for a referendum over unpopular legislation had "far-reaching significance"

Delegates agreed that any interest group or person who objected to legislation could collect signatures to petition for a referendum. If successful, parliament would be obliged to withdraw the law

Patel said the recommendation introduced the notion

of accountability into parliament and meant the people were the supreme decision-making body

If accepted, it would be the first such proposal in any African country

There was far-ranging discussion about the negotiation process and constitution-making at the conference

The recommendations represent a clear signal that Cosatu firmly supports the view that no decisions can be taken above the head of the people

The conference recommended a new constitution could only be drawn up

when a constituent assembly was elected and this could only take place after the release of political prisoners and the return of exiles

Delegates discussed government on a consensus basis during an interim government period

They agreed that the process of negotiations should be characterised by regular reports, accountability and proper mandates

Cosatu hopes to draw in the National Council of Trade Unions (Nactu) and independent unions which did not attend the conference

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ANC confiscates cards

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2749c (1407) 
Protest at Unisa

Unisa workers affiliated to the National Education Health and Allied Workers' Union are protesting against the employment of alleged former Johannesburg City Council spymaster Frik Barnard as head of protective service on the campus. They demand his resignation.

Star 22/11/90
VW talks stalled

140A

VW and Numsa remained in deadlock yesterday over management's demand that shop stewards sign a so-called recognition agreement before production at the Uitenhage plant is resumed. The plant was closed on Friday, due to repeated work stoppages, VW said.

Star 22/11/90 (140ft)

Safety paramount, chamber tells union

By Shareen Singh

The Chamber of Mines has rejected the National Union of Mineworkers' contention that it was reducing production costs at the expense of miners' lives

The chamber said on Tuesday that it expressed the same concern as the union about health and safety and it regarded the safety of employees as paramount

Cuts

Intensive research was being conducted by the chamber on developing a system that would predict rockbursts, a major cause of mine fatalities, chamber spokesman Peter Bunkel said

This research and

other aspects of health and safety would not be affected at all by the chambers R10 million budget cut, as the NUM believed, he said

"Our ideal is no deaths and no injuries and it is an objective we are working towards."

Killed

There was a consistent decline in mine fatalities in the past decade with the exception of a few years, the chamber said

For the period January to September this year, 377 miners were killed on mines

Mr Bunkel said this meant that less than one miner per thousand was killed during the period.

This record was better than in other years, he said

New SACC office opened

Star 2/11/90

~~3/11/90~~ (KOA)

The new head office of the South African Council of Churches, Khotso House, at 62 Marshall Street, Johannesburg, was officially opened with a sermon yesterday.

The old building, which housed the church body and a number of anti-apartheid organisations, was destroyed in a bomb attack in 1988.

The bomb attack re-

mains one of the unresolved crimes against anti-apartheid organisations.

Other buildings destroyed in bomb attacks include offices of the South African Catholic Bishops Conference (Khanya House) in Pretoria and the Congress of South African Trade Unions (Cosatu House).

— Sapa.

Stoppages cost

VW 'millions'

CAT Te-nt 22/11/90

Own Correspondent and Sapa

JOHANNESBURG — Volkswagen SA claims that repeated work stoppages, which had disrupted production at Volkswagen's Uitenhage plant over the past three years, had cost the company "millions" This year alone 20 days' production had been lost, a company spokesman claimed yesterday

The spokesman said high levels of absenteeism had compounded the problem, so undermining the company-union relationship that "it has become impractical and uneconomic to continue to operate production" The factory was closed last Friday

Talks between Volkswagen SA and the National Union of Mineworkers (Numsa) remain deadlocked over management's demand that Numsa shop stewards sign a so-called recognition agreement before production at the Uitenhage plant is resumed

VW would not comment on the progress of talks or when the plant was likely to reopen

Numsa officials could not be reached for comment.

Lebowa mine sacks 1 200

The Argus Correspondent

Argus 23/11/90

JOHANNESBURG. — Lebowa Platinum Mine dismissed 1 200 mineworkers after a work stoppage, Johannesburg Consolidated Investments (JCI) said.

The workers downed tools yesterday demanding the re-instatement of 99 workers dismissed after they "illegally" left their work stations.

JCI said the mine had suffered considerable labour problems for several months which resulted in the final dismissal yesterday of the 1 200 workers.

In May this year, about 90 percent of the labour force had been dismissed after an illegal strike but were re-employed on condition that no further illegal industrial action was taken. Workers ignored this and failed to report for work on two days last month. On Tuesday 99 workers downed tools and were fired. — Sapa.

residence at No 10 Downing Street yesterday on his way to the House of Commons.

Pict

Khayelitsha crisis talks breakthrough

CAT Times 23/11/90

By CHRIS BATEMAN

IN a dramatic breakthrough yesterday the ANC and the Lingeletu West Town Council sat down for the first time to discuss the crisis in Khayelitsha.

The 3½-hour discussions were prompted by a week-long strike by the SA Municipal Workers' Union (Samwu), to which most of the 1 000 council employees belong.

The workers said they would break their strike, which is crippling township services, only if the council resigned. They cited this as the only way to ensure their safety in the community.

Nine council workers were injured, three seriously, when a kombi taking them home was petrol-bombed near the Lingeletu West offices last week.

A day earlier a council worker, Mr Wiseman Mdube, 38, was murdered in an ambush in Site C. These and other attacks followed last month's assassination attempt on the ANC-supporting Western Cape Civic Association chairman, Mr Michael Mapongwana, in which his wife Nomsa was killed.

Yesterday's talks deadlocked in spite of earlier top-level mediation between Samwu and the council. However, both parties agreed "in principle" that there was a need for future discussions.

In a statement afterwards, ANC regional execu-

From page 1

Khayelitsha

tive member Mr Trevor Manuel said the town council's call was "Come back to work and we'll discuss our resignation".

"We are saying it's not that easy, the workers feel threatened by your continuing presence," he said.

Khayelitsha town clerk Mr Graham Lawrence said that while workers had been clocking in and out, they had downed tools for a week, disrupting services and plunging the township into chaos.

In a reference to the murder and related charges against eight of his councillors, he said the council could not pre-empt the "due process of law" by forcing councillors to resign.

He intimated that his council may seek an urgent Supreme Court interdict to force workers to return if talks stalled.

It was reliably learnt that Cape Administrator Mr Kobus Meiring contacted the council yesterday to update himself on developments. The ANC broke off talks with him last week.

Mr Manuel yesterday held out an olive branch, saying resumed talks with Mr Meiring were now a "definite possibility".

To page 2

IS

LABOUR

Cosatu seeks closer ties with ANC

Labour's wish to put flesh on the bones of its partnership with the African National Congress was the unspoken agenda of Cosatu's recent workers' charter conference. Delegates laid the foundation for the federation's stand on a new constitution, reports **DREW FORREST**

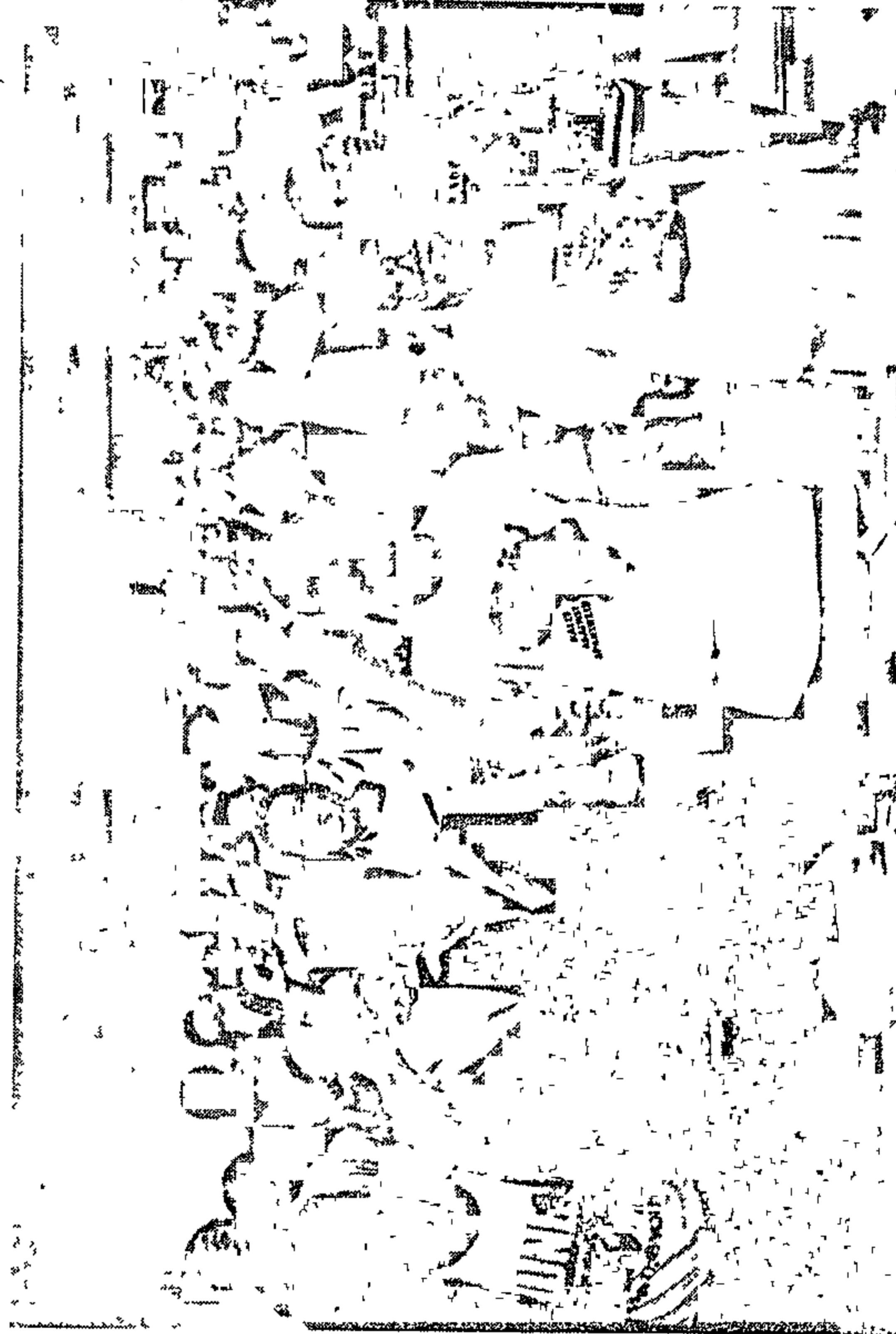
THE Congress of SA Trade Unions' workers' charter conference represents a key step in the union federation's push for closer ties with, and greater influence over, the African National Congress.

Held at the weekend in Johannesburg and attended by 350 delegates, the conference laid the foundations for a Cosatu platform on a post-apartheid constitution. It followed privately voiced but widespread complaints in the union movement about the ANC's lack of consultation with its alliance partners on the constitution and other issues.

"The conference decided we must work with the ANC's constitutional committee. We're not looking at drafting our own constitution, but at making an input into something essentially framed by the ANC," said Cosatu campaigns co-ordinator Lisa Sefitel.

However, she added that the conference had "facilitated preparation" for a charter to be adopted at Cosatu's national congress next year. To remedy the poor worker response to the charter campaign, it is understood the charter committee has been told to prepare a programme of action.

The conference also proposed a "workers' summit", to which Nactu and non-aligned unions would be invited, to ensure broad worker participation in the charter process. Nactu's Cunningham Ngcukana said this week



Delegates at the Cosatu workers' charter conference, held at Wits University, stand for the singing of the national anthem.

should register, but there was some feeling that any registration procedure should encourage non-racialism and democratic practice.

It is understood there was sharp debate — and no agreement — on whether unionists should be able to hold state office.

- The right to referendums on planned laws — which have still to be determined — and the right to information, including access to state documents and press freedom, with the proviso that the press should reflect the views of all organisations.

- The right to a union role in economic planning and constitutional backing for the redistribution of wealth. It was decided to draft an economic programme for debate within Cosatu.

- Gender rights, including equality in marriage and on divorce, dual responsibility for domestic work, parity in pay, recruitment, education and training, safe work conditions for pregnant women, adequate maternity and paternity rights, protection from sexual violence and legal abortion.

The conference proposed that a "family code" be embodied in the constitution.

On the constitutional process, the conference endorsed Cosatu's call for a constituent assembly. However Naidoo said the issue of whether the constitution would be adopted in an assembly or at a subsequent referendum had still to be discussed.

Sefitel said the conference had seen a clear shift away from the idea of a transitional government to "arrangements" for a smooth shift to democratic rule. This might entail a code of conduct or even international intervention to ensure the neutrality of the security forces, as well as impartial access to the media.

W/Mail 23/11/90 (140A)

Picture AFRAPIX

cal of a "buckshot approach", arguing that many of these rights belong in labour statute or agreements.

- The right to organise freely, to join unions, to literacy for members and shop stewards and to hold unrestricted meetings.

- The right to union autonomy and to union participation in state structures relevant to labour, such as the National Manpower Commission. No consensus was reached on whether unions

W/Mail 23/11/90 (140A)

he favoured the idea "in principle". Although they only had recommending powers, the conference delegates reached broad consensus on key demands for a new constitution, including:

- The right to strike without fear of legal action or strike breaking, to strike pickets, strike funds, sympathy strikes and strike action over economic, social and political issues.

Cosatu's Jay Naidoo said these rights would apply only to procedural

Some delegates are thought to be criti-

Bop businessmen trapped in middle of govt-labour conflict

By MARK GEVISSER

INDUSTRY in Bophuthatswana is finding itself caught more and more between the rock of Cosatu militancy and the hard place of legislation that forbids the federation to organise in the homeland. On the one hand, Cosatu threatens to destabilise industrial relations if the repression continues; on the other, the Bophuthatswana authorities are demanding hard-line action against any employees who strike or stay away.

Last week's highly successful Cosatu stayaway proved two points. firstly, that Cosatu has mass support among Bophuthatswana's workers, and secondly, that employers are not prepared to enforce the homeland's laws if it means threatening shopfloor peace.

It is clear that Cosatu is going to be around long after the Republic of Bophuthatswana has dissipated into the Western Transvaal dust, and employers drew cognisance of this fact when they fired not one worker after the stayaway, even though Bophuthatswana labelled it an "illegal strike".

And one of the major reasons why South Africa has begun to facilitate talks between the ANC and the Bophuthatswana government is because of the numerous requests received by jumpy businessmen in the homeland who fear that the current instability will affect productivity.

Cosatu's principal demand is the repeal of the Industrial Conciliation Act, which forbids "foreign" trade unions from organising in Bophuthatswana.

This, says Wally Walters, Technical Director of Tswana Steel and President of the Babelegi (outside Hammanskraal) Industrial Association, is something that has the widespread approval of most employers. "For a workable system, one needs clear and solid relations with a union. And the present leg-

islation makes it almost impossible for a legal trade union to develop." (140A)

Particularly vulnerable are those companies that also work within South Africa, and have contracts with Cosatu-affiliated unions. OK Bazaars, for example, has an informal undertaking with its Bop subsidiaries to apply the same wage scale and benefits package inside the homeland as outside.

But, said OK labour consultant Gavin Brown, "a delicate situation arose when some of our shops went on strike within the homeland. The Bophuthatswana authorities were agitating for OK to fire the striking workers, and it took heavy persuasion to make them see how detrimental this would be."

Brown admitted it would be easier "if we could have one contract for all our subsidiaries", but he insists "we do not intend to join Cosatu's campaign for the repeal of the Industrial Conciliation Act. For as long as the Bophuthatswana government is in power, we have to respect its sovereignty".

The predominant attitude among industry seems to be, says Walters, that "this is not a workplace issue. We are sitting in the middle of a conflict that is not our making".

Nevertheless, the conflict is affecting them. And Cosatu feels they are not doing enough by simply adhering to a "no work, no pay" response or making informal agreements of the OK type.

"Industry is in a perfect position to facilitate change in Bophuthatswana," said Donsie Khumalo, Cosatu's Northern Transvaal Regional Secretary. "We will be putting more and more pressure on employers to become involved." Cosatu is planning further stayaways, and, if the current negotiations between the ANC and the homeland bear no fruit, it will mount a major campaign within South Africa as well.

UNIONS FIM 23/11/70

HIDE AND SEEK

(134) (140A)

Moves to form a federation of politically independent unions are under way, initiated by the Transvaal Leather and Allied Trades Industrial Union. This is a relatively old

FIM 23/11/90 (134) (140A)
union (registered in 1931), originally affiliated to the Trade Union Council of SA

According to *SA Labour News*, a meeting of non-affiliated unions is scheduled for this week in Johannesburg. One of the main issues to be addressed is whether there is enough common ground to form a new federation.

In a circular to prospective members, the leather union suggests a federation based on "non-racialism, non-violence, non-intimidation, non-affiliation to political parties, anti-sanctions and disinvestment" and "all other cornerstones of a free and democratic society on which civilised standards are based".

The union says the combined strength of the Congress of SA Trade Unions, the National Council of Trade Unions and the white SA Confederation of Labour is about 1,3m, whereas there are some 3,5m members in 176 unaffiliated unions. The fact that these unions are not part of Cosatu or Nactu must show they are "looking for a home elsewhere," the circular argues.

"In the leather industry, as it surely must be in all other organised industries, Cosatu-affiliated unions are our enemies. We fight against them on the shop-floor in our battle for membership and we fight them to preserve what our unions have built up over the years in the interests of our members," the union says.

The SA Clothing & Textile Workers' Union (Sactwu) is the Cosatu union organising in this sector. Since it started organising five years ago, it has embarked on a battle to obtain seats on the National Leather Council, says Cosatu spokesman Neil Coleman. He adds that the leather union seems to have reacted badly to Sactwu's organisation in the sector and refuses to negotiate with the Cosatu union.

The major aim of Cosatu — since its formation five years ago — has been to unite workers into single industrial unions under the banner of one trade union federation, Coleman elaborates. Because SA workers have been divided by apartheid, it is essential to consolidate a broader representation of workers under one federation which can articulate their interests.

Cosatu's growth reflects that position and the majority of workers see the advantage of a united trade union movement, according to Coleman. Unions like the leather union have resisted real progress and while this is their right, Cosatu questions whose interests they are trying to serve, he says. ■

Council must resign, says Flats activist

Staff Reporter

CAP 747/5
24/11/90

WESTERN CAPE Civic Association chairman and veteran Khayelitsha activist Mr Michael Mapongwana yesterday lashed out at the "continued stubbornness" of the Lingeletu West Town Council in not resigning.

Reacting to yesterday's deadlock in talks between the council and an ANC/SA Municipal Workers' Union (SAMWU) delegation, he said the tricameral parliament, the homeland system and black local authorities were a "confirmation of the exclusion of the African majority from decision-making at national level".

This was why black local authorities such as the council were rejected by most residents, he said.

● Mr Mapongwana narrowly escaped an assassination attempt in which his wife Nomsa was killed in Khayelitsha last month. He has been at the forefront of the campaign to get the controversial Khayelitsha council to resign.

140A
[Handwritten scribbles]

Council wants to use legal force on strikers

CAH 70118 20/11/90
By CHRIS BATEMAN

THE Lingeletu West Town Council yesterday signalled its intention to bring a Supreme Court interdict to try legally to force 1 000 striking Khayelitsha municipal employees to return to work.

Town clerk Mr Graham Lawrence said this yesterday after a second day of negotiations with the SA Municipal Workers' Association (SAMWU) and an ANC delegation had again failed to break deadlock.

The workers have been on strike for the past eight days, bringing most township services to a halt and posing a potential health hazard.

The ANC/SAMWU delegation is insisting that the council either resign or suspend themselves after which work will resume. They claim this is the only way the controversial council can protect workers from violent attack.

The council, however, is insisting that workers return to their jobs before the issue of councillors resigning is discussed.

Cosatu conference call

CAPL Tit 24/11/90 Political Staff (1401)

TRADE unions had to remain independent in a democratic South Africa and provision should be made for referendums in the new constitution, a Cosatu conference has recommended.

The conference also called for various women's rights to be written into the new constitution

Cosatu said about 350 delegates and observers from the ANC had attended the conference as part of its workers' charter campaign

"Cosatu is determined to have a say in the shape and nature of a future constitution so that it safeguards workers' interests," said a spokesperson.

However, the conference "felt strongly that the only place where a constitution could be drafted was at a Constituent Assembly".

No consensus was reached on whether trade unions should be required to register in the future.

Numsa to adhere to VW agreement

CME Trip

24/11/90

Own Correspondent

PORT ELIZABETH — The National Union of Metalworkers of South Africa (Numsa) has agreed to adhere to the recognition agreement demanded by Volkswagen as a precondition to restart production. However, the union would not sign the agreement until all employees were educated on its contents, reported Numsa's chief shop steward, Mr John Gomo.

Assembly lines at the Uitenhage plant remained idle for the seventh production day yesterday after managers halted operations on November 15.

The company has demanded that Numsa officials sign a recognition agreement worked out earlier this year. It covers the relationship between company and union and sets out the rights and obligations of both parties.

● An apparent about-turn by Old Mutual may help bring an end to the two-week-old strike of more than 300 employees in the Eastern Cape, Ciskei and Transkei.

The company has proposed a meeting with the committee representing the employees, only two days after it stated it did not recognise the committee as a bargaining unit.

... 1979. - Sapa

VW still closed

THE Volkswagen factory in Uitenhage stayed closed for the seventh day on Friday as no progress had been made in talks with the National Union of Metalworkers of South Africa, the company said.

Production could not be resumed until the recognition agreement had been signed and employees tendered their services in terms of the agreement and their service contracts, VW said. - Sapa

C/ress
25/11/90

(140A)

(K2)

(SP)

Strikes: Platinum mine shuts down

Cap Times 26/11/90

COA

ALCOA

From LINDA ENSOR

JOHANNESBURG — JCI's Lebowa Platinum Mines (Leplat) has temporarily ceased operations at its Atok mine following the dismissal of about 1 600 workers last week, JCI platinum division MD Barry Davison said yesterday

He said the shut-down could last for some time, depending on how soon the company could recruit new workers

Davison said the dismissed workers would not be re-employed as they had broken undertakings not to engage in illegal strike action and had disregarded a final warning given early in November after workers failed to appear for work on two consecutive Saturdays

He said the workers had complained of excessive hours.

Davison said 300 workers who went underground on Thursday had failed to resurface and the mine was considering what legal or other action could be taken to evict them

He said the dismissal of the workforce was the culmination of a series of illegal industrial actions. Attempts to contact a National Union of Mineworkers' (NUM) spokesman yesterday were unsuccessful

Davison said the JCI group of platinum producers would not have a problem meeting Leplat's supply contracts

The news of the shut-down could see a further firming of the platinum price. Nymex platinum futures closed sharply higher on Friday on news that Leplat had laid off its workforce. January platinum rose \$13,70 to \$429,70 with other months rising \$14,10

The market was uncertain over what effect the firings would have on output and the announcement of a cessation of operations could see a further price rise.

SA supplies 80% of the world's annual output of 3,5-million ounces of platinum and JCI's Rustenburg Platinum is the world's biggest producer. Davison said Leplat was a small player in world terms but perceptions of labour unrest in the SA industry could affect the price

Johnson Matthey has forecast a platinum surplus of about 70 000 ounces this year

Davison said productivity at Leplat's mine had been poor in the past few months. While it aimed at 50 000 tons of ore a month and was planning to expand the milling rate to 100 000 tons, it had experienced difficulty in getting even 40 000-45 000 tons

In an announcement today, Leplat said that "as a result of ongoing illegal work stoppages" management had implemented the disciplinary procedures contained in the recognition agreement with the NUM culminating in the dismissal of most of the workforce.

In May, 1 500 workers at Leplat's Atok mine were dismissed after negotiations failed to end a two-day illegal strike over alleged racism on the mine. The workers demanded that a mine overseer be sacked

Leplat said the workers were re-engaged on the basis of assurances given by the NUM. Davison said an assurance had been given that there would be no further illegal strike action

"The union and its members have failed to honour certain of these assurances as well as the conditions of the recognition agreement entered into between them and the company," the announcement said

Star 26/11/90
140A

Union, Chamber in move to end violence

Staff Reporter

The Chamber of Mines and the National Union of Mineworkers made a joint commitment at a meeting last week to do everything in their power to stop mine violence.

Following recent incidents of inter-group violence on mines in northern Natal, the Chamber and the NUM held a meeting where the parties unconditionally rejected violence on the mines and agreed to take steps to prevent it.

Earlier this year, after inter-racial violence erupted in Welkom, the Chamber and employee organisations established a forum to look into the causes of the violence and possible ways of eradicating it.

The Chamber and the National Union of Mine Workers agreed on:

- The absolute and unconditional rejection of such violence, whatever its source or motivation on mine property.
- To do everything in their power to prevent

the recurrence of violence.

- To identify the perpetrators of such violence, remove these persons from mine property and impose a penalty for their actions in terms of company disciplinary procedures as well as the law of the land
- The prohibition on employees having or bringing weapons of any kind into the workplace, including hostels.
- The appropriate utilisation of all existing channels to enable employees to inform management effectively of impending violence or their fear thereof.
- To learn from the experience of the violence so that a repetition may be avoided.
- To establish a conflict monitoring group that will monitor violence on mines.
- To approach other parties to become involved in resolving the violent conflict.
- To make every effort to encourage people to show tolerance for the views of others.

Cape Town
sday, November 27 1990

Crisis in Khayelitsha — talks resumed

By CHRIS BATEMAN

SENIOR members of the ANC's regional executive spent more than four hours late yesterday locked in resumed negotiations with Cape Administrator Mr Kobus Meiring and his senior community services advisers over the crisis in Khayelitsha.

As they spoke, hundreds of police and soldiers mounted a major "clean-up" operation in Khayelitsha, searching houses, mounting roadblocks and conducting foot patrols.

A police spokesman said the operation was to "try to stabilise the area"

The security force action came as Khayelitsha town clerk Mr Graham Lawrence announced that services had partly resumed after a 10-day disruption because of the SA Municipal Workers Union' (SAMWU) strike

Mr Lawrence said he had hired some 180 casual labourers while about 3% of the 1 000 striking SAMWU workers had resumed work.

"We've been inundated with people looking for work — at last we're operating and can resume refuse removal and some administration"

He said he was "pleasantly surprised" that the ANC had resumed talks with Mr Meiring after breaking them off last week.

The ANC alleged "collusion" by Mr Meiring with the police in the imposition of a now-lifted curfew and the declaration of Khayelitsha as an unrest area

Yesterday's talks followed two days of failed negotiations between SAMWU and Khayelitsha's Lingeletu West town council and a further two days of deadlocked discussions between a joint SAMWU-ANC delegation and the council

Yesterday's ANC delegation included ANC regional president Mr Christmas Tinto, exco members Mr Bulelani Ngcuka and Mr Amos Lungisi, publicity secretary Mr Trevor Manuel and SAMWU general secretary Mr John Ernstzen

The CPA delegation included director-general Mr Barry van der Vyfer, regional director of community services Mr Faan Naude, his deputy, Mr Carel du Plessis, and Mr Themba Nyati, MEC in charge of local government.

Council workers, subjected to violent community attacks earlier this month, claim that the continued presence of town councillors is threatening their safety and are demanding their immediate resignation before resuming work.

Star 27/11/90

NUM claims attack by armed AWB

By Shareen Singh
and Sapa

Several mineworkers were admitted to hospital after they were attacked at the union offices in Welkom by AWB members, the National Union of Mineworkers alleged yesterday

The union alleged that about 50 AWB members wearing khaki uniforms with swastikas arrived at the union office while mineworkers were waiting for transport after a meeting

"With AWB flags held high and armed with shotguns, batons, knives, sjamboks and pick handles, they descended on the waiting workers," the NUM said

Among those injured was NUM regional chairman Jan Selepe

The union said the attack took place soon after police had allegedly confronted shaft stewards and demanded that they produce a permit to hold a union meeting

Three mineworkers claim to have identified one attacker as one of the SAP officers who had come to the union office earlier, the NUM said

Police spokesman Major Johan Fouche said the police could investigate only if the union laid a formal charge

The police spoke to NUM members who were at the scene, but they did not ask mineworkers to produce a permit as this was not required for an indoor meeting, he said

He denied police involvement in the alleged attack

The regional chairman of the Welkom AWB, Blikkies Blignaut, yesterday denied the allegations that the attackers had been AWB members

"We are not prepared to accept responsibility for the actions of men who are posing as our members, as has already been done in the past"

AWB attacked ~~us~~ union

AM 7/14/52 7/11/70

140A

WELKOM. — About 400 members of the National Union of Mineworkers were attacked by members of the Afrikaner Weerstandsbeweging at a meeting here on Sunday, union members alleged

Mr Selepe said about 30 "khaki-clad men, wearing swastikas" had arrived on motor bikes and motor vehicles and attacked them in front of the NUM regional office

The union said four NUM members, including the regional chairman of the union, Mr Jan Selepe, were injured and had to receive hospital treatment. Police are investigating.

The assault was allegedly carried out with sjamboks, pickaxes and shotguns.

The AWB yesterday denied any involvement in the alleged attack.

A police spokesman denied allegations by NUM members that they had recognised policemen among the khaki-clad attackers. — Sapa

ity which is being dammed for use in, for example, agriculture, mining, industry and

at how rural developments close to the Kruger Park would affect the waterway

St. 27/11/90
Plant set to reopen
after VW, union agree

By Shareen Singh

The Volkswagen plant in Uitenhage is expected to reopen on Thursday after workers returned to work following an agreement between the company and the union yesterday

The company said an agreement had been reached with the National Union of Metalworkers on an action plan to resolve the deadlock regarding the signing of a recognition

agreement.

The parties agreed to conduct an education programme today and tomorrow on the recognition agreement.

At the end of the sessions, the recognition agreement, to which the parties agreed in principle earlier this year, would be signed, and production would commence the next morning

Management closed the plant after workers "unprocedurally" walked off their jobs to attend a court hearing

Random rightwing attacks, coupled with sinister reports of a third force operating in the townships, can only raise the already high temperature in the country.

These attacks can only be viewed as terrorism of the worst kind and, unless the authorities act swiftly, rightwing attacks are likely to evoke a strong response from the black community.

Over the past five years the federation has faced severe challenges both from within — where affiliates with different traditions clashed sharply over political differences — and from employers and the state.

The restriction of Cosatu from playing a political role and the introduction of the Labour Relations Amendment Act were perhaps the most serious obstacles the federation had to face.

Happy birthday, Cosatu

South
29/11/79
1408

THIS week marks the fifth anniversary of the launch of Cosatu, the country's largest trade union federation.

The formation of the federation from unions affiliated to its predecessor, the Federation of South African Trade Unions, and a range of other unions, was one of the turning points in South Africa's labour history.

Since its inception, Cosatu has played a leading role not just in the labour arena but also as a key political actor.

That it did so is a sign of the determination of unionists and workers to prevent a return to the dark ages before the birth of industrial unions in the early 1970s.

As South Africa enters a new political era, the federation faces immense new challenges and some old ones as well.

A key question that remains is the formation of a single trade union federation in line with Cosatu's policy of one union, one federation, one country.

Cosatu's input on worker rights in a future constitution and on economic policy will be of critical importance to the shaping of a new South Africa.

'Peace and justice' as VW slips into gear again

ARBUS
29/11/80

By SHARON SOROUR
Labour Reporter

VOLKSWAGEN reopens its Uitenhage motor plant today after signing a detailed recognition agreement with the National Union of Metalworkers

A company spokesman said: "Both parties have committed themselves to industrial peace and justice in the workplace and to maintaining acceptable work and behaviour standards, the growth and viability of the company, health and safety in the workplace and the principle of equal opportunity"

Production at the plant stopped on November 16 when about 600 engine plant workers walked out to attend a court case involving a shop steward and a foreman.

Volkswagen refused to reopen the plant, where about 6 000 people are employed, until the union signed an agreement which ensured continuous production

While the union has demanded that Volkswagen pay all employees affected by the closure, the company spokesman said Volkswagen had "no legal or moral obligation" to do this. The recognition agreement is

based on 14 points contained in the German IG Metall metalworkers' union employment contract. Volkswagen is the third South African car manufacturer to sign it with Numsa, after Mercedes-Benz and BMW.

The document contains minimum standards for labour relations and includes procedures for grievances, disputes, arbitration and retrenchment.

Previously the Volkswagen employment contract provided for jointly agreed procedures and policies, with wages and similar substantive issues determined by an industrial council agreement.

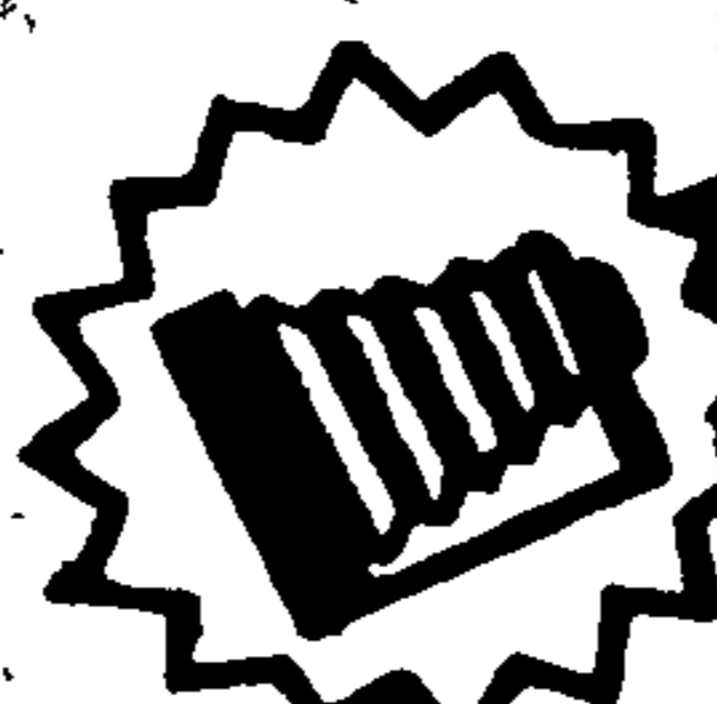


PHOTO-STAR

THE HORIZONTAL REVOLUTION HAS STARTED

SANYO VIDEO CAMERA



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Sit-in miners took hostages — claim

A number of Lebowa Platinum Mines workers were allegedly held hostage by National Union of Mineworkers (NUM) marshals during an underground sit-in which ended on Tuesday, the Johannesburg Consolidated Investment Company (JCI) has claimed

Certain employees surfaced on Sunday and allegedly destroyed a mine vehicle and severely damaged a

building with explosives

About 400 workers at the Lebowa mine began the sit-in on November 21, JCI said in a statement

After investigation it was found that damage had been caused to various items of equipment underground "and that one employee had been severely injured while attempting to make an explosive device".

"A large number of employees stated on their return to surface that they had been held hostage underground by 'marshals' apparently acting on instructions of the NUM," said JCI

Several employees had been detained by the Lebowa police in this connection.

Teargas had been used on one occasion by the police when employees allegedly attempted to damage company property. At no stage were members of the SA Defence Force involved.

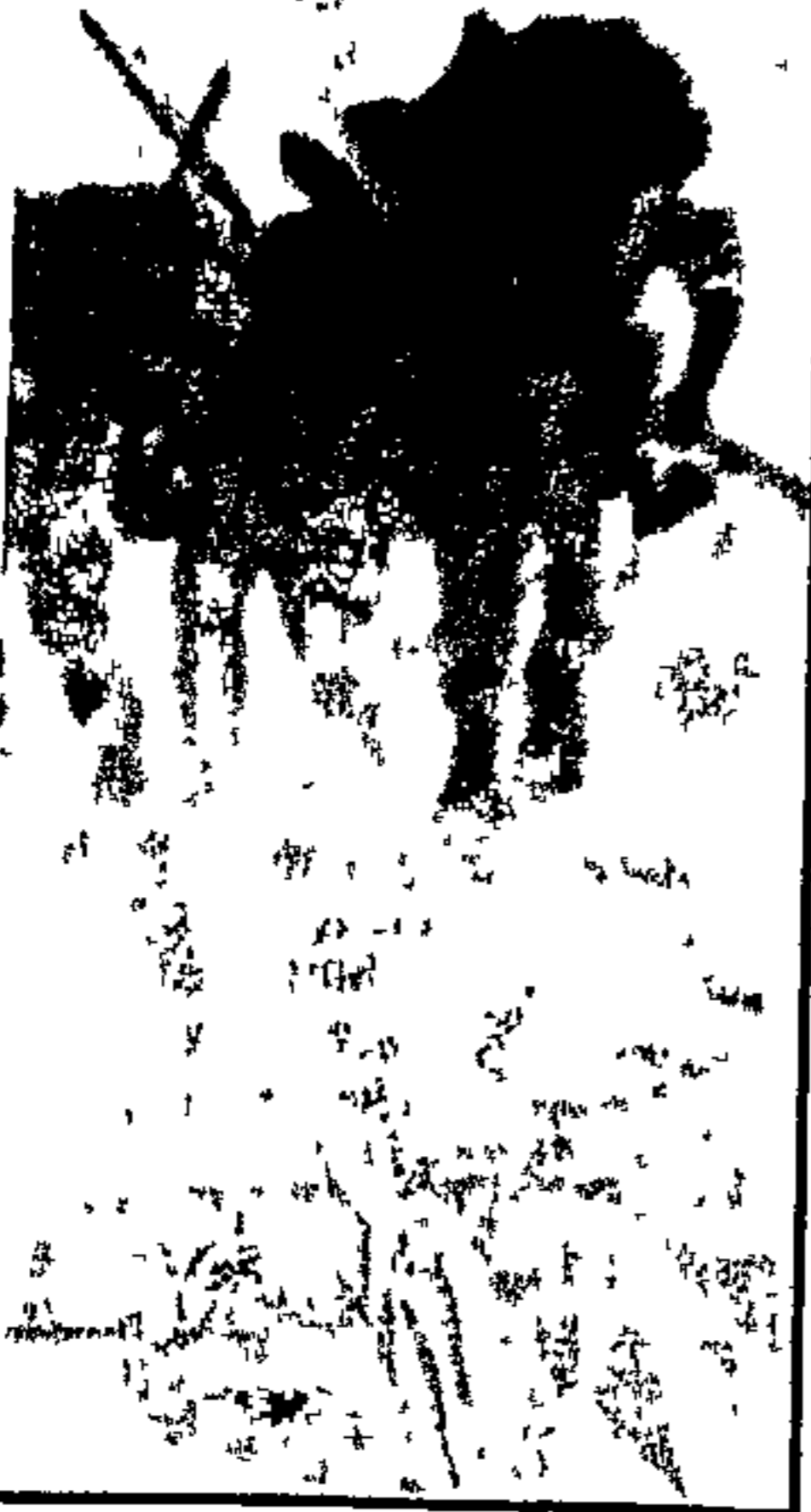
"All employees who participated in this illegal work stoppage have been dismissed following a previous final warning for unlawful strike action"

NUM claimed in a statement that the ventilation system in the mine where workers were holding the sit-in had been switched off by management and food supplies had been stopped.

NUM said that last Thursday JCI dismissed 1200 miners who downed tools in protest against the dismissal of 99 colleagues.

Management had taken a "premature decision" to bar 99 miners from entering mine premises after three people alleged they were intimidated by these miners. The 99 were "summarily dismissed" without being able to state their case

The union's attempts to intervene were met with teargas, rubber bullets and batons from the SADF, Lebowa police and mine security and 22 miners were injured, said NUM. — Staff Reporters and Sapa



Super Sea Stallion helicopter to withdraw from Kuwait.

BRIEFING

1404

Nov 29 11/90

Feelings that simmer like a subterranean fire

THE attack on mineworkers returning from a union meeting in Welkom on Sunday was just another incident of mine-related violence which has been sporadically flaring up since May.

According to National Union of Mineworkers (NUM) spokesman Jerry Majatladi, the growing trend of violent confrontation on mines had its roots in the changing political face of South Africa.

Tensions normally kept under control in other situations emerged too easily in the political and racial melting pot at the rock face.

He believed violence on mines could be divided into three categories

- Group violence between Inkatha and organisations like Co-

type of violence could be linked mainly to the weakening force of apartheid.

White workers were feeling threatened as their traditional privileges were undermined, resulting in increasing tensions.

But, at the same time, racial discrimination continued in the form of the "picannin" system where black workers were forced to carry the tools and clothing of white workers, in segregated facilities like canteens and change rooms (these were open to certain grades of workers of which the great majority were white), and in the housing system whereby blacks

were forced to queue when going down a shaft while white workers could simply step into the cage

- Vigilante violence which took the form of outside right-wing groups assaulting workers. This was especially characteristic of mining towns like Welkom where the whole economic infrastructure revolved around the local mines. Outside right-wing groups also felt threatened by the changing political cli-

mate and took out their frustrations on the most visible "progressive" grouping in the area, the NUM.

- Examples of racial violence, which has received the most publicity since it hit the headlines in May, have taken place mainly in the Free State.

Right-wing sentiment in Welkom reached fever pitch when two whites, Johannes du Preez (57) and Sydney Koen (43), were

killed during a clash between black miners and mine security personnel at the President Steyn No 1 Shaft.

An uneasy calm had only started to settle when Steve Buitendag (42), a personnel manager of the Harmony Gold Mine, near Virginia, was killed outside a mine hostel.

Tensions flared up again in August when three black workers were killed in a clash with mine security personnel at President Steyn.

The body of Nicholas Jordaan (42) was later found at the bottom of a shaft.

Following the tension in the

Free State and a meeting between Law and Order Minister Adriaan Vlok, the Chamber of Mines, right-wing groups, the white Council of Mining Unions (CMU) and the NUM, it was agreed to discuss ways of preventing racial flare-ups.

The meetings had proved to be successful, leading to a greater understanding of different points of view, Mr Majatladi said.

Now, rumours were circulating in Witbank and Welkom that Inkatha impus could be brought in from other areas to disrupt the union's organisation.

In an attempt to combat the possibility of such violence flaring up again, the NUM and the Chamber of Mines recently drew up a joint document banning the possession of weapons in the workplace. They also agreed to the establishment of a joint monitoring group to keep an eye on violence on the mines that stringent disciplinary action be taken against perpetrators of violence, and that existing channels be used to enable employees to effectively inform management of any impending violence.

But the NUM still had not identified a way of combating vigilante violence, said Mr Majatladi. It would be up to Mr Vlok to ensure that right-wing elements did not get out of hand. □

W/M 38/11 - 6/12/90

Fawu NEC responds to dissidents

By DICK USHER

140A

THE Food and Allied Workers' Union's national leadership met on long-running tensions in Fawu's Cape Town branch at the weekend — but union dissidents are unlikely to be mollified by its outcome.

Tensions in the Cape Town branch resulted in the expulsion of members and the dismissal of officials earlier this year, sparking a "campaign for democracy" by unionists dissatisfied with what they term a "Stalinist purge" in Fawu.

Their case was outlined by former general secretary Jan Theron in a hard-hitting article in the *SA Labour Bulletin*, which argued that the union's disciplinary actions were unconstitutional and undemocratic.

In a statement, Fawu's NEC said discussion in branches had led to unanimity on how the union should respond to Theron. National office bearers would respond in detail, based on members' views, and this would be final.

It said Theron and the campaigners for democracy should approach Fawu structures to discuss democracy "and all their allegations".

A guiding resolution adopted by the NEC said Fawu must not be led by individual interests and that officials and members must guard against the destabilisation of the union by such interests and ensure structures remained democratic.

Fawu "as a progressive union in the national democratic movement would continue to undermine all reactionary and counter-revolutionary forces", it said, condemning the activities of such forces.

Approaches to Fawu for clarification were referred to NEC member Mike Madlala, who could not be contacted. A "campaign for democracy" spokesman said members had not had time to formulate a response. His own view was that the statement failed to address issues raised by the campaign.

He said the "counter-revolutionary forces" referred to were clearly the campaigners, and questioned the utility of discussing democracy with structures which acted undemocratically.

Mandela in Khayelitsha today on first-time tour

AK/US 30/11/90
1204

Staff Reporters

MR Nelson Mandela will visit Khayelitsha for the first time today.

He will be taken on a tour, stopping at the Lingeletu West resource centre to meet municipal workers and other "battle-weary" residents of the area, according to an African National Congress spokesman.

The scene in the trouble-torn township is likely to be one of rubbish bins overflowing and streets impassable because of sewage spills.

A claim by Lingeletu West Town Clerk Mr Graham Lawrence that the sewerage system was sabotaged has been dismissed by Western Cape Civic Association chairman Mr Michael Mapongwana as an attempt to discredit striking town council workers.

Mr Lawrence alleged that someone blocked the system with cloth and other objects on Wednesday, causing a health risk.

Sewage spilled on to the road in at least two places yesterday as casual workers tried to unblock the drains.

The strikers, members of the South African Municipal Workers' Union, said they would not return to work until the council resigned.

Mr Mapongwana accused Mr Lawrence of making "unfounded allegations" in an attempt to "discredit the workers' struggle".

The sewerage problem had plagued

Khayelitsha for "a long time". This was probably because the system had been constructed with inferior materials, said Mr Mapongwana.

Refuse litters the street in the two-roomed section of the township where the main offices of the Lingeletu Town Council are situated and where strikers gather daily.

At least two streets, Kusasa Road next to Mvusemvuse Comprehensive School and one in U-section in the shack settlement of Site B, have been impassable since Monday because of sewage.

At the start of the strike, workers demanded protection from the council after nine clerical staff were injured in a petrol-bomb attack. Strikers demanded that the council dissolve because attacks on councillors were spilling over to the workers.

The council retaliated by adopting a "no-work-no pay" policy.

Meetings between the Western Cape Civic Association, the ANC, the union and Cape Administrator Mr Kobus Meiring have taken place but have failed to resolve the impasse.

Mr Meiring said he had no power to dissolve the controversial council.

The parties will meet again on Monday.

● Security forces conducted a door-to-door search in Greenpoint, Khayelitsha, yesterday as part of the intensified operation against violence launched by the police and Defence Force this week.



STRIKE-HIT: Refuse piles up in the streets of Khayelitsha where workers of the Lingeletu West Town Council are on strike until the council resigns.

Mining pact a scoop, says union

Own Correspondent

JOHANNESBURG — The retrenchment agreement signed yesterday by the National Union of Mineworkers (NUM) and Anglo American's Freegold South mine management was the most important agreement of its kind between the union and a mining house, NUM assistant general secretary Mr Marcel Golding said yesterday

He said the cornerstone of the agreement was the acceptance of the principle of an extended homestay period — of up to a maximum of 90 days' unpaid leave —

for all mineworkers

The agreement could result in the number of mineworkers retrenched at the Free State gold mine being reduced from Anglo's original forecast of 7 800 to only 1 800.

Mr Golding said that although the agreement applied to only one mine, its ramifications for the whole mining industry were huge

At least 35 000 jobs have been lost on gold mines so far this year

Eskom has also informed the NUM that almost 5 000 jobs are at risk after the mothballing of

three of its power stations, cutting the company's need for coal dramatically, while JCI announced 1 100 retrenchments at its Randfontein Estates operations earlier this month

Anglo gold and uranium division public affairs manager Mr Adrian du Plessis yesterday echoed a joint Anglo-NUM statement which said the agreement was an important one "at a difficult time in the affairs of the gold mining industry"

Anglo had also committed itself to the establishment of a R1-million fund to facilitate job creation

Cart Tim 30/11/70
Stoppages

bug Mossgas operation

CONSTRUCTION at the Mossgas refinery near Mossel Bay has been interrupted by sporadic work stoppages since Tuesday, management and the union have confirmed.

Up to 1 450 members of the National of Union of Metalworkers of South Africa joined the "protests" over the implementation of an agreement with the construction firm Babcock Triplejay, a union official claimed

This is the third major industrial dispute to disrupt work at the giant oil-from-gas project since January.

A Mossgas spokesman said yesterday that workers had had trouble interpreting new computerised payslips — Sapa

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NUM denies sit-in miners were held hostage

By Shareen Singh

The National Union of Mine-workers yesterday denied allegations made by JCI that union marshals held miners hostage during an underground sit-in at Lebowa Platinum Mine.

NUM spokesman Marcel Golding said about 400 workers voluntarily held a sit-in after management dismissed 1 500 miners.

JCI said numerous employees stated on their return to the surface on Tuesday that they had been held hostage underground by "marshals apparently acting on instructions of the NUM".

The company found that various items of equipment underground had been damaged. The union claimed management had switched off the ventilation system in the shaft.

Food supplies to the shaft were stopped after management had sealed off all openings leading to the shaft, the NUM added.

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Get ready for Cosatu combat

Star 11/290

Cosatu, the largest and most powerful trade union federation seen in South Africa, celebrates its fifth anniversary today. With the negotiations process gathering speed, the giant organisation is in combative mood, reports SHAUN JOHNSON, and its relatively low profile of late should not be mistaken for inactivity.

WITH a claimed membership of more than half of all unionised workers in South Africa, the Congress of South African Trade Unions is not to be trifled with by its enemies or its allies — and its leaders know it. The 1.2-million-strong federation, now entering the second half of a dramatic first decade of existence, is keeping its options open as far as the negotiations process is concerned. Cosatu can be expected to play a pivotal role in the process in the coming year.

In an exclusive interview with the Saturday Star, Cosatu vice-president Chris Dlamini confirmed the federation was "still committed to the nationalisation of certain industries, or sectors of industry".

He said: "The mechanisms have not yet been worked out. But we are not going to shift on the question of nationalisation, because we believe it would empower a democratic government in terms of the wealth that it needs to distribute in trying to redress the imbalances."

Mr Dlamini said Cosatu had welcomed the changes announced by President F W de Klerk in February, but was now convinced the Government was "stifling the negotiations process" by dragging its feet on the return of exiles and the release of prisoners.

"There is also the eruption of violence that engulfed the country, and the insistence that the African National Congress should call on its supporters to stop engaging in mass action. We see this as a deliberate attempt to dislocate the ANC leadership from the masses

— and to erode the social base of the movement.

"So we are beginning to get concerned about the process and, while we accept that the ANC accepted the suspension of armed activity, we do not see our way clear to stopping other forms of action. Our members are getting frustrated — and at the end of the day they will explode. They want this process to be completed as soon as possible, so that every person has the right to vote for the government they want."

Mr Dlamini said, while Cosatu's relations with the ANC leadership were good, "the feedback we get from many of our members is that the Government is taking the ANC for a ride. They feel that the ANC should withdraw from the talks, and go back to the bush — so that the Government should feel the impact of the majority in South Africa. I think workers are even contemplating national action to get the Government thinking of how it can speed up the process of negotiations."

Alliance

It was "one of the Cosatu leadership's mandates" to communicate such concerns to the ANC, said Mr Dlamini, and this was being done through the forum of the formal "tripartite alliance" recently established by the ANC, Cosatu, and the South African Communist Party.

Cosatu did not feel the need to participate in talks between the Government and the ANC "at this stage", but would certainly want its views represented when substantive negotiations began.

"We have said we want the principles in our Workers' Charter enshrined in a new constitution,"

said Mr Dlamini, "and when the time comes for a constituent assembly, it is then that Cosatu will evaluate the question of whether we enter the negotiations as Cosatu, separately."

The ANC leadership was sympathetic towards the Workers' Charter, he said, adding that Cosatu's power would ensure that the labour movement did not "lose out" to the politicians.

"I think all the liberatory movements of this country are aware that Cosatu is powerful," said Mr Dlamini, "and if Cosatu was to go against them, or maybe become an opposition party, they would be in serious trouble."

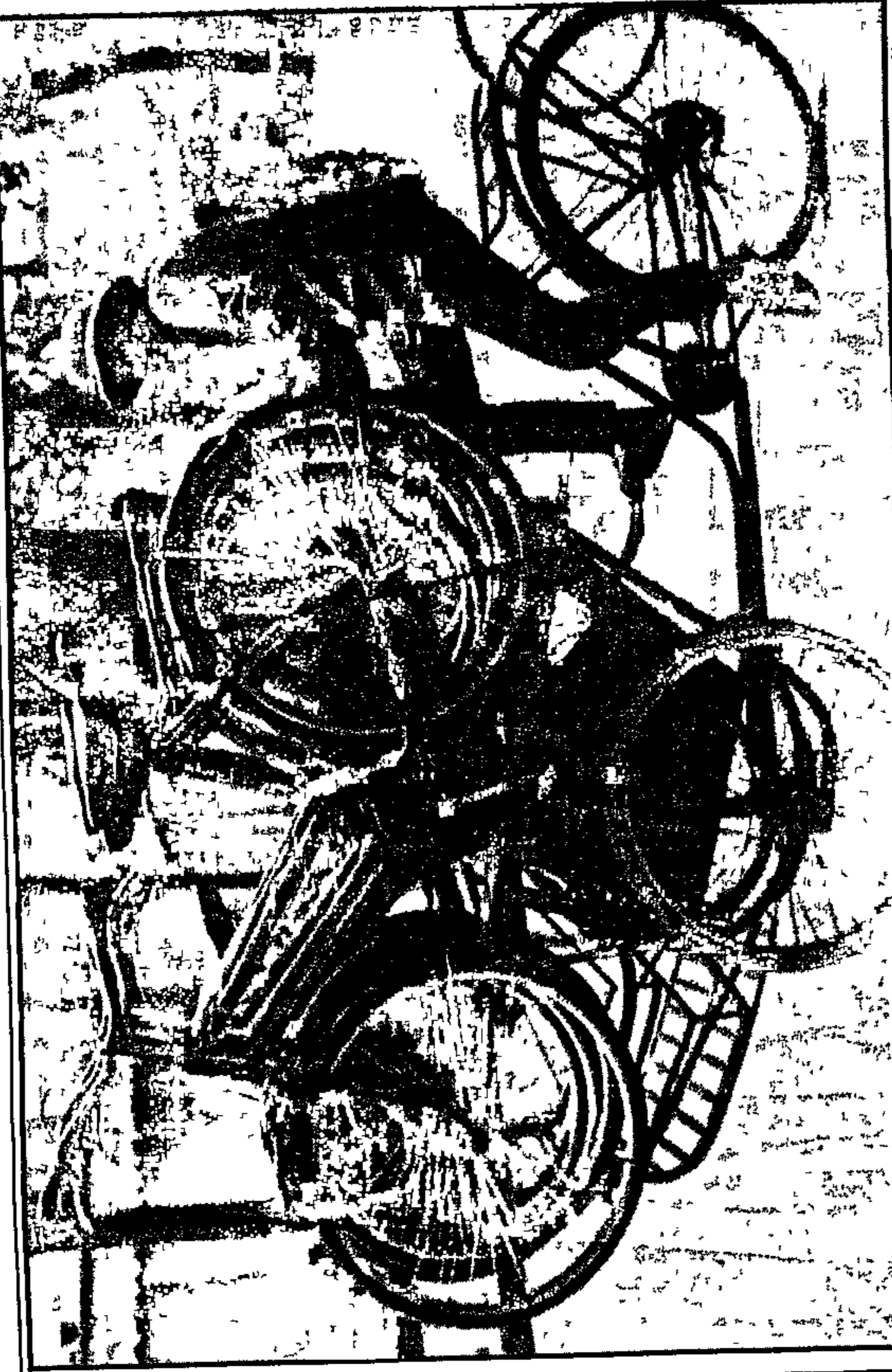
Cosatu remained committed to socialism in spite of the events in Eastern Europe, according to Mr Dlamini, although the federation had "grasped some lessons" from the developments.

"It has taught us more about democracy," he said. "That you cannot have socialism without democracy. That the participation of all members of whatever organisation is necessary to achieve one's goals. That dictatorship, by whatever name, can lead to the destruction of a country, never mind a party."

Mr Dlamini said Cosatu enjoyed a great deal more "space to operate" in the wake of the De Klerk initiatives, and had effectively consolidated itself in its five years of existence.

Mr Dlamini warned against the perception that 1991 was likely to be a year relatively free of worker militancy.

"Our next congress is in July," he said. "I think workers will be talking about forms of action, national action for that matter, if the State continues along the lines it has adopted."



WHEELER-DEALING A Vietnamese cyclo (rishaw) driver smiles as he steadies a load of new Chinese-made bicycles being delivered to customers in Hanoi. Bicycles are still the main means of transport in a country impoverished by years of war and communist control. ● Photograph Reuters

'Aliens destroying marine ecology'

PERTH — The world's oceans are being invaded by aliens.

"There are alien fishes, clams, worms everywhere and the native ones have been pushed aside," Elliott Norse, chief scientist of the United States' Centre for Marine Conservation, told Reuters.

BRIAN TIMMS

around the world and is becoming so in open coastal areas as well.

Aliens which compete with, eat or spread disease among local species are being distributed around

age by clogging American drains and water pipes, he said.

Aliens are just one of the problems faced by the oceans. Overfishing, particularly by shrimp trawlers and "wall of death" nets up to 50 km long, are among the worst culprits.

SA finds out how to grow diamond film

The labour giant is still growing

By SEKOLA SELLO
Political Editor

140 ft
CLP 2/1/90

FIVE years ago yesterday 37 trade unions converged on Durban to launch the country's largest trade union federation, the Congress of South African Trade Unions.

Cosatu started with a membership of about 400 000 but in five years has trebled this number. Paid up membership today is estimated at 1.2 million. Cosatu's birth brought a new dimension to labour relations and the shop floor - never peaceful - was transformed into a battle zone of conflict between employer and employee.

And Cosatu made it clear from the start that it would not confine itself to industrial matters, but would engage in overt political activities too.

This did not imply that other federations like the Council of South African Trade Unions (Cusa) or even the Federation of South African Trade Unions (Fosatu) were docile. Far from it.

Cusa, Fosatu and the Azanian Confederation of Trade Unions (Azactu) were credible bodies. They were also militant. But Cosatu took the workers' struggle to the forefront.

Soon after he was elected Cosatu's founding president Elijah Barayi sent a chilling message to big business, threatening to nationalise mines when workers took political power.

Barayi also called upon government to abolish influx control laws within six months, or else Cosatu would take action to invalidate such laws.

This placed the government and the union movement on a confrontation course.

If the emergence of Cosatu gave the workers more clout it also had an adverse effect.

Workers were, possibly for the first time in 30 years, sharply divided ideologically.

Initially, the divisions between Cosatu, Cusa and Azactu were alleged to be on the definition of non-racialism and the role of whites in the labour movement.

From its inception Cosatu was linked to the ANC, while Cusa and Azactu belonged to the PAC/Black Consciousness Movement axis.

These ideological differences have bedevilled the labour movement since yet both Cosatu and the National Council of Trade Unions (Nactu) - a result of a merger between Cusa and Azactu - have worked jointly in negotiations with government and industry.

The political bias of Cosatu, through its links with the ANC and South African Communist Party, has at times threatened to split the federation.

Cosatu's third largest affiliate - the South African Commercial Catering and Allied Workers Union (Saccawu) - is at the moment under pressure to disaffiliate from Cosatu and adopt a neutral stance in party politics.

This is not a new problem for Cosatu. Before Saccawu was restructured and renamed, it threatened to split down the middle over the same issue. Apart from internal divisions, Cosatu has had other problems.

Several of its members have been killed in fights with members of the Inkatha-supporting United Workers' Union of South Africa (Uwusa).

Cosatu's headquarters (Cosatu House) in Johannesburg were destroyed by powerful explosions three years ago and its regional offices have also been bombed. Cosatu accused the government of complicity in all these incidents.

Most Cosatu leaders are familiar with detention, and assaults by unknown persons on its leadership are also common.

Taking stock of their achievements Cosatu's first vice president Chris Dlamini mentions the unbanning of political organisations, worker empowerment, the creation of centralised bar-

gaining structures in the metal industry, improving working conditions and salaries, and movement closer to the goal of achieving one union in one industry.

But the greatest achievement, says Dlamini, is forcing the government to change several contentious clauses in the Labour Relations Act which aimed to cripple the labour movement.

Despite its success, Cosatu is not resting on its laurels. It is aiming to create a single federation although Dlamini admits this will be difficult.

Cosatu is also about to establish a department to look into non-unionised workers. About 60 percent of the country's labour force is not unionised - mainly in the homelands, on farms, among domestic workers and in the public sector.

Apart from Barayi who is in his mid-50s, most of Cosatu's leadership - Sydney Mufamadi (assistant general secretary), Dlamini, Jay Naidoo (general secretary), Ronald Mofokeng (treasurer) and John Gomomo (second vice



Chris Dlamini ... the federation's first vice president.

president) - is made up of young men. Dlamini admits it was not Cosatu's campaigns alone which led to the new political order.

But he does not doubt that the repeal of influx control laws and the unbanning of political parties were brought about by the collective campaigns of workers in the past five years.

ZAMBIA'S BEERDRINKERS

By JURIE VAN DER WALT

WHEN I visit Zambia I meet with friends and colleagues at one of Lusaka's "watering holes". More so during summer when the heat is unbearable and a cold beer is the only answer.

Good friend and constant drinking companion Sam joined us one blazing Saturday afternoon at the Pamodzi Hotel after being absent for a few days.

He offered no explanation for avoiding us, other than to say that due to the high cost of beer lately, he assumed we had reduced our "watering" frequency.

As the afternoon, then evening, wore on, I noticed Sam addressed his beer with obvious aversion. When he lifted

his glass, his hand lacked that easy-going swing.

Suddenly he plonked his beer down and said "Man, hell, one of these days even the good old Most lager will be out of our reach. The economy is going to strangle us and we'll all die of thirst."

The price of locally produced beer, Most - short for Most-o-tunya, which means "the smoke that thunders" - has shot up dramatically in Zambian terms

Hoarse cries from parched throats

On October 1 this year the price of a bottle was increased by four Zambian Kwacha (ZK), which is about 25 cents in South Africa. As a result, most clubs in the capital raised their beer prices from ZK18 (R1.13) a bottle to ZK25 (R1.56).

This represents a tremendous price increase, particularly in view of the fact that the average salary ranges from ZK1 000 (R63) to ZK1 500 (R94) a month.

As a result, the illegal beer trade is expanding rapidly, which is giving authorities a few headaches.

The Zambian beer industry has the capacity to produce 1 000 crates a day, but there are regular shortages - because Zambians gulp them down as soon as they arrive and there are problems at Zambia Breweries.

The newly installed electronic bottling plant at the brewery in Lusaka requires about 20 000 tons of malt annually. Zambia imports malt from Zimbabwe and Europe, which creates major foreign exchange and delivery problems.

Nevertheless, thirsty Zambians are innovative people and when beer is in short supply or too expensive, something else is brewed - ANO



Cosatu founding president Elijah Barayi - threatened to nationalise mines when workers took power.

MATTHEW CURTIN

Fawu rebels repeat 'Stalinist' claims

140A

ON THE evidence of a union statement issued last week, the Food and Allied Workers' Union (Fawu) leadership was still in the grip of an extreme left-wing clique, former Fawu general secretary Jan Theron and union dissidents said at the weekend.

Fawu's national executive committee (NEC) met last weekend to debate claims Theron made in the September edition of the SA Labour Bulletin that "wholesale" dismissals of

Fawu officials and expulsion of workers was a purge of dissidents by a "Stalinist" leadership faction.

The NEC said in its statement last week union members had to guard against "the destabilisation" of the organisation.

"Fawu will continue to undermine all reactionary and counter-revolutionary forces in pursuing its objectives".

The NEC said its report

on the "unanimous" response of its members to Theron's allegations would be "final", but Theron and the campaigners for democracy in the union should approach Fawu officials to discuss the claims.

Theron said he was disappointed but not surprised by the statement. He was disturbed by its threatening tone and the NEC's failure to address any of his claims.

Fawu's leadership had

closed ranks, but the evidence of SACP domination of Fawu was clear.

He said union president Chris Dlamini, general secretary Mandla Gxanyane and national organiser Alan Roberts had emerged as senior SACP officials and the party's new western Cape office was in Fawu's head office in Guguletu.

A spokesman for the democracy campaigners said at the weekend the NEC

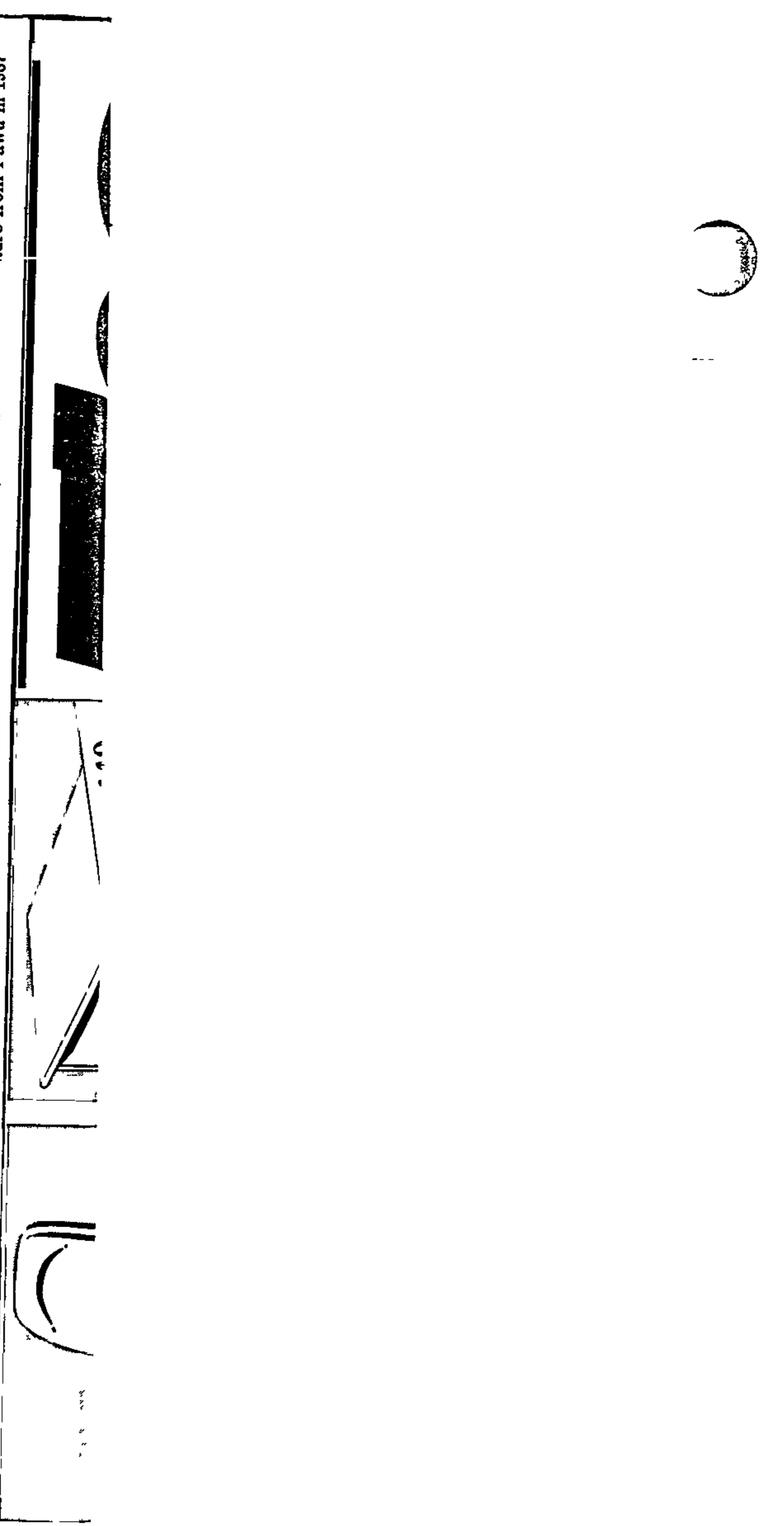
He called for either a democratically convened Cape branch meeting, the resolutions of which would be binding, or intervention by Cosatu to resolve the dispute.

He said Fawu's Cape operations were in disarray, with a marked increase in mass dismissals and a decline in industrial action by the union this year.

A Gouws Woods industrial relations consultant said last month employer/union relationships had deteriorated since Theron's departure from Fawu in 1987.

statement "demonstrated the Stalinist overtones of the union's present leadership more powerfully than the campaign ever could".

The campaigners — made up of workers including former branch secretary Miles Hartford, expelled in February from Fawu's western Cape branch — had no reason to have confidence in appealing to the NEC, but they were still open to discussion, he said.



Out of court talks to end strike dispute

Supreme Court Reporter
Capt. T. M. 5/12/90

NEGOTIATIONS are taking place to settle out of court a dispute between the Lingeletu West Town Council and striking workers, the Supreme Court heard yesterday.

This was said by Mr Milton Seligson SC, for the town council, in an application against the SA Municipal Workers' Union, the Industrial Council for the Local Authority Undertaking in the Cape, Mr Herbert Madalane and several other people.

Mr Seligson told the court the union's attorneys had asked in a letter for a postponement until tomorrow, because negotiations were under way to settle the dispute out of court.

The town council agreed to the postponement because it was important that negotiations went ahead for the provision of essential services to Khayelitsha residents, he said.

Mr Justice L. Rose-Innes presided. Mr Seligson, assisted by Mr Paul Hoffman and instructed by Silberbauers, appeared for the Lingeletu West Town Council. Mr Joel Kngwe, instructed by Ngcuka and Matana, appeared for the union and the workers.

CAPT 7-1-65

Thursday, December 6 1990 ★

Talks deadlocked

Negotiations to end Khayelitsha strike break down

By CHRIS BATEMAN

THE ANC yesterday declared that it was going "back to the trenches" in Khayelitsha after month-long talks with the Cape Provincial Administration had ended in stalemate

The talks were aimed at resolving the township's municipal work stoppage

"For us it's back to the trenches — it's as simple as that," said Mr Bulelani Ngcuka, ANC regional executive member and legal adviser during the talks

He said this meant that the ANC campaign to get the controversial Lingeletu West Town Council to resign would be intensified

The ANC and the SA Municipal Workers' Union (Samwu) maintain that the continued existence of the council, eight of whose members have appeared in court in connection with murder and related charges, endangered workers' lives

The ANC yesterday said it was clear that the CPA was determined to "maintain puppet local struc-

tures at whatever cost, even in human lives"

It would hold the Administrator of the Cape, Mr Kobus Meiring, responsible for the "consequences of his totalitarian behaviour", it added

Yesterday's nearly two-hour meeting, chaired by Mr Meiring, ended with both sides opposing pre-conditions for an end to the work stoppage

'Future fixed date'

The CPA promised to facilitate future negotiations between the council and the ANC-Samwu delegation provided that the workers first ended their debilitating work stoppage

The ANC-Samwu delegation insisted that the council should first stand down voluntarily on a "future fixed date" before workers returned and details of an interim mechanism were thrashed out

A CPA spokesman confirmed that Mr Meiring had rejected the ANC's recommendation that a referendum be held and that Mr Meiring travel to the township to "see for himself"

While the CPA accepted that accusations against

certain councillors were creating "serious problems", it was committed to ensuring that justice be allowed speedily to run its course before taking action

The CPA had suggested to the council that either some or all of its councillors step down until "justice has run its course" but the council had rejected this, the CPA spokesman added

The council yesterday said it would proceed with legal steps against Samwu "in view of the necessity for the continuation of essential services"

Mr Meiring expressed disappointment at the ANC-Samwu delegation's rejection of his offer to "chair negotiations between them and the council"

He denied an ANC contention that in terms of the Black Local Authorities Act he had the legal power to dissolve the council "if there was a need"

The CPA was convinced that existing local authorities, "however unacceptable", must be retained until an acceptable new system had been found through negotiation

This was to ensure that essential services were maintained, it said



Fawu's feud summed up in T-shirt slogan:

'Workers, control your leaders'

A NEW slogan has been added to the bulging wardrobe of "struggle" T-shirts It urges "Workers, control your leaders"

This silk-screened message lies at the centre of one of the most controversial struggles to have racked progressive trade union circles in recent years

The T-shirt's flip-side logo encircles four hands, linked at the wrist, and identifies the messenger as "The Campaign for Democracy in Fawu"

The campaign claims it is fighting Stalinist "union bosses" to reclaim the Food and Allied Workers Union (Fawu) for its rightful trustees — the rank and-file membership

The Fawu leadership has hit back, slating the campaign forces as a "reactionary and counter-revolutionary" minority implicated in destabilising the 130 000-member union, a Cosatu affiliate.

Campaigners accuse higher union structures of unconstitutionally intervening in regional and branch domains, ignoring worker mandates and engaging in political witch hunts against independent voices in the union.

The Campaign for Democracy in Fawu emerged after a branch AGM in February this year when former Cape Town branch secretary Mr Miles Hartford was dismissed and new branch officers bearers were elected.

The branch had been suspended three months previously by the Fawu Western Cape regional executive committee on the grounds that it was not functioning properly

Dismissals

Campaigners claimed a branch executive council attended by 66 out of the branch's approximately 80 factories rejected the February dismissals of branch officials

In a statement submitted to a Cape Town branch general meeting on October 20, the campaign implicated alleged SA Communist Party members in leading a Stalinist attack against democracy and workers' control and accused union leaders of class collaboration

Hartford said the campaign was backed by at least 3 000 Fawu members in about 20 factories out of about 80 represented by the union in the 10 000-member Cape Town branch

The campaign demands — according to the October 20 statement — are



Mr Jan Theron



Mr Alan Roberts

A year after the Cape Town branch of the Food and Allied Workers' Union was suspended sparking a bitter feud within the union, the controversy which has racked trade union circles shows little sign of abating, writes a SPECIAL CORRESPONDENT:

Arguing that the February AGM was unconstitutional, fired and expelled campaigners filed a Supreme Court application in March.

They withdrew the application following mediation by Cosatu (Western Cape) and the planned convening of further meetings to reconsider the findings

The Fawu NEC intervened shortly afterwards, however, ratifying the February dismissals and expelling five other worker leaders for taking the union to apartheid courts

The stand-off between the campaign and Fawu office-bearers has been marked by open acrimony, allegations of slander and vicious political mud-slinging

Polemic

Polemic in the SA Labour Bulletin (SALB) saw both the publication — the respected debating-ground of the progressive trade union movement — and Roberts apologising for remarks the latter made about Hartford in the journal's August edition

The underlying points of dispute are complex when viewed by outsiders — hanging chiefly on the interpretation and application of the union constitution — but underscore fundamental concerns

the union constitution

Instead of taking its political mandate from the broad membership, the national leadership "owed its position" to "some meeting outside the structures"

The methods of the leadership bore the marks of "Stalinism" through "falsification" of events and "purges", he wrote.

He believed rifts in the union following the controversy surrounding the Spekenham strike fund and the splintering of the union in the Eastern Cape resuscitated in events in the Cape Town branch.

Theron served as general secretary of the Food and Canning Workers Union and headed Fawu for another two years after its June 1986 formation.

"The implications of events in Fawu for the labour movement, known in 10 or so years' time, will only look at labour movements in other countries. This is an extremely disturbing development."

Culture

Stressing his independence from the "Campaign for Democracy", he added, "I am not concerned with leaders, I am concerned with what kind of trade union and political culture we are going to have in 10 years' time."

A resolution adopted at an extended Fawu national executive committee meeting in Guguletu two weeks ago stated, "Fawu, as a progressive trade union in the democratic movement, will continue to undermine all reactionary and counter-revolutionary forces in pursuing its objectives"

Fawu disassociated itself from these activities of the responsible "elements" and condemned "such activities in the strongest terms"

On inquiry, Madlala said, "This basically refers to everything that was discussed in the NEC, including the campaign for democracy and Jan Theron's statement."

The national office bearers' response to Theron's article would be final, the statement said.

Theron remarked, "There are two ways in which the union could respond to criticism. They can either address the issues or close ranks."

Thus far the ranks have held, unflinchingly

such as fair procedure, democratic accountability and political tolerance.

The "Campaign for Democracy" has retained a high media profile, one which has not been matched by the Fawu national office-bearers

In response to recent inquiries about the conflict in the union, Fawu assistant general secretary Mr Mike Madlala said, "We are not prepared to correspond (with the press) on the issue on a daily basis"

At one plant, Nestlé subsidiary Food and Nutritional Products in Bellville, the union has left workers to "go it alone" in wage talks if they persisted in wanting an expelled shop steward to represent them.

Said Fawu Cape Town branch secretary Mr Edwin Sout. If Fawu members at FNP feel compelled to include (the shop steward) in their delegation, the union will not be in a position to be part of the negotiation

While workers may lose interest in the row, says former Fawu general secretary Mr Jan Theron in the long term the issue is not going to go away

He recently authored a lengthy article in the SALB charging the Fawu leadership with political intolerance, forging a top heavy power structure and abusing

Fawu's feud summed up in T-shirt slogan:

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CAP-
7/12/90
12/12/90

Khayelitsha strike to end?

Staff Reporter

THE four-week-old strike by Lingeletu West Town Council workers may be resolved today, SA Municipal Workers' Union general secretary Mr John Erntszen said last night.

He said after a meeting yesterday of workers, who have crippled health and other municipal services in Khayelitsha, that he was "hopeful" of a resolution.

They have said they will return to work only if the council resigns.

Mr Erntszen said workers were "adhering to their demands" but had mandated the union to respond to "options" proposed by the council.

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Mr Jan Theron

Mr Alan Roberts

A year after the Cape Town branch of the Food and Allied Workers' Union was suspended sparking a bitter feud within the union, the controversy which has racked trade union circles shows little sign of abating, writes a SPECIAL CORRESPONDENT.

Arguing that the February AGM was unconstitutional and expelled campaigners filed a Supreme Court application in March.

They withdrew the application following mediation by Cosatu (Western Cape) and the planned convening of further meetings to reconsider the findings.

The Fawu NEC intervened shortly afterwards, however, ratifying the February leaders and expelling five other worker leaders for taking the union to apartheid courts.

The stand-off between the campaign and Fawu office-bearers has been marked by open acrimony, allegations of slander and vicious political mud-slinging.

Polemic

Polemic in the SA Labour Bulletin (SALB) saw both the publication — the respected debating-ground of the progressive trade union movement — and Roberts apologising for remarks the latter made about Hartford in the journal's August edition.

The underlying points of dispute are complex when viewed by outsiders — but underscore fundamental concerns

Hartford said "We cannot appeal to the executioner. This needs third party intervention or workers in the branch must decide

the union constitution. Instead of taking its political mandate from the broad membership, the national leadership owed its position to some meeting outside the structures."

The methods of the leadership bore the marks of "Stalinism" through "falsification of events and 'purges' he wrote. He believed rifts in the union follow the controversy surrounding the Spekenham strike fund and the splintering of the union in the Eastern Cape resonated in events in the Cape Town branch.

Theron served as general secretary of the Food and Canning Workers Union and headed Fawu for another two years after its June 1986 formation.

"The implications of events Fawu has known in 10 or so years can only be seen only to look at labour movements in other countries. This is an extremely disturbing development."

Culture

Stressing his independence from the "Campaign for Democracy", he added, "I am not concerned with leaders, I am concerned with what kind of trade union and political culture we are going to have in 10 years' time."

A resolution adopted at an extended Fawu national executive committee meeting in Guguletu two weeks ago stated, "Fawu, as a progressive trade union in the democratic movement, will continue to undermine all reactionary and counter-revolutionary forces in pursuing its objectives."

Fawu disassociated itself from these activities of the responsible elements" and condemned "such activities in the strongest terms."

On inquiry Madlala said, "This basically refers to everything that was discussed in the NEC, including the campaign for democracy and Jan Theron's statement."

The national office bearers' response to Theron's article would be final, the statement said.

Theron remarked, "There are two ways in which the union could respond to criticism. They can either address the issues, or close ranks."

Thus far the ranks have held, unflinchingly

top heavy power structure and abusing

More strikes expected by whites, says expert

By SHARON SOROUR
Labour Reporter

13/12/90
INDUSTRIAL disputes are expected to continue, and even increase, in the new year with employers facing strikes by black as well as white employees, says industrial relations consultant Mr Brian Alan

Identifying critical issues concerning strike action in 1991 at an industrial relations seminar in Johannesburg, Mr Alan said while employers accepted that striking was "the preserve" of black employees, recent indications were that white employees were now influenced by the same frustrations and insecurities.

"A strike by white employees will certainly prove a traumatic experience for the average South African employer, who has, up to now, taken for granted that a white skin automatically means loyalty to the employer," he said

Employers would have to handle a strike by white employees in the same way as one by black employees. This could mean alienating workers whose skills were at a premium.

The two major factors behind union growth and increased worker militancy in 1990 — political instability and economic pressure — were expected to continue, and even escalate, next year.

"Inflation is showing an increasing upward trend and the political manoeuvring around the new constitutional structures is only now beginning. We can expect to experience much the same pattern of strike action in 1991 as we did this year and another record year as regards man days lost

ARGUL (1401)
If the current conditions continue to prevail, both the number of strikes and the number of man days lost as a consequence could well increase," he said

Unions had successfully organised at the majority of the larger employers and were focusing on those employing fewer than 200 potential union members

Mr Alan said there was no doubt that trade unions would put Cosatu's Workers' Charter to the test — it advocated the absolute right to strike

"An employer who elects to take drastic action such as dismissal against strikers will be flying in the face of a prevailing ideology"

He could expect to be challenged "with every source of power available to the other side"

While this might be regarded as negative or emotive, Mr Alan pointed out that through the political turmoil of 1990 unions stuck to the role of negotiators of improved working conditions and had not been sucked into the maelstrom of political action.

About 71 percent of all strikes this year were linked to wages. If the inflation rate and recessionary trends continued, wages would continue to be the main strike trigger in 1991.

The demarcation and definition of bargaining units was becoming more contentious too. Employers could expect an increase in disputes concerning the recognition rights of unions which enjoyed majority support in the workplace

Mr Alan predicted that retrenchments — already high — would increase in early 1991

Union's work 'disrupted' by Reef unrest

CONFLICT in the townships was cutting off the National Union of Metalworkers of SA (Numsa) from its members, crisis committee members said yesterday

At a media conference in Johannesburg, members of Numsa's crisis committee said the union was struggling to serve its members on the Reef.

The crisis committee was created in October to repair damage to the union's activities caused by unrest.

Committee member Richard Ntuli said township conflict was still affecting union operations — there was only a 40% attendance at shop steward council meetings — as a "third force" defying easy categorisation sought to exploit tension and disrupt union operations.

In October, Numsa shelved planned strike action at Iscor's Vanderbijlpark, Pretoria and Newcastle plants because the escalation in violence made it impractical for the

MATTHEW CURTIN

union to mobilise members

The union has said Inkatha supporters have been campaigning for workers to leave Numsa and dubbed it an ANC and Xhosa organisation.

In August 60 Iscor workers left the union and abandoned Iscor's Kwa-Masize hostel for a disused hostel where they were joined by 250 Inkatha supporters

Blom 12/12/90
Arrested *140R*

Ntuli said officials' efforts to persuade all workers that Numsa was a non-tribal workers' organisation had paid dividends as members from the Inkatha-affiliated United Workers Union (Uwusa) had defected to Numsa at five PWV factories

Meanwhile, the union claimed heavily armed Inkatha supporters had been arrested on Sunday outside

the Sebokeng hostel, home of several Numsa members who were to testify at the judicial inquest into the deaths of 42 people in September's communal violence

Union official Nelson Ngale said some of those arrested were among the group of 136 Inkatha supporters arrested in September when 23 Numsa members had died in an attack on the hostel.

Witwatersrand police liaison officer Capt Piet van Deventer said yesterday at least three of the men police arrested on Sunday had been arrested on September 4

Police intercepted a group of 15 people on Sunday in a bakkie outside the hostel.

They found an array of weapons in the vehicle, including AK-47 rifles, petrol bombs, a hand-grenade and 38 revolver, he said.

Ngale said union members at the hostel were increasingly concerned for their safety.

Radicals urge strike over wage issue

CONGRESS Militant, the journal of the Marxist Workers Tendency (MWT), a group of radical intellectuals, has lambasted leading Cosatu affiliates, the SA Clothing and Textile Workers' Union and the National Union of Metalworkers, for abandoning socialism.

The MWT called for a national strike by workers in support of a demand for a R200 minimum weekly wage for a 40-hour week.

The publication last week cited both Karl Marx and Leon Trotsky in its argument that a national minimum wage was vital "to guard the proletariat

MATTHEW CURTIN

from decay, demoralisation and ruin"

The group's demands come after a year of vigorous debate within Cosatu over the issue, during which both Sactwu and Numsa have argued that such a standard would be both impractical and economically dangerous. The unions have argued for industry minimum wages.

The MWT accused Sactwu of reconciling "workers' demands with bosses' interests" rather than conducting "an irreconcilable struggle for the product of workers' labour"

The ANC has said the group,

which claims to be part of the ANC, was expelled from its ranks in 1985 and its views do not represent those of the ANC.

The MWT last surfaced in May this year when, purporting to represent the ANC, Cosatu and the Transport and General Workers' Union (TGWU), it launched a pamphlet campaign calling on Putco workers to strike and commuters to boycott buses

TGWU information officer Kally Forrest said the MWT, in trying to hijack the union's campaign over depot closures and retrenchments, was throwing workers and commuters into confusion

(140A)

14/12/85
13/10/85



WORKER DEMANDS SET TO INTENSIFY IN 1991

LABOUR relations in 1991 were set to be dominated by union demands for job security and added momentum to Cosatu's Living Wage Campaign, according to a leading Johannesburg industrial relations consultancy. (100A)

The first half of this year saw an unprecedented increase in strikes, with just over four million mandays lost by the end of year, consultants Andrew Levy, Johan Piron and Associates said in their draft 1990/1 report. (100A)

In 1989 just over 3,09 million mandays were lost and the past year saw a "dramatic" 23 percent hike in strikes in the public sector.

Political instability and economic pressure were the major factors contributing to union growth and heightened worker militancy - both of which existed in "high measure" in 1990.

Debate in Cosatu on a workers' charter to be included in a post-apartheid constitution had reached an advanced stage, although there were some "fundamental disagreements" on its content.

The major wage debate in trade union circles was whether a future government should legislate a minimum rate of pay, or whether market forces should be allowed to fill this function.

A white worker backlash could be expected as predominantly black-based unions blocked unilateral management changes in industrial relations.

White trade unions would also grow in the coming year.

Unemployment was unlikely to drop, causing unions to be less willing to discuss productivity and profitability at the expense of jobs. Pressure for the redistribution of wealth would continue.

The enactment of the current Labour Relations Bill in early 1991 would probably be met with demands for further modifications.

Unions party to the landmark Cosatu/Nactu-/Saccola accord would "vigorously" campaign for the LRA to be extended to cover public sector, agricultural and domestic workers.

Privatisation in the public and industrial sectors was likely to be opposed by unions in alliance with the ANC and other "progressive forces".

The State and smaller business sectors would be targetted in union recruitment drives.

Cosatu and its affiliates would continue to push hard for centralised bargaining and centralised social security benefits - resulting in a shift from "plant-based to an industry-based consciousness".

Demands for union inclusion on decisions regarding reduction in permanent workforce levels had shown the emphasis shifting from the protection of workers to the protection of jobs themselves.

Unions were shifting to a "pro-active" strategy by including job security issues in wage bargaining time.

Other sectors also had to address the pivotal question of job creation in a bid to soften the retrenchment blow.

Cosatu's Living Wage Campaign, which set a basic monthly rate of R750 in 1990, was poised to gain momentum. Unions would demand more pay with less work, partly in a bid to preserve jobs. - Sapa

LABOUR relations in 1991 are to be dominated by union demands for job security and added momentum to Cosatu's Living Wage Campaign, according to a leading Johannesburg industrial relations consultant.

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Labour demands in the New Year

Sowetan 17/12/90

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On retrenchments, the agreement between the National Union of Mineworkers and Anglo American subsidiary Freegold South would set a precedent in the economically hard-hit mining industry.

Other sectors also had to address the pivotal question of job creation in a bid to soften the retrenchment blow. - *Sapa*

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Debate

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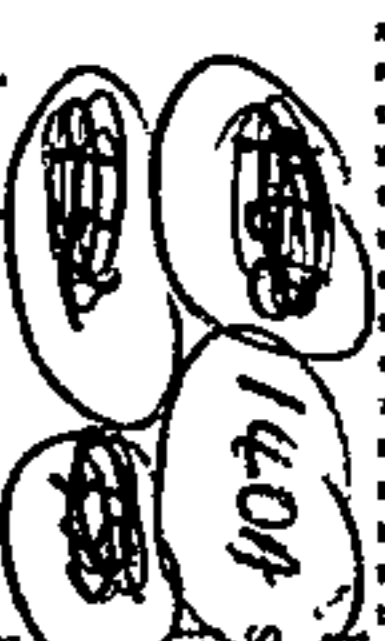
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Big clean-up after council strike ends

17665
18/12/90
1408
BB

By EDWARD MOLOINYANE
Staff Reporter

THE four-week-old strike by about 800 Lingeletu Town Council employees in Khayelitsha has ended and municipal services have resumed.

From yesterday most streets in the township were a hive of activity with scores of workers clearing piles of refuse.

The return to work was a sequel to a meeting between council officials and the South African Municipal Workers Union (Samwu) on Friday.

The Town Clerk, Mr Graham Lawrence, said none of the demands of the strikers had been met by the council and they returned unconditionally. It was "tragic" that employees were being "manipulated by people with political agendas".

Violent attacks

They went on strike about a month ago after violent attacks on councillors and council employees. They said attacks aimed at councillors were spreading to them and they called for the dissolution of the Lingeletu council.

The council responded by adopting a "no work, no pay" policy as municipal services ground to a halt.

Samwu indicated last week that the strikers were willing to compromise on the demand for the resignation of councillors "for the time being".

But they demanded payment for the duration of the strike and their year-end bonuses.

Mr Lawrence said the bonuses were not affected but employees would not be paid for the days they did not work.

C

Recognition for labour's power

w/mul 20/12/90 - 10/1/91

UNIONS
DREW FORREST

A YEAR ago it would have been unthinkable employers and black union chiefs making common cause before a standing committee of the South African parliament

The date is October 26, the occasion joint representations by the Congress of South African Trade Unions (Cosatu), the National Council of Trade Unions (Nactu) and the employer body Saccola on planned amendments to the Labour Relations Act (LRA)

This "crowning accomplishment", as one employer described it, highlights the emergence of a new style of political unionism — a shift from the politics of opposition and protest to the exercise of real power in state structures

From the side of the government, it bodies forth a recognition that black worker organisations are now too powerful to be ignored. Although the full flowering may only come in a post-apartheid South Africa, it heralds the dawn of a new tripartism between labour, capital and state on social policy

"We're beginning to see new union politics, combining strategic thinking towards the state with successful mass action," commented Wits sociology professor Eddie Webster "The institutional power of labour is being recognised, not only at the economic level but in politics and society"

The breakneck pace of developments has been largely driven by an internal logic — there is no evidence of a union masterplan. But February 2 gave the process a decisive fillip

Barely a month after President FW de Klerk's speech to parliament, and after two years of gruelling talks, Cosatu, Nactu and Saccola clinched the "Saccola Accord", essentially rolling back the 1988 amendments to the LRA

The next step was to get the deal enacted, requiring engagement with the state. With this in mind, the unions met Manpower Minister Eli Louw, and when the cabinet refused to enact the deal in June, held talks with De Klerk

His appointment of a three-cornered "working party" to break the impasse led in September to a second major breakthrough — the LRA "minute", which committed the government to enacting the heart of the Saccola agreement and the unions to the dropping of mass protests and participation in the National Manpower Commission (NMC)

The State of Emergency, with its detention of unionists and legislative at-

tempts to clip the wings of the unions, seemed very far away (140A)

Cosatu's decision to engage with the NMC, an advisory body which works closely with the Manpower Department, is strategic, selective and highly conditional. Demands for the inclusion of farmworkers in the LRA were held over as part of the "minute" compromise, and the unions want to influence NMC thinking on the issue. They have also reserved the right to withdraw at any point, and to revert to mass action

But the move opens up new vistas of tripartite co-operation. Restructuring of the NMC to give it more teeth and make it more representative — a Cosatu demand — could foreshadow a "National Labour Council", in which unions, employers and the government thrash out labour policy. It also suggests a possible union role in other state structures, such as those dealing with training and unemployment insurance

Much more is potentially at stake. In employer, African National Congress and union circles there is growing interest in the idea of a "social contract", under which labour, capital and the state would jointly manage the economy

The unions have already suggested that the Saccola forum should be broadened to deal with wider economic issues. A restructured NMC could well serve as an arena for the striking of economy-wide compromises

There can be little doubt that sustained collective protest was critical in softening up employers and the state. The first signs of a government rethink came barely nine months after the 1988 law, with the appointment of an expert NMC committee on the LRA

By sanctioning negotiations and a collaborative approach, February 2 was of equal moment. Said Saccola's Bobby Godsell "Before that date, I can't really imagine the September minute. It confirmed that black workers would soon be enfranchised. It was now in the interests of the Manpower Department and parliament to heed their views"

Adds Clive Thompson, labour law specialist and member of the NMC's labour law committee "Many Manpower Department officials already thought the law was not worth a candle. February 2 gave them the green light to do a 'Wiehahn for the '90s'"

A third pressure point was South Afri-



Bobby Godsell ... It is in parliament's interests to listen to labour now

ca's "outward policy" in the wake of De Klerk's *glasnost*, and specifically its strong desire to win over the International Labour Organisation (ILO), from which it was ousted in the Sixties

In a startling diplomatic coup in May, signalling the emergence of a conditional ILO line on South Africa, NMC officials joined Saccola, Cosatu and Nactu at an ILO-sponsored workshop on labour law in Harare. And in September, Louw was quick to follow up the LRA "minute" by seeking a personal audience with the ILO's Geneva-based director-general

Without Cosatu's endorsement, the Harare workshop could not have happened — in effect, the federation conceded some international credibility to the state and employers in its quest for acceptable law

A similar tactical flexibility has been evident throughout the year. Although the critical core of the union programme remains intact, both the Saccola agreement and the tripartite minute entailed significant compromise

"It's an extension of what the unions have been doing for the past decade — striking deals with employers and institutionalising their relationship," said Thompson "They're simply moving from the micro to the macro level"

Commentators agree that although state structures have assumed some legitimacy in union eyes — largely because the government finally saw that effective law-making must involve the major stakeholders — full co-determination is some way off

The current phase can be seen as one

of embryonic pact-formation, and it is a process which is clearly at work at industry level, particularly in mining and engineering

This year's Metal Industrial Council agreement is significantly wider than a mere wage contract, covering such areas as training and job creation. On the mines, industry-level talks on issues such as violence and race discrimination suggest a newfound employer acceptance of a broader union role

An intriguing article in the annual report of Andrew Levy and Associates detects important differences of emphasis in union thinking — broadly labelled "nationalist" and "workerist" — on the issue of a "social contract"

"Nationalists" are more resistant to significant short-term compromise, arguing that this can only happen under majority rule. But political transition could bring a "relatively startling" change of heart "It is only a partial overstatement to suggest that they might be very fierce lions until majority rule, lambs after it," the article comments

"Workerists", by contrast, fear that a new government would undercut the unions by dictating economic policy. "Far from waiting for a new government before they negotiate the beginnings of a social contract, they believe it imperative to have one in place before it is installed"

Whatever the timing of the process, the question remains: will consensus at national and industry level filter down to the ground? Thompson points out that the past year has been marked by a surge of labour unrest, often unprocedural and coupled with violence

It was the year of the Saccola Accord, but also of the railway strike and the Mercedes Benz sit-in, the latter throwing into harsh relief the alienation of ordinary members from union leaders. At the same time, the Saccola leaders are known to have struggled with mandates for the LRA accord

For the unions, Thompson foresees a twofold conflict: on the one hand between constitutionalists and hardliners who still cling to revolutionary fantasies, and on the other between leaders and rank-and-file, "who have a different experience and have yet to taste the fruits of pact-formation"

The challenge of the Nineties is essentially the same: on the labour and political terrains, to what extent can organisations committed to peaceful solutions carry their constituencies?

Labour relations issues lead the field in national negotiations

AMID all the talk about talks in 1990, it was in the field of labour relations that national negotiations reaped the most rewards.

Not that the industrial relations arena was without strife during 1990. There were bitter strikes, prolonged plant closures and violence threatened to wreak havoc, and often did, with company operations and union organisation.

But the Cabinet's decision on September 20 to approve the 18-point labour relations "minute" — the go-ahead for the promulgation of amendments to the Labour Relations Act (LRA) in the first session of Parliament next year — was a breakthrough for industrial relations.

Hiccoughs

Manpower Minister Eli Louw hailed the decision "as a milestone on the road to achieving internationally acceptable labour legislation", and his comments were echoed by labour lawyers, Cosatu, Saccola and Nactu.

The accord represented unprecedented co-operation between the state, capital and labour. It is perhaps the start of a labour regime, the kind which SA labour experts admire in Germany, the Netherlands and Sweden.

The consensus on LRA amendments was not achieved without serious hiccoughs. The Manpower Ministry narrowly staved off a mass protest campaign by Cosatu set for October as

MATTHEW CURTIN

problems were solved. This was after President F W de Klerk had said in June government would not be able to promulgate the amendments this year as originally intended.

The working party he commissioned involving employers, unions and the National Manpower Commission (NMC) provided the goods in the end, with the bonus of Cosatu's decision to rejoin a reconstituted and revitalised NMC. The minute included an in-principle commitment to bargaining rights for all workers and laid out the processes by which the principle would be implemented regarding the public sector, farm and domestic workers.

Cosatu's Geoff Schreiner said in November that while the changes to the LRA were significant, unions had only the freedom to strike, and without the right to strike they were effectively reduced to "collective begging".

His comments were a sign of the debate in Cosatu on a workers' charter and labour's determination to play an integral role in constitutional talks.

In debating some of the thornier issues unions faced within their own constituency, the SA Clothing Textile and Allied Workers' Union led those questioning the practicality of Cosatu's long-standing commitment to a national minimum wage, an issue on which the federation is still to take a definitive stand. Sactwu union said industry-wide

minimums were desirable; an obligatory wage of R700 a month could bankrupt the textile industry.

Commenting on the outcome of the workers' charter conference in November, Cosatu general secretary Jay Naidoo said delegates agreed on the principle of freedom of association but also resolved the closed shop was an acceptable form of union activity "providing it was democratic".

Unions agreed on issues such as the right to strike free from interdicts, to participation in all state structures in the interests of members, and the right to take part in economic planning.

Package

Other developments showed the convergence of employer and worker opinion with Anglo American and the National Union of Mineworkers setting the pace with a series of agreements addressing critical issues in the mining industry.

In early December they signed a retrenchment agreement at Anglo's Freegold South mine designed to minimise job losses in an industry hit by rising costs, falling ore grades and a low gold price. The package not only saved about 5 000 jobs through miners accepting extended unpaid leave periods but demonstrated Anglo's appreciation of growing union concern for job security, and the NUM's appreciation of commercial strictures facing gold mining

Both sides can claim victory in hard-fought wage talks

140A
 B1 Day 31/12/90

MATTHEW CURTIN

ANNUAL wage negotiations in the mining and metal/engineering industries were hard fought by both employers and unions — Seifsa and the National Union of Metalworkers took five months to ratify the metal industry's main agreement for 1990/91

But in the end both sides could claim they had won significant concessions, most importantly without workers resorting to strike action

The absence of industry-wide industrial action in these two sectors put into perspective a year which saw a surge in strikes in general

Labour consultants Andrew Levy and Associates calculated there was a 29,4% increase in man-days lost in 1990 from the previous year to more than 4-million. Average pay awards stayed at 17,4% — the same as last year but down half a percentage point from 1988

However, in the Reserve Bank's December quarterly report, Governor Chris Stals said wage hikes would put the single biggest strain on the economy in 1991.

While 66% of strikes concerned wage issues, 1990 was a year of strike action on workers' rights, often unsuccessful

The longest strike was by 260 Chemical Workers Industries Union members at Ciba Geigy in support of demands that the company join the chemical industries' provident fund. The union came away empty handed

Similarly almost 4 000 Paper

Printing Wood and Allied Workers Union members not only failed to win any commitment from Barlow Rand subsidiary Nampak on their call for centralised bargaining, but workers also lost bonuses and the union agreed to a nine-month moratorium on discussing the issue. This came after a seven-week strike

This strike proved to be a tactical error by the Cosatu affiliate as workers embarked on the industrial action in clear defiance of existing recognition agreements

The importance of unions adhering to such agreements and minimising unprocedural action was demonstrated by the seven-week closure of Mercedes-Benz's East London plant

Lessons

The dispute there, triggered by dissident Numsa members occupying company offices in support of demands that the company leave the motor industries national bargaining forum, took the lid off a critical breakdown in worker-manager relations at the plant

Not only had the company not met production targets for five years, but Numsa was faced with the embarrassing defiance of union policy by an important portion of their membership

The lessons learnt by both sides may have put industrial relation

on a sounder footing as management re-established shopfloor control and the union realised the importance of worker commitment to productivity and education on industrial relations procedures

Volkswagen, Lebowa Platinum and Genmin Mooimooi mine management also learnt lessons from the Mercedes experience, closing down operations in face of allegedly intolerable unprocedural action by union members

Violence, however, presented the most difficult problems for employers and unions

The crisis meeting held in Welkom in May when Law and Order Minister Adriaan Vlok, police and army representatives, Chamber of Mines and Anglo officials, the white mining union, NUM and Cosatu leaders met in response to the killing of white and black mineworkers demonstrated the gravity of the threat

The explosion of township violence in the second half of the year brought the problem back to the mines, but also confronted others

Numsa said strike plans in the metal industry and at Iscor plants were shelved because the township strife threw union organisation into chaos

The union joined the NUM — whose Xhosa-speaking members on Natal collieries fell victim to alleged Zulu attacks and fled home to Transkei and Ciskei — in meeting Iscor management to find a way to deal with violence

