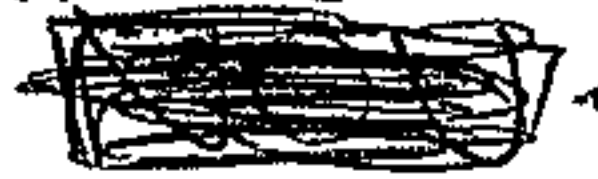


IND. REL. - WORKERS' ORG.

CUSA & U.T.P

1987

JANUARY



— DEC.

Job Title	Current Hours	Hourly Change 1973 to date: Nominal	Hourly Change 1973 to date: Real	Current Real Weekly Wages: R
Van S/Man	48	+260.0%	-9.1%	24.09
Watchman	48	+260.0%	-9.1%	24.09
Baker's Asst	72	+566.7%	+68.4%	11.71
Artisan's Asst	46	+406.3%	+27.9%	13.55
Boiler Op	46	+4.3%	-73.6%	16.06
Factory Clerk	46	+0.0%	+0.0%	11.38
Mach Handyman	46	+0.0%	+0.0%	13.38
Security Guard	46	+0.0%	+0.0%	17.06
Van S/Man Asst	72	+0.0%	+0.0%	13.38
NES	48	+0.0%	+0.0%	10.04
Current Real Weekly Wages: R				11.38

NR 623 9/11/87
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SACP holds little sway in SA unions — US report

The Argus Foreign Service
WASHINGTON — Worker unions linked to the United Democratic Front appeared to have a disproportionate say in the country's largest labour umbrella, the Congress of South African Trade Unions (Cosatu), says a United States intelligence report

This was the finding of American agencies probing communist infiltration and strengths in black organisations opposed to apartheid

But a report published here this week, examining SA Communist Party links with the African National Congress, the UDF and labour unions, said that "The SACP appears to have little or no influence on political and labour groups inside South Africa"

TWO GROUPS

It was "inevitable" that politicisation sweeping the townships would infect the labour unions, and Cosatu's formation in 1985 had hastened this

Observers divided Cosatu into two factions. One favouring independence and worker activity above political activism, the other wanting close ties with the UDF and exiled movements, it said

"Radical UDF elements, possibly in concert with the SACP or Sactu, have put pressure on Cosatu executive members to take positions more extreme than they might prefer

"Township radicalisation has also resulted in pressure and intimidation against leaders of the other major black labour federation, the Congress of Unions of South Africa (Cusa), which has steered clear of overt affiliation with the UDF or the ANC," it said

Powerful moderating forces, including fears of police repression and that overly radical union activities could threaten their economic gains, would continue to weigh against Cosatu's links with the ANC

Railway Station, in this area.

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Campaign for OK strikers

143
A campaign has been launched by the Council of Unions of South Africa/Azanian Confederation of Trade Unions (Cusa/Azactu) to make OK Bazaars' management reinstate workers dismissed during the eight-week strike.

In a statement yesterday Cusa/Azactu said it fully supported the OK strikers.

12/2/87
A union meeting yesterday decided affiliates should examine what factory-level support could be given to the strikers, expressed disgust over alleged collusion between the stores and the police and called for the release of detained strikers.

The meeting also discussed the activities of certain OK directors and managements in not denouncing the police.

"Their silence has been deafening, especially among those who meet liberation organisations," the statement said.

Bop transport strike into fourth day, no end in sight

By Zenaide Vendeiro, Transport Reporter

The strike by bus drivers and other workers at Bophuthatswana Transport Holdings enters its fourth day today with no end in sight.

They are striking for a recognition agreement between the company and the Transport and Allied Workers' Union (Tawu).

Tawu officials approached BTH yesterday, but were told the company was unable to negotiate with the union as it had no legal status in the homeland. This was confirmed by BTH.

In statements issued yesterday, BTH claimed that there had been intimidation of drivers while Tawu alleged harassment and detention of workers on strike.

Tawu says . . .

The union said six worker leaders had been detained — two from Pitso, three from Batswana Gare and one from Botlhaba — and, as a result, many workers had left their homes in fear of harassment by police.

There had also appeared to be an attempt by the South African Police to frustrate workers' attempts to hold meetings in the Pretoria area.

On Wednesday, the union said, police locked out workers from the Empire Cinema in Marabastad and later locked out workers from the Laudium Hotel, where close to 1 000 workers had gathered.

Workers claimed they were transported in vans from the hotel to Bophuthatswana areas, where they were addressed by management.

Tawu said that, in a clear attempt to divide drivers from the technical staff, management persisted in calling on drivers to return to work while ignoring other members of staff.

Management had engaged white personnel to drive buses, it added.

"Workers have seen through this and they remain resolved to persist in the unity and quest for recognition of their democratic trade union and not a management-sponsored union,"

Tawu said.

BTH says . . .

BTH said officials had been informed that "unknown parties" made specific threats to employees.

Certain drivers were also threatened by colleagues and minibus operators, the company said.

"In more than one instance, firearms were used as an intimidation instrument."

BTH had been approached by Tawu officials, who were told that in terms of Bophuthatswana's industrial relations legislation, the company could not negotiate with foreign unions.

"They were informed that no *de jure* or *de facto* recognition can be granted by the company and that they should therefore approach the appropriate authorities in Bophuthatswana."

The company said the unlawful stay-away involved about 25 percent of drivers and that it had had a limited effect on regular commuter services.

Relief drivers had been used and arrangements had been made with SA Transport Services to transport by rail to Rosslyn and Pretoria.

Management expressed its sincere appreciation to BTH passengers for their patience and co-operation "during this difficult period".

Star 20/2/87

ATZ

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Bus drivers sacked

ABOUT 80 Bophuthatswana Transport Holdings drivers have already been dismissed and another is detained under Bophuthatswana security laws following last week's strike.

A spokesman for the Transport and Allied Workers' Union (Tawu), Mr Esau Rankholo, said yesterday that the workers were issued with letters terminating their services by management at the Ipeleng and Thari depots.

Some of them, he added, have been given leave to appeal against the company's decision.

Mr Lucas Kekana, a driver at the Temba de-

pot, was arrested by the Bophuthatswana police while on duty on February 18.

Colonel David George, Press liaison officer for the police in the homeland, could not be reached for comment. A telex has since been sent to his office to confirm Mr Kekana's detention.

Fear

Mr Rankholo accused BTH of causing divisions among Tawu members.

"The trade union is aware of management's plans to send the organisation into disarray. We have a group of workers

who were forced to return to their respective posts while the strike was on, some have been dismissed while others are being given a condition to appeal against their dismissal," he said.

He said those who have been given an option to make representations to management refused to do so for fear of reprisals.

Mr Slater Rawlins, BTH's public manager, said it was possible that a number of workers could have been dismissed. He said the strikers were investigated individually and each was treated on merit.

(15)

143

25/2/87 Senefan

Bop cops won't talk

BOPHUTHATSWANA police yesterday refused to release details about a Transport and Allied Workers Union member who was allegedly arrested in Temba a week ago.

Mr Lucas Kekana, a Bophuthatswana Transport Holdings employee, was picked up by policemen while on duty on February 18. This was after BTH employees had gone on strike in protest against the company's refusal to recognise TAWU and their representative body.

Colonel David George, Press liaison officer for the homeland police, refused to discuss Mr Kekana's arrest with the *Sowetan*. "Police have no comment," he said.

A spokesman for lawyers representing TAWU said the trade unionist was being held under security laws. No further details were available.



Sowetan
3/3/87

143

Unionist is freed

A TRANSPORT and Allied Workers' Union member who was detained by the Bophuthatswana Police three weeks ago has been released without being charged, writes ALI NAH DUBE.

A spokesman for the union said in Pretoria yesterday that Mr Lucas Kekana was freed last Wednesday — two weeks after his detention.

At the time of his detention Mr Kekana was employed as a driver at the Bophuthatswana Transport Holdings. His detention followed a strike by BTP employees who protested the company's refusal to recognise Tawu as their union.



SOVEREIGN
10/3/87



Agreement is signed ⁽¹⁴²⁾

THE Black General Workers' Union yesterday signed a recognition agreement with an Isando steel company.

The national organiser of the union, Mr Phosakuwa Mashele, said his union had more than 80 members at the Racec Industries in Isando, Kempton Park, which employs about 120 workers. ⁽¹⁸⁰⁾

The company's management agreed to annual wage negotiations on Seifsa rates and the election procedure of shop stewards at the company, according to Mr Mashele.

Mr Mashele ⁽¹⁷³⁾

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Freed unionist is fired

8/2/87
SOWETAN
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By ALINAH DUBE

A TRANSPORT and Allied Workers' Union member, who was released from detention last week, has been fired by Bophuthatswana Transport Holdings where he worked as a driver.

Mr Lucas Kekana told the *Sowetan* yesterday that he was dismissed from work three days after he was released from a Bophuthatswana jail.

He said the official of the Botlhaba-Tswana depot accused him of having deliberately stayed away from work.

Mr Kekana was arrested during a strike at BTH.

The trade union's attempt to appeal against his dismissal have been unsuccessful because BTH does not recognise Tawu.

Mr Johann Stegman, BTH public relations manager, said about 66 drivers did not report for duty after the strike.

He said BTH then decided to dismiss them.

The official said Mr Kekana was expected to

have reported for duty immediately after his release.

• Officials of the Media Workers' Association of SA were yesterday barred from addressing a lunch-hour meeting of members at the SABC in Pretoria.

Mwasa's southern Transvaal chairman, Mr Sam Mabe, said he received the message from the SABC's labour relations adviser, Mr Isaac Tait. Permission for the meeting was granted to union officials last week.

Mr Tait told the *Sowetan* he was not allowed to speak to the Press. The media liaison officer, Mr V Visagie, said management at the corporation had said it was negotiating with Mwasa.

Mr Mabe slammed the corporation saying it was using "dirty tactics" at a time when the union needed to consult with its members.

"The action confirms our suspicions that the SABC has a lot to hide about pending retrenchment of its black employees," said Mr Mabe.

Unions reject new Workers' Day

By Mike Siluma

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Major unions today vowed to continue to work for May 1 as a paid holiday, despite State President Mr P W Botha's announcement that the first Friday of every May would be Workers' Day.

National Union of Mineworkers' spokesman Mr Marcel Golding said the announcement was clearly an election ploy.

"There is a specific symbolism to

STAR 23/3/87
May 1 celebrated by workers throughout the world. While there seems to be an acceptance of a workers' holiday, this does not change our position."

Cusa-Azactu federation spokesman Mr Phiroshaw Camay said both the State holiday and May 1 would be taken and employers would have to bear the cost.

The country's largest black workers' federation, Cosatu, and the Media Workers' Association also rejected the Government holiday.

NACTU TALKS WITH PAC

Delegation back from Tanzania

By THEMBA MOLEFE

A FIVE-man delegation of the National Council of Trade Unions led by its president, Mr James Mndaweni, has returned from a three-day visit to Tanzania where discussions were held with the country's worker organisation, Juwata and the exiled Pan Africanist Congress.



MR JOHNSON Mlambo of the PAC.

In a statement released in Johannesburg yesterday, Nactu said the delegation briefed Juwata on the current situation in South Africa, the role of the federation and the importance of the workers' struggle.

The statement released by Nactu's general secretary, Mr Piroshaw Camay, who was in the delegation, said the group held formal discussions with senior officials of the PAC who were led by chairman Mr Johnson Mlambo.

The meeting also noted with concern the continued detention of many trade union leaders and activists within Nactu and other trade union groups, said Mr Camay.

Mr Camay said the Nactu delegation explained its policies which were adopted at its inaugural conference on October 4 and 5 last year.

Mr Camay said the Nactu delegation confirmed its objective of pursuing dialogue with all liberation organisations consistent with its principle of non-affiliation to political organisations.

This was accepted by the PAC which, also encouraged dialogue "aimed at uniting all Azanian workers", Mr Camay said.

Cosatu ⁽¹⁴³⁾ riyals Nactu talk to the PAC ¹⁹⁷

By SEFAKO NYAKA

A FIVE-MAN team from the National Council of Trade Unions met a Pan Africanist Congress delegation in Dar-es-Salaam last week.

The five men, including Nactu's president James Mndaweni, was invited by a Tanzanian trade union, Juwada

At the meeting with the PAC ^{4-10/9/77} delegation, led by chairman Johnson Mlambo, Nactu briefed the outlawed PAC on the "intensification of the total resistance against the apartheid regime, especially in the townships and the rural areas", according to Nactu's general secretary, Piroshaw Camay.

Talks also centred around the State

of Emergency, children in detention and the detention of unionists

"The two delegations voiced their deep concern over the continued repression by the police and defence force, and its impact on the oppressed and exploited majority," Camay said

Both parties condemned "necklacing" and the "black on black violence". It was agreed that "necklacing" was used by both the oppressor "as well as those forces wishing to impose undemocratically their ideological will on others"

Camay said the delegation also ex-

plained Nactu's principles regarding democratic worker control and unity and the continued commitment to a comprehensive sanctions programme.

Nactu also explained that it was committed to a genuine non-racial, anti-racist democratic society based on the rule of the majority through one person one vote, and the guarantee of individual rights as opposed to group rights

"This initial but historic dialogue has paved the way for further substantive ongoing consultations with the specific aim of finding agreed democratic solutions to all problems besetting our motherland."

trians

CPA: TARS 7/4/87

143

KWV negotiates

PAARL — For the first time in its 70-year history, the KWV, with a membership of 6 000 wine farmers, has negotiated with a trade union, the Wine, Spirit and Allied Workers' Union, according to a report in the latest issue of the company's house magazine.

Electrical union opts for Nactu

Labour Reporter

ARbus 8/4/87

839

143

THE 35 000-member Electrical and Allied Workers' Trades Union decided at its first annual congress to apply for affiliation to the National Council of Trade Unions (Nactu).

The council is an amalgamation of two union federations, the Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu), formed in October.

It is the second largest union grouping in South Africa and claims about 600 000 members, compared to the Congress of South African Trade Unions' (Cosatu) 750 000.

The union's southern regions were in favour of affiliation to Cosatu, but were out-voted in favour of Nactu.



Mr JAPHTA Lekgetho (second from left), the president of the National Environment Awareness Campaign (Neac), was over the moon last Thursday when South African Breweries (SAB) presented them with a cheque for R12 000. With Mr Lekgetho is Mr Gary May and Mr Windsor Shuenyane, both of SAB and Mr Walter Mokoape (extreme right), chairman of Neac.

SAB IN DISPUTE

Signature
8/4/83
143

THE Food Beverage Workers Union has declared a dispute with the South African Breweries following a deadlock in recent wage negotiations.

Mr Mojalefa Vinqi, secretary for the Northern Transvaal region, announced yesterday that trade union officials met with management in Pretoria on Friday to negotiate wages for the Witbank and Nelspruit areas.

He said his organisation's request for a weekly increase of R52 across the board was rejected by company officials. Management instead offered an increase of R24.

Afford

"We found the SAB's offer unacceptable as we know that the company can afford to pay more. If implemented, the amount we asked for would bring the average weekly wage to R170," said Mr Vinqi.

Mr Graham Mackay, the director for SAB in the Northern Transvaal region, said the trade union official "broke off talks".

"The workers have however informed us that they are not prepared to declare a dispute," said Mr Mackay.

(143) Secretary
9/4/87

Union to affiliate

THE 35 000 member Electrical and Allied Workers' Trade Union resolved at its first annual congress to apply for affiliation to Cusa-Azactu.

Cusa-Azactu is the second largest union grouping in South Africa and claims about 600 000 members, compared with the Congress of South African Trade Unions' (Cosatu) 750 000.

The electrical union was itself formed last year through amalgamation of two unions in the industry. Their congress in Johannesburg at the weekend was the first since its formation.

20 000 join Cusa Azactu

143
Spur 10/14/87

THE 20 000-strong National Union of Furniture Workers (Nufaw) has applied for affiliation to the Cusa-Azacto Federation.

A spokesman for Cusa-Azactu yesterday said the application was "historic" as Nufaw was one of the oldest unions in the country in its sector.

- Avis Rent A Car has signed a recognition agreement with the Transport and General Workers' Union.

Avis managing director Mr Tony Langley said the agreement incorporates productivity standards as well as grievance and disciplinary procedures.

"We believe this agreement will benefit workers and management alike because since concluding it we have successfully negotiated annual wage increases," said Mr Langley.

- The Pretoria-based National Union of Steel and Allied Workers Union will hold an organisational drive meeting at the Pentecostal Church in Kagiso 2 on Saturday.

- The play by striking Clover employees in Maritzburg who were dismissed early last year, entitled The Clover Play is running at the Funda Centre in Diepkloof in Soweto.

Cape Times
15/4/87

Firefite

workers

on strike

Labour Reporter

ABOUT half the workers at the Firefite electronics factory in Cape Town came out on strike this week to protest against low wages and poor working conditions, according to the Electrical and Allied Workers' Trades Union (EAWTU).

Managing director Mr Robert McFarlane said 51 out of a workforce of 111 downed tools at lunchtime on Monday, and that production at the plant was down 25%.

He said none of the unions represented at the plant had majority membership, and no union was therefore officially recognized.

However, the company would be willing to talk unofficially to the EAWTU "when its members go back to work".

An EAWTU spokesman said the union had 61 signed-up members at Firefite.

City firm sacks 55 striking workers

A CITY electronics firm, Firefite (Pty) Ltd, has sacked 55 workers who have been on strike since April 13 in protest against low wages and poor working conditions.

The dismissed workers, all members of the Electrical and Allied Workers' Trades Union, returned to work briefly on Thursday last week when management agreed to discuss their grievances with worker representatives, but went back on strike when talks broke down.

In a letter to the union last week, Firefite said it had been losing R15 000 a day in lost production, and was "being threatened with a R7 000 a day penalty for overdue delivery" on one account.

The company was losing business to other suppliers and its creditors were demanding early payment as a result of the strike.

Workers said yesterday that they had decided to down tools because management had been victimizing union members and had refused to address workers' complaints about low wages and the way supervisors treated workers.

"Some of us have up to 21 years' experience, but our take-home pay is R76 a week.

"The supervisor and factory manager insult us and victimize us."

A union official said the union would approach the Industrial Court for a reinstatement order.

Firefite said yesterday that worker representatives had "walked out" of Thursday's meeting "without any matters being resolved".

CMC: trials 1/5/87

Nactu to celebrate May Day with rally

Labour Reporter *(143)*

THE newly-formed National Council of Trade Unions (Nactu) — formed from the amalgamation of the Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu) — will celebrate May Day at a rally at 2pm at St Francis Church hall in Langa.

Student and community organizations, as well as speakers from the Azanian People's Organization (Azapo) and the Azanian Students' Movement (Azasm), will join the rally.

Nactu, which has as its slogan "The future is in the hands of the workers", has as its affiliates in the Western Cape the African and Allied Workers' Union, the South African Chemical Workers' Union, the National Union of Wine Spirits and Allied Workers, the Transport and Allied Workers' Union, the Electrical and Allied Workers' Trades Union, the Food and Beverage Workers' Union, the Insurance and Assurance Workers' Union of South Africa, the Steel Engineering and Allied Workers' Union of South Africa and the Building, Construction and Allied Workers' Union.

M&H

KNITTING WOOL 99c

DRESSES R9.99

SPUN

... of the SATS workers

CMC: trials 1/5/87

Assault: Award for women

Staff Reporter *(143)*

THREE women who laid charges of assault following police action at a May Day rally in Bellville South last year have been awarded a total of R3 100 by the Minister of Law and Order in an out-of-court settlement.

Ms Geraldine Kennedy, 23, of Athlone, an organizer for the Paper, Wood and Allied Workers' Union, said she was awarded R1 000 yesterday, after the Minister of Law and Order, Mr Louis le Grange, agreed to settle.

She said Ms Gemma Paine, 32, of Observatory, an organizer for the National Union of Textile Workers, was awarded R1 000 and Ms Cynthia Bernickow, 38, of Athlone awarded R1 100.

Ms Kennedy said the three were injured when action took place at Bellville Civic Hall at the close of the Congress of South African Trade Unions (Cosatu) rally.

POLITICAL comment in this issue by A H Heard G O Kling G E Shaw A Johnson and B Streak Posters, headlines and sub editing by D Moyle All of 122 St George's Street Cape Town

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Arthur 5/5/87
**Stoppages at 2
city factories**

Labour Reporter

WORKERS at two Peninsula electronics plants stopped work in support of strikers who were dismissed from Firefite in the city.

About 55 workers were dismissed after a two-week strike by members of the Electrical and Allied Workers' Trades Union.

In one-hour stoppages at Cathdalen, Maitland, and Plessey in Retreat, union members urged their managements to put pressure on Firefite to reinstate the dismissed workers.

Workers at Plessey emphasised that they had no quarrel with management at their plant where working conditions and wages, while not a living wage, were among the best in the Western Cape.

1143

LABOUR
AFFAIRS
DICK
USHER



W/B ARKUS 16/2/87
Nactu going for 20 pc pay increase

NATIONAL Council of Trade Unions (Nactu) affiliates will be looking for wage increases of about 20 percent this year, according to the federation's general secretary

Nactu is second only to the Congress of South African Trade Unions in membership, was formed from a combination of the Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu), and is expanding in the Western Cape where it has several active affiliates

General secretary Piroshaw Camay made his estimate of workers' expectations in a recent interview with a leading industrial relations consultant

Camay said wage settlements this year would depend "entirely on the industry, but I don't think employers will get away with anything less than 16 percent. Our objective is to average 20 percent."

On the living wage issue, Camay said the unions did not believe in producing an exact figure because that enabled employers to say they were either above the living wage and therefore didn't have to take bargaining seriously, or were below it and couldn't afford to meet it

"Instead, we provide our member unions with a range within which to negotiate

"This range will depend on the industry. For example, in the chemical industry we insist that the minimum of the range is R3,00 an hour; in the food industry somewhere between R1,50 and R2,50 an hour and in the construction industry somewhere between R2,00 and R3,00 an hour," he said

There was no scientific way of determining either a living wage or the market rate for the job, said Camay

"We take account of a whole range of figures produced on the so-called minimum living level

"We also look at the CPI and inflation and we take account of the wage gap between skilled artisans and the lowest level worker

"Considering the latter, the gap in South Africa ranges between 17 and 110. Our objective is to reduce that to 13

"In addition we see job evaluation as a form of management control and justification of the gap between skilled and unskilled workers"

Taking account of these factors, Nactu would tend to go for rand across-the-board increases with a view to beating inflation and the wage gap, said Camay.

On wage strike patterns for the year, he thought there would be fewer strikes, but longer and better planned

5/ Day 3/6/87

SAB union reach agreement

(143)

SA Breweries and the Food and Beverage Workers Union of SA said yesterday they had reached agreement to recognise the union as representative of workers at SAB's Chamdor brewery, near Krugersdorp.

The recognition came after two days of talks which both parties said

had been conducted in a constructive and cordial atmosphere.

Union and management spokesmen voiced confidence in a lasting and mutually beneficial relationship.

The union will start negotiations on wages for Chamdor in June.

143

~~143~~

3/6/82

Nusaw indaba

WAGES and membership subscription fees will be high on the agenda when about 1500 members of the National Union of Steel and Allied Workers meet in Pretoria on Saturday.

The workers will also discuss the members' stop-order deductions, the registration certificate of the union and the wage deduction dispute presently on at Iscor

Nusaw members employed by Iscor in Pretoria will meet at 8am at the main hall, Laudium Hotel while workers from PTI, another steel company in Pretoria, also meet at the same time in the hotel's conference room

General secretary, Mr Ndomane Tibahe said yesterday that the Iscor workers will discuss a report back on a Nusaw seminar held in Pretoria between May 22 and May 24

'To placate white voters'

"This budget is aimed at placating the white voters in keeping with the attitude of the National Party and the basis on which it fought the election," the National Council of Trade Unions (Nactu) said in a statement yesterday

"That there is no tax increase at the upper end of the tax bracket means the Government wants to continue to protect white workers. Yet black workers with lower earnings still pay GST at the same rate

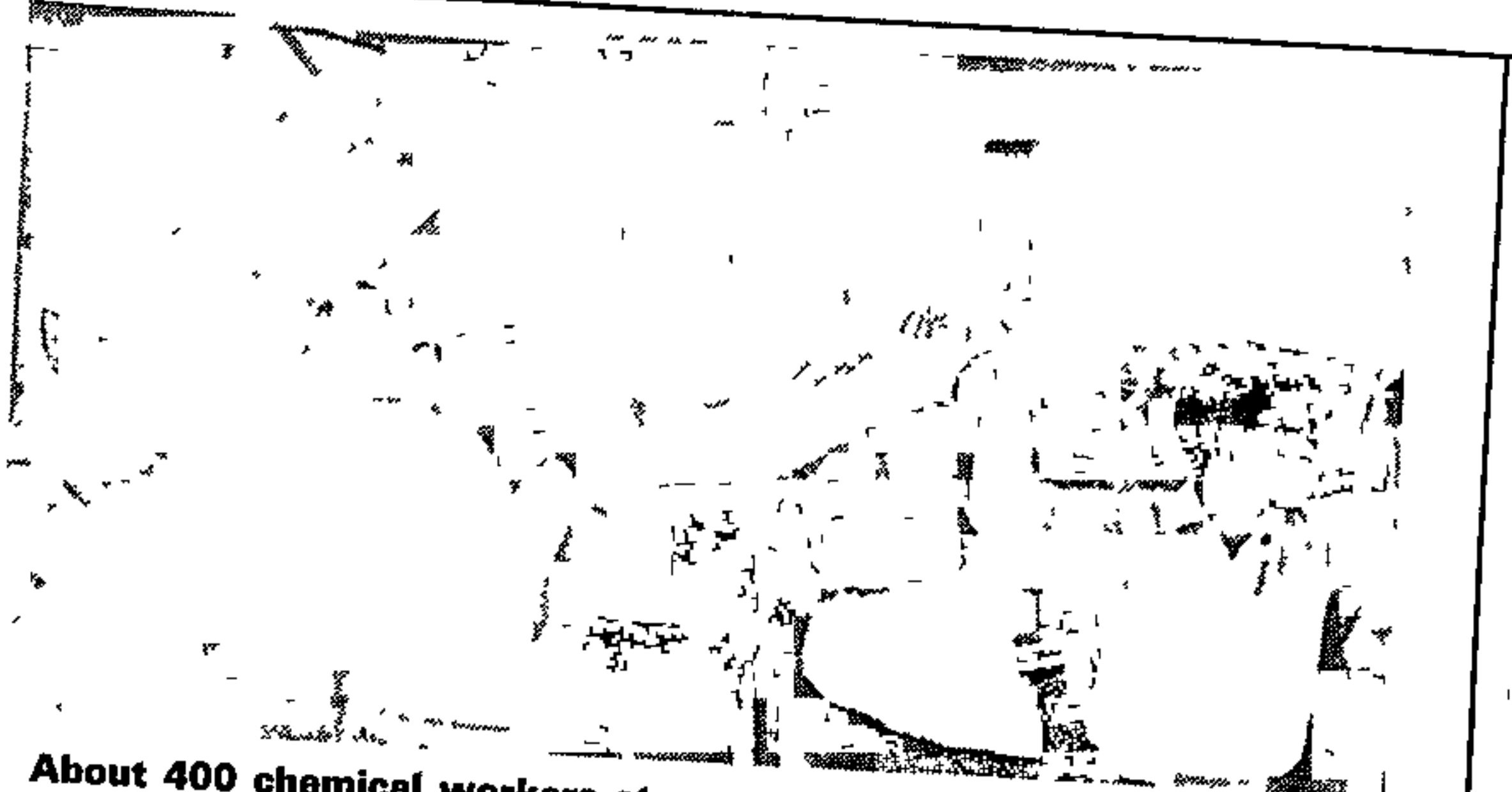
"The increase in the police and defence spending clearly means the state of emergency will continue and repression will escalate. There is still no parity in the education expenditure between black and white children and the Minister still persists in paying a discriminatory pension but taxing people on the same basis.

"We repeat our call of last year that until we do not have a government representative of all the people we will not have a budget reflecting the true needs of the people"

Nactu said, — Sapa

143

SMP
4/6/87



About 400 chemical workers stage peaceful protest over wages.

Quiet end to worker demo

B/Day 10/6/87
143

DANIEL SIMON 

A DEMONSTRATION in New Centre, Johannesburg, by about 400 SA Chemical Workers Union (Sacwu) members bearing placards and chanting slogans ended peacefully yesterday after police told them to disperse.

The demonstration followed a six-month wage dispute between the Sacwu workers and their employers, the SA Pharmaceutical Development Corporation (Sapdc).

A Sacwu spokesman said the union was demanding an across-the-board increase of R80 a week and was not prepared to accept Sapdc's offer of R100 a month across-the-board

Sapdc company secretary Don Stoddart yesterday confirmed the wage dispute affecting 382 workers and said the company was not prepared to negotiate a 60% increase with the union.

He said members were given a week off to reconsider the company's 20% offer and they had until tomorrow to return to work or lose their jobs

Stoddart described the union's demand as excessive, saying "we made them our final offer".

380 sacked

A JOHANNESBURG chemical company, SAPDC, yesterday dismissed 380 workers who did not heed a return-to-work ultimatum during a wage dispute.

According to a spokesman of the South African Chemical Workers' Union (Sacwu), workers were locked outside the premises on June 4 and told by management they had till noon yesterday to accept an offer of a R100 a month increase or face dismissal.

The workers did not heed the ultimatum and demanded R75 a month across-the-board on top of management's offer.

Management's move came after talks with Sacwu had failed and also after the dispute reached a deadlock when referred to the Industrial Conciliation Board.

The union spokesman said management had agreed to go for mediation. S. M. M. 12/6/87

Transport union
official released

STRA 17/6/83
An official of the Transport and Allied Workers' Union (Tawu), Mr Jack Phahlamohlaka, is at home after almost a year in detention, the union said on Monday.

Mr Phahlamohlaka, vice-chairman of Tawu's Pretoria branch, was released last week. He is spending some time at home before returning to work at Putco. — Staff Reporter.

(143) Sowetan 17/6/87

HISTORY has shown that blacks bear the brunt of exploitation and oppression, and it is on this principle that the National Council of Trade Unions believes a white working class is still to emerge.

Nactu, a federation of 21 unions with a membership of 350 000, is a merger between the former Azanian Confederation of Trade Unions and the Council of Unions of South Africa — Cusa-Azactu

The federation bases its thinking on the black consciousness and Africanist philosophies which emphasise mental liberation and black working class leadership

Nactu's president, Mr James Mndaweni, outlined the federation's principles and explained its broader role in the liberation struggle in the country

He says Nactu was launched on October 3 and 4, 1986

"We have a situation in our daily lives which is characterised by race classification and ethnicity. People have been deliberately kept apart by the Nationalist Government in order to further the policy of divide and rule which is coupled with exploitation," Mr Mndaweni says.

He urges that blacks, Africans, being the people who are exploited, oppressed or discriminated against, are the only people who can lead the struggle for human dignity in this country "It is only when the man at the bottom of the heap starts flexing his muscle that the edifice will crumble," he says

"It is us, and nobody else, who are the victims of apartheid"

Mr Mndaweni says "We do not imagine or philosophise about suffering. We live it. It is only when we take into account who the victim of apartheid is that we can decide on who must lead the workers' struggle."

He continued "It is the black or African workers who are suffering and who must lead

Blacks must lead, says Nactu

By **THEMBA MOLEFE**

our unions, who must assume the leadership of the unions, hence we stress on black leadership

"When a look is taken at South African society one sees a country that is in two camps — the black and white camps. Whites wield political power, own the country's wealth and enjoy the most privileges

"Blacks do not have any political power, do not have the economic muscle and only get what falls from the master's table"

What, then, is the position of whites in the

worker struggle and in Nactu?

Mr Mndaweni explains "We have opened our doors to anybody who recognises himself as a worker only if he accepts our belief in black African, working class leadership

Application

Mr Mndaweni said that Nactu has received an application from a union with white members "We are considering its affiliation on condition it ratifies its constitution in terms of the federation's principles" he says

Mr Mndaweni outlined the main principles behind the formation of Nactu as black, African leadership, worker control, industrial trade unionism, independent trade unionism, non-affiliation to political parties, continued community involvement and financial accountability

He believes the land belongs to the indigenous people — the Africans — and that the country will be part of a united Africa

This Mr Mndaweni said does not mean whites do not belong in South Africa — or a united Africa — because Nactu believes in the total eradication of racial discrimination and an end to what it calls a government by a white



Mr JAMES Mndaweni... Nactu president

FOCUS

minority

Says Mr Mndaweni "Armed with our policies we will accelerate the struggle for freedom and justice in a free country with no white domination"

Nactu is one of the two giant worker federations in the country. The other is the Congress of South African Trade Unions with 36 affiliates and a total membership of 600 000

Was there a reason for a second federation of unions in the same country?

Mr Mndaweni says that Cusa and Azactu became allies late in 1985 after the two were 'pushed out of' trade union unity talks

The Council of Unions of South Africa (Cusa) withdrew from the unity talks soon after the Azanian Confederation of Trade Unions (Azactu) announced that it had not been invited for the following round of talks

Mr Mndaweni said that Cusa and Azactu's initial discussions, thereafter, were for an alliance "The talks continued and we agreed on common principles"

Realising and admitting there are divisions among blacks and their organisations Mr Mndaweni says that Nactu had to be born to advance a worker democracy

"In this democracy it is the workers who give a proper mandate before decisions are taken. That is our belief"

Mr Mndaweni said Nactu which believes in

principled unity, regards as a success that two of its affiliates the African Allied Workers Union and the Black General Workers Union would dissolve in the next two months and its members spread among other unions in the federation

He also notes it as a major success that the federation had formed locals — the coming together of two or more unions in a region — to facilitate unity of workers in an area

Such locals have been formed in Bethlehem, Mantzberg, Durban, Pretoria, Stander-ton and the East Rand

Mr Mndaweni added "We do not see any difference between factory floor aspirations and those of the community"

Nactu believes that it is part of the struggle for human dignity in the country. It maintains that it cannot distance itself from the issues of the community. It is part and parcel of the aspirations of its members, the country's unprivileged black community

Lest we forget...

THE Sowetan today remembers journalists around the country who are in detention

• Zwelakhe Sisulu, Editor of the New Nation, who has been in detention under the



Cosatu, FCI welcome new labour report

25/6/87

B/Day

(1300)

(1300)

(143)

ASPECTS of the National Manpower Commission (NMC) report on dispute settlement, collective bargaining and related matters have been welcomed by Cosatu and the FCI

However, the National Council of Trade Unions (Nactu), SA's second largest union federation, has discounted the report for not addressing what it sees as the crucial issues of the day

A Cosatu statement yesterday described NMC recommendations for the decriminalisation of strikes and picketing as "positive and sensible"

It said detentions, arrests and sjambokking of hundreds of striking workers in the past year alone had led to an escalation of conflict

"It is our experience that most strikes can be quickly settled if management recognises grievances and is prepared to negotiate in good faith.

ALAN FINE

Government and employers should also note the important role played by unions in effective negotiations," it said

In addition to welcoming the strike proposals, FCI executive director Steve Anderson welcomed the recommendation that non-statutory collective bargaining systems that have developed not be interfered with

He also expressed approval for a reference in the report saying the public sector should be covered by the Labour Relations Act, but was concerned about the delay in publishing "this very important document"

Nactu general secretary Piroshaw Camay criticised the report for "failing to address exhaustively the issue of rights of workers excluded by the Labour Relations Act, and the interference by the police in trade union matters"

Nactu slams SABC

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29/6/87

THE Government, through the SABC, was preparing its listeners for a clampdown on political organisations opposed to its policies, the National Council of Trade Unions said yesterday

Nactu's general secretary, Mr Piroshaw Camay said in a statement

"It is quite clear that the SABC — surrogate of the State — is preparing its listeners for action against the United Democratic Front (UDF) and the Azanian People's Organisation"

Misquoted

He was referring to a television broadcast which claimed that the African National Congress (ANC), had admitted on Radio Freedom that it set up the UDF and the South African Young Congress

The ANC later denied that and said it was misquoted

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26/6/87

NACTU HITS AT SABC STAND

THE National Council of Trade Unions has suggested that the SABC is preparing its listeners for state action against the United Democratic Front and the Azanian People's Organisation.

In a statement yesterday Nactu said it was "quite clear" that the SABC "is preparing its listeners for action against the UDF and Azapo".

NACTU accused the State of "acting against the forces which are attempting to build democracy and a new vision of our country".

"The deafening silence of employers together with the massive support provided at the general elections leaves us under no doubt that the majority of white persons prefer their race privileges and support apartheid — no matter what the cost to the dignity of the vast majority of the oppressed and exploited."

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CHE Times 17/7/87

Plessey, union set up fund for workers

143 Staff Reporter

A MAJOR "precedent-setting" industrial relations breakthrough was reached between the Electrical and Allied Workers Union (EAWU) and Plessey SA Ltd with the establishment of a R30 000 Emergencies Relief Fund to help workers who experience hardship.

In a joint statement yesterday, Mr John Temple, managing director of Plessey, and Mr Brian Williams, national assistant general secretary for EAWU, said the fund was established to assist genuine cases of employees who needed to "recover from financial disasters beyond their control".

Mr Temple said the company had urged trade unions to be responsible in their wage demands in order to maintain a healthy and competitive company in Cape Town.

The company recognized that no general wage or salary agreements could cover every case of hardship or distress.

Mr Williams hailed the establishment of the fund as a "great achievement" in the wage agreement and said it set a precedent.

"It certainly represents a first in trade union and management negotiations in this country," he said.

The union, an affiliate of the National Council of Trade Unions (Nactu), will attempt to extend the benefit distress fund to all other companies in which it was represented.

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Plessey detainee pay plan

CAPE TOWN 18/7/78 Staff Reporter 143 (227/78)

PLESSEY South Africa Limited have agreed to "treat sympathetically" cases of employees detained under the emergency

The company said it would, after holding discussions with union representatives on the merits of each case, pay wages and salaries of detained employees

This agreement was reached on Thursday with the Electrical and Allied Workers' Trade Union of South Africa (EAWTUSA) at the end of the July wage and salary negotiations

The union negotiated a minimum rate of R3,25 an hour for the lowest-graded workers, which represents an increase of 50 cents an hour.

It further negotiated a minimum monthly salary of R732 for workers in the purchasing, reception, material and production control departments, retroactive from the beginning of the month. Those currently earning more than R732 a month will be given a salary increase of 13% from July 1.

The company also offered to set up a Distress Fund to assist cases of genuine hardship

Wage dispute over pay for electricians

By DICK USHER
Labour Reporter

INDUSTRIAL action in the electrical contracting industry threatens over a wage dispute between workers and employers

Any action could also affect the building industry.

Employers and the Electrical and Allied Workers Trade Union (EAWTU) held urgent informal talks on Thursday night to try to resolve the situation, which has been brewing since the union refused to sign the proposed industrial council agreement for the Western Cape

The Electrical Contractors Association (ECA) has accused the union of acting irresponsibly while the union has threatened industrial action to back its demands.

"We will drop the dispute if employers give us firm commitments to improve labourers' wages," said Mr Brian Williams, the EAWTU's assistant general secretary

"These workers have no pension, no industrial council sick pay, no dental or optical benefits, no industrial council death benefits, no medical aid and no maternity benefits for their wives."

The union is demanding an increase for labourers, grade II workers, to R2,86 an hour.

Mr James Baker, executive director of ECA, said "The union is robbing its members of the benefits of a generous wage offer made by the industry at a time when the whole construction industry is reeling under financial cut-backs."

Employers have offered a 44c increase on the minimum of R2,42 an hour for grade I employees, bringing them to a R2,86 minimum, and a 33c increase to grade II workers, bringing their minimum to R2,56 an hour

Workers earning more than the minimum would get across-the-board increases of 30c for grade I and 25c for grade II

Mattress workers lay down tools

By SEFAKO NYAKA

MORE than 1 000 furniture manufacturing workers in Johannesburg downed tools yesterday after the dismissal of over 400 workers at the Transvaal Mattress Company (TMC) in Booysens early this week.

The company, which is part of the Afcol and South African Breweries group, has a closed shop agreement with the National Union of Furniture and Allied Workers (Nufaw), affiliated to the National Council of Trade Unions (Nactu).

The agreement forces all employees at the company into automatic membership of Nufaw. The agreement was signed before Nufaw joined Nactu from the defunct Tucsa.

The 400 TMC workers — who are members of the Paper Wood and Allied Workers' Union (Pwawu) and the National Union of Metalworkers (Numsa) — were dismissed on Tuesday after an hour-long stoppage over the dismissal of two workers, including a Pwawu shop steward.

Yesterday a joint Pwawu/Numsa delegation was locked in negotiations with the employer organisation, the Transvaal Furniture Manufacturers Association. According to Pwawu general secretary Jeremy Baskin, since March "thousands of furniture workers have been fighting to join Cosatu" but were prevented from doing so by the closed shop agreement with Nufaw.

He warned management that the days of "tame closed shop agreements are over".

Pwawu will be holding a meeting at the Regina Mundi Church on Sunday to formulate a response to the agreement.

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20/1/87
143

Top Sacwu men charged

TWO senior officials of the South African Chemical Workers Union who were detained under state of emergency regulations last week were released on Thursday and immediately charged with intimidation.

National organiser and chief negotiator of Sacwu, Mr Manene Samela, and organiser Mr Mandla Mahlangu, were detained on July 28 and released last Thursday

According to the union the two officials were charged with intimidating workers at Chemrite and Colourlab Processing in Isando on the East Rand. They will appear in court on August 14

• Meanwhile, 87 workers employed by Control

Chemicals in Kew, Johannesburg, were yesterday refused entry when they returned to work after being illegally dismissed by their employer on May 27, 1986

Sacwu official, Mr Lele Mabele, said the company's director, Mr Peter Buchan, refused to reinstate the workers in spite of the Industrial Court's ruling that he re-employ them

He said the Industrial Court ruled against Control Chemicals in July after a hearing which began in January

Mr Buchan was not available for comment at the time of going to Press.

143
Samela
5/8/87



~~XXXX~~
143
Sawyer
12/8/87

A 'thank you' present for Nactu

IT was a rare "fun time" for trade unionists when the Johannesburg branch of the Commercial, Catering and Allied Workers Union hosted a party thanking the National Council of Trade Unions for giving the union temporary shelter after their office was bombed at Cosatu House early this year.

In the picture Miss Teddy Mahlangu of Ccawusa presents Nactu's general secretary, Mr Piroshaw Camay, with a golden statue of a dolphin as a "thank you" present.

AKG 14/8/87

143 (152) (153)

Cape electrical workers to hold strike ballot

By DICK USHER, Labour Reporter

A MAJOR strike in the greater Cape Town electrical contracting industry hangs on the outcome of a strike ballot as talks aimed at settling a dispute about labourers' wages ended in failure.

A spokesman for the Electrical and Allied Workers' Union (Eawtu), an affiliate of the National Council of Trade Unions, said a strike ballot would be held of members in the area covered by the industrial council agreement, greater Cape Town and the Peninsula.

Eawtu members include all grades of workers in the industry. Under the industrial council agreement three conciliation meetings must be held after a dispute is declared. After that the union may hold a strike ballot. The spokesman said the third meeting was held yesterday.

"Bosses came to the meeting bankrupt. They had no new proposals and refused point-blank to change their position," he said.

EMPLOYER'S OFFER

The sticking point is the employers' offer for Grade 2 labourers of R2,56 an hour. The union is demanding R2,86 an hour.

"These workers have no pension, no industrial council sick pay, no dental or optical benefits, no industrial council death benefits, no medical aid and no maternity benefits."

Another point of friction is an employers' scheme to create a new category of workers who would do an artisan's work without the necessary qualifications at 60 percent of an artisan's pay.

A strike would also affect the building industry because electrical work has to be completed before building can continue.

Spokesmen for the Electrical Contractors' Association of the Western Cape were not immediately available for comment.

Top Nactu man in Pietersburg

THE first assistant general secretary of the National Council of Trade Unions, Mr Pandelani Nefolovhodwe, is to

address a workshop on trade union federation and multinationals in Pietersburg on Saturday.

The workshop is part of the labour education drive by the Seshego-based Community Bureau (Cab) Cab director, Mr Thabo Montjane, said trade unions in the area are invited to send members to the workshop Non-union members are also welcome The workshop is to start at 10am at the workers' Centre Conference Hall, 18 Devenish Street, Pietersburg

143
Sawet
19/8/8

PROTEST - 30 ARE ARRESTED

19/8/87 Soweto 143

R10 000 for Sundowns

18 August 87

RAND R10.000,00

PRETORIA's Mamelodi Sundowns was last night presented with a R10 000 cheque by South African Breweries for holding first position on the log in the first round of the NSL's Castle League. Receiving the cheque are Ngamula Molewa (PRO) and Mike Ntombela, a player.

POLICE yesterday arrested 30 Soweto City Council employees and trade unionists after a meeting to protest against the council's refusal to meet their demands



After the arrests an incident, which may not be reported because of emergency regulations, occurred

A spokesman for the SAP public relations division in Pretoria yesterday said

This office does not deem it necessary to furnish the information at this stage

However if the alleged incident had occurred it will be mentioned in the unrest report on August 19, 1987

The mayor of Soweto Mr Nelson Botile yesterday confirmed that there was trouble at the council chambers but declined to give details

He said the workers had presented a list of grievances to the council

Urgent

We are to hold an urgent meeting soon to look into the workers problems, Mr Botile said

Workers said that on Monday they met councillors led by the chairman of the executive committee Mr Letsisi Radebe

The meeting deadlocked when Mr Radebe walked out after using derogatory statements when referring to their problems

The workers demands included pay increases better working conditions, abolition of the staff association removal of racial discrimination and an end to victimisation

The workers said the council was not prepared to meet their demands

The national organiser of the Municipal Workers Union of South Africa Mr Themba Mbandlwa, said workers who were arrested will appear in the Protea Magistrate's Court today on charges of attending an illegal gathering

The general secretary of the South African Black Municipal and Allied Workers Union Mr Phillip Dlamini condemned the arrests.

World-famous CRAVEN "A" MENTHOL FRESH

30's

Compact and spillproof
Also available in 20's

A TRADITION OF DISTINCTIVE QUALITY
Craven "A" cigarettes are made in Europe, North America and South Africa

Tale of worn-out boots

A PAIR of worn-out boots was all that remained after what happened outside the premises of the Soweto City Council yesterday

More than 30 people were arrested in the incident that occurred between 10am and 10 30am

The workers included superintendents of townships falling under the Soweto City Council. From as early as 9 30am workers converged at the council's cleansing department in Zondi

Many walked from Zondi to the Jabulani headquarters. They were in good spirits, with some saying they

By THEMBA MOLEFE

hoped their demands would be addressed by the council officials

But this was not to be. The workers gathered at the council's gates as police monitored their arrival. A policeman recorded the proceedings with a video camera

Then there was an announcement through a loudhailer. The speaker said the workers should go back to their posts

The major portion of this report has been censored to comply with state of emergency regulations.

5 unionists held

THE South African Chemical Workers' Union has said five of its members employed by a Johannesburg chemical

company were arrested in pre-dawn raids at their Soweto homes yesterday. They are Mr Philemon Ngoza (30), Mr George

Lephondo (23), Mr Dalton Sekgethela (28), Mr Johannes Motshoane (25) and Mr Freddie Dawe (27), who were employed by SAPDC in Selby

The police had confirmed the detentions at the time of going to Press

Forms

Sacwu's lawyers said yesterday they were still trying to establish the circumstances behind their arrests.

Sacwu's general secretary, Mr Lawrence Mavuso, said the arrests came after the workers had filled application forms for re-employment following the dismissal of 382 members by SAPDC on July 17

SAPDC spokesman, Mr Ron Stoddart, said yesterday that workers began re-applying for their jobs on Monday and the company was considering re-employing as many as possible

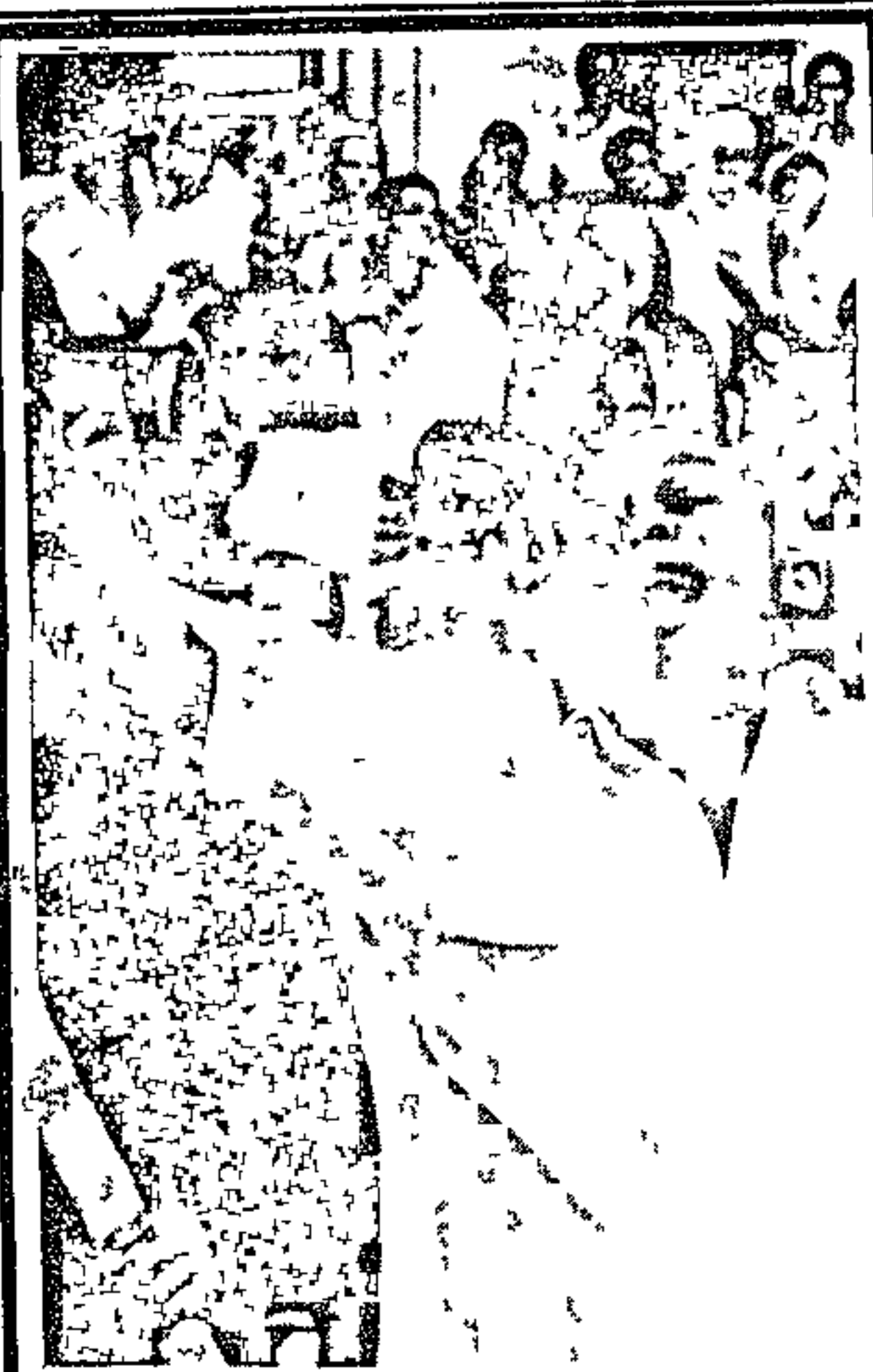
CHAOS AS

Thousands stranded in the Vaal and OFS

BUS MEN

STRIKE

Crucial time for UDF



THE UDF celebrated its fourth anniversary yesterday and to mark the event students at the University of the Witwatersrand organised a rally which was addressed by several speakers. Here students sing freedom songs outside the Wits Great Hall See Pages 2, 8 and 18

THOUSANDS of commuters in the Vaal and Free State were stranded as bus services ground to a halt after about 2 000 members of the Transport and Allied Workers' Union downed tools yesterday

About 800 Vaal Transport Corporation workers and about 500 others employed by Western Bus Lines stopped work yesterday morning in protest against management's decision to retrench 297 workers in the Vaal Virginia and Kroonstad

Stewards

Union spokesmen said management initially intended to retrench 214 VTC workers by September 11 but had reduced the figure to 151. In Virginia 21 workers out of a total of 27 would be retrenched. In Kroonstad 19 out of 21 Tawu members would be retrenched the union said.

The VTC workers downed tools at 10 30am and immediately went

By THEMBA MOLEFE

home while shopstewards met at the union offices in Vereeniging.

VTC's general manager Mr Peter Killick wrote a letter to Tawu's general secretary Mr Esau Rankholo requesting a meeting to avert the work stoppage. Mr Rankholo was not available when the letter reached Tawu's Vereeniging office.

In Carletonville a work stoppage by Greyhound Coach Lines workers was averted when management told workers yesterday morning that it would no longer retrench staff.

VTC, GCL and Western Bus Lines are part of a multinational group, United Passenger

To Page 6

Bus men on strike

From Page 1

Transport Holdings Taxis serving the Vaal's four towns and nine townships did a roaring trade.

The VTC workers downed tools two months ago after management refused to discuss an amendment to the recognition agreement it had with Tawu.

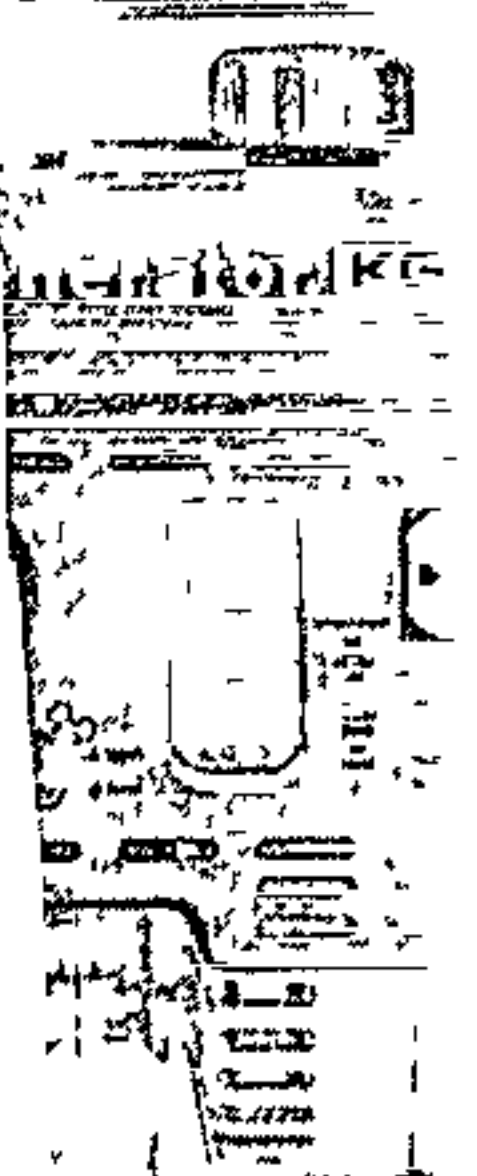
Many workers were injured and arrested after the police were called to disperse them.

VTC's management was not available for comment late yesterday as they were said to be in a meeting.

Mr Peter Killick said as far as he was concerned the buses were running normally in the Vaal Triangle.

In a letter to the workers he said the work stoppage on or off the premises of the company would be declared illegal and management reserved the right to take appropriate action.

VGTI VERS



1984

KAWAS. GENERAL

200 down tools

~~133~~ 143
down tools 26/8/87

MORE than 200 workers at the Vaal Transport Corporation's Vereeniging plant downed tools yesterday following the company's threat to dismiss 78 employees.

The workers' union, the Transport and Allied Workers' Union (Tawu), said the 78 members faced dismissal by 3pm yesterday if they did not return to their posts.

The dispute began on

August 20 when workers, mostly bus drivers, stopped work in protest against VTC's plans to retrench 151 workers.

The workers had not been to work since then, a Tawu spokesman said.

He said that VTC's general manager, Mr Peter Killick, wrote a letter to Tawu advising the union that if the workers did not meet the

deadline he would reserve the right to terminate their employment contracts.

Mr Killick said yesterday that VTC had not dismissed anybody and denied that about 800 workers downed tools over retrenchments on August 20 saying only the 78 were involved.

He said VTC would implement the retrenchments.

Labour Update

BRIEFS

143

ABOUT 150 Food and Beverage Workers Union members have staged a sit-in strike at the Beacon Sweets and Chocolates plant in Edenvale protesting against the dismissal of a worker who had arrived 15 minutes late at work.

A spokesman for the Nactu-affiliated union said the member, Mr Daniel Matsoameri, was dismissed on Friday while other workers who arrived late for work were not penalised.

He said management was seeking an urgent court interdict to have workers ejected.

An executive official of the company was not available for comment yesterday.

A TOTAL 320 workers at two Twins-Propan plants have downed tools in demand of a R151 a month increase, the Chemical Workers' Industrial Union said

The union said 250 workers at Wadeville and 70 in Durban were demanding "a living wage" of about R750 a month

Twins-Propan is part of the Premier Group of which Anglo American Corporation is a major shareholder, the CWIU said

Mr Setsomi is also the chairman of the shop-stewards council at Pelonomi Hospital and his services were to be terminated at the end of September. He received a notice to that effect two weeks ago, Mr Mditshwa said

Labour Update

Nactu officials in Tanzania

143

Sowetan

2/9/87

A FIVE-MAN delegation of the National Council of Trade Unions has arrived in Dar es Salaam, Tanzania, at the invitation of Tanzania Workers Union. The Nactu delegation is led by its president, James Mndaweni.

During the visit, the delegation will brief Juwata, and government officials on the current internal situation in South Africa, the impact of the state of emergency and the struggle of the workers

The Nactu delegation will hold formal discussions with senior members of the central committee of the Pan Africanist Congress of Azania (PAC), led by the chairman, Johnson P

Mlambo

Nactu was established in 1986 following the merger of Cusa and Azactu and represents 420 000 workers with 22 affiliated trade unions with members in key industrial sectors such as the food, metal, mining, chemical, transport and public service industries

Given the growing importance of unionised workers in the current struggle the visit will

certainly assist in clarifying the extent of involvement of workers and their role in the struggle against the South African Government

The Nactu delegation includes Stewart Moletsane (vice-president), Phiroshaw Camay (secretary-general) and two central committee members — J Mathebula and N Nkosi

(143) (142) SMC 3/9/87
Nactu in talks with PAC men

A five-man delegation from the National Council of Trade Unions (Nactu) held "intense but cordial dialogue over issues of common concern" with the Pan Africanist Congress of Azania (PAC) during a three-day visit to the Tanzanian capital, Dar es Salaam last week.

The delegation, in Tanzania at the invitation of the local trade union movement, Juwata, also briefed other concerned individuals and organisations on developments within South Africa.

Nactu is the second-biggest union federation in the country after Cosatu.

At a press conference in Johannesburg last night, Nactu president Mr James Mndaweni told reporters they had briefed the PAC delegation, including its president Mr J Mlambo, "on the intensification of the total resistance against the apartheid regime, especially in the townships and the rural areas."

"The implication of the state of emergency now in its second year was thoroughly examined. Concern was raised over the continued detention of children by the minority regime."

"The meeting also noted with grave concern the continued detention of many trade union leaders and activists within Nactu and other trade unions."

Mr Mndaweni said the meeting was in line with Nactu's objective taken at its inaugural conference last October to "pursue dialogue with all liberatory organisations consistent with Nactu's principle of non-affiliation to political organisations."

The ANC had not responded to a request for a meeting.

SAPA
OFS varsity gets new boss

(142) SMC 3/9/87
The director-general of the Department of Health and Population Development, Dr Francois Pieter Retief, has been appointed vice-chancellor of the University of the Orange Free State from January 1 1989.

Dr Retief will succeed Professor Wynand Mouton who retires at the end of 1988. The university council made special provision that Dr Retief may serve as vice-chancellor elect in 1988.

Dr Retief completed his medical studies at the University of Cape Town and holds a D Phil from the University of Oxford and a MD from the University of Stellenbosch.

He was vice-chancellor of the Medical University of South Africa (Medunsa) before he became director-general. He is married and has three sons.

New date for banquet

The Millionex Gala Banquet and Draw will be held at the ultra-modern Alberton Civic Centre on Monday, September 21.

The date and place of the ball, at which some 90 winners will be drawn, had to be changed following the huge response to the Millionex mock share issue, a fundraising venture dreamed up by businessmen Messrs Solly and Abe Krok to benefit more than five charities, including The Star's Operation Snowball.

Some 2 500 Millionex shareholders and other guests are



expected to attend the function where they will witness the draw for R500 000 worth of prizes, including a R200 000 first prize.

Charities which will benefit from Millionex include Teach, the United Communal Fund, the Witwatersrand Mental Health Society and the Drug Trust Foundation.

White mine union chooses new head

Mr Peet Ungerer has been appointed general secretary of the white Mine Workers' Union.

He succeeds Conservative Party MP, Mr Arrie Paulus, who also stepped down as chairman of the Council of Mine Unions (CMU) after being elected to parliament.

A new chairman for the CMU has not yet been appointed.

Welfare meeting

A workshop on the privatisation of welfare services and its implications will be held at the University of the Witwatersrand on Wednesday September 9.

The workshop is organised by a co-ordinating committee representing various societies for social workers.

It begins in Oppenheimer Life Sciences building at 2 pm. Contact Sabera Bobat at (011) 852-6016, Alan Jackson at 833-2057.

Union chief ousted

ONE year after its launch the Inkatha-backed United Workers Union of South Africa (Uwusa) has replaced its general secretary, Simon Conco

GST Hadebe, the union's new chief and former member of the KwaZulu Legislative Assembly, said Conco had resigned because he was suffering from diabetes

He denied reports that Uwusa was struggling to get worker support for its pro-investment stance

While denying Uwusa faced any serious problems, Hadebe acknowledged its membership had dropped drastically in recent months

He attributed this to "intimidation" from Cosatu members rather than unpopular policies or lack of organisational skills — Agenda Press Services

18/9/84 - 9/16/87

scribble

Rail union seeks support

A SARHWU organiser has spent two weeks in Cape Town on the last leg of a country-wide tour to secure the backing of trade unions and progressive organisations for the ongoing railway workers strike in the Transvaal.

He told SOUTH that discussions had been held with UDF affiliates and that the SARHWU offices in Cape Town would co-ordinate any kind of assistance from the community.

He said a number of SATS workers have been detained and workers faced eviction as the strike continued

scribble

scribble

'More join' umbrella body

THE National Council of Trade Unions (Nactu), representing a merger of the Council of Unions of South Africa (Cusa) and the Azanian Confederations of Trade Unions (Azactu) has claimed that two new unions have joined the black consciousness umbrella body since the merger last October

The National Union of Furniture Workers and the Electrical and Allied Trades Union Workers of South Africa have affiliated to the union body that claims a signed up membership of 500 000

18/9/84 - 9/16/87

scribble

scribble

Struggling for a better future

(143)

CPW

6/9/87

IN order to understand what our people want and what they are struggling for one needs to analyse past struggles in South Africa, and the entire world over

People talk glibly about a "revolution" When we speak of a revolution we mean a changing of the order under which we live

Violence is often assumed to be a necessary element in a revolution But this is clearly incorrect

We believe that it is possible to change our society in other ways The key questions though are what will we change it to, and why?

A nationalist revolution that does not put a major stress on it being simultaneously a social revolution, is unlikely to yield results that will significantly improve the lot of the people

It will be, if not retrogressive, at most a duplication of the same level of human oppression

Our people have gathered this from the many struggles that have gone wrong

I have no doubt that many of you have come across blue prints for a future South Africa put out by various liberation movements in this country, as well as those that do not emanate from the oppressed and exploited

To what extent do these blue prints represent an acceptable future?

My contention is that any future that is worked

out should be born out of the past and present experiences of the oppressed and exploited

It is, in fact, the oppressed and exploited, that can determine a meaningful future for all, for it is they that have an experience of suffering under the present oppressive system

All other people not part of the oppressed and exploited should, if they so wish, join the ranks

Our immediate task as trade union leaders is the identification of our role and involvement in both the trade union movement and the struggle for national liberation

This involves arming ourselves with proper tools of analysis and the acceptance of our position as people who should not only be guided by the philosophy of the working class, but by the practice as well

In so doing we shall obviously be faced with various tendencies and options within the trade union movement and national liberation movement as a whole

During the process of our struggle we have to be aware of opportunists and careerists, whose sole purpose is to turn the struggle against our people

At the same time we have to scrutinise the nature and the type of organisation to which we belong

This involves a clear understanding of the objectives and goals of our

organisations

Pandelani Nefolohodwe is the first assistant general secretary of the National African Council of Trade Unions. This is part of a paper, "The Trade Union - Perception of the Future", that he delivered at Rhodes University two weeks ago.

We also have to take note of the fact that the liberation movement is not a single organisation or party, but a variety of organisations constituted from all sections of the oppressed and exploited

Our society is not only a divided society, but also a society that has, over the past decades, created two distinct classes or groups - those who benefit and those who are oppressed

It is generally accepted within the organisations of the struggling masses that we are living in a racist capitalist society

Above all, the history of racial capitalism has carried along inequalities that cannot be redressed by reforms and modifications

We are today faced with different perceptions about the South African reality

The working class perceive the history of capitalist expansion as a history of oppression and exploitation, while those who benefit perceives the

same history as a history of advancement and achievement

Another important feature of our society is that apart from bringing division within the entire community, racism has in fact brought divisions within the working class

It has brought divisions to this fundamental class which is an important determinant for fundamental change

It is within these limits that we should perceive the future and the structures that shall sustain the future

The society in which we live has built-in elements of its own destructions The majority do not support its norms and values

History has taught us that, for as long as the oppressed are divided, the ruling class shall remain strong

In the past we possibly could afford to be "African", "Indian" and "Coloured" fighting side by side in an alliance, but today we have a "totally

different picture of our struggle and ourselves



Nactu's Pandelani Nefolohodwe

We now know and understand that tribal and ethnic divisions belong to the past, and that to wage a struggle along tribal and ethnic lines is suicidal

Thus, in keeping with our class analysis, we have taken away from the past the reactionary nature of multi-racialism, its conservatism, and its counter-revolutionary character

This we have replaced with a new type of racialism As a result a clear line has been drawn between the oppressed and the oppressor

We see capitalism in

South Africa as a system designed to perpetuate oppression and not as an institution governed by timeless economic laws by themselves

We also recognise the inter-relationship between capitalism and racism Central to this analysis is what we term the existential situation - what exists but not what we wish to be or what we are made to believe

In our analysis, therefore, capitalism does not exist in isolation to the capitalist class, which is responsible for its growth and development

It does not exist in isolation to racism - its ideological backbone.

Regardless of individual motivations, right reformism embodies directly anti-working class objectives, whereas left reformism represents an attempt to defend workers' interests - albeit an ultimately misguided one

While reformist on the right are treated with outright hostility by all liberation organisations and trade unions, reformists on the left are very difficult to discover in the first place, and secondly some even parade as champions of the oppressed

The Webster's New Collegiate Dictionary states: "Apartheid: racial segregation a policy of segregation and political and economic discrimination against non-European groups in the Republic of South Africa"

The process of reform always produces pseudo-revolutionaries and groups whose purpose is to infiltrate the ranks of the oppressed and exploited in order to dilute the militancy and objectives of the oppressed masses or, at best, bring about a delay to the process of emancipation

As the struggle progresses, it becomes important to know and understand the people who offer reform

There are actually two tendencies in reformism The first is the reformists of the right and the second is of the left

The struggle of the working class is, therefore, not only to remove apartheid but also to get rid of capitalism

In keeping with the above, NACTU's ideological orientation is based on the broad democratic aspirations of the most oppressed and exploited

The federation shall forever strive to interpret on-going struggles of the working class in terms of a principled working class ideology

To this end the federation believes that on the most oppressed and exploited are capable of bringing about the desired transformation

NACTU launch without fanfare

THERE were no foreign TV crews or hordes of press photographers at the Western Cape launch last weekend of the National Council of Unions (Nactu), the country's second, biggest trade union federation.

There were also not many people present — only about 150 delegates from its eight affiliates in the Western Cape.

The Nactu launch, in the form of an orientation day at their Cape Town offices, was much more low-key than the Western Cape launch of the much bigger Congress of South African Trade Unions (Cosatu) last year.

Cosatu drew more than 5 000 to their open-air gathering at the University of the Western Cape Sports Stadium.

But the differences between Nactu and Cosatu go much further than the way they launch their structures.

These differences, in approaches to leadership and nonracism, led to the formation of two separate federations, according to Nactu president James Mndaweni.

Mndaweni was president of the Council of Unions of South Africa (CUSA), which combined with the Azanian Confederation of Trade Unions (Azactu) to

form Nactu in October last year.

"Cusa initiated the talks to unite all the workers of this country in one federation," he said.

"It soon became clear that we would not be able to agree on all the points in the constitution. We in Cusa believed we should have black workers in leadership. We also wanted an anti-racism and nonracism clause in the constitution to meet the needs of various groups.

"These two points were rejected by the other participating unions.

"After some time we decided to initiate our own discussions about an alliance with Azactu. We saw we had common principles and agreed on common issues.

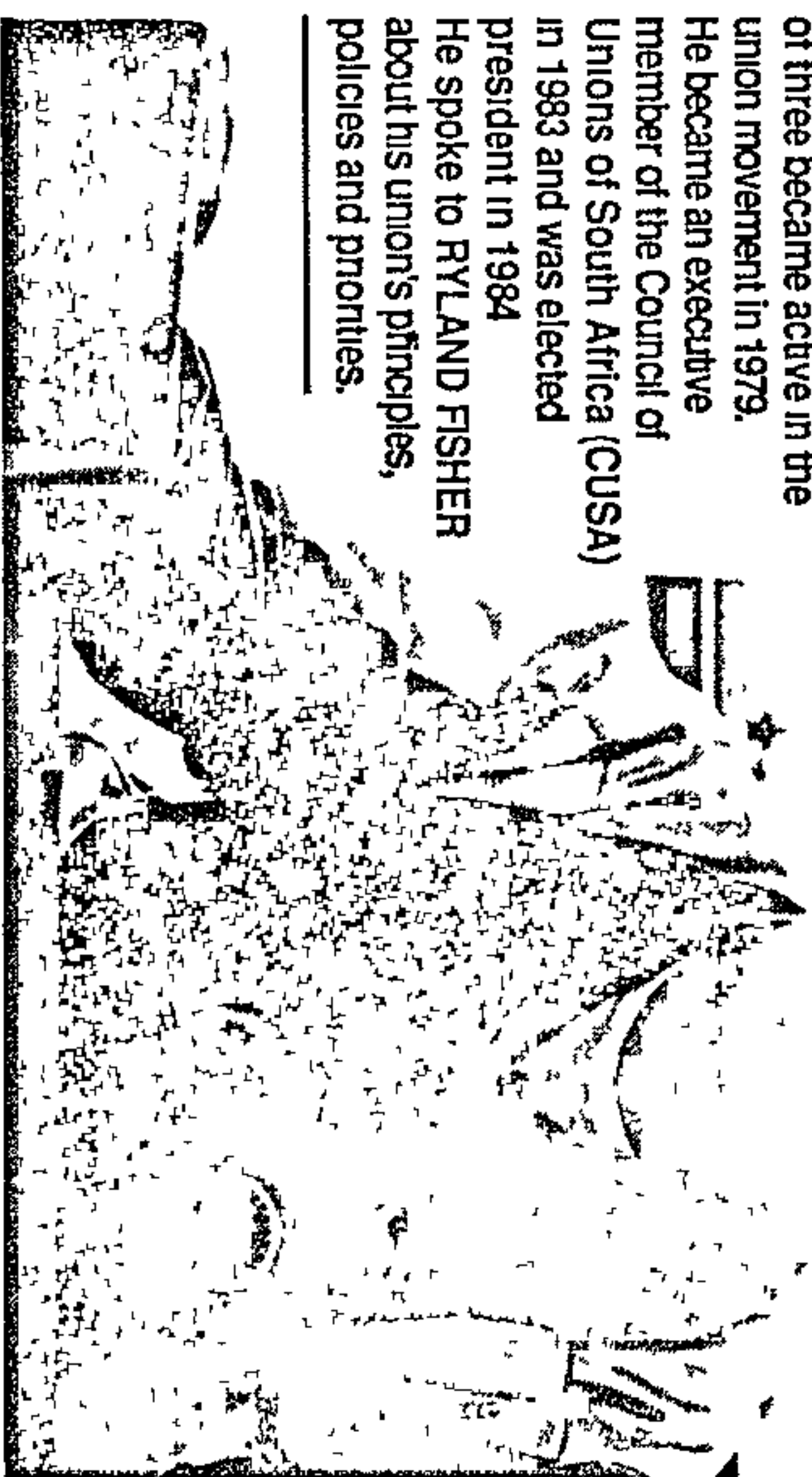
"We held unity talks in February last year and launched the federation on October 4 and 5 in Johannesburg."

JAMES MNDAWENI, president of the National Council of Trade Unions (Nactu), visited Cape Town last weekend to attend the launch of the federation's Western Cape branch.

Mndaweni, 34, is a laboratory assistant at a firm in Boksburg where he has been branch chairman of the Food and Beverages Workers Union for the past six years. The father of three became active in the union movement in 1979.

He became an executive member of the Council of Unions of South Africa (CUSA) in 1983 and was elected president in 1984.

He spoke to RYLAND FISHER about his union's principles, policies and priorities.



Mndaweni said. "The indigenous people are landless. We want the equal distribution of wealth and land.

"When we speak of worker control, we say the workers should be the masters of their own destiny and future. We also believe the federation should operate on the mandate coming from the factory floor.

"We speak of black working class leadership against the background of the history of our country. Our education tells us we are inferior and cannot do things for ourselves. This education has been rejected, especially by the youth. We believe we should not have to run to white intellectuals to lead us. We can lead ourselves.

"We decided not to affiliate to any political organisation because we understand that the workers in this country come from various schools of thought. Our aim is to unite and not to divide workers. We will be directed by our members on political direction.

"Nactu is trying to be independent of political organisations. We believe

we should work with different organisations but we never get any response from the UDF. At the same time we must consider the political trends among our members."

Mndaweni said Nactu also had an open attitude towards Cosatu.

Nactu had approached Cosatu to discuss issues of joint interest and the possibility of having joint celebrations on days like March 21 and May 1. Nactu had received no response from Cosatu.

"During the crisis at Cosatu we showed our concern by giving facilities to their affiliates like SARHWU (SA Railways and Harbour Workers Union)," Mndaweni said.

"We also gave office space to Ceawusa (Commercial, Catering and Allied Workers Union of SA).

"We could not really give support during the miners' strike because our affiliate on the mines is still very small. You must remember that we in Cusa started the National Union of Mineworkers which is now Cosatu's biggest affiliate."

A decision had to be taken with Cosatu to avoid their unions organising in the same factories or organising each other's members.

(43) *swfn* 10-76/9/87

"Most of our national executive members were locked up and our offices had to close," said Mndaweni.

"I was held for three months. One of our officials, Fezi Dabi, was released last week after more than 14 months in detention."

In spite of this, Nactu had grown from 250 000 signed-up members at their launch to 420 000 signed-up and 350 000 paid-up members. Recently, they gained two affiliates in the electrical and furniture industries.

Their strongest affiliates are the SA Chemical Workers Union, Food and Beverage Workers Union, Transport and Allied Workers Union and Construction Union and Allied Workers Union of South Africa.

"As a young federation, our priority at the moment is to establish local and regional structures all over the country," Mndaweni explained.

"One of the areas that needs to be consolidated is the Western Cape. We need to show our presence in this area. At the moment our membership is mainly spread throughout the Transvaal. We believe we should become more known in other parts of the country."

IR BRIEFS

tributions from their pay. Workers are now waiting for a university council meeting to ratify recognition agreement

During the brief strike last week the university clarified their stance on the union.

They also received an undertaking from the authorities to review a dismissal which workers claim was "too harsh" — Albany News Agency

Allied Workers Union, Building Construction and Allied Workers Union of South Africa, Food and Beverage Workers Union, National Unions of Wine and Spirits, Transport and Allied Workers Union and South African Chemical Workers Union.

Transport men go slow

EIGHTY Transport and General Workers Union members at two firms have gone on a go slow after management refused to recognise the union.

The go slow at Unity Long Hauls and Unity Long Freight started on Thursday last week

A TGWU spokesperson said the management's attitude was holding up negotiations to address workers' problems

"We want to talk about issues concerning low wages. The workers are also complaining that they are not paid overtime. The safety of the workers needs to be addressed," he said.

Nactu launch in W Cape

THE Western Cape branch of the National Congress of Trade Unions (Nactu) was launched on Saturday

Nactu has 420 000 signed-up members and eight affiliates in the Western Cape

These are. Electrical and Allied Workers Union, Security Workers Industrial Union, African

South 10-16/9/87

(143)

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Workers locked out of factory after 3-day sit-in

Staff Reporter
GMB 7.075 11/987

FORTY workers at the Inmont ink factory in Kinghall Avenue, Epping, were locked out of the factory yesterday after a "sit-in" on the premises which lasted for three consecutive days
One of the workers said the dis-

pute arose over the dismissal of one of the other workers for absence from work after he had asked for leave and apparently had been refused it

The workers belong to the South African Chemical Workers' Union, which is an affiliate of the

second-largest union grouping in the country, the National Council of Trade Unions (Nactu)

A spokesman for the factory management said he would telex comment on the matter to the Cape Times, but by late yesterday this had not arrived

REUTERS DISCOUNT

Dwasa calls for employers' group

14/9/87
By PETER DICKSON (113) 8105
THE Domestic Workers' Association of South Africa (Dwasa) has called on employers of domestic workers to form their own associations to help in negotiations over disputes.

The general secretary of the Eastern Cape branch, Mrs Pat Maqina, is concerned about abuse of workers. She cited recent incidents in Port Elizabeth of "maid bashing" and unfair dismissals without pay

Mrs Maqina said a domestic worker, whose services had been suddenly terminated without pay, approached Dwasa for help.

The case was brought to the Small Claims Court, which ordered the employer to pay the salary within a specified period

Once this had been paid, the maid's employer had then charged her with theft.

But intervention by a Dwasa-appointed attorney saw the case mysteriously dropped, said Mrs Maqina.

In another another case, a domestic worker arrived at the Dwasa regional office after allegedly being severely assaulted by her employer.

Mrs Maqina said such incidents were common and that domestic workers had no rights

She said domestic workers were almost always taken for granted and went through a number of employer pressures.

When employees were employed by verbal contract and mutual trust they expected that trust to be honoured.

But when employers terminated their services on the spur of the moment, without paying salaries, and the workers approached Dwasa for help, these employers always came up with humiliating stories of alleged theft by the domestic worker, said Mrs Maqina.

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September 15 1987 7

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Strikes at AECI 'suspended' for talks

Labour Reporter

STRIKES by workers at two AECI plants have been "suspended" pending talks today between their union and management

A spokesman for the South African Chemical Workers' Union (Sacwu), an affiliate of the National Council of Unions, said the workers went on strike at AECI operations in Bellville and Salt River yesterday in support of demands that they be included in a central bargaining forum

Mr John Russell, personnel manager for AECI's paint division, said the forum covered mostly the older AECI operations and involved about nine trade unions, but there were "a lot of other sites where we have an established practice of plant-based bargaining"

UNDERMINING

In a statement Sacwu condemned Inmont Inks, Epping, for seeking an order from the Industrial Court to end a strike at the company

"The union was shocked by the company's action and finds it frustrating that work-related issues cannot be resolved at the workplace

"The workers also find it frustrating that companies are using the Industrial Court as a mechanism to bypass negotiating machinery, thus undermining the employer/worker relationship on the shop floor," said Sacwu

Two Firefite ⁽¹⁴³⁾ women reinstated

TWO Firefite women, sacked in Apr
after protesting against management's
refusal to negotiate with their union
were this week reinstated

Naomie Jacobs and Bernaditt
Thomson, both members of the
Electrical and Allied Trades Union,
were the last of the 55 workers to be
re-employed.

Other workers were re-employed in
the last two months

South

17-23/9/87



MR PANDELANI Nefolovhodwe

Nuwsaw to hold congress

THE National Union of Wine, Spirit and Allied Workers will hold its third annual congress in Durban beginning tomorrow.

Its president, Mr November Nkosi, said the 5 000-member union would focus on the present situation in the country, the Regional Services Councils and the recently publicised Margo Commission on taxation.

The first assistant general secretary of the National Council of Trade Unions (Nactu), Mr Pandelani Nefolovhodwe, will open the congress officially.

Nuwsaw is an affiliate of Nactu.

(143) Sometun 17/9/87

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Sometime
18/9/87

Tough going for unions

PROBLEMS facing trade unions with members employed in the homelands will be high on the agenda when the Black Allied Mining Construction Workers' Union hold its regional congress in the Northern Transvaal tomorrow.

The congress, at Driekop, takes place against the background of the Johannesburg Chamber of Industries' recent move to localise its management at Atok Mines with the formation of Lebowa Blaps in conjunction with the Lebowa Development Corporation and the Lebowa Government.

With the enormous gap between the Labour Relations Act practices "in white South Africa", and the archaic black labour relations regulations of 1953, covering most bantustans, unions operating in these areas have an almost impossible task.

Dispute

The Wicher Labour Relations Act and Basic Conditions of Employment Act which lay down the modus operandi for unions and facilitate dispute settling, do not apply in most homelands.

Labour laws such as the Factories, Machinery and Building Works Act of 1941, the Wage Act of 1957 and the Black Labour Relations Regulations of 1953 which apply in all bantustans only make room for house works committees and not trade unions.

Proud

This has resulted in a steady stream of industries from the metropolitan areas to the "union free" homelands. Every homeland has been proud to point at the steady growth of their industrial areas.

All these legal factors inhibit proper functioning of unions in these reservoirs for cheap labour, leaving them dependent only on the strength, commitment and sacrifice of the membership. There are problems that SA-based unions do not encounter.

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CONTROVERSY has erupted over the administration of a R25-million fund donated last year by a United States company for the upliftment of black living standards.

At the centre is the Food and Beverage Workers Union (FBWU) which claims the right to be on the board that runs the Equal Opportunities Fund (EOF) established last year with money donated by Coca Cola in the United States

The fund was established for the purpose of providing housing, education and black business projects

The FBWU claims that the money was donated for the upliftment of

Union Members Split

BY THEMBA MOLEFE

black workers' living standards because it was given to Coca Cola (South Africa) where the union had members.

The EOF is presently being headed by Professor John Makhene as director and the board of trustees include the Anglican Archbishop of Cape Town, the Most Rev Desmond Tutu and World Alliance of

Reformed Churches president Dr Allan Boesak.

Its former interim director was former PFP MP, Dr Alex Borraime.

The FBWU has charged that Amalgamated Beverage Industries National Beverages — both formerly Coca Cola (South Africa) deliberately excluded the union from the setting up of the fund with the view of handing it over to whites to administer it.

A spokesman said the two major unions representing workers at Coca

Cola had the right to run the EOF. The other union is the Food and Allied Workers Union.

National Beverages external affairs director, Mr Henrie Viljoen, said his company had no control over the EOF which operated independently.

He said the former Coca Cola (SA) received the 10 million dollar sponsorship and ceased being physically involved in its administration after a trust was

formed under the leadership of Dr Borraime
"We told FBWU in December 1986 after they teleaxed us that they should forward their request to be in the board to the EOF board," Mr Viljoen said

The executive director of the EOF, Prof Makhene, said he was not aware of any correspondence from the FBWU because he only assumed duty in January

He said the union could forward its request for representation on the board which would be considered
Prof Makhene said the EOF had already begun with its projects although he did not specify them.

Agreement

• The Brushes and Cleaners Workers' Union, an affiliate of the National Council of Trade Unions, signed a collective bargaining agreement with employers in the brush manufacturing industry on Monday.

The agreement was signed with Superbrush Manufacturers and covers worker representation, maternity leave, which includes paid time-off when workers visit the clinic. It also covers job security.

Ermetan

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23/9/87

edited by Themba Molefe

Potwa taking Post Office to court

A LEGAL battle is looming between the Post and Telecommunication Workers Association and Post Office management as the union this week takes the authorities to court over the re-employment of workers after a recent strike.

Potwa has accused management of failing to comply with the agreement signed on September 3 when settlement to end the three-month strike was reached.

It said that at most plants throughout the country only qualified staff was being re-employed while others were locked out.

So far, eight Potwa members, including high-ranking officials, are in detention while others who are charged with intimidation are due to appear in court.

Potwa has also charged that local management had pointed out Potwa members to the police as they reported for duty since September 7.

At Bryanston about 40 out of 110 workers were re-employed, according to Potwa. In Bramley only nine qualified staff

out of a total 84 were told to start work immediately.

Potwa president Mr Vusi Khumalo said at the weekend that the union's lawyers were preparing papers with a view to taking management to court for breaching the agreement.

The agreement stated that those Potwa members engaged in the work stoppage would resume work on their previous terms and conditions of employment.

Notices

Potwa members who had received dismissal notices during the strike would be entitled to apply for their jobs, the agreement said.

It also said those members detained before being dismissed will be entitled to resume their duties on their release unless they were convicted of a criminal offence.

Those dismissed before their detention and who were in

detention at the time of signing the agreement would be entitled to reapply for their jobs.

Potwa said some workers were made to take oaths denouncing Potwa when they went to reapply for their jobs.

About 1 300 out of the 20 000 workers who were out on strike have been re-employed, according to Potwa estimates.

A Post Office spokesman yesterday said that the department was keeping to "every part of the agreement".

He said 1 400 people had been re-employed and more than 3 700 have reapplied.

The spokesman said the Post Office had received letters accusing it of breach of agreement and that the State Attorney, who advises the department, had been forwarded with copies.

He also said that the agreement stipulated that all applications would be considered and jobs be allocated on their availability.



28/9/87 smetun

Uamawu signs agreement

THE United African Motor and Allied Workers Union has signed a recognition agreement with a German company employing about 30 migrant workers in South Africa.

The agreement between Uamawu and August Laeppe in Rosslyn, near Pretoria,

provides for a minimum R3,75 an hour pay and a shift allowance of 25 percent.

Working hours will be 42,5 a week and all workers will receive an annual bonus (13th cheque).

The Brushes and Cleaners Workers Union has signed a new wage

agreement for its members at JCI.

The more than 100 workers will earn a minimum R610 and R730 a month, according to their grades, after receiving a R100 increase.

Both Uamawu and BCWU are affiliated to the National Council of Trade Unions.

(143) smetun 28/9/87

Cape Times 1/10/87 (143)

Settlement for dismissed worker

Labour Reporter

A FORMER worker at the Production Casting Company (Pty) Ltd in Maitland was yesterday awarded 24 weeks' salary in an out-of-court settlement. It was alleged that he was unfairly dismissed from the plant in July.

A spokesman for the Electrical and Allied Workers' Union said that a machine operator, Mr Deon Constant, 25, had been dismissed on July 31 after he was found sharpening a knife on a grindstone on the factory premises.

The following day police arrived at the factory and Mr Constant was given the option of facing charges for possessing the knife or dismissal. Mr Constant chose dismissal.

Mr Constant said he used the knife for cutting fruit.

The Electrical and Allied Worker's Union subsequently accused the plant of unfairly dismissing Mr Constant and he was awarded 24 weeks' salary, which amounted to R3 000.

A director of the company, Mr H A Hirth, confirmed the settlement yesterday but declined to comment on it.

year. Argus Correspondent.

~~Paarl~~

the Otjivarongo district on September 26 last year, while she, Roodt and two others were travelling in SWA/Namibia. Sapa. 143

1964 7/10/87

Sasol threat to fire 1 000 strikers

JOHANNESBURG. — Sasol has threatened to dismiss about 1 000 workers after a six-day wage strike at its Sasol One plant. Members of the SA Chemical Workers Union downed tools after negotiations over wages and other issues broke down. — Argus Correspondent.

Lebowa leader Phatudi 'critical'

Sympathy strike plea

ALAN FINE 9/10/87

THE SA Chemical Workers' Union (Sacwu) has asked its Cosatu-affiliated counterpart at Sasol 2 and 3 in Secunda for support in its strike at the company's Sasolburg installations.

Up to 2 000 Sacwu members have been on strike for a week over a wage claim, and 1 000 have been given notice of dismissal.

Sacwu's Humphrey Ndaba said the Chemical Workers' Industrial Union (CWIU) had agreed to communicate to its 12 000 members at Secunda a request that they stage a sympathy stoppage, not allow transfers to Sasolburg and/or issue a public statement condemning Sasol's reaction to the strike.

Sasol said yesterday the situation at the strike-hit plants remained unchanged. (143) B/day

Sweet workers detained

113 Street
Snoetun 13/10/87

FOUR members of the Food and Beverage Workers' Union dismissed by a sweets and chocolate company following a dispute have been detained in terms of the state of emergency regulations. Lawyers representing

the FBWU said yesterday that the workers, detained at their Soweto homes last Thursday morning, were being held at Modderbee Prison on the East Rand.

They are Mr Daniel Metsomere, Mr Patrick Langa, Mr Thomas Nyembe and Mr Almon Mabana.

The four were among about 100 workers fired by Beacon Sweets and Chocolates in Germiston three months ago over a dispute arising from the dismissal of Mr Metsomere

the FBWU is affiliated, says it is concerned about the "harassment and detention" of its members.

● Last Thursday an organiser of the Building, Construction and Allied Workers Union (BCAWU), Mr Marinus Moloto was detained briefly in Pietersburg and later given 24 hours to leave the area, the union has said.

The company had later obtained a court order to eject the workers from its premises after they staged a sit-in strike.

FBWU attorneys said, after three weeks, they were still awaiting a reply from Beacon's lawyers after filing court papers for the workers' reinstatement.

Meanwhile, the National Council of Trade Unions (Nactu), to which

Labour Update

SASOL UNIONS TO ACT

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TWO unions organising in Sasol plants are due to meet today to discuss the possibility of co-ordinating action to end the wage dispute between the company and its 1 300 dismissed employees.

The unions are the South African Chemical Workers' Union (Sacwu) and the Chemical Workers' Industrial Union (CWIU), which have combined membership of about 12 000 in Sasol plants.

Sacwu and CWIU will focus on the two-week-old Sasol I and Natref in Sasolburg, where 2 000 Sacwu workers have been on strike after rejecting

By LEN MASEKO

management's R100 wage hike offer. The strikers demand a R200 across-the-board increase.

The CWIU said in a statement that the Sacwu/Sasol dispute was being discussed by its 9 000 members at Sasol's Secunda plants. CWIU members had pledged their support for their striking colleagues.

Sacwu publicity secretary, Mr Humphrey Ndaba, said his union and the CWIU would discuss the possibility of co-ordinating action to

break the wage deadlock. Sacwu was prepared to re-open wage negotiations.

Meanwhile, Sasol was this week granted a Supreme Court order evicting 450 dismissed employees from company-owned hostels in Sasolburg.

The evictions, which took place yesterday, followed a successful urgent application launched by the company in the Bloemfontein Supreme Court on Monday.

Sasol said it wanted to accommodate "new appointees" in the hostels.

LETTERS

Write to The Editor, PO Box 13094, Sir Lowry Road, 7900 Cape Peninsula

'Subjective, biased report'

22-28/10/87
South

SUBJECT to our telephone call made immediately after your article "Nactu launch without fanfare" (SOUTH 10-16), we write this urgent letter after extensive discussion.

It is highly unfortunate that your paper, through a report, has chosen to portray a closed meeting as a public launch compared to Cosatu. We would like to point out that your paper (because of the assumption that it was progressive and honest) was the only one present at our orientation day.

We feel extremely hurt at the distortion and completely subjective and biased reporting. Since we do not hold you responsible for this harmful and mischievous report, we suggest the following to correct the situation:

1) A new article be published reflecting the truth. This was not a public launch, but a closed meeting of worker representatives.

2) Fortunately you have photographs showing the banner and poster of "orientation day" which can be used.

3) The resolutions of the meeting be published.

4) That the theme "Building under Worker Control" be highlighted as

reflected in our commissions.

5) We have a video to show this aspect.

6) That the estimates of who attended be correctly reported.

We hope this unfortunate incident can be constructively resolved to prevent repercussions and any damage to newspaper-community relationships for the future.

There were three observer unions, Health Workers' Union, Mwasa and National Union of Railway Workers.

There were representatives from the Cape Action League, Labour Support Group, Azapo, New Unity Movement, Azanyu, Nactu, Azasm and Soya (33 delegates).

Letters were written to UDF, and Cosatu as well, but no reply was received.

Two hundred and five people attended, besides worker assistants and cultural groups.

Nine organisations were present. These included nine Nactu unions, three observer unions and organisations.

**NACTU WESTERN CAPE
INTERIM COMMITTEE**



SOME of the Mwasa delegates who attended the union's Southern Transvaal regional congress at the Ipelegeng Community Centre, Soweto at the weekend.

Mwasa votes on Nactu

THE Media Workers Association of South Africa, Southern Transvaal region, is to recommend to its annual national congress that the union affiliate to the

By THEMBA MOLEFE

National Council of Trade Unions.

Mwasa's national congress begins in Durban on November 14 and all its regions are expected to attend

The decision to affiliate to Nactu was taken at the Southern Transvaal regional congress held in Soweto at the weekend. The majority of the members voted for the recommendation

It comes after Mwasa's education committee held a series of educa-

tional seminars throughout the year where members were exposed to lectures on the two union federations in the country — Nactu and the Congress of South African Trade Unions — and their aims and beliefs

• The regional chairman of Mwasa, Mr Sam Mabe, was re-elected as the region's leader, Mr Horatio Motjuwadi remained treasurer and the new regional vice-chairman is Mr Tshediso Raditabo. Other new executive members are Mrs Bessie Tugwana, Miss Mirriam Mkhwanazi, Mrs Linda Nhlapo

and Mr Ianclot Dlamlenze

Mr Mudini Maivha, regional secretary, was also re-elected *in absentia*. An acting secretary will be appointed to hold fort while Mr Maivha's whereabouts are still being established

He disappeared two weeks ago after leaving *The Star* office, where he is a reporter, on a story about the disappearance from home of Mwasa organiser Mr Maropodi Mapalakanye

• The police have denied the two men were being held in terms of any security legislation

Mwasa to join Nactu

THE Far Northern Transvaal region of the Media Workers' Association of South Africa (Mwasa), has resolved to recommend to the union's national congress next month that Mwasa should affiliate to the National Council of Trade Unions.

The resolution was adopted at a regional congress held at the Phodishaba Lutheran Church Centre in Seshego on Saturday.

The region is the second to vote for affiliation to Nactu. The Southern Transvaal region decided two weeks ago to join Nactu.

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26/10/87 Smeaton

14

Strikers fired *Smethu*

THREE shop stewards of the National Union of Public Sector Workers at two Vaal hospitals have been notified of their pending dismissal at the end of the month, following a three-week go-slow strike and food boycott at the hospitals. (143) 26/10/87

A union spokesman told Sapa that Mr Doctor Malinga, Mr Joseph Ngonsa and Miss Augustina Ntsie — non-classified workers and NUPSW shop stewards at the Vereeniging Hospital — had been told by hospital authorities that their services would be terminated from October 27 — Sapa

Factory workers fired; says union

Thirty-one members of the National Union of Farmworkers (Nuf) were allegedly dismissed by the Evergreen company recently for belonging to a union

Mr Shaka Moletsane, a Nuf official, said yesterday that the dispute started when eight workers from the company's factory in Springs were promised they would be sent to Durban to learn how to operate a vegetable-wrapping machine

Later it was learnt that the eight workers had been sent home

When the remaining 23 workers demanded the reinstatement of their colleagues, they were fired

The company could not be reached for comment

BCAWU workers down tools

Sowetan Reporter

29/10/87

MORE than 200 Building Construction and Allied Workers' Union (BCAWU) members downed tools at Ellcon's construction sites yesterday, a union spokesman said.

BCAWU members demand the reinstatement of a colleague laid off by the company because of "lack of work", the spokesman said.

Areas affected by the work stoppage include

Krugersdorp, Randfontein, Vosloorus and Longdale, according to the union.

Meanwhile the union has successfully negotiated a minimum of R100 a week for its members employed by Federated Timbers in Alrode, Alberton.

A union spokesman said BCAWU members will also receive a bonus equal to full pay as part of the package.

• Mediation proceed-

ings to resolve the dispute between Plascon-Evans (Port Elizabeth) and the Chemical Workers' Industrial Union continued yesterday.

At issue is a R10 bonus given to employees who reported for duty during the stayaway on May 5 and 6 this year. Union members, who stayed away on these days in response to a Cosatu call, demand the same bonus.

Building workers down tools 143

More than 200 workers at 10 Edilcon Construction sites downed tools yesterday to protest against the dismissal of two workers earlier this week, the general secretary of the Building Construction and Allied Workers'

Union (BCAWU), Mr Vusi Thusi, said yesterday.

He said Edilcon management dismissed two workers on Monday, claiming to have re-trenched them. 143

Management refused to comment. — Sapa.

30/10/87

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Striking facts behind those misconceptions

IT IS a common misconception of many employers that when it comes to industrial action it's all done by the union telling its members what to do.

This occurs mostly among those who have recently hatched into the real world of union/employer relationships

They tend to see it as a situation where a union organiser turns up at the plant, stirs it up a bit and then calls the workers out on strike.

I would hate to go on record as saying that this never happens, but it is far more common that, when a plant is organised by a union, a lot of simmering grievances come to the surface

The workers become enthused by their new-found unity and some turbulence occurs.

The Electrical and Allied Workers' Trades Union (EAWTU), an affiliate of the National Council of Trade Unions (Nactu) has recently been involved in a spate of actions

Much of this action has

been at newly-organised plants — where they claim a considerable measure of success in getting employers to confront issues troubling workers

During one of these actions — helping to illustrate that they're not haphazard or instigated merely for the sake of stirring — I spent several hours in the union office sitting in on discussions between workers and union officials

After debate that lasted most of the day, the workers decided to go back to work the following day and take things from there

The important element was the length and depth of the debate and the acceptance by the minority of the majority decision

It was a decision in which the officials had an advisory role, but there was no way they could have forced their advice on the workers

EAWTU has been involved in a string of strikes in the 10 months from February to October, many of them involving employers for whom it was

their first experience of a relationship with a union

At one point in October there had been five strikes in eight working days

As they organise workers, union spokesmen say, they uncover a wide range of problems and abuses

"Often these are problems which the workers have raised with employers, without success," said Brian Williams, assistant general secretary of EAWTU

"Wages under the industrial council agreement are low enough, but we came across one employer who was paying some workers below the set rate

IGNORANCE

"Then there is widespread evasion or ignorance of health and safety regulations — people not getting required protective gear, unsafe machinery, defective wiring, people working with noxious fumes in enclosed spaces without extractor fans

"The problem is that the handful of inspectors are sim-

ply overwhelmed

"You could say they've got an impossible job, so it's important that the union take steps to ensure compliance by employers

"And often poor conditions go along with a poor employer attitude

"There's so many of them who don't respect their employees and their needs and ignore general conditions of comfort, don't have toilets cleaned and that sort of thing.

DISMISSAL

"We also get a lot of employers who still think they can fire workers at will, without any reference to guidelines for fair dismissal laid down by the Industrial Court"

But there are some roses among the thorns

"One employer made a genuine effort to change things

"He even agreed to us bringing in industrial health experts to inspect the plant and make recommendations — after the workers had been complaining for years," said Williams

Strike hits two Vaal hospitals

By STAN MHLONGO

MORE than 700 workers, who were on a go-slow strike at two Vaal hospitals this week, downed tools following the sacking of eight of their colleagues.

The strike dramatically entered its fourth week with porters, cleaners and cooks downing tools on Tuesday morning following the sacking of four of their colleagues on Monday, bringing the total number of sacked workers to eight.

According to the National Union of Public Service Workers, which represents most of the work-

ers at the affected hospitals - Sebokeng and Vereeniging - the demands of the workers are:

- That the hospital authorities recognise the NUPSW.
- A minimum wage increase of R216.
- That promotion at the two hospitals be on merit.
- The quality of food given to workers be improved.
- An end to a pay deduction for the purpose of building a hall.

The superintendent in charge of both the Sebokeng and Vereeniging hospitals, Dr J van der Vyver, confirmed that 300 workers stopped work on Tuesday morning.

The strike was still on, said the NUPSW.

Political comment by ZB Molefe; news-bills by P Oshozi; headlines and subediting by Jon Swift, all of 204 Eloff Street Ext, Johannesburg.

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Subsequent investigations led to the arrest of two others. They will appear in court soon.

120 stop work in pay row with electrical firm

Labour Reporter 72648 3/11/87 (20) (189) (182)
SPRINGBOK Electric employees stopped work today in support of demands for higher wages.

They are members of the Electrical and Allied Workers' Trades Union which opened wage negotiations with the company after a short stoppage last month.

A union spokesman said about 120 workers were involved at the company's store and its factory in the city centre.

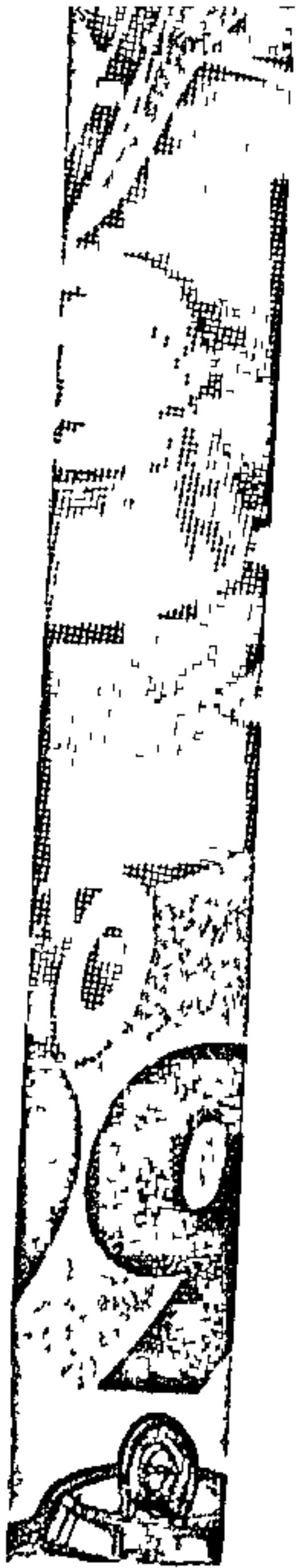
Shop stewards said most workers were paid about R1,50 an hour, with other wages ranging up to R700 a month.

They claimed the company was delaying wage talks by introducing other elements into the discussions.

Management spokesmen were said to be "not available for comment on anything".

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Wildcat strike at Bokkiepak

Labour Reporter

ABOUT 100 workers began a wildcat strike at Springbok Electrical and its Bokkiepak division in the city yesterday over wage and conditions of service grievances.

The electrical wholesalers and distributors have continued trading in spite of the strike.

The national assistant general secretary of the Electrical and Allied Workers' Trades Union (EAWTU), Mr Brian Williams, said workers downed tools yesterday morning and would not go back to work unless they had a commitment that wages would be increased.

Most workers earned R300 a month, he said.

The managing director of Springbok Electrical, Mr Elki Rashkin, said the company had agreed to discuss wages and working conditions on November 9, provided a grievance procedure had been hammered out.

Transvaal: Partly cloudy coming cooler later. Free State: Partly cloudy with scattered thunders. Natal: Partly cloudy, warm with scattered thunders. Namibia: Partly cloudy with thundershowers. Botswana: Partly cloudy with isolated thunders.

YESTERDAY'S REAL

Barometer 1017, Humidity 98, Temperature 15 max 16,6 min

Wind (D F Malan) 8 pm: TIDES (TABLE BAY) High: 0210 1420 Low: 0810 2040 Sun sets 1917 rises 054 Moon rises 1814 sets 0

tele TV schedules, supplied

- 6.00-8.00: Good M 3.27: Programme s 3.30: Skryf vir ha 3.45: Harry's House 4.00: Popples 4.15: Pumpkin Pat 4.30: Hand in Hand 4.35: Santa Barbar 5.00: Growing Pain 5.30: Knight Rider the problems has been kid head of a mo 6.00: News 6.15: No Jacket Re

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Electrical

Welding

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Labour Reporter
THE strike by employees in three divisions of a city centre electrical company continued today.

Mr Eli Raskin, a director of Springbok Electric, said about 106 workers were on strike demanding higher wages.

He said: "They have asked for indications from management that we will give them increases, but our commitment to this is minuted in our talks with their union."

"We first want some form of interim procedural agreement and have given a commitment to start wage negotiations by November 9 if an

agreement is signed.

● A national strike of Ellerines furniture store workers over wage demands could start within days if attempts at mediation fail.

The Commercial, Catering and Allied Workers' Union is holding strike ballots at the firm's 252 outlets but members have agreed to mediation attempts.

The union wants a minimum wage of R550 a month and a R200 across-the-board increase.

Management has offered a R340 minimum retainer for external sales employees, R464 for internal sales employees and a minimum R94 across-the-board.



Workers march through city

CA- Trip 5/10/77 Staff Reporter

143 (12) (20) (10)

MORE THAN 100 workers yesterday marched through the city centre singing freedom songs as they returned to work at Springbok Electrical after ending a two-day wildcat strike.

The workers, who had been on strike since Tuesday, walked from Atlantic House, in Corporation Street, to their place of employment in District Six.

They had decided to strike because they had been paid "despicable wages", a worker said yesterday.

A spokesman for the Electrical and Allied Workers' Union, Mr Brian Williams, said the workers had decided to return to work after management had "given a commitment that they will negotiate in good faith on wage increases and conditions of employment".

Mr Eli Raskin, a director of the company, said management had refused to negotiate till the workers returned.



7. 11100

Randburg staff fined

Sowetan
143
5/11/87

ABOUT 900 Randburg Town Council employees who failed to heed an ultimatum to call off their work stoppage and return to work have been dismissed.

Town clerk, Mr B J van der Vyver, told the *Sowetan* the strikers were dismissed yesterday.

The council employees, all members of the National Union of Public Service Workers (Nupsw), downed tools this

week and demanded recognition of their union.

A NUPSW spokesman said the strikers attending a report-back meeting were dispersed by police with teargas yesterday morning. The NUPSW officials had called the meeting to report back to workers about talks between the union and the council.

The NUPSW spokesman said it had become apparent during talks between the two parties that the council was applying "delaying tactics".

The town clerk said management had undertaken to reopen negotiations on the recognition on Friday.

Police confirmed they used tearsmoke to disperse an illegal gathering.

Unions use board. But they don't like it

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TRADE unions in the Cosatu or Nac-tu fold are using industrial councils and conciliation boards more than ever before, but few are satisfied with the working of these institutions

Those who use independent mediators to resolve disputes with employers are far more likely to be satisfied with this course.

These are some of the findings of a survey conducted by *South African Labour Bulletin* researchers Coletane Markham and Jabu Matiko, presented to the Labour Studies Workshop at Wits University at the weekend.

Results of the survey, which covers 29 unions representing 854 141 paid-up members, are to be published in the *Bulletin* soon.

The newer unions, which have

By HILARY JOFFE

grown up since the Seventies, were initially reluctant to bargain with employers through the industrial council system. Access to the system was opened to black workers by the amendments to labour legislation which followed the Wiehahn Commission's recommendations in 1979.

But by 1985 many of these unions had joined industrial councils, so as to gain some of the benefits of industry wide bargaining which they offer.

Of the unions surveyed by the *Bulletin*, 25 responded to the question on industrial councils and only two said they were satisfied. Many said the industrial councils were undemocratic and tended to serve the interests

of employers.

Thirteen of the unions had used conciliation boards and 10 said they were not satisfied with the outcome. According to one union, the board was "nothing more than a talk shop" which eventually saw our dispute end in the industrial court anyway.

The majority of the unions surveyed use the industrial court in an attempt to win workers' rights, although not all are satisfied with the court, which is seen as bureaucratic and sometimes biased. Unions also complained that the court has no way of enforcing its judgements.

According to the researchers, the most favourable response from the unions to the various procedures for resolving disputes was to mediation.

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WMML 6-12 NOV 1987

Cape workers start wildcat strike

ABOUT 100 workers began a wildcat strike at Springbok Electrical and its Bokkiepak division in Cape Town this week over grievances regarding wages and conditions of service.

The electrical wholesalers and distributors have continued trading in spite of the strike.

The national assistant general-secretary of the Electrical and Allied Workers' Trade Union, Brian Williams, said workers downed tools and

would not go back to work unless they had a commitment from Springbok that wages would be increased

Workers were demanding a minimum wage of R600 a month, a R200 across-the-board increase, an annual 13th cheque, overtime pay, canteen facilities and an end to racial discrimination regarding wages and promotion prospects, he said.

The managing director of Spring-

bok Electrical, Elki Rashkin, said the company had agreed to discuss wages and working conditions on November 9, provided a dispute, disciplinary and grievance procedures had been hammered out.

"There is no stalling on our side, but we feel we need a dispute procedure," said Rashkin.

Williams said workers had downed tools in frustration at the slow progress of the negotiations - Sapa.

C/Pres 8/11/87



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Lockout

SCORES of Building Construction and Allied Workers' Union members were locked out of LE Maintenance premises yesterday, a BCAWU spokesman said.

The union spokesman said the lockout was an attempt to discourage company employees from joining a union.

A manager of the Johannesburg company was not available for comment yesterday.

Spokesman
10/11/87
(143)
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Randburg indaba

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THE National Union of Public Service Workers is to meet the Randburg Town Council today to discuss the dismissal of about 900 council employees after a work stoppage.

A NUPSW spokesman said his union wanted all the dismissed workers to be reinstated. *Secret*

NUPSW members at the council downed tools last week.

Rally 10/11/87

944-7145 10/11/82
Plessey workers down tools

3 Labour Reporter

ABOUT 600 workers downed tools at the electronics manufacturing company Plessey S A Ltd in Retreat yesterday following the dismissal of an engineer who had returned to South Africa after attending a Trades Union Council course in Britain.

An Electrical and Allied Workers Trade Union (EAWTU) spokesman said about 120 workers from Renak, a subsidiary of Plessey, began a work stoppage in solidarity with Mr Kevin Honey, who had been employed by the company for 14 years.

Mr Brian Williams, of EAWTU, said that talks with management would take place today.

Lockout

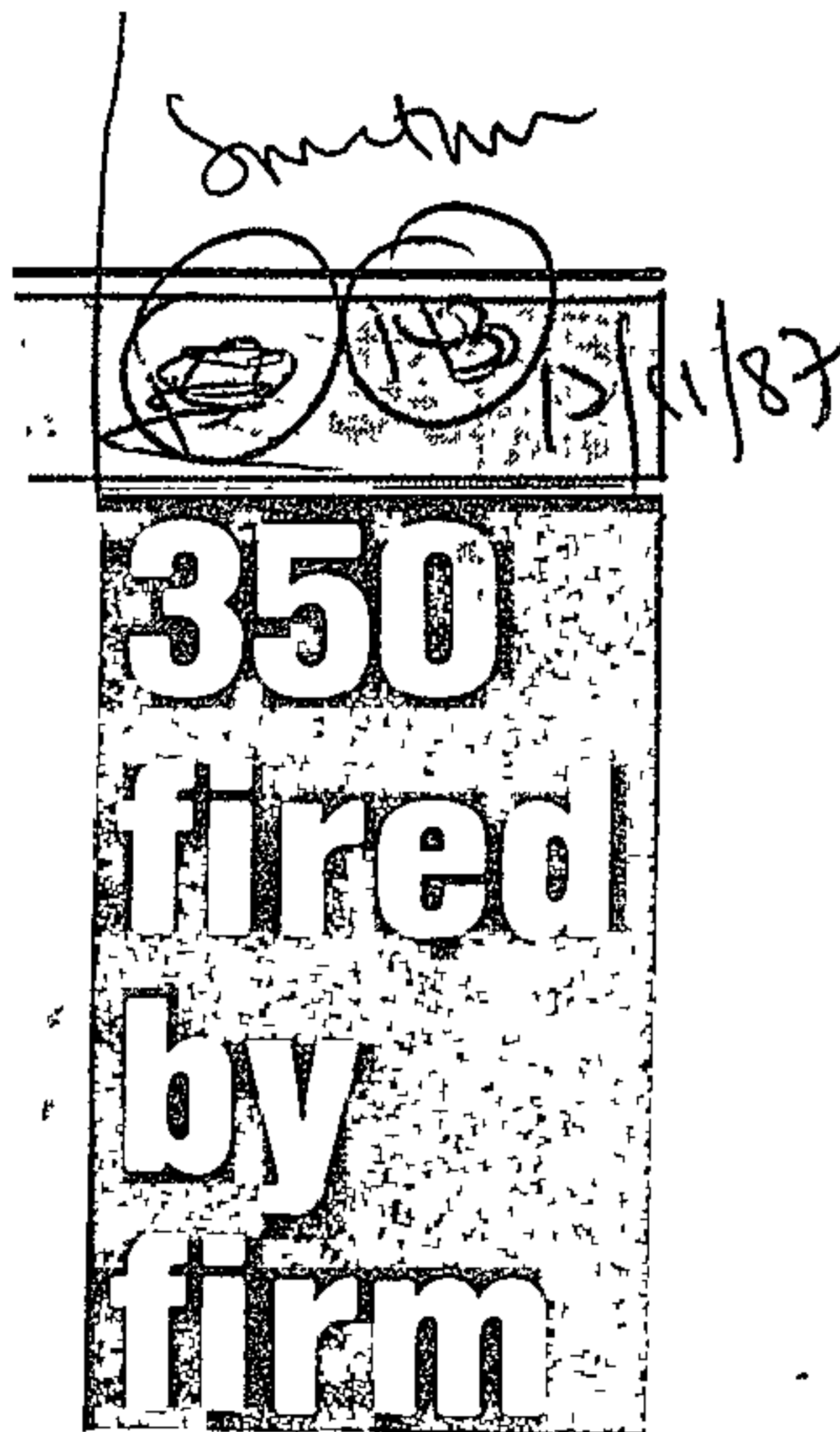
SCORES of Building Construction and Allied Workers' Union members were locked out of LE Maintenance premises yesterday, a BCAWU spokesman said.

The union spokesman said the lockout was an attempt to discourage company employees from joining a union.

A manager of the Johannesburg company was not available for comment yesterday.

143
11/11/87
Smeets

CEMENT MANUFACTURING INDUSTRY, R.S.A.
AREA A: Alberton, Bellville, Benoni, Boksburg, Brakpan, The Cape, Durban, Germiston, Inanda, Johannesburg, Kempton Park, Kimberley, Klerksdorp, Krugersdorp, Nigel, Pinetown, Pretoria, Randfontein, Roodepoort, Simonstown, Springs, and Wynberg, Municipal Area. Port Elizabeth;
AREA B in all other areas.



ABOUT 350 Black Allied Mining and Construction Workers' Union (Bamcwu) members were sacked at Boksburg's Con Roux after they downed tools on Tuesday.

Bamcwu general secretary, Mr Motsumi Mokhine said the workers took part in a work stoppage on Monday, demanding the reinstatement of 21 colleagues dismissed by the company.

He said shop stewards of the union were among those dismissed. He said the dismissals took place over two months.

Dozens of Bamcwu members at various Con Roux plants in the Transvaal downed tools on Tuesday in solidarity with their colleagues.

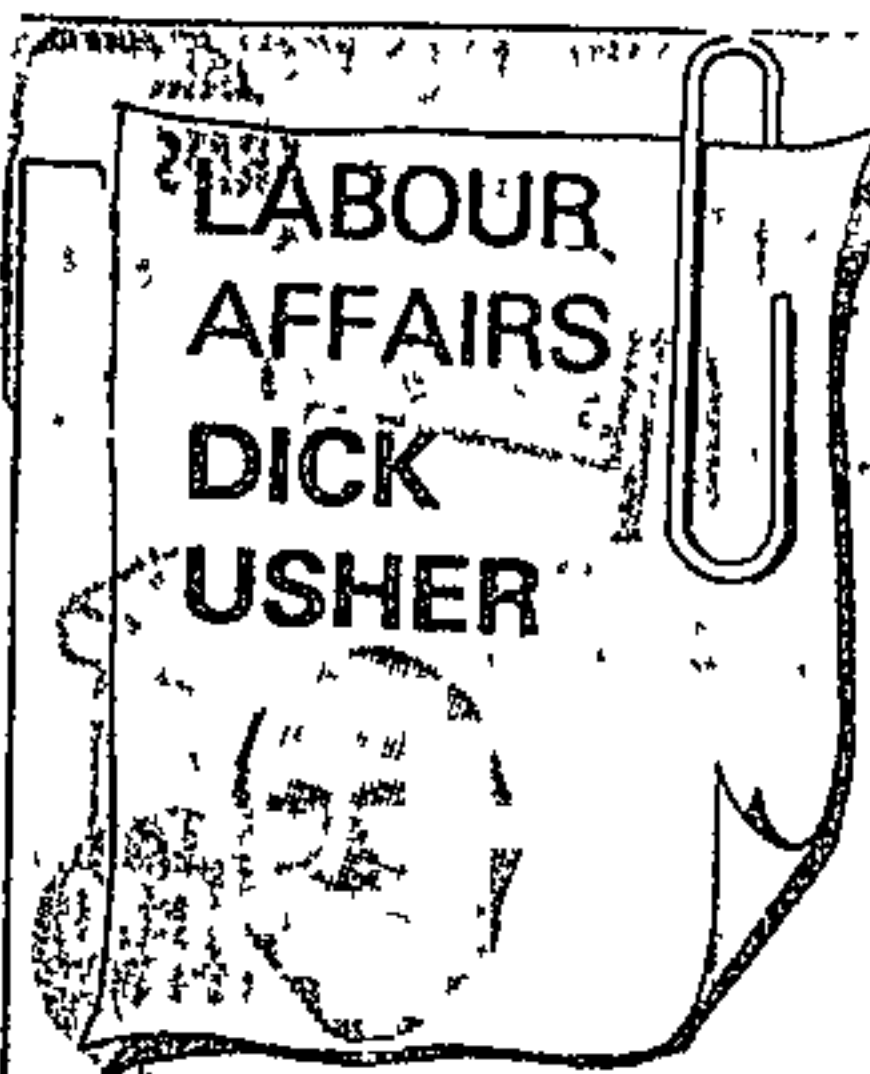
Mr Con Roux (junior) could not be reached for comment, despite several attempts.

13/11/57

SCORES of LE Maintenance employees, who were locked out of the company's Johannesburg plant, resumed duty yesterday, a union spokesman said.

A spokesman for the Building Construction and Allied Workers Union said the lock-out was resolved after management's decision to reinstate seven dismissed employees.

BCAWU members at the company were locked out of the company on Monday this week. (143)



W/G ARGUS 14/11/87 (143) 1988 looks set to be an interesting year for clothing, furniture unions

EVENTS in two industries — clothing and furniture — should be particularly interesting next year.

In the garment industry, all eyes seem to be directed towards the Congress of South African Trade Unions (Cosatu).

Last weekend saw the emergence of a strong new national union in the clothing and textile industries affiliated to Cosatu, the Amalgamated Clothing and Textile Workers' Union (Actwusa).

This weekend the Clothing Workers' Union (Clowu), after being somewhat dormant for a while, is holding its third annual congress.

And the Garment Workers' Union (GWU) and the Natal-based Garment Workers' Industrial Union are hoping that they'll have their plans for amalgamation advanced enough to be able to complete it by the end of the year.

The scene could be set for some inter-union rivalry.

Membership of the GWU and all Cosatu affiliates in the Western Cape is within a few thousand of each other.

In the interests of its own influence Cosatu would have to crack the GWU's dominance of the clothing industry.

The GWU is alive to this possibility and has been looking over its shoulder at the National Union of Textile Workers (NUTW), one of the unions which formed Actwusa. Last week's *Clothesline* had two articles cautioning workers about NUTW, the Cosatu affiliate which showed them the door at talks earlier this year which would have brought them in with the unions now forming Actwusa.

But in spite of this the GWU hasn't closed the doors on moving into Cosatu, according to assistant general secretary Cedric Peterson

Meanwhile Clowu, in the pamphlet advertising its meeting, says "We expect this to be a watershed conference because . . . we will have to discuss the conversion of Clowu into an authentic union with paid-up members as opposed to merely signed-up members as is the case to a large extent at the moment.

"Cosatu lays down paid-up membership as a condition of affiliation."

In the furniture industry things are a little different. The existing union, the National Union of Furniture and Allied Workers (Nufaw), recently affiliated to the National Council of Trade Unions (Nactu)

This is South Africa's second largest union grouping and has recently been consolidating in the Western Cape.

But the latest *Work in Progress* reported that two Cosatu affiliates, the National Union of Metalworkers and Paper, Wood and Allied Workers' Union (Pwawu), "have made great strides in ending the closed shop system in the furniture industry"

They have concluded a recognition agreement with Afcol, the biggest furniture company in the country.

"For Pwawu the agreement is a consolidation of its campaign to drive Nufaw out of the industry," said the report.

In the Western Cape, Pwawu has held at least one meeting for furniture workers and the drive against Nufaw appears to be on.

Cosatu or Nactu - which will Mwasas members choose?

By MARTIN NTSOELINGO

THE Media Workers' Association of South Africa has a very difficult decision to make at its annual congress in Durban this weekend when it is to choose whether to affiliate to one of the two giant union federations

The union is to choose whether to affiliate to the Congress of South African Trade Unions or the National Congress of Trade Unions

A spokesperson for Mwasas said since the beginning of the year the union has invited officials belonging to both federations to its regional conferences to address its members to prepare them for the decision

He added that Mwasas believed in democracy and that for the decision to affiliate to either federation to be taken it was of paramount importance for its members to be well prepared for such a decision

"We believe that it is important for our members to know the policies of both the federations so that when they vote they should not be swayed by extraneous forces

"Our members must decide on the basis of what federation would accommodate the aims and objectives of the union," said the spokesperson

He also stressed that Mwasas members must know both federations, their policies, history and their relationship with the liberation struggle in the community

The Southern Transvaal region of Mwasas has already made a recommendation to the national executive to affiliate to Nactu

Dunlop strike goes on

CP Correspondent

CONCILIATION Board negotiations on the wage dispute between Numsa and Dunlop BIR have broken down for the third time.

The union has accused the company of "union bashing"

The board was set up on October 29 after about 1200 workers voted to strike when management refused to reinstate long-services bonuses.

The workers objected to a disciplinary clause in the payment of annual bonuses - Concord

Beauty and the C

By BONGANI HLATSHWAYO

KAIZER Chiefs will be holding the national finals of its beauty contest tomorrow after the team's needle match against Orlando Pirates at Ellis Park.

The winning beauty will represent the club at the Miss NSL beauty pageant.

The judging will take place at Club 2000 in Johannesburg from 7pm. There are 32 finalists drawn from throughout the

country

The club managers will be holding a meeting tomorrow to attend

There will be 10 top girls. The Premier Milling SMW.

Entertainment provided by Yvonne Williams and the

City Press 15/11/87

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Tawu: Not our pamphlets

By SELLO SERIPE

THOUSANDS of bogus pamphlets bearing the logo of the Transport and Allied Workers' Union of SA, a Nactu affiliate, accusing the Cosatu affiliated Transport and General Workers' Union officials of misusing union funds were this week distributed on the East Rand.

Tawu has disassociated itself from the pamphlets, and both unions issued a statement blaming "agents of the system" for trying to "create conflict between us".

The pamphlets said that the TGWU leadership wasted fees on campaigns that "don't further workers' interests".

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15/11/87
CIPress

143) 16/11/87

Media union joins Nactu

The Media Workers' Association of South Africa (Mwasa) voted to affiliate to the National Council of Trade Unions (Nactu) at its sixth annual national congress in Mapumulo, Zululand, yesterday

The congress was attended by about 300 delegates from the Southern Transvaal, Western Cape, Natal and the Northern Transvaal

Mwasa said it affiliated to the 500 000-strong Nactu federation because it believed in the principle of black working class leadership which Nactu cherished.

Labour analyst Mr Mandla Seleane delivered the keynote address on "Worker Unity the Road Ahead"

ST "

100 BCAWU men ^{17/11/87 Sowetan} locked out ⁽¹⁴³⁾

ABOUT 100 Building Construction and Allied Workers' Union members were locked out of SA Timber and Joinery Works Company in Johannesburg yesterday, a union spokesman said

A BCAWU official, Mr Sheppard Siyila, said the lockout occurred after union members downed tools in support of about 15 colleagues retrenched by the company last Friday.

Mr Siyila said the company had refused to discuss alternatives to retrenchment. The workers had refused to

return to work until their colleagues had been reinstated unconditionally

The managing director of SA Timber, Mr Jan Hoogendyk, said his company had decided to retrench some employees because of "lack of business".

He said a number of employees were resigning in protest against the retrenchments

Meanwhile scores of BCAWU members

returned to work at D B Thermal in Vereeniging yesterday after participating in a work stoppage, a BCAWU spokesman said

The spokesman said workers took part in a work stoppage last week in support of wage demands and in solidarity with 19 colleagues retrenched by the company. He said these workers were retrenched while wage negotiations were underway



MWASA members at the union's annual national congress in Stanger at the weekend raise their hands in favour of affiliating to the National Council of Trade Unions.



Mwasa votes to join Nactu

THE Media Workers' Association of South Africa has abandoned its policy of non-alignment and is to seek affiliation to the

organisations" was condemned In his address, national vice-president,

(143) *Sandra Nagfaal* - 17 11 87
BY THEMBA MOLEFE

Sandra Nagfaal, was returned to office unopposed. Members sang and danced as she was carried to the stage. National treasurer, Mr

National Council of Trade Unions, one of the two major union federations in the country.

Mwasa took the decision at its annual national congress in Stanger, Natal, at the weekend

The resolution is a culmination of a series of educational seminars conducted in the union's four regions — the Southern and Far Northern Transvaal, Natal and the Western Cape — over the past two years

During this period members were exposed to the policies of Nactu and the Congress of South African Trade Unions

At the congress Mwasa spoke out against the detention of journalists and its members and called for the scrapping of detention-without-trial

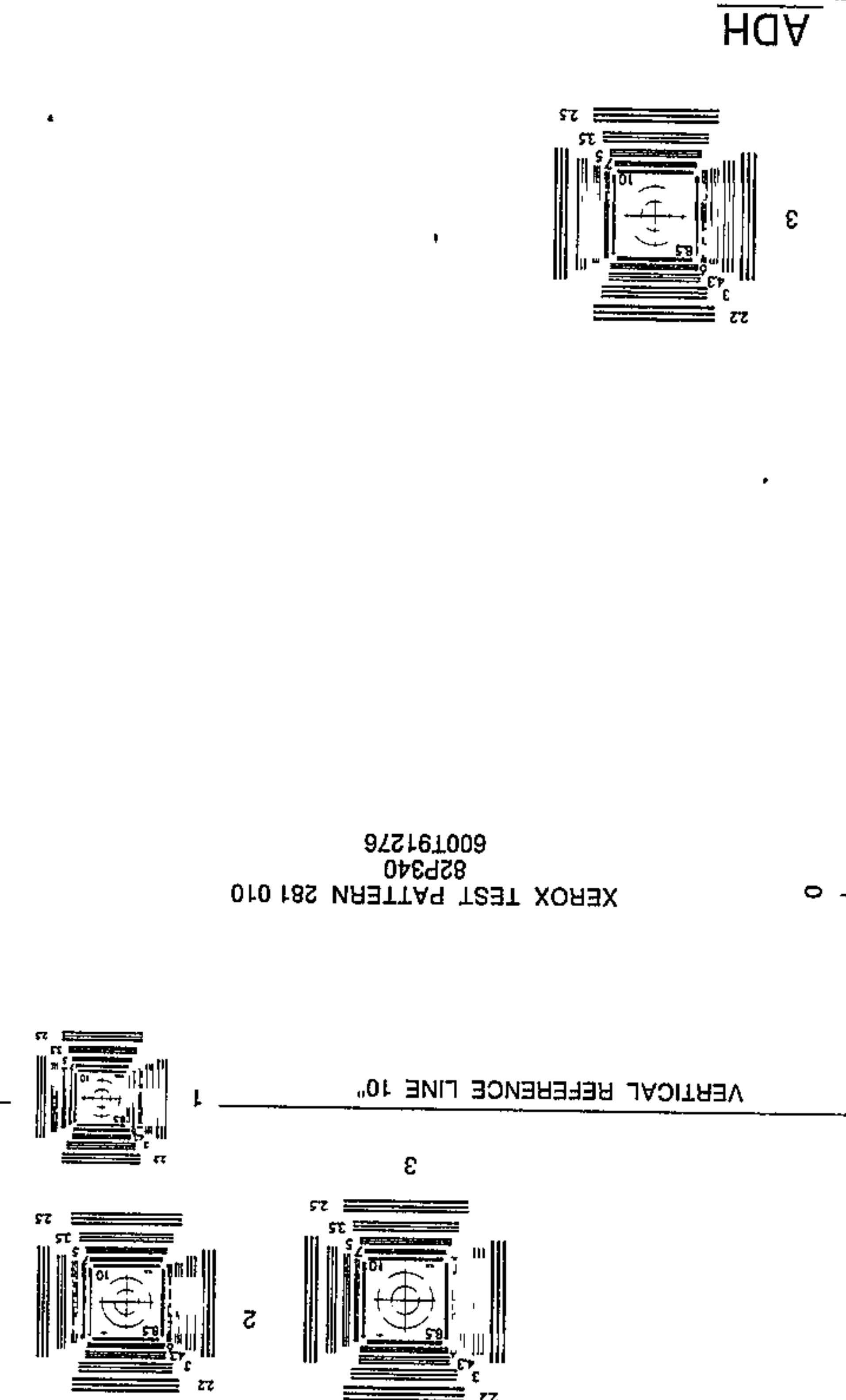
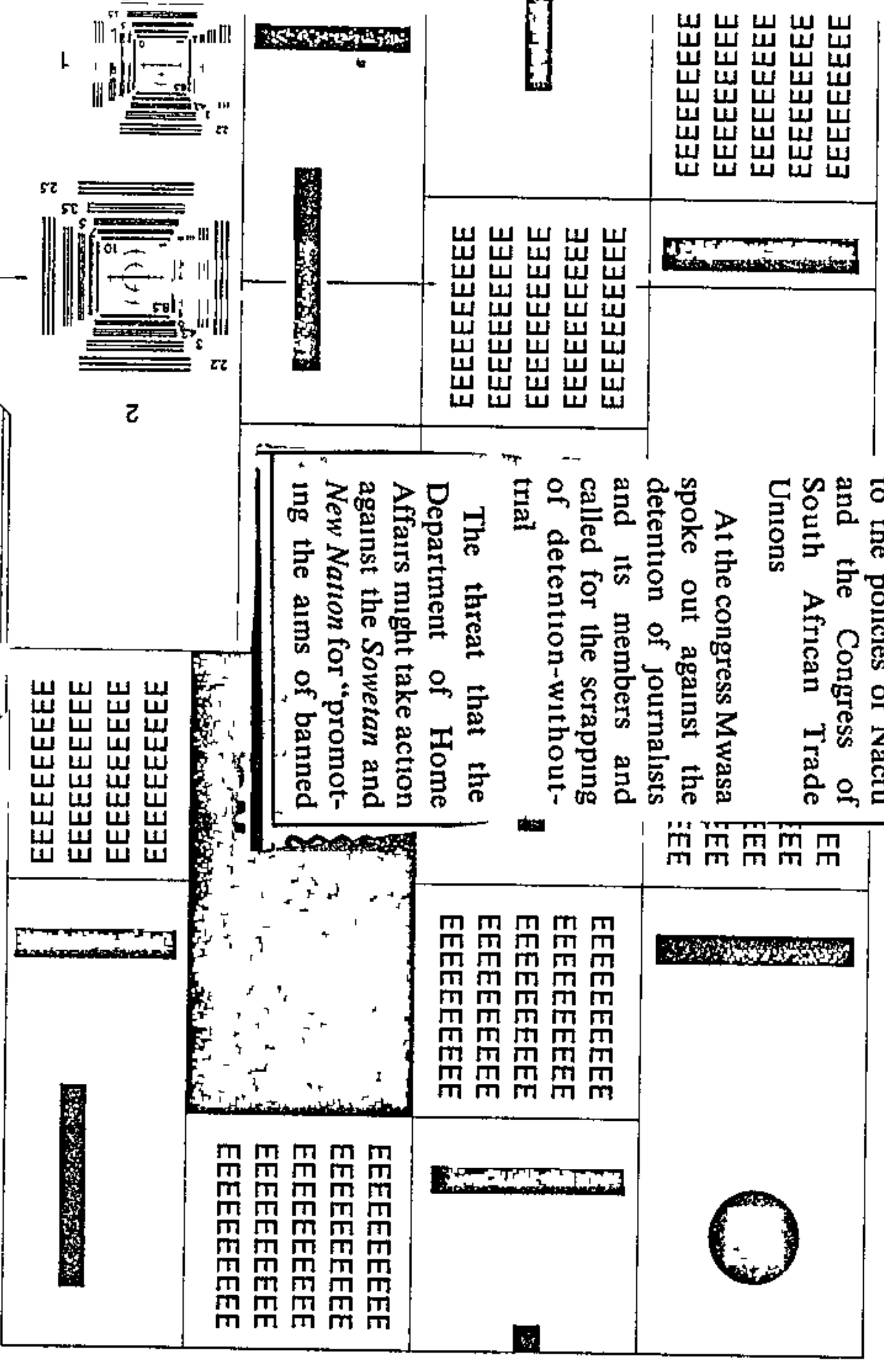
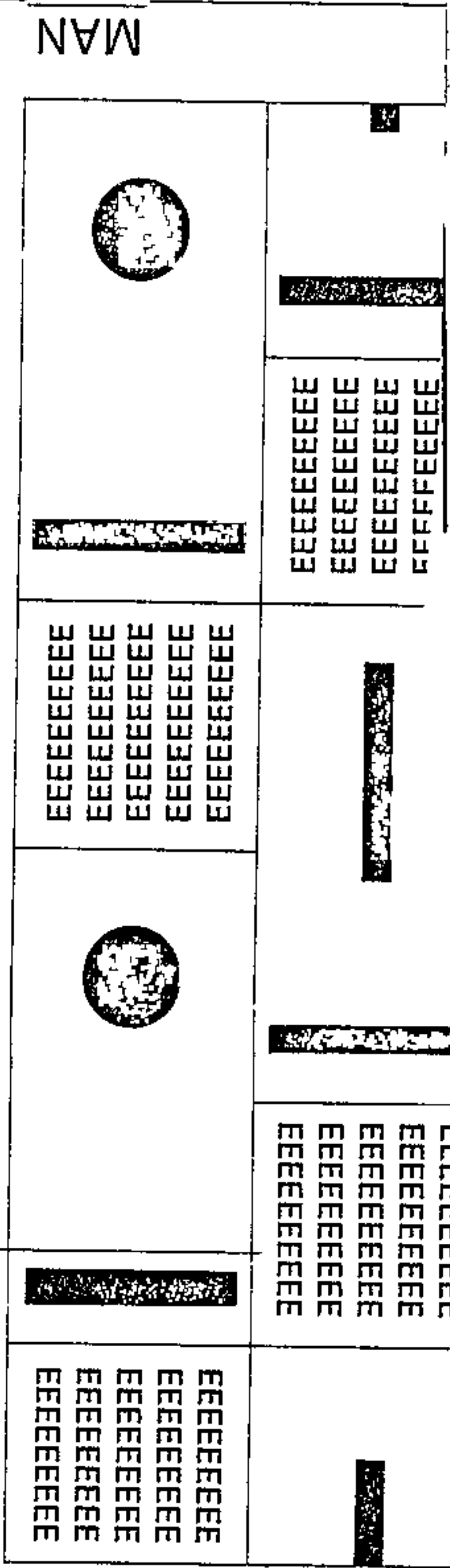
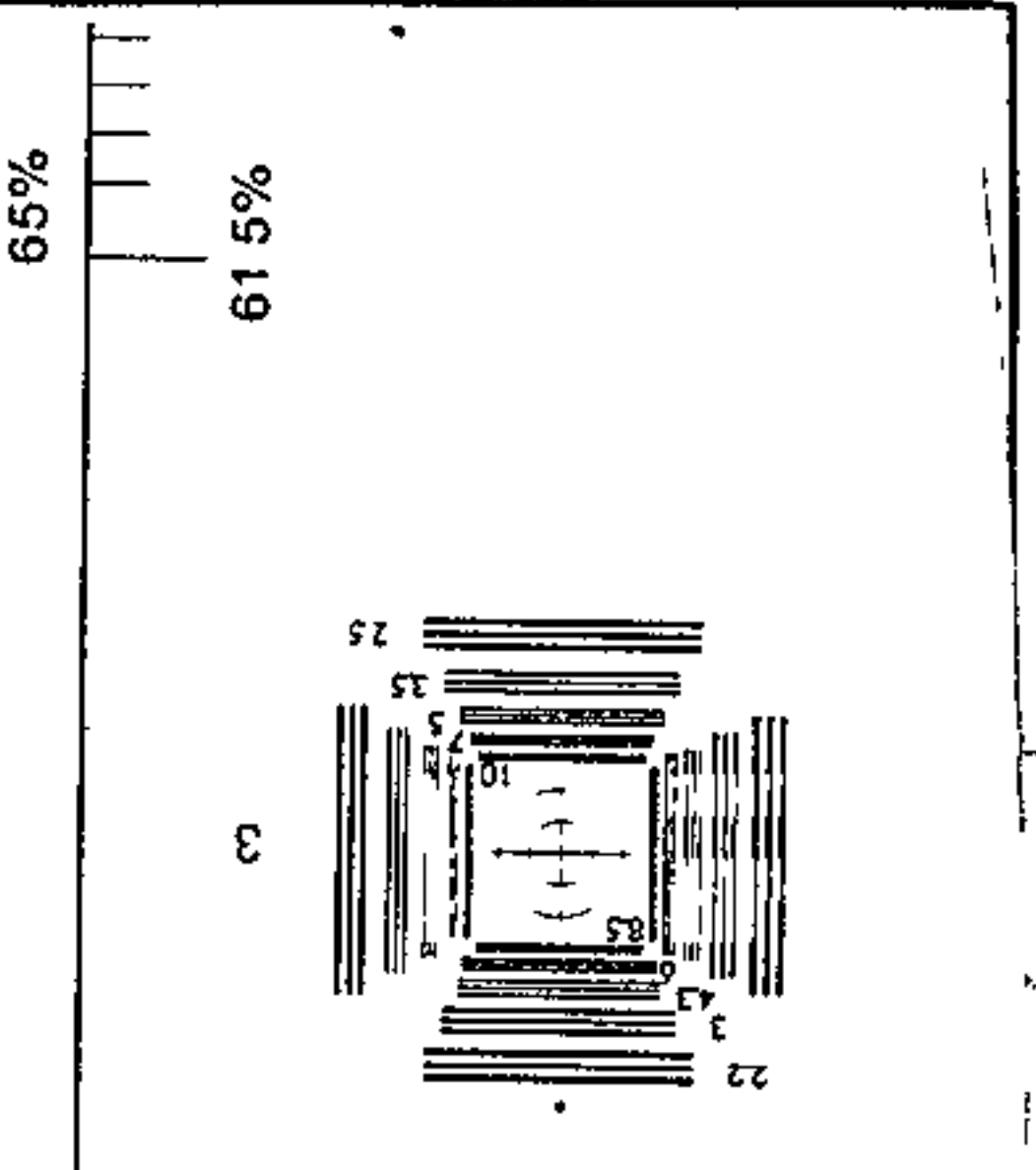
The threat that the Department of Home Affairs might take action against the *Sowetan* and *New Nation* for "promoting the aims of banned

In line with the theme of congress, "Worker Unity — The Road Ahead", Mwasa called for unity between Nactu and Cosatu

Mr Mathatha Tsedu, called for reconciliation and said Mwasa's priority should be strengthening worker unity at grassroots level

Tham-Mazwai, was also returned unopposed. The union also committed itself to support campaigns for the release of people on Death Row for their political beliefs

Mwasa president, Mrs



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THE National Council of Trade Unions yesterday welcomed the Media Workers of South Africa's weekend national congress decision to affiliate to the federation

Nactu's first assistant general secretary, Mr Pandelani Nefolovhondwe said his organisation was now waiting for Mwasa to send a formal application for affiliation.

• The Electrical and Allied Workers' Trade Union (EAWTUSA), will launch its Transvaal region at a meeting at the Laudium Hotel, Pretoria, on Saturday

General secretary, Mr Tommy Olphant said the launch will be part of Eawtusa's annual general meeting. Reports will be read by the president, general secretary and shop stewards

The meeting starts at 9,30am. Buses have been arranged to ferry members from different areas in the region.

• The Food Beverage Workers' Union is to take the senior education officer of the International Union of Foods, Mr Ron Oswald, on a tour of its regions from

By **LEN MASEKO**

today

Spokesman Mr Goba Ndlovu, said Mr Oswald, whose organisation is based in Geneva, is in the country on a fact-finding mission and is to meet all food unions, including the Food and Allied Workers' Union in Cosatu FBWU is Nactu affiliate

• Negotiations between the Building Construction Allied Workers' Union and SA Timber

and Joinery Works to resolve the dispute which resulted in the locking out of 100 workers this week, continued in Johannesburg yesterday Workers downed tools in solidarity with 15 colleagues who were retrenched last Friday

• The Commercial Catering and Allied Workers Union of South Africa is to hold a meeting of Amrel group employees in Soweto on Sunday

**Union
can
now
join
Nactu**

Sawetan

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18/11/87

THE National Union of Metalworkers of South Africa is against attempts to exempt employers in Kew, Johannesburg, from a number of laws and by-laws.

Numsa, which organises in the metal and allied industries, has submitted a memorandum to the Standing Committee of Parliament criticising the proposed deregulation in the area

The application for the deregulation of the industrial area has been made by "Job Creation South Africa", which has submitted its plans to the Government for approval

Memo

The memo said the company had asked that small businessmen be exempted from laws such as the Machinery and Occupational Safety, Wage Determination, Labour Relations and Basic Conditions of Employment Acts

Numsa has rejected the proposal, saying it would

- result in the reduction of employment in the area, at least in the metal industry,
- It would in the long term lead to a reduction in the standards of remuneration, health and safety and working conditions of employees,
- Adversely affect collective bargaining structures in the metal industry, and
- It would adversely affect the freedom of association and collective bargaining rights of employees in the industry

Numsa argues Job Creation has not made a detailed study of the possible effects on employment, on employees and on competitors

Outside mining the metal industry is the largest employer in South Africa and it is believed to be the largest employer in the industrial areas — among them Kew — surrounding Alexandra Township

"It is notable that the company failed to discuss the proposed project with democratically chosen leaders of the Alexandra community, presumably the people intended to benefit from the 500 jobs which Job Creations expects to create," says the memo

The union has asked the authorities to reject the plan

18/11/87
Sawetan

18/11/87
Kew
PROPOSED
PROJECT
FOR
INDUSTRIAL
AREAS
from meeting for insurance
Sawetan

Miners strike over wages

About 600 miners, members of the Black Allied Mining and Construction Workers' Union, began a legal strike at Grassvalley chrome mine last night to support demands for increased wages, the union said.

A union statement said the workers voted overwhelmingly for industrial action yesterday to back demands for a 26 percent across-the-board increase.

It said two recent conciliation board meetings had failed to make management improve its offer of 17 percent.

The dispute at the Samancor-owned mine in Potgietersrus has been going on since July this year.

The strike began with the night shift — Sapa

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20/11/82 SAM

Media workers vote to join union federation

MEMBERSHIP of the National Council of Trade Unions is to be boosted by the affiliation of the Media Workers of South Africa.

The decision was taken at last week-end's annual congress in Natal.

Mwasa treasurer Thami Mazwai said this week that some members were unhappy with the decision, but whatever the outcome, "a small number of people (would have been) very unhappy".

He said if Mwasa had gone into Cosatu it would have had to merge with other unions, losing its identity and being dismembered.

"In Nactu we can retain our identity and remain an all-black union while in Cosatu we would have had to adopt non-racial principles.

"It is also a question of the Freedom Charter. At our regional congresses there was a strong feeling that a union should not adopt the political document of any movement."

He said members had felt it was necessary to affiliate to a union federation in order to have access to its greater resources. If it did not affiliate, it would also have to contend with the fact that both federations have competing printing unions.

Mazwai said the congress urged Nactu and Cosatu to work for unity; urged unity between the ANC and the PAC and "appealed to external organisations to stop being sectarian about who they support within the country".

The congress also condemned the detention of four of its members.

(143) WMAP
20-26 NOV 1987

(143)

~~20/11/87~~

Sowetan 20/11/87

Bladwa lashes out at SA labour laws

By THEMBA MOLEFE

THE Black Domestic Workers Association has lashed out against South Africa's labour laws after a domestic worker's case against her former employer — of 19 years — was thrown out by the Small Claims Court this month

Bladwa general secretary Mr Terrence Phiri

said the Court dismissed Mrs Freda Molefinyane's claim of notice and leave pay from her former employer, Mr J B D Odendaal of Roosevelt Park, Johannesburg. The case was heard on November 3

Mrs Molefinyane was dismissed on February 27 after being in Mr Odendaal's employ since 1968. She is still unemployed

Court

Mr Phiri said the court ruled that Mrs Molefinyane had no right to claim notice and leave pay from her former employer because as a domestic worker she was not covered in the Labour Relations Act, which provides for such claims

She was earning R100 a month at the time of her dismissal

Mr Phiri said "We find it rather sad that

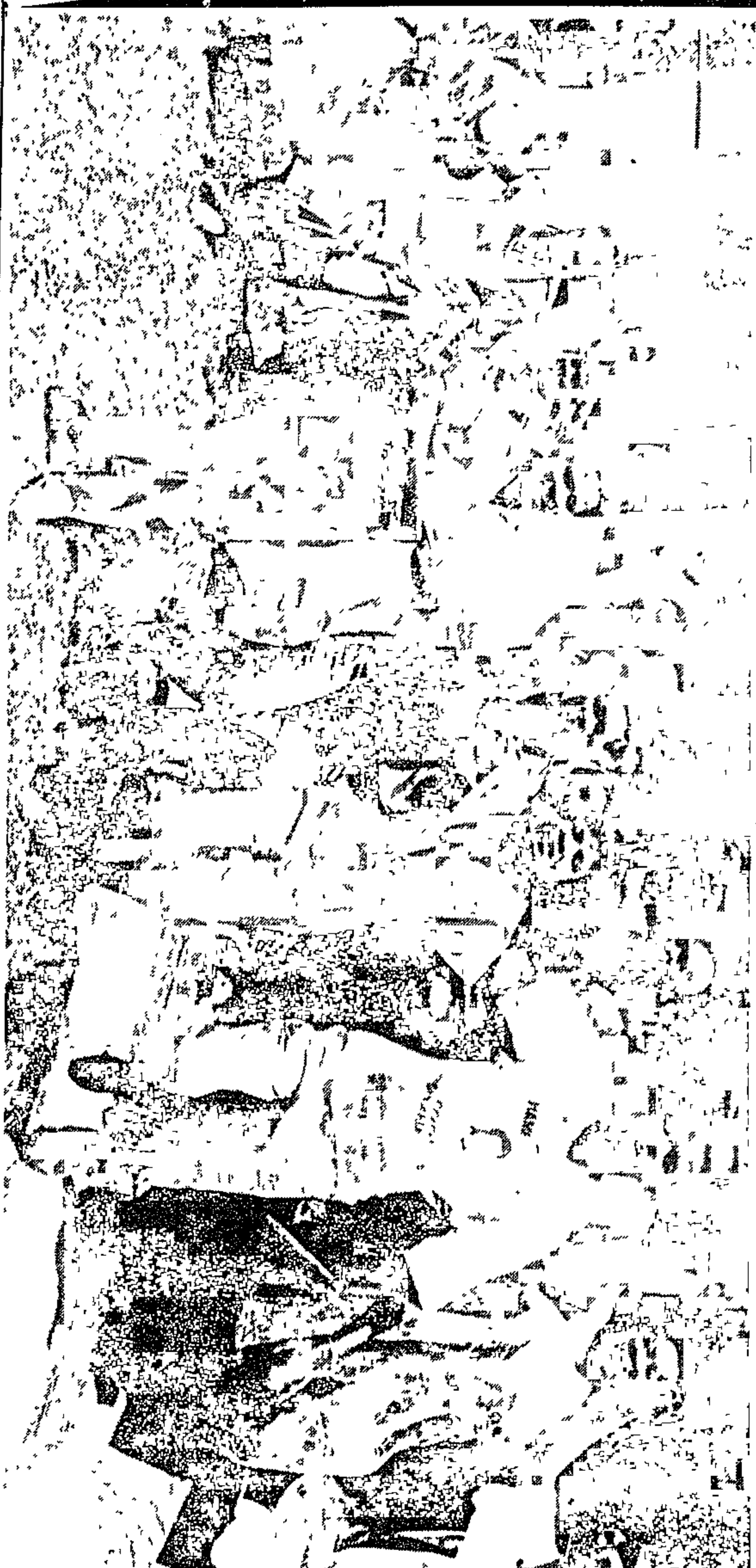
workers such as Mrs Molefinyane, who toil for many years for their bosses, get kicked out of jobs without any benefits when their services are terminated

"South Africa's labour laws, and the Department of Manpower's reluctance to change them, are an indictment on the Government's attitude towards black workers," Mr Phiri said

"The laws of this country are unjust and one does not know what to say in condemning their disregard for workers' dignity," he said

Domestic workers, public service employees and farm workers are not covered in the Labour Relations Act.

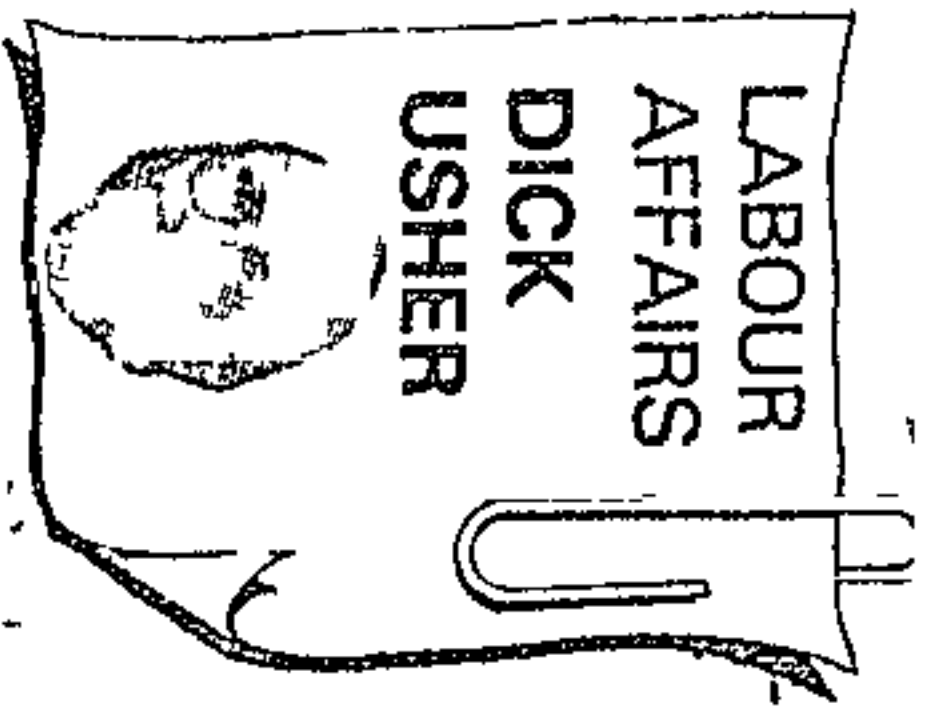
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**Time
for
song,
dance**

JUBILANT members of the Media Workers Association of South Africa sang and danced as they left the conference centre in Mapumulo near Stanger at the end of the union's annual national congress at the weekend.

The two-day congress, which took far-reaching decisions, was marked by enthusiastic chanting of slogans and singing



INTERNAL divisions in unions are a pain in the posterior for everyone concerned, heaping confusion on confusion

The latest, in the Commercial, Catering and Allied Workers' Union (Ccawusa), has created deep uncertainties among employers because, with two wings both claiming to be the "genuine" union, they are not certain whether current negotiations and agreements might not turn out to be a waste of time three or four months down the road

In fact, the confusion is so intense that people have even been calling me for help in trying to work out whether the group they're dealing with is the real thing or not

"We're negotiating with people who claim to be Ccawusa, but how do we know that any agreement

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w/c mca's 2/11/87

Internal divisions in trade unions serve to heap confusion on confusion

Isn't going to be chucked out in a couple of months?" asked one

Ellermes, who are facing a possible nationwide strike by Ccawusa members, have run up against the problem. This week they received a telex from the "Kganare group", which claimed to be the only genuine Ccawusa, requesting a meeting about the dispute

But they took the precaution of informing the other camp, the "Miyu Ccawusa" about the contact, "to ensure that all representatives of employees are kept fully informed."

The groups split after a congress in June which was supposed to be about a merger with the Hotel and Restaurant Workers' Union and the Retail and Allied Workers' Union

whatever happened was unconstitutional. The Kganare group, which has been recognised by the Cosatu central executive committee, is the one that carried out the merger.

Vivian Mtwa was the general secretary of Ccawusa at the time of the split and still appears to have control of the union's head office and claims to represent about 75 percent of the membership

Both elements claim that the other side is a break-away group and other accusations are thick in the air

A statement from the Cosatu executive said, "There are elements within the disaffected wing that conduct anti-Cosatu activities and undermine the policies and principles of Cosatu"

Among the seeds of the division, which have been germinating for some time, are Ccawusa's refusal to

accept the Freedom Charter and using space in the offices of the National Council of Trade Unions (Nactu) after the explosion which nearly wrecked Cosatu House

At Ccawusa's national congress in June, shortly before the merger congress, it was noted that "the Freedom Charter is a historic document" with "important though limited" demands and resolved "to discuss at all levels... the importance of a socialist programme of action which will bind together all workers regardless of political affiliation"

The solution, as proposed by the Cosatu executive, is for the federation and the recognised Ccawusa to jointly convene a congress to deal with all outstanding issues

The disaffected sections of Ccawusa must raise their problems through the structure of the recognised Ccawusa and the next congress.

Restrictions baffle trade union leader

143

Some time
24/11/87

A SENIOR official of the National Council of Trade Unions wants to travel to Ghana and Nigeria. But the Government has allowed him to travel to Nigeria and to a country he has not asked for, Kenya.

Nactu's first assistant general secretary, Mr Pandelani Nefolovhodwe, was yesterday baffled by the latest restrictions in his passport.

He said the new passport, which he received on November 13, stipulates that he travel only to Nigeria and Kenya although he had applied for a document which entitled him to go to all countries. It is also valid for only six months — until May 5, 1988.

Problem

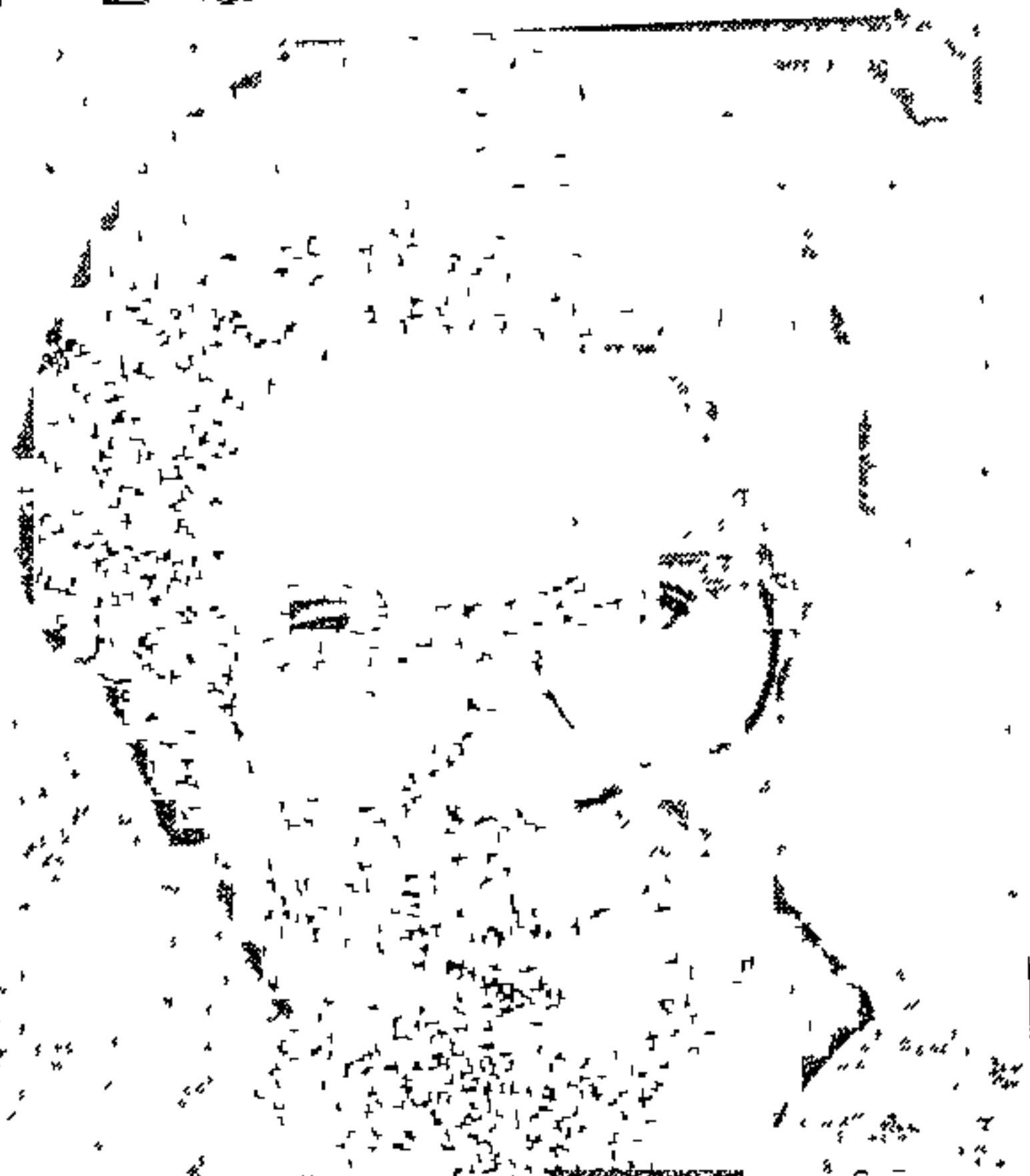
Mr Nefolovhodwe's major problem, however, is that his itinerary does not include Kenya.

He is scheduled to be part of a Nactu delegation of four officials who are to travel to Nigeria and Ghana as guests of the Commonwealth Trade Union Council.

Mr Nefolovhodwe says although he protested to the Home Affairs office in Roodepoort, where the document was issued, the reply he got was that the passport and its stipulations was issued on orders from the Department's office in Pretoria.

Lest

Mr Nefolovhodwe's previous passport, which he says was lost, restricted his travel to Western Europe and the United States. It was issued early this year when he intended to travel to Australia and was also valid for only six months.



PASSPORT PUZZLE: Mr Pandelani Nefolovhodwe of Nactu

NUPSW 500 sacked

ABOUT 500 National Union of Public Service Workers members were dismissed by the Amanzimtoti Town Council yesterday, a union spokesman said.

NUPSW spokesman, Mr Siza Ntshakala, said the council employees downed tools on Monday demanding recognition of the union

"Union members at the council downed tools after it became apparent that management was not prepared to conclude recognition talks," Mr Ntshakala said

He said negotiations between the two parties had been going on for a year "without success"

Town Clerk Mr Dave Ongley was not available for comment yesterday He was said to be in a meeting

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Amazimtoti

26/11/87.

28/11/87
SAP
2005

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Sasol and union agree to mediate

The SA Chemical Workers' Union (Sacwu) and Sasol have agreed to mediate re-employment terms for dismissed workers.

Sacwu's publicity secretary, Mr H O Ndaba, said in a press statement in Johannesburg that the agreement to mediate, from yesterday to December 1, followed two meetings between the union and Sasol management during the past nine days.

Dismissed workers decided after the last meeting on November 20 to apply individually for re-employment after Sasol

management said it would re-employ only 50 percent of the dismissed workers because other vacancies had already been filled.

Mr Ndaba said Sasol "urged that the union must confirm that it will not later use selective re-employment against them in the Industrial Court".

Mr Ndaba said that at a meeting on November 17, Sasol management said it was prepared to re-employ workers individually, but that workers would lose their fringe benefits — Sapa

37/11/87
Smeets
143

THE SA Chemical Workers' Union and Sasol have agreed to mediate re-employment terms for dismissed workers

Sacwu's publicity secretary, Mr H O Ndaba, said in a Press statement in Johannesburg that the agreement to mediate, from yesterday until December 1, followed two

meetings between the union and Sasol management during the past nine days

Dismissed workers decided after the last meeting, on November 20, to individually apply for re-employment after Sasol management said it would re-employ only 50 percent of dismissed workers because other vacancies had already been filled

27/11/87
Smeets
143

THE National Union of Public Service Workers is to challenge the dismissal of about 500 Amanzimtoti Town Council workers in the Industrial Court, a union spokesman said yesterday.

NUPSW official, Mr Siza Ntshakala, said the union had decided to seek Industrial Court help to reinstate the workers because attempts to meet the council to resolve the matter had failed

The NUPSW members downed tools on Monday this week, demanding recognition of the union. They were dismissed on Tuesday

Mr Ntshakala said dustbins had not been removed in the area since the council employees went on strike on Monday

Amanzimtoti town clerk, Mr Dave Ongley, was not available for comment yesterday

Protest over 'T-shirt dismissal'

CME trips 28/4/87
Labour Reporter

WORKERS at the Cas Dalan engineering company in Maitland conducted an hour-long work stoppage yesterday after a shop steward was dismissed, allegedly for wearing a union T-shirt.

A spokesman for the Electrical and Allied Workers' Trades Union said the shop steward at the Observatory branch of Cas Dalan, Mr Mortimer February, had been dismissed in the morning for wearing a union T-shirt.

He said workers at the Maitland branch began the hour-long work stoppage in solidarity with the shop steward in the afternoon.

The union said management had informed the workers that the stoppage was illegal and had told workers to clock out and go home, which they did.

A spokesman from Cas Dalan declined to comment yesterday.

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Unionists held in Lebowa 113

Labour Reporter

The president of the National Council of Trade Unions (Nactu), Mr James Mndaweni, and 54 members of the Food and Beverage Workers' Union (FBWU) were held for three hours in Lebowa at the weekend, Nactu said.

In a statement, Nactu said permission to hold a

meeting on Sunday at the Namakgale Cinema was withdrawn at the last minute.

Mr Mndaweni and Nactu's organiser in Pietersburg were questioned about the federation's commitment to the national liberation struggle and its support for sanctions.

11/12/87

11/22/87 21/12/87 GMR

Union affidavits claim ongoing vicious treatment

Court tells security men: Do not assault workers

By Lesley Cowling

A Callguard Security Services manager and supervisor were ordered yesterday not to assault or victimise workers who had joined the Vukani Guards and Allied Workers' Union.

The Rand Supreme Court also ordered Mr K Jeacocks and Mr E Nel to show cause by February 16 why the interdict should not be made final. Union officials alleged that the two had severely assaulted Callguard employees who had been distributing union membership forms.

The original application was against Callguard as well as the supervisor and manager. The part against Callguard was withdrawn after they gave an undertaking — "without admission of liability" — not to organise assaults on union members, victimise them, or interfere with their freedom of association.

Affidavits by union members said Callguard workers had been

'Police ordered assaulted men out'

Police told two severely assaulted and injured security guards they had "five minutes to get out of Alberton", it was alleged in the Rand Supreme Court yesterday.

It took the two men about seven hours to get home.

Mr James Maluleka and Mr Moses Tsotetsi were assaulted by a manager and a supervisor of

considering joining the union during 1987. Employees Mr Humbrich Sijula, Mr James Maluleka and Mr Moses Tsotetsi began handing out membership forms to many workers. On November 24 Mr Maluleka handed out membership cards to those who had paid subscriptions.

That evening at about 8 pm Mr Nel and Mr Jeacocks arrived at the hostel where Mr Sijula stayed and asked him to work because there was a staff shortage. Affidavits said that after he got into a Callguard vehicle he was driven to a piece of land where Mr Jeacocks began questioning him about his involvement with the union. Affidavits said that after Mr Sijula told them he was not interested in an increase for himself, but for all workers, he was hit in the face by Mr Nel.

The affidavits said that Mr Sijula was handcuffed and assaulted and called "kafir" and "bastard".

the visibly injured men to the police, saying they were "comrades" and were introducing a union into their factory.

Mr Jeacocks and Mr Nel then signed a document and left. The police held Mr Maluleka and Mr Sijula for about half an hour, until midnight. According to the affidavits, they then told them they had five minutes to get

out of Alberton.

It took the men until 7.30 am to walk home. According to medical reports by a district surgeon, made two days after the alleged assault, the right side of Mr Sijula's face was swollen and puffy, as was his upper lip.

Mr Maluleka's face and mouth were also visibly swollen.

At about midnight, Mr Maluleka and Mr Sijula were dropped off at Alberton Police Station.

Mr Sijula was driven off, and allegedly assaulted twice more before the car reached the factory where Mr Maluleka was.

Affidavits said Mr Maluleka was pushed into a guardroom and assaulted. Later he was handcuffed and made to bend over between a truck and a trailer and kicked in the stomach and back.

At about midnight, Mr Maluleka and Mr Sijula were dropped off at Alberton Police Station.

Winnie Mandela and her faceless footballers ... their photographs can't be printed in custody. The entire team — formed by Mandela for unemployed youths — was detained

Rightist squabble flares anew

w/ Mail 13-19/2/8

THE Conservative and Herstigte Nasionale parties were squabbling as furiously as ever yesterday, despite the attempt by the Afrikaner Weerstandsbeweging leader, Eugene Terre'Blanche, to persuade them to form an ultra-Rightist pact for the pending white election.

For the ruling National Party, the querulous voices of CP leader Andries Treurnicht and HNP leader Jaap Marais — both held press conferences in Pretoria yesterday — had the ring of sweet music.

Already suffering from defections on its Left, the NP cannot have welcomed the prospect of an ultra-Rightist pact. It retained a stoical silence, however, as its ultra-Rightist foes apparently moved toward reconciliation with one another earlier in the week.

By PATRICK LAURENCE

But the HNP rejected an ultimatum to accept a "final" CP proposal for unity by 7,30 pm Wednesday night.

The CP demanded that the HNP commit itself irrevocably to amalgamation by the end of the year. As a quid pro quo it offered to stand back for the HNP in 10 specified seats, all selected by the CP. The HNP would, of course, have to back CP candidates elsewhere but would be free to field candidates in any seat where the CP was not a contestant.

An angry Marais rejected the offer, claiming that he had only been given 20 minutes to accept the offer and that only four of the 10 seats offered by the CP could be won by the combined ultra-Right.

The CP offer was based on an estimate of the relative strength of the two parties. Its "final" proposal differed from the compromise formula mooted by Terre'Blanche last week.

Terre'Blanche proposed that the CP field candidates in its 17 existing seats that the HNP select 10 seats — one of which should be Sasolburg, where it only MP won a by-election in November 1985 — for its 10 best men, and that the remaining seats be allocated jointly by CP and HNP divisional committees.

Terre'Blanche's proposal was conditional on the HNP agreeing in writing before nomination day on March 31 to amalgamate with the CP before the end of the year.

The HNP agreed to Terre'Blanche's proposal for the division of seats but did not, however, agree to hand over

to keep the article de issued and a not with of systems be installed

(143)

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Southern 2/12/87

Cops slap restraint on Vaal Nactu man

By LEN MASEKO

A NATIONAL Council of Trade Unions official has received a police warning to refrain from taking part in activities that "will hinder the upliftment of the state of emergency", a Nactu spokesman said yesterday.

He is Mr Fezile Abram Dabi, a Nactu official in the Vaal Triangle, Nactu said.

The Nactu spokesman said the warning had been delivered in a written form to Dabi last week, and a translated version of the note read

Disruptive

"I, Abram Fezile Dabi, staying at 305 Vereeniging, and working for Nactu, take note that I have been warned by Sergeant P Steenkamp that I should refrain from any disruptive action at the school or any institution or any activities or actions which will prevent the state of emergency from being lifted"

The Police Directorate said in a statement. "If the SA police deem it necessary to advise a

member of the public, verbally or in writing, that his actions or suspected actions may

violate any law or regulation, such communication is deemed by us to be a confidential matter between the police and the individual concerned"

Unionists arrested

THE president of the National Council of Trade Unions and 54 union members were detained for three hours by Lebowa police at the weekend, Nactu said.

Nactu said Mr Mndaweni and the 54 Food and Beverage Workers' Union members were detained in Namakgale, where they were scheduled to attend a Nactu meeting.

Nactu said in a statement "On arrival at a local police station, Mr Mndaweni found Nactu organiser Mr M Phasha, who had already been detained"

A Nactu spokesman said Mr Mndaweni was questioned about the involvement of youths in the federation's activities as well as Nactu policy on the liberation struggle and sanctions.

Mr Mndaweni and the other men were released three hours later.

Permission to hold the meeting at the Northern Transvaal township was withdrawn at the 11th hour, Nactu said.

Colonel P Moloto of the Lebowa police said he was not aware of the incident and would investigate the allegations.

Labour

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ROW OVER DEAL

A MAJOR legal battle is looming between the Building Construction and Allied Workers Union and a hardware chainstore over the company's intention to annul a recognition agreement.

At the centre of the battle between the

Nactu-affiliated union and Simon Jedwood Hardware store is whether the company can unilaterally declare a signed agreement unacceptable because it was negotiated and signed by a junior official of the company

Simon Jedwood had informed the BCAWU office in Tzaneen, Northern Transvaal, that an agreement signed on October 27 was "unacceptable in his present form" because the company's representatives at the negotiations had no

mandate

The company has suggested that the union should submit its constitution and that the whole agreement be re-negotiated after verification of membership

But Nactu's North Eastern organiser, Mr

Phosakuwa Mashele, who headed the delegation that negotiated the agreement, has dismissed the company's stand as nonsense. He said the union had negotiated with the local manager who had even suggested several amendments to the union's draft agreement

"If the manager had no power to enter into negotiations that is not our business

A manager at the Tzaneen branch, Mr Glen Hassim, at first said no agreement had been signed with the union but later admitted that the company was actually annulling an existing agreement. He said he would not blame the union for the "fault" but said the agreement would have to be re-negotiated. "It is not acceptable in its present form," he said

The South African Chemical Workers' Union (Sacwu) said yesterday it was awaiting appointment of a Conciliation Board over reinstatement of dismissed workers at Sasol

The union had convened a mediation meeting with Sasol, a Sacwu statement said

Sasol was prepared to take half the 1300 dismissed employees, provided the union did not take any legal action against them

"The union moved that Sasol take all dismissed workers. As a result a deadlock was reached" — Sapa

7/8/21/3
Sawetan
143

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7



143



Adriaan Vlok

Leave me alone, says union man

By STAN MHLONGO

TRANSVAAL Nactu member, Fezile Dabi, this week instructed his lawyers to ask Law and Order Minister Adriaan Vlok to stop the police from harassing him.

The action by Dabi follows a letter allegedly sent to him last week by Transvaal police chief, P Steenkamp.

Dabi said Steenkamp instructed him to refrain from taking part in activities that would hinder the lifting of the state of emergency.

Dabi said he had been visited by police almost every week since his release, in September, from a 15-month period of detention.

Dabi said the warning ordered him to refrain from disruptive action at any institution.

6/12/83 - 5/1/83

SOUTH Africa's labour conflict will not only intensify, but broaden to introduce new players, including outside parties which so far have played a minor or no role in disputes

Thus, some industrial relations (IR) experts say, will probably delay a stabilising of the conflict between employers and labour unions

In South Africa, trade unionism has never been a matter of the workers united against the bosses. Among unions, skill levels and ideology have kept people apart consistently, as demonstrated by the two major federations of unions, the Congress of South African Trade Unions (Cosatu) and the National Council of Trade Unions (Nactu) on the higher level

Although they have worked together — Nactu supported Cosatu in the OK Bazaars and SATS strikes — the creation of one, unified federation has yet to

Labour conflict: New players, new game, and no one knows the rules

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By Udo Rypstra

materialise

Among employers, the situation is not much different. The Chamber of Commerce and the Chamber of Industries which represent several employer organisations, have also worked together on major issues, but failed to establish a unified body speaking with one unforked tongue

The US secretary of State, Mr George Schultz,

once said that the future of SA's economy depended on the success of black labour and management. Ideally, they should operate in accordance with one set of iron rules, like in a rugby game, with no one resorting to foulplay or getting upset over the final score

But with two sets of players — some of them temperamental — on the field, this ideal is not always achieved

Independent experts who have been researching the

SA industrial relations scenario, under the auspices of the Institute of Personnel Management, say that if the game has been played rough until now, it may be rougher yet in future

Politics, they say, will dominate the labour scene more than any other source as social forces, which reigned supreme last year, are now considered to be of secondary importance. Economic and legal forces, in that order, will influence the scene to an even lesser

extent

Cosatu is expected to pressurise management even more to defy remaining Apartheid laws like the Group Areas Act, the Population Registration Act and institutions dealing with migrant labour

Nactu is expected to give most of its attention to the continuation of black consciousness ideology with attendant political goals and demands and will probably be more visible in shopfloor union organisation and shop steward representation

However government seems to be determined to limit politicisation of trade unions to a minimum. In terms of new legislation to be introduced next year, the term "unfair labour practices" will include union intimidation, the encouragement of boycotts and engaging in sympathy strikes

In addition, unions will not be allowed to strike over the same issue more than once in a 12 month period, and courts will be empowered to award damages against unions which have contravened agreed procedures or engaged in wildcat strikes

IR experts list Cosatu as the most dominating player on the union side. It is expected to be more demanding about the redistribution of wealth through, for example, an increased demand for a living wage. With more than 1 million blacks, 112 000 Coloureds and 32 500 Asians unemployed (October statistics), it is expected to seek additional job creation and improved job protection by both public and private sectors

The abolition of race discrimination and prejudice in the workplace is another

priority while increased involvement in management decisions is another

Last but not least the union is expected to gain greater control over processes such as work methods, the manning mix, job advancement and leisure time

Labour groups are expected to remain part of an ever changing kaleidoscope with new unions emerging and others merging or splitting off. Some recent examples of this are the SA Railways and Harbours Workers Union and the Blanke Konserwatiewe Werkers Unie, which have both been asking SATS for official recognition. This has been opposed by the SATS Federation of Trade Unions which is negotiating 17% pay increases

On the salaried front, seven teachers organisations are trying to form a united national teacher union by mid 1988. It is to be a body trying to go for a unitary, non-racial education system

In the United States the name of the game is now worker ownership and employers are banding together to take over companies rather than see them shut down. In England this trend has helped to decrease the power of the labour unions

Not surprisingly, offers by South African employers to introduce profit sharing schemes have been given the thumbs down by several labour unions, including the National Union of Mineworkers

Rather pay better wages and improve working conditions, they say

boarding easier.

The exclusive menu gives you a choice of three hot dishes, served on china with fine cutlery and glassware. Plus a wide

selection of the finest wines. And after a

HY MORE

great



Exuberance at a municipal workers' strike

6 If it's been rough until now, it's going to get much worse in the future 6

Leave guards, judge orders security men

By MARTIN NTSOELNGOE

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THE beating of security guards and a union official for union activities by two security firm officials must stop

This was ordered by Judge NM MacArthur after an urgent application was brought against K Jeacocks, area manager of Callguard Security Services, and E Nel, a supervisor, by Humbrich Sijula, James Maluleka and Vukani Guards and Allied Workers' Union official Moses Tshotetsi in the Rand Supreme Court

Papers before the court showed that Jeacocks and Nel repeatedly assaulted two of the guards and threatened to assault Moses Tshotetsi for union activities

After an undertaking was made not to assault the three men for union activities, the application was withdrawn

The return date for the order is February 16
In papers before the court the general-secretary of the union, Samson Ndou, said the three guards collected enrollment forms from the union offices on November 18, which they distributed among their co-workers interested in the union

Union to take action?

CCAWUSA has threatened to take its dispute with El-lerine Holdings to the Supreme Court if the company did not "stop hampering members' right to strike legally".

According to the union, the breakdown of this week's Conciliation Board meeting - established to resolve a wage dispute - put it in a position to embark on a legal wage strike next week

This could affect 6 500 workers in 300 stores.

Following the breakdown of the meeting, management informed the union that bonus payments would not be made to workers engaged in industrial action this month.

Management also said it could review its wage offer.

Ccawusa said members were "entitled to bonuses".

A spokesman said the "threat" to withdraw wage proposals implied a withdrawal from negotiations - Sapa.

Six days later Tshotetsi distributed membership cards to those who had joined the union

Later that night, Sijula was taken from the Thokoza men's hostel by Jeacocks and Nel on the pretext that he was needed at work.

He was taken to a remote spot, his hands handcuffed behind his back and he was beaten up by the two men

He was then taken to Leondale Furniture Shop where Maluleka was on duty

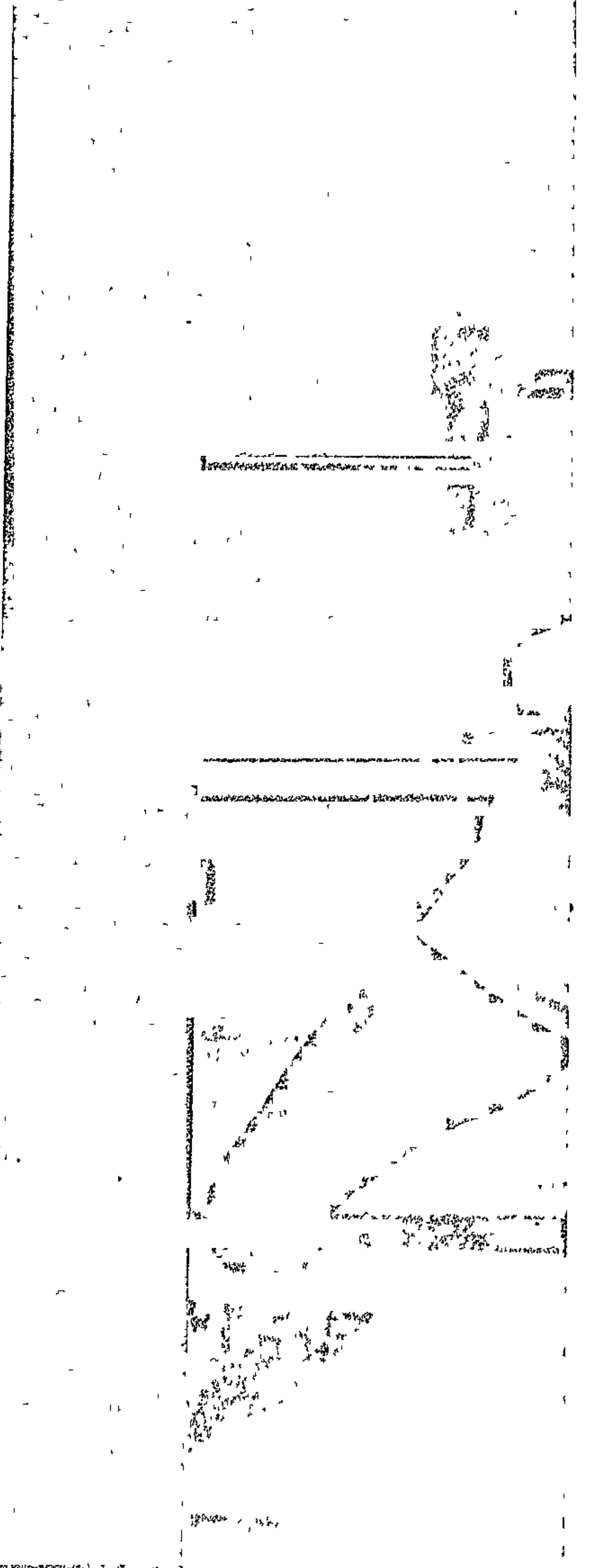
At the shop, Maluleka was taken into a guards' room, accused of being a "terrorist" by the two men and handcuffed and continuously beaten by the two men until he lost consciousness

He was told he would not lose his job if he could supply Jeacocks with information about the union

Sijula and Maluleka were taken to the Alberton Police Station and handed over as "comrades who wanted to introduce a union"

Jeacocks and Nel allegedly also told a number of Callguard employees that they wanted to assault Tshotetsi

Old Bunch



(143) *Suetaun*

(143) *Suetaun*

11/12/87



MR Motsomi Mokhine was appointed general secretary of the Black Allied Mining and Construction Workers Union at its national congress held in Pretoria. He succeeds Mr Pandelani Nefolovhodwe who is now first assistant general secretary of the National Council of Trade Unions to which Bamcwu is affiliated.

Mwasa signs accord

THE Media Workers' Association of South Africa yesterday signed a recognition agreement with Barlan Forms company in Kew, Johannesburg.

The two parties said in a joint statement that the agreement was signed after "a joint exercise of very fruitful negotiations"

Both parties hoped co-operation based on sound industrial relations "practices" would continue in the future



Jubilant Sebokeng hospital workers chanted, sang and danced after they were told by their lawyer they could return to work unconditionally

WORKERS REINSTATED

By MARTIN NTSOENGOE
TRAFFIC between Pritchard and Kruis streets in Johannesburg came to a halt this week when Sebokeng Hospital workers broke into song and dance after a Rand Supreme Court judge ruled that they must go back to work.
The 500 workers were fired on October 27 this year after authorities at the hospital said the workers were on a "go slow strike".
The workers became jubilant when their instructing lawyer Sisi Kgamppe, told them of

the ruling by Judge R Goldstone that they could start working the following day.
She was carried shoulder high by the happy workers after she had made the announcement. Kgamppe was instructed by the National Union of Public Service Workers.
The application was brought before the court by four of the 496 workers against the Administrator of the Transvaal director of hospital services and the administrator of the Sebokeng Hospital.
The four are Mary Mo-

koena Mimi Mahume, Lizzie Theletsane and Jacob Tsolo.
Among others the judge ordered that:
• The hospital authorities must pay costs.
• The dismissal of the workers was void and had no effect in law.
• The workers remained in the employ of the hospital.
• They be paid for the period they have not been working.
Goldstone said that although there was a law that workers had signed contracts stating that they could be dismissed within 24 hours they

were wrongfully dismissed.
Before delivering judgment he referred to a similar case where he had ruled against temporary workers being dismissed at a short notice of 24 hours.
The judge said that although the Public Service Act makes no provision for temporary workers the applicants came to court on a common law right.
But those at the Sebokeng Hospital fell under a different category, he said, as they made monthly contributions to a pension fund.

Reasons given by the judge was that some of the workers belonged to the pension fund and if dismissed they might lose their pension which they had paid over many years.
He also took the inflation rate into account when he compared the fund today to 14 years ago.
He said at the time when Mokoena started contributing to the pension fund the fund was worth far more than it was now.
At her age Mokoena would not be able to contribute sufficiently to her

pension fund.
And although the position with the three other applicants was not a bad as that of Mokoena, the principle remained the same.
If they can be dismissed now at the whim of an official without any inquiry it is unfair, the judge argued.
Because of the compulsory pension fund they were paying the workers were like permanent workers.
The judge therefore argued that they were entitled to a hearing and

could not to be summarily dismissed.
The judge said the workers should have been allowed time for representation.
Judge F. Mhomed SC, cited by Craig Watt Pringle, argued that after the long periods the workers had been working for the hospital they became eligible for pension which was deducted from their pay.
Therefore they were like permanent workers and he credited legitimate expectations in them.

Callguard dismisses two of its supervisors

143 14/12/87 ALAN FINE B/day.

CALLGUARD Security has summarily dismissed two supervisory employees who were last week interdicted in the Rand Supreme Court from assaulting or intimidating union members.

Vukani Guards and Allied Workers' Union general secretary Sam Ndou attributed the dismissals to union pressure on the company.

However, Callguard chairman Dave Lyons disputed this, saying the court action had been unnecessary, and had the union simply followed company procedures the outcome would have been the same.

"The behaviour of the two supervisors dismissed was unauthorised and completely contrary to company policy. This is the first time anything like this has hapened at Callguard. The affair has embarrassed us, and we accept the court order without question," he said.

He pointed out the union had withdrawn its application against the company and had agreed to pay costs.

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14/1

FREEDOM CHARTER ACTS AGAINST UNITY SAYS NACTU PRESIDENT

1 000 told Charter is divisive

143
Sanctions
21/12/87

THE introduction and adoption of the Freedom Charter by parts of the black labour movement was a divisive move planned by people who were against working class unity, the president of the National Council of Trade Unions, Mr James Mndaweni, said at the weekend.

Addressing over 1000 delegates attending the eighth annual congress of the Azanian People's Organisation (Azapo) at the DOCC Hall in Soweto, Mr Mndaweni said the strife tearing at unions like the Commercial, Catering and Allied Workers' Union (Ccawusa), vindicated the assertion that the forces behind the adoption of the charter by unions were "against our unity, our struggle and against our liberation."

Campaign

Mr Mndaweni lashed out at the SABC, saying the corporation was involved in a deculturisation campaign of the black community through its radio and television programmes. "They want us to forget who we are and where we come from. They are trying to make us accept white values in order to protect capitalism from the socialist demands of the working class," he said. He said the black community had to jealously guard against these influences in order to protect "the revolution". It was for this reason, Mr Mndaweni

By MATHATHA TSEDU

added, that Nactu believed that the black working class had to lead the labour movement and the overall struggle for freedom as they were the ones who experienced daily oppression and exploitation.

Mr Mndaweni said the federation's total support for the sanctions campaign against the South African government had resulted in people losing their jobs. "To make sure our people do not suffer, Nactu is engaged in setting up co-operatives in our communities so that those affected by the sanctions campaign can get work," he added.

Turning to Nactu's relations with externally based liberation movements, Mr Mndaweni said the federation maintained a non-partisan political stand. He said a delegation had held formal and fruitful discussions with the Pan Africanist Congress of Azania (PAC), while an informal meeting had also been held with the Black Consciousness Movement of Azania (BCMA). "Preparations for a formal meeting with the BCMA are under way", he added. He said no formal meeting had taken place with the African National Congress (ANC) since the formation of Nactu last year.

143 21/12/87

Court to *Smetan* decide on FBWU five

JUDGMENT in the application for the release of five members of the Food and Beverages Workers' Union held in Modderbee Prison under the state of emergency regulations will be given in the Rand Supreme Court today

The applicants, Mr Daniel Metsoamere, Mr Thomas Nyembe, Mr Patrick Langa, Mr Elmon Mosele Mabanya and Mr Ben Motloun, who were employed by Beacon Sweets and Chocolate company in Germiston, were arrested on October 7, this year

They declared in their application that their arrest under the provisions of regulation 3(1) of the proclamation R97, published in the Government Gazette No 10771 of June 11, 1987, was wrongful, unlawful and not valid in law

Demand

They demand that the first respondent, the Minister of Law and Order and the second respondent, the Minister of Justice, cause their release "forthwith" and that the Minister of Law and Order should pay costs of the application, and further and alternative relief

The application for their release is before Mr Justice G Leveson. Representing them is Advocate N A Cassim, while for the respondents is Advocate J C Labuschagne, SC

In his founding affidavit, Mr Metsoamere said a Sergeant Manganyi told him and the four men that they had been arrested for intimidation, but the police had decided to detain them under the emergency regulations

Police

Advocate Cassim submitted on Friday that it was not necessary for the police to hold the applicants under the emergency regulations if they were investigating crimes of murder, assault and intimidation against them

To arrest in terms of the state of emergency regulations, even where they have a remedy in the ordinary criminal law

Advocate Labuschagne submitted that police were entitled to arrest in terms of the state of emergency regulations, even where they have a remedy in the ordinary criminal law

CAFE OWNER GUILTY OF ASSAULT

143

23/12/87
Sowetan

Mwasa
man
set
to
claim
R20 000
damages

A PIETERSBURG restaurant owner was convicted and warned in the Pietersburg Magistrates' Court for assaulting the deputy president of the Media Workers Association of South Africa.

Andries le Roux, a father of two, appeared before Mr R S van Heerden and pleaded not guilty to a charge of assaulting Mr Mathatha Tsedu, a Sowetan journalist based in the Northern Transvaal

The State alleged that Le Roux assaulted Mr Tsedu at a restaurant in Pietersburg on July 27 this year

Mr Tsedu suffered facial bruises and swelling. His spectacles were also broken

Food

Mr Tsedu testified that he had gone to the restaurant to buy food and had paged through a magazine while waiting for his order

"When I went to pay the account he (Le Roux) ordered me to pack the magazines. I refused and told him I was not an employee of the restaurant. He hit me with a fist in the stomach and swore at me and called me a kaffir

"He came from behind

SAPA

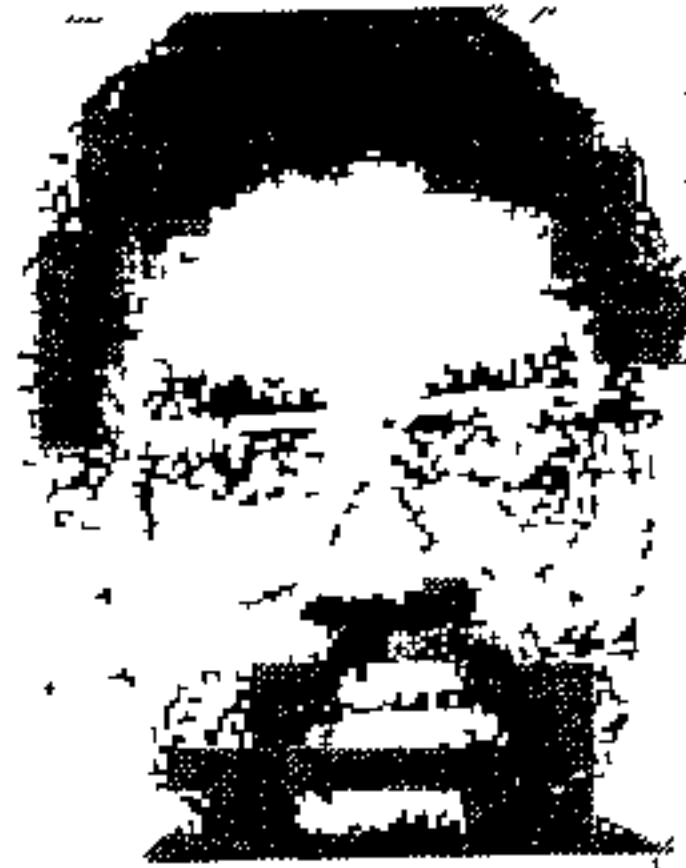
the counter and assaulted me further. In the process my glasses were broken and my watch fell," Mr Tsedu said.

Le Roux denied assaulting Mr Tsedu and said that he only pushed him. Asked by the prosecutor, Miss E J J Swart, how he could explain the bruises and swelling on Mr Tsedu's face, Le Roux said "I don't know"

Mr van Heerden said it was clear that Le Roux had assaulted the complainant and found him guilty of hitting Mr Tsedu

The sentence was a warning

Mr Tsedu has filed a civil claim of R20 000 against Le Roux —
Sapa



MATHATHA TSEDU

INDUSTRIAL REL. - NACTU

(143)

1988

JANUARY - ~~1988~~ JUNE

Hospital hikes slammed

THE increases in medical tariffs introduced at the 69 Transvaal provincial hospitals on January 1 were yesterday deplored by the National Council of Trade Unions (Nactu).

The organisation repeated a call for a "national people's health service" and said it believed the unfair advantage and profiteering in medicine through the state tender system and other perks abuses, could be eliminated only if the system was open to public scrutiny.

Nactu also said the medical brain

drain needed to be halted. Since their education was subsidised by taxpayers' money, personnel should be forced to work in state hospitals for at least four years before being allowed to leave the country.

Nactu said the increases bore out its assertion when the last Budget was announced that increases in military and police expenditures were at the expense of already inadequate basic social services.

ALAN FINE

8/004
5/11/86
(113)

12 APR 1986

12 APR 1986

12 APR 1986

Union to seek order revoking dismissals

5/11/88 (143) SM

Pretoria Bureau

More than 200 strikers were dismissed from a Pretoria cold storage plant today, according to the regional secretary of the Food and Beverage Workers' Union, Mr Mojalefa Vinqi.

He said the union would seek an urgent court order to have the dismissals revoked.

About 215 workers stopped work yesterday following a six-month wage dispute with the

management of Hercules Cold Storage.

The manager of the plant, Mr Neil Bosman, declined today to comment beyond repeating that he was "open to negotiation".

The dismissal followed a peaceful confrontation at the plant yesterday between workers and police called to the scene by management, according to Mr Vinqi.

A police spokesman confirmed that police had "dispersed the crowd"

yesterday, but denied that police were called by management.

Police "tried to force three workers, including a union shop steward, to go back to work", said Mr Vinqi.

They refused and were removed by police, who released them in nearby Marabastad, Mr Vinqi said.

The police denied being at the plant today.

Mr Bosman had started hiring new workers, said Mr Vinqi.

Call for 'peoples' health service'

(S) (43)

Sanctum 5/1/88

THE National Council of Trade Unions yesterday reiterated its call for a

national people's health service because of increased hospital

charges.

In a statement to Sapa, Nactu said it deplored

the increases in medical charges for treatment and medicine announced by the health authorities

"When Finance Minister Barend du Plessis announced his budget we noted that the increase in the military and police expenditure was at the expense of basic social services which were so desperately needed due to the already inadequate services

"Nactu reiterates its call for a national people's health service. Nactu believes that the unfair advantage and profiteering in medicine through the State tender system and all the abuses rampant in the system can only be eliminated if the system is open to the scrutiny of the people

Chicken

"We further believe that the chicken run of doctors and other medical personnel should be curtailed by ensuring that such individuals are forced to work in State hospitals for at least four years before being allowed to leave the country. Taxpayers' money has subsidised their education and they should plough back into the community that which they have received from the community

"Further, all doctors should be required to provide a minimum of five hours per week free service in state hospitals

"Nactu wishes to warn all consumers in the country that 1988 will be a tough year for breadwinners to make ends meet" — Sapa

5th week freeze-out

THE wage strike by about 200 Hercules Cold Storage employees in Pretoria enters its fifth day today with their union saying two of its members were arrested at a railway station on Tuesday.

Police yesterday denied holding Mr Aaron Marolane of Hammanskraal and Mr George Motsepe of Zone 5 Garankuwa.

A spokesman for the Food and Beverage Workers Union (FBWU) said the men were arrested by South African Police at

Hercules Station, near Pretoria, about 5 pm on Tuesday.

The workers went on a legal strike on Monday.

143
8/1/88
Suntan

Hamanskraal. They were arrested on January 4 — a day after 200 workers at Hercules Cold Storage went on a legal wage strike.

Mr Motsepe and Mr Marolane appeared in the Pretoria Regional Court last Friday and their case was postponed to February 11.

Company spokesman Mr Nel Bosman yesterday declined to comment on the dispute and referred enquiries to FBWU. *Smeltzer*
13/1/88

van der Vyfer, was not available for comment yesterday. *(153)*

Bail for union 2

TWO members of the Food Beverage Workers' Union who were arrested at Hercules Station in Pretoria last week have been released on R200 bail each and are to appear in court on charges of intimidation. *(153)*

The members are Mr George Motsepe of Zone 5, Garankuwa and Mr Aaron Marolane of

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23/01/88

13/1/88

REFERENCE

107

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107

Wage talks deadlocked

WAGE talks between the Media Workers' Association, the Argus Printing and Publishing and Times Media Limited again reached a deadlock this week, writes THEMBA MOLEFE.

Mwasa is demanding a 20 percent across-the-board increase. The Argus is offering 12 percent across-the-board and four percent discretionary pay for journalists and a 16 percent rise for non-journalists.

TML is offering journalists eight percent across-the-board and eight percent at the editor's discretion. The offer for non-journalists is 17 percent.

Mwasa has rejected the offers but management is standing firm on its proposal, arguing that the offer is reasonable and was above the inflation rate.

The parties meet again on Friday in a fresh attempt to reach agreement.

Mwasa and Perskor management meet today as wage talks between the two parties get under way.

A union spokesman said the demands would include a minimum wage of R250 a week, four weeks leave, 13th cheque for monthly paid staff, a month's equivalent pay for weekly paid workers, maternity and paternity leave, 14 day's sick leave, pension benefits and medical aid facilities and a housing subsidy.

143

3/1/88
Swee fur

Media workers to strike after dispute

The Argus Correspondent

JOHANNESBURG — The Southern Transvaal region of the Media Workers Association of South Africa (Mwasa) has called a strike to pressure the managements of South Africa's two biggest English-language newspaper groups into meeting the union's wage demand

The decision was taken at meeting in Soweto yesterday and announced by the Mwasa general secretary Mr Sithembele Khala.

Times Media Limited management could not be reached for comment this morning. An Argus Company spokesman declined to comment as the company reserved its position on what further action it would take.

Transvaal publications affected by the dispute are Sowetan, the Star, Sunday Times, Business Day, Pretoria News and the Financial Mail.

Mwasa demands include

- ⊗ A basic salary increase of 20 percent
- ⊗ Reinstatement of M1 Mojalefa Moseki, allegedly dismissed from Sowetan while on study leave.
- ⊗ Immediate appointment to the staff of the Star of 11 members, allegedly used as casual labourers for nearly two years
- ⊗ That the two companies stop forcing members to join the South African Typographical Union.
- ⊗ That Times Media withdraw the increases it announced before reaching agreement with Mwasa

Media workers opt for strike

143

12.11.88
The Southern Transvaal region of the Media Workers' Association of South Africa (MWASA) yesterday decided to call a strike in an attempt to pressure the managements of South Africa's two biggest English language newspaper groups into meeting the union's wage demand.

The decision was taken at meeting of the union in Soweto and announced by the Mwasa general secretary Mr Sithembele Khala. A national decision on industrial action is expected during the course of this week, depending on the outcome of meetings in other Mwasa regions.

Times Media Limited management could not be reached for comment this morning. An Argus spokesman declined to comment on the Mwasa statement.

Transvaal publications affected by the dispute are The Sowetan, The Star, Sunday Times, Business Day, Pretoria News and the Financial Mail.

Mwasa has tabled the following demands:

- A basic salary increase of 20 percent.
- The reinstatement of Mr Mojaléfa Moseki, allegedly dismissed from The Sowetan while on study leave overseas.
- The immediate appointment to the staff of The Star of 11 members, allegedly used as casual labourers on the newspaper for nearly two years.

MWASA OPTS FOR STRIKE

THE Southern Transvaal region of the Media Workers Association of South Africa yesterday decided to go on a legal strike over its wage dispute with the Argus Printing and Publishing and Times Media Limited

The two companies own the *Sowetan*, *The Star*, *Sunday Times*, *Business Day*, *Pretoria News* and *Financial Mail*

Mwasa's demands are an across-the-board 20 percent increase, the reinstatement of *Sowetan* reporter, Mojalefa Moseki, who was dismissed while on study leave abroad, and the immediate appointment of 11 members who have been employed on a part-time basis at *The Star* for nearly two years

The union also demands that the companies stop forcing members, directly or indirectly, to join the South African Typographical Union, and that TML withdraw the increases it announced before reaching agreement with Mwasa

Other demands are that TML apologise to Mwasa

for this action which indicates the company's position of negotiating in bad faith, and that the *Sowetan* management should stop harassing the chairman of the shop stewards committee, Mr Joshua Raboroko

Decisions on the strike action will be finalised after all Mwasa's four regions have discussed the matter

The Argus is offering a 12 percent across-the-board increase for editorial workers and a four percent discretionary rise. Non-editorial staff is being offered a 16 percent across-the-board increase.

TML's final offer is eight percent across-the-board for editorial staff and eight percent discretionary while the offer for non-editorial workers is 17 percent across-the-board.

Mwasa general secretary Mr Sithembele Khala said. "The union is not forgetting that newspaper management had a record 92 percent profit in 1987 and we will also be appealing to the community to support our action against the companies."

143 ~~143~~ Sowetan 18/1/88

Media workers at table

19/1/88

Sowetan



143

TALKS to resolve a deadlock over wage demands are likely to resume between two major newspaper groups and the Media Workers Association of South Africa, the union said yesterday.

Mwasa general secretary Mr. Sithembele Khala said the talks, which could be held on Thursday, could bring an early end to the dispute between the union and the Argus Printing and Publishing and Times Media Limited (TML).

Mwasa declared a dispute with the companies at the parties' last meeting on January 8.

The Southern Transvaal region of Mwasa voted to go on a legal strike over the wage dispute at its meeting held in Soweto at the weekend.

date

Arrest

A MEMBER of the National Union of Public Service Workers was yesterday arrested by two plainclothed policemen who he had requested to sign a petition demanding the release of the "Sharpeville Six" in Vereeniging.

A NUPSW spokesman said Mr Jacob Mahlonoko had unknowingly handed the men who identified themselves as policemen, the petition outside the offices of the National Council of Trade Unions in Vereeniging.

The policemen looked at the petition and instead of attaching their signatures, arrested him, the spokesman said.

Mr Mahlonoko has not been seen since he was taken away in the morning and NUPSW lawyers are investigating.

CCAWUSA member pickets outside one of the Ellerines stores.

Tough demands

The Southern Transvaal region of the Media Workers' Association of SA (Mwasa) decided on Sunday to call a strike in support of wage demands on the two biggest English-language newspaper groups

Mwasa's demands are

- A basic salary increase of 20%
- The immediate appointment to the staff of *The Star* of 11 members who have apparently been used as casual labourers for two years,
- The reinstatement of Mojalefa Moseki, allegedly dismissed from *The Sowetan* while on study leave overseas (Unconfirmed reports indicate that he's been reinstated)

In relation to the main wage demand, the managements of Times Media Limited (TML) and Argus are apparently standing by their 16% offer for higher pay brackets and 17% for lower pay brackets

The strike will only take place if a majority of Mwasa regions agree to it. The far northern Transvaal region has already voted in favour of a strike, while the western Cape and Natal votes will be known by the end of the week. If a majority is obtained, then all regions will go on strike.

Mwasa general secretary Sithembele Khala is confident that a majority will be obtained. At the next stage, the parties go to conciliation. If no settlement is reached, then there will have to be a ballot before a strike can take place.

Argus management offered no comment. TML management say they await official details of the union's position at a meeting to be held later in the week.

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Argus management offered no comment. TML management say they await official details of the union's position at a meeting to be held later in the week. ■

25/11/82

Mwasa to go ahead with strike action

The Media Workers Association of South Africa (Mwasa) decided yesterday to go ahead with its earlier resolution to strike, following management's refusal to meet the union's wage demands

Another deadlock was reached during last Friday's meeting with Argus and Times Media Limited, which together own this newspaper, Sowetan, Pretoria News, Cape Argus, Daily News, Financial Mail, Business Day and Sunday Times

Yesterday's decision, taken at a meeting held at the Orlando DOCC hall, means that Mwasa will apply to the Minister of Manpower, Mr. P. du Plessis, to appoint a conciliation board to resolve the dispute, failing which a ballot would be taken for a legal strike

A spokesman for Mwasa today said that the union's lawyers would be consulted this week on the strike action.

Mwasa is demanding a 20 percent across-the-board wage increase, while the two companies are offering 16 percent

The spokesman said other demands were being resolved at plant level

The Argus newspaper chapel of the Southern African Society of Journalists yesterday voted to delay acceptance of the wage package offered by management at this year's negotiations

Their decision is in support of Mwasa's standpoint

SOWETAN, Monday, January 25, 1988

THE Media Workers

Association of South Africa has resolved to go ahead with a legal strike following the refusal by two newspaper companies to meet their wage demands.

Transvaal regional

meeting of the union at the DOCC Hall, Soweto, yesterday. A spokesman for the union said they would seek legal advice on the matter today. The union would apply to the Minister of

Mwasa to take strike action

Manpower, Mr P T C du Plessis, to appoint a conciliation board to resolve the dispute which the union has declared with the Argus Printing and Publishing and the

Times Media Limited

The two companies own the *Sowetan*, the *Star*, Pretoria News, Cape Argus, Daily News, Financial Mail, Business Day and *Sunday Times*

The union declared a dispute after the companies refused its demand for a 20 percent across-the-board wage increase.

The two companies are

offering a total of 16 percent across-the-board increases.

The union will this week have another meeting with its lawyers in preparation for the legal strike. The meeting decided that other issues it had

raised with the two managements were being negotiated at plant level. Should these negotiations deadlock then the national working committee consisting of Mwasa and management officials would try to resolve these issues.

(S)

143 (143) (143) Summary 26/1/88

QUESTION OF DISMISSALS

DOES a trade union interfere with company policy when it challenges the dismissal of its members?

This is the question facing the Brushes and Cleaners Workers Union and its umbrella body, the National Council of Trade Unions

General secretary of the BCWU, Mrs Mary Ntsiki, said Rand Window Cleaners, a Johannesburg company, told her the union was attempting to interfere with management's right to dismiss "employees said to be less than suitable workers"

The company dismissed six workers — all men — last Friday and has refused BCWU the right to represent them

Mrs Ntsiki said that in reply to a letter she wrote on the dismissals the company's director, Mr Peter Lake-Johns, said Rand Window Cleaners was not under any obligation to discuss its actions with anyone

Legal

She said Mr Lake-Johns added that this included BCWU and Nactu

Mr Lake-Johns also informed Nactu, whose legal unit had approached the company about the workers, that his organisation exercised the right to dismiss the workers and did not intend to reverse its decision

He also warned the union and the federation that their interference would prejudice recognition talks and also accused shop stewards at his plant of intimidating other workers to join BCWU

"This activity will likewise prejudice the recognition of BCWU and will result in the company actively dis-

Do trade unions interfere?

By **THEMBA MOLEFE**

couraging workers from joining the union," Mr Lake-Johns said in the letter

Some of the six workers had been working for the company since 1979, Mrs Ntsiki said

Mrs Ntsiki said the

window cleaners worked under hazardous conditions because they had to climb on scaffolds and risk their lives to clean windows of tall buildings

Mr Lake-Johns and the chairman of the

employer body in the industry, Mr Ivern Bowers, could not be reached for comment yesterday

Mrs Ntsiki said a letter she wrote to the National Contract Cleaning Association on November 16 last year, regarding the company, had not been replied

MK J G J VADU...
when his car left the Concorde-VAIC...
Saturday night

Call C. Truitt 26/1/88 (143)

Union plans to strike

JOHANNESBURG — The Media Workers' Association of South Africa (Mwasa) decided yesterday to go ahead with its earlier resolution to go on strike, following management's refusal to meet the union's wage demands. Mwasa will now apply to the Minister of Manpower to appoint a conciliation board to resolve the dispute.

(143) *Somerset 27/1/88*
THE Brushes and Cleaners Workers' Union has taken the Rand Window Cleaners company of Johannesburg to the Industrial Court following the "unfair dismissal" of six members, the union said yesterday

BCWU general secretary, Mrs Mary Ntseke said the union was awaiting a hearing date since the papers were filed yesterday

The company's director, Mr Peter Lake-Johns, was not available for comment yesterday

The BCWU move follows the dismissal of

BCWU action

six window cleaners on January 22

Mrs Ntseke said efforts by the union and its umbrella body, the National Council of Trade Unions (Nactu), to get management to negotiate the dismissals were in vain

She said Mr Lake-Johns said in a letter to the union and Nactu that their interference in the matter would prejudice the company's recognition of BCWU

He also said the company reserved the right to dismiss those workers "said to be less than suitable employees"

Rand Window Cleaners was not under any obligation to discuss its decisions with anyone, Mrs Ntseke said Mr Lake-Johns had replied

Chairman of the National Contract Cleaning Association, Mr Ivern Bowers said yesterday that Rand Window Cleaners was not a member company. He was commenting on a letter written to the association last November 16 by BCWU over the company's stalling of recognition talks

Mr Bowers said the association last week wrote a letter to BCWU informing the union that it could not take the matter up

47 back on the job

A JOHANNESBURG company, Carlton Contract Packaging, yesterday reinstated the 47 employees it had dismissed during a confrontation with staff, all members of the Media Workers Association of South Africa.

Mwasa regional administrative secretary Mr Themba Hlatshwayo said the workers were locked out and told they were dismissed when they protested against the firing of three shop stewards.

He said the company, whose employees joined Mwasa two weeks ago, agreed to suspend on full pay the three shop stewards while negotiations continued.

A company official, who declined to give his name, refused to comment yesterday.



This newspaper vendor just got a wage increase. Sixty-eight other vendors were not so lucky.

South 28/1-3/2/88

Vendors retrenched

SIXTY-EIGHT casual newspaper vendors were recently paid off in Cape Town by Allied Publishing, the country's largest distribution company, while 45 others were given permanent positions.

This leaves only 290 permanent vendors to sell the Argus and the Cape Times.

The retrenchment of the vendors followed negotiations between Allied and the Media Workers Association of South Africa (Mwasa).

Mwasa officials see the retrenchments as a loss, but pointed out that a number of victories had been scored by the union.

Not only was the union able to stall management for four months on the issue, but it ensured that casuals who lost their jobs were given "golden

handshakes", while they would also be employed first should vacancies arise, a Mwasa shopsteward said.

Mwasa also claimed victory for "massive" wage increases of between R60 and R100 granted by the company. It amounts to an increase of about 66 percent.

According to Allied this raised the cost of street selling from 21 cents a copy to 32 cents.

Allied's provincial manager, Mr J A Rayner, told SOUTH the retrenchments were an "internal matter".

"The retrenchments were done in consultation with the union," he said. Vendors were in the past recruited by delivery van drivers.

"It used to be a very casual thing - the sellers were just picked up on the way to town to fill up the team," a Mwasa spokesman said.

Many vendors are children.

A recent Leadership magazine survey has found that 40 to 50 percent were below the age of 16.

This is changing however.

Mwasa officials point out that due to union activity it is now unwritten policy that vendors should be over 17.

A few years ago a 14-year-old vendor, known as Ernest, who supported his family, was run-over and killed. A crew of vendors also burnt to death in the back of a van when it caught fire.

Some distributing companies now insure the lives of newspaper vendors, who each pay about 15 cents a week for insurance, a Mwasa spokesman said.

The permanent employment of vendors would help to formalise any future negotiations, he said.

Liz Abrahams

said

Mwasa set to strike

South 28/11 - 3/2/88

THE Media Workers Association of South Africa (Mwasa) is to apply to the Minister of Manpower to appoint a Conciliation Board to resolve the deadlock in wage negotiations with the Argus Company and Times Media Limited.

At least 2 000 workers could go on strike if the matter is not resolved.

However, Mwasa's general secretary, Sithembele Khala, said after the union's southern Transvaal regional meeting this week it was unlikely that the minister would appoint a Conciliation Board.

Mwasa would then be compelled to

strike after the expiry of a month

The dispute follows the refusal by the companies to grant a 20 percent across the board wage increase..

The companies offered 16 percent

Both the Argus and Times Media Limited refused to comment at this stage.

The Argus group has requested a meeting with the union, which will be taking place next week.

Mwasa would call on community organisations to support its members.

Mwasa also claimed victory for "massive" wage increases of R40, bringing vendors wages to R100 a week

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Unions warn on wage restraints

By DICK USHER
Labour Reporter

BOTH major trade union federations have warned that any attempt to impose wage restraints would be strongly opposed.

Discussion about restraints is on the agenda for Tuesday's meeting in Cape Town between President Botha and leading businessmen.

Spokesmen for the Congress of South African Trade Unions (Cosatu) and the National Council of Trade Unions (Nactu), representing about 1.5-million organised workers, said there was already deep bitterness about remuneration and the economic system generally.

"Unrest in South Africa has always been linked with deteriorating economic conditions. The unrest of 1976 and the past three years was a direct result of growing unemployment and rampant inflation," said Cosatu spokesman Mr. Frank Meintjies.

Mr. Piroslaw Camay, general secretary of Nactu, said Nactu totally rejected wage restraints.

"The present economic crisis has been created by the Government persisting with its apartheid policy, on which it is spending astronomical sums through defence, the police and constitutional tinkering."

"Black workers have totally rejected this system and to impose restraints would be seen as just another attempt to make them pay for their own oppression," he said.

Labour Update

Call to resist the 'rent collector' Bill

By THEMBA MOLEFE

THE National Council of Trade Unions has called on employers to publicly reject and refuse to implement the provisions of the Promotion of Local Government Affairs Amendment Bill if it were to be passed by Parliament in 1988.

The Bill, presented to Parliament by the Minister of Constitutional Affairs and Planning, Mr Chris Heunis, last year, would effectively force employers to act as rent collectors on behalf of local authorities.

It provides that local authorities should attach the liquid assets of an

individual owing rent. This would include amounts owed to that individual by an employer.

There would be stiff penalties on employees and employers who failed to comply with the attachment order.

Nactu's call to employers followed its central committee decision on Wednesday.

The federation said all employee and employer organisations should reject the Bill, refuse to implement its provisions

and pay the heavy penalties if necessary, or face the wrath of organised workers.

Nactu said that these actions should be publicly confirmed by the employers.

It has also demanded the scrapping of the Group Areas Act and the abolishment of the 99-year leasehold system, and that the present rent debts owed by township residents be written off.

All families that have lived in the same house for at least 10 years should be given title

deeds without delay and without any financial costs, Nactu said.

The organisation said the Government should pay all new township development charges for laying services, and that they should not be added to the purchase price of the house.

"All building societies should pronounce themselves immediately on these minimum demands and petition the Government before we advise our members to make bond payments or pay rates and levies to local authorities," said Nactu.

MWASA IS NACTU'S 23RD AFFILIATE

29/1/88

23rd
Sanctum

THE National Council of Trade Unions has formally accepted the Media Workers' Association of South Africa as its 23rd affiliate

Welcoming Mwasa at Nactu's central general committee meeting in Johannesburg on Wednesday, the federation's president, Mr James Mndaweni, said "Mwasa faces a challenge of being one of the catalysts

in the ongoing battle to bring all workers in South Africa together

"We also hope that your being part of us is going to strengthen Nactu, as we need the numbers and the wisdom of all workers in the country to achieve the short and long-term goals of the labour movement in this country"

Nactu has 450 000 members

Media union talks fail

ANOTHER round of talks yesterday between the Media Workers Association (Mwasa) and management of the Argus Company and Times Media failed to reach agreement over the wage dispute, Mwasa said in a statement

The union is demanding a 20 percent increase of basic wages and the two managements are offering 17 percent across-the-board to weekly paid staff

Argus is offering monthly paid staffers 12 percent across-the-board and four percent at the discretion of management, while TLM is offering 8 percent across-the-board and eight percent at its discretion

The majority of Mwasa members countrywide have agreed in principle to a legal strike should the deadlock not be resolved

The dispute affects *Sunday Times, The Star, Sunday Star, Sowetan, Pretoria News, Business Day, Daily News, Natal Mercury, Sunday Tribune, Post Natal, Argus* and *Cape Times* Union lawyers were at present examining the legal implications of such a step, Mwasa said

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2/2/88

Mwasa claims 'major victory'

THE Media Workers Association of South Africa yesterday said it won a major victory after successfully negotiating wage increases for its members at Pictorial Press in Johannesburg.

Mwasa's Southern Transvaal administrative secretary, Mr Themba Hlatshwayo, said the workers, who were previously earning a minimum of R60 a week, would earn between R115 and R157,15.

He said the date of implementation was still being negotiated with the Malvern-based company.

The union had initially proposed a new minimum of R126 a week. Members decided to accept management's offer at a report-back meeting at the weekend.

Mr Hlatshwayo said the increases were a victory for Mwasa which was still negotiating a recognition agreement with Pictorial Press.

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2/2/88

W Mail 5-7/12/88

Black media
workers gear
to strike on
major papers

By SEFAKO NYAKA

THE Media Workers' Association of South Africa this week set up strike committees countrywide to prepare for industrial action against Argus Printing and Publishing and Times Media.

And according to Mwasa's general secretary Sthembele Khala, a relief committee has already been organised in Pietermaritzburg, while other regions are expected to establish similar committees in the next few days.

As a fresh round of talks between the union and the major English-language newspaper groups ended in a deadlock this week, it seems likely that Mwasa will resort to strike action to try and resolve the issue.

"The deadlock is such that strike action is inevitable," Khala said.

The union is demanding a 20 per cent across-the-board wage increase.

Argus is offering 17 per cent for weekly-paid workers and 12 per cent for monthly-paid staff. The company is also offering a four per cent increase on merit.

Times Media is offering an eight per cent across-the-board increase and eight per cent on merit.

The union has also declared a dispute with Times Media because the company has "unilaterally implemented salary increases whilst the talks are still going on. And we view this in bad faith," Khala said.

The other issues in dispute have been relegated to chapel level and include:

- The declaration of a dispute against *The Sowetan* by Argus alleging, according to Khala, that the *Sowetan* chapel holds meetings without the consent of the manager.

- Alleged harassment of *Sowetan* chapel father Joshua Raboroko. The company claims Raboroko attends wage talks without the manager's permission.

- The dismissal of *Sowetan* journalist Mojalefa Moseki whilst on study leave.

- And the alleged coercing of employees, directly or indirectly to join or remain members of the South African Typographical Union.

Asked to respond to the allegations, an Argus representative said if it were for publication, he had no comment.

A Times Media representative said the company is still in the process of talking about the dispute and would not like to comment further.

But the strike might take some time to happen. Union lawyers first have to apply to the minister of manpower for a conciliation board. The minister then has to set a date for the conciliation board hearing. If within 30 days it does not happen, the union will legally have a right to go out on strike — after holding a strike ballot.

It will be the third such strike by the media union in seven years.

In 1980 Mwasa went on a national wage strike against Argus and South African Associated Newspapers (which later became Times Media after trimming a major portion of its operations).

The strike ended three months later, opening the way for recognition talks between the union and the companies.

During the strike, which was the first in the newspaper industry, most of the national executive of Mwasa, including its president, Zwelakhe Sisulu, were served with three-year banning orders.

In 1983 Mwasa took on Argus, and lost disastrously, when 209 printing workers were dismissed.

Mwasa negotiates for both blue and white collar workers in the industry.

Khala is the first to admit that there are important lessons the union learnt from the strike.

"We lost the 1983 strike in a terrible way. And we now understand that we have to apply some kind of discipline . . . some kind of patience and we intend going through all the stages of planning and co-ordinating the strike."

Unless arbitrators or a conciliation board manage to resolve a two-week-old wage dispute, it seems a strike by black media workers (Mwasa) against Argus and Times Media Ltd (TML, owners of the FM), is certain.

The parties reached deadlock on Monday over Mwasa's demand for a 20% increase across-the-board. TML has offered 17% to weekly paid staff and 16% to salaried employees, which includes journalists. The 16% comprises 8% across-the-board and 8% determined on merit. Argus's split is 12% to all and 4% on merit.

TML's Barrie Harris says Mwasa haven't justified their demand, bearing in mind the inflation rate; the level of increases granted by the market generally; the company's higher-than-average bonus; and the improved housing subsidy, which has been doubled to R6 per R1 000 with a maximum of R240 and which now applies to those with three years' service (it was five).

Mwasa's Sam Mabe, a news editor on *The Star*, replies: "In the previous year, when the company claimed to be performing badly, it offered 15%; now, when it says it is doing far better, they are offering 16%." He also says the union wants to improve its members' quality of life and keeping pace with inflation is not enough. Bonuses, he believes, are deserved by his members since "we worked for it." According to Mabe, only a handful of members, the journalists, of which there are around 170 in Mwasa, could benefit from the

143
housing subsidy; few among the rest, some 4 500 media workers countrywide, can afford houses, he says

There are various other issues Mwasa is contesting with the Argus company, such as an alleged unfair dismissal and harassment at the *Sowetan*; alleged forced membership of the SA Typographical Union, and the status of 11 casual employees of The Newspaper Printing Company. But "to avoid clouding the main issue," Mabe says these should be dealt with at plant level Argus reserved its position on this point.

Harris says TML believes its offer is fair and reasonable. Mabe says his members are prepared to strike over the issue. A strike ballot may well be Mwasa's next step.

Nearly all the employees, Ccawusa members, who began a legal strike at 142 of Ellerine's 290 stores last December 8, returned to work on Monday. From a workforce of 6 567, some 2 418 took part in the seven-week action.

In terms of the settlement signed on January 27, the company agreed to a R110 a month across-the-board wage increase starting February.

This takes Ellerine's minimum in its five job grades to R441, R511, R534, R545, and R700 — somewhat less than the union's opening demand last May of R550 minimum plus R200 across-the-board

Ccawusa general secretary Vivian Mtwa says the strike "resulted in a national agree-

1401 3/1/88
ment, marking a major breakthrough in the struggle of Ellerines workers for a living wage and better working conditions"

Most of the rest of the conditions had been agreed to by last September, when Ccawusa declared a dispute (*Current affairs*, November 6 1987)

The package includes paid holidays on June 16 and "a day in May" — whether May 1, or the first Friday in May, is to be decided, regional pay differentials for the same job are eliminated, a sliding scale of commissions for sales staff, a lump sum R770 payment to non-sales staff in lieu of retrospective pay, less interim payments already granted, field and outside area sales reps become permanent employees with certain backdated benefits

Employees detained under emergency or security laws will be guaranteed their jobs back and 50% of their wages for a period stipulated in the agreement

The company committed itself to concluding a recognition and procedural agreement with Ccawusa within 6 months. Negotiations will continue regarding maternity provisions, compassionate leave and assistance for housing

Ellerine's human resources manager Pierre de Villiers describes the company's first brush with organised labour as "a very tough round of negotiations and both sides played by the rules"

Their next round of wage talks starts in April, for the period July 1 to June 1989

Fired men reinstated

CP Reporter

THE Media Workers' Union has had three men reinstated in their jobs at Carlton Packaging.

Isaac Mohale, Mandla Ncube and Peter Matlala were dismissed on January 26

Mwasa claimed the dismissals took place because the men had union links, but the company said the men were persistently late

Labour consultant Graham Poynton ruled that the three men should be reinstated, although with conditions less favourable than previous ones, and that they should be paid for the time they were without work

Mwasa is not officially recognised by the company

7/2/88
CIP/20

Mwasa man is held

THE regional organiser of the Media Workers' Association in Pietersburg, Mr Kgalabe Kekana, has been detained in terms of the state of emergency regulations

Announcing this in a statement at the weekend, the union said its lawyers had confirmed that Mr Kekana was being held under Regulation 3 of the Public Safety Act of 1953

Mr Kekana, of Mahwereleng township near Potgietersrus, was detained at the town's taxi rank while on his way to the union's offices in Pietersburg

A member of both the Azanian People's Organisation and the Mahwereleng Action Committee

(Mac), Mr Kekana is the second Mac member to be detained in the past two weeks. The other, Mr Kagiso Mogale, was detained 10 days ago after he was appointed fund-raising co-ordinator for the burial of two drowning victims in the township

Mr Kekana is due to testify early next month in the trial of 14 policemen charged with

the murder of Mr Makompo Kutumela, who died in police custody in 1986. Mr Kekana is also scheduled to leave on a six-week trade union study tour of Australia late next month. The tour has been organised by the Australian Journalists Association

Mwasa has called for the immediate release of Mr Kekana

CH/1 7/15 9/2/84

Third Mwasu organizer held

JOHANNESBURG — A Media Workers Association organizer in the Northern Transvaal, Mr Kgalabe Kekana, was detained by security police at Potgietersrus on Friday, the union's attorneys said yesterday.

Mr Kekana, the third Mwasu organizer to be detained, was being held at the Naboomspruit police station in terms of the state of emergency, they said.

Mr Kekana is due to testify in the trial of 14 policemen from Pietersburg, charged with the murder of Mr Makompo Kutumela, a journalist and Mwasu member who died in custody — Sapa

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32 WORKERS LOCKED OUT

THE dispute between Brushes and Cleaners Workers' Union and Rand Window Cleaners escalated this week with the company locking out 32 workers for allegedly refusing to work on Saturday.

BCWU general secretary, Mrs Mary Ntseke, said the union had taken the Braamfontein, Johannesburg, company to the industrial court in an attempt to get management to pay workers for that day.

This is the third time in less than a month that BCWU has taken the company to the industrial court.

Mrs Ntseke said the 32 men did not turn up for work on Saturday because the director, Mr

By THEMBA MOLEFE

Peter Lake-Johns, told them that Saturday work was not compulsory

They were told to return home yesterday and resume duty today by Mr Lake-Johns because they were absent on Saturday, the workers said yesterday

Pending

Mrs Ntseke said one case pending in the industrial court against Rand Window Cleaners was instituted by the union following the company's refusal to negotiate a recognition agreement with BCWU

Another case in the court is over the

dismissal of workers "said to be less suitable employees"

Mrs Ntseke said the workers were dismissed without a hearing and without informing BCWU and its umbrella body, the National Council of Trade Unions.

Mr Lake-Johns could not be reached for comment

THE Food and Beverage Workers' Union is to take steps against a refrigerating and canning company which "unilaterally" retrenched its 37 members last Friday.

A spokesman for the National Council of Trade Unions, to which FBWU is affiliated, said yesterday that Donald Cooks in Alrode violated the recognition agreement it had with the union by retrenching the workers without involv-

FBWU to take action

ing it through negotiations

The spokesman said the workers, who were mostly women, were dismissed in spite of a sit-in strike by the entire workforce on Friday

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11/2/88
Sowetan

NACTU STAND

THE National Council of Trade Unions yesterday said it had no formal relations with the Pan-Africanist Congress nor collaborated with any political organisation.

The federation, reacting to an article which appeared in the *Sowetan* on Tuesday, said "Nactu wishes to place on record that any connection drawn between the PAC and us is unfortunate and inappropriate."

"Nactu reaffirms its independence from all political organisations," Nactu said.

12/2/88

Strike is declared at firm

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A WAGE strike involving more than 200 workers is imminent at Vaal Potteries in Meyerton after the Building Construction and Allied Workers Union declared a dispute with the company this week.

BCAWU general secretary Mr Vusi Thusi said yesterday that the union and management reached deadlock over wage increases with the company refusing to budge on its offer of 26 cents an hour across-the-board.

The union's final demand had been brought down to 80 cents an hour from R3, Mr Thusi said *Smeltman*

Workers fired for joining union

THE entire workforce of 11 employees of Decor Print in Johannesburg were this week allegedly dismissed for joining the Media Workers Association of South Africa and were yesterday dispersed by the police as they tried to enter the company's premises.

There was an exchange between the workers'

union representatives and two senior police officers at the entrance of the company in Doornfontein as the workers reported for duty in the morning

The workers left after the police informed them that the director of Decor Print, Mr Chris Koppel, would meet union officials to discuss the issue

Union official Mr Reggie Nikiwe said a meeting with management would be held at 10am today

The workers, who joined Mwasa last week,

12/2/88 (143) *Senetan*
said management told them to either choose to belong to Mwasa or work for the company

They said they were dismissed on Wednesday

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18/2/88

Activities are condemned

'DEAD' UNIONS RILE COSATU

COSATU strongly condemned the continued operations of two unions which were supposed to have merged into Cosatu's industrial unions over the past year, the general secretary, Mr Jay Naidoo, said this week.

Mr Naidoo pointed to the SA Allied Workers Union which he said ceased to exist as a Cosatu affiliate following the completion of the federation's merger programme.

Cosatu also condemned the activities of the



JAY Naidoo
confusion.

Textile Allied Workers Union which was not recognised as a Cosatu affiliate. The Amalgamated Clothing and Textile Workers Union of SA was Cosatu's only affiliate in the textile sector following the merger of last year, he said.

In terms of the decision at Cosatu's second congress, Saawu, a general union, should have closed down and its membership integrated or merged into Cosatu's

industrial unions

"It has come to Cosatu's attention that Saawu continues to operate as a union. This is causing confusion and unnecessarily weakens the progressive labour movement," Mr Naidoo said.

"The CEC of Cosatu (at a meeting held last

weekend) has strongly condemned the activities of Saawu and confirmed that Saawu is not a Cosatu affiliate and is denied participation in Cosatu structures."

Mr Naidoo said the UDF had also expressed "dismay" at the continued existence of Saawu — Sapa/GB

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THE most oppressed and exploited masses, the indigenous people of South Africa, were the only ones capable of bringing about the desired transformation in the country, the National Council of Trade Unions has said.

This transformation, the federation said, depended on principles that were against capitalism, imperialism, racism and sexism.

Nactu said it recognised the fact that the entire country belonged to the indigenous people.

It said. "We the victims of continued oppression and exploitation in our daily lives

Nactu vision of SA future

commit ourselves to fierce opposition to these two evils.

The federation, as part of this broad opposition, believes that these evils can only be replaced by a society founded in the non-existence of any form of discrimination"

Refuting any allegation that Nactu did not collaborate with any political organisation, the federation said that although it had no formal ties with such organisations, it did work with political

groups to achieve common goals in the liberation struggle

It said "Nactu reaffirms its independence from all political organisations but this does not mean we do not collaborate with liberation movements"

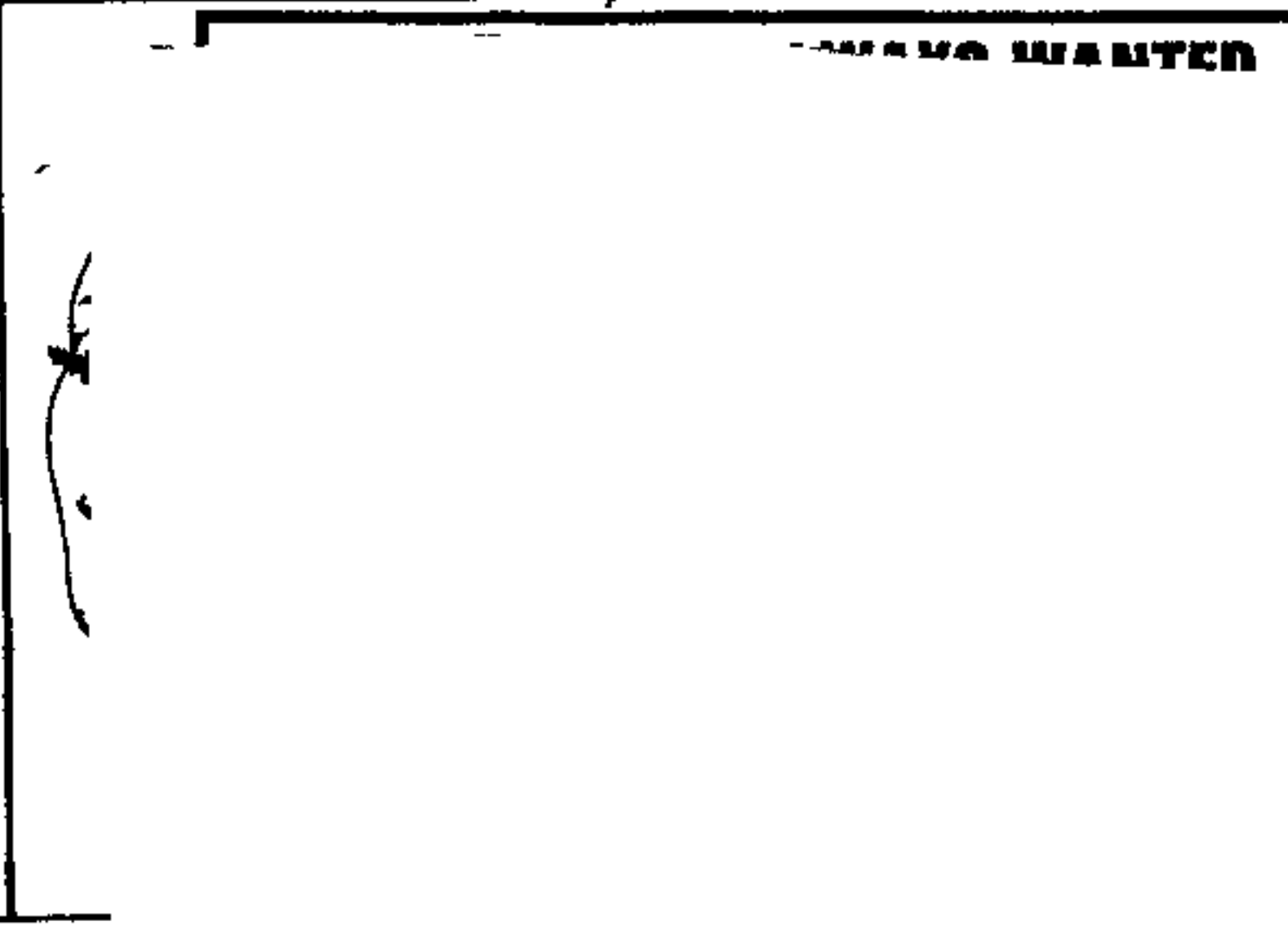


PHOTO WANTED

Handicapped replace workers, claims union

Staff Reporter

FIFTY-three workers have been dismissed after a strike at an electrical appliances factory, amid allegations that workers are being replaced by handicapped people at much lower wages.

According to a spokesman for the Electrical and Allied Workers Trade Union, workers at the Illumina factory, Ep-

ping, went on strike after 10 colleagues were retrenched and 15 put on short time after management contracted work out to the handicapped

Mr Brian Williams, the union's assistant general secretary, said the handicapped workers were paid far below normal rates and were jeopardising the livelihood of full-time workers

Mr Williams said the minimum weekly wage at the factory was R117,45 before deductions, while the handicapped workers were paid about R40 a month

Approached for comment, Illumina director Mr Abe Newman said "I have no comment I have been in the business for many years and know how to deal fairly with my staff"

The 53 workers struck on Wednesday and were dismissed on Friday. Management had refused to reinstate them, although they had agreed to return unconditionally, Mr Williams said

The union is taking legal action against the company for alleged "unfair dismissals and retrenchments"

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Guards allege harassment

113

THE Vukani Guards and Allied Workers' Union has accused Rapp and Maister management of harassing union members based at the Eastgate-Shopping Centre

The management is denying the allegations

A spokesman for the union said the company, by harassing union members, was violating a recognition agreement between them

The union official said "Certain incidents have convinced us that our members are being

harassed"

He said the company's assistant security manager had accompanied police during a search of rooms occupied by union members at the centre last Friday

The union alleges that during the search the assistant security manager "kicked" the doors of the rooms in which security guards who are members of the union were sleeping

He said the raid followed a meeting between union officials and the directory of the centre, Mr

Gavin White *Sanctum 19/2/88*

A company spokesman, Mr Mike Jackson, yesterday denied that management had called the police to search the place

"We were among eight properties raided on that day by police, who were searching for 'illegals' in the area," he said

He rejected claims that the company was harassing union members "Management found no evidence pointing to the assault of employees during its investigations," he said

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Mwasa in settlement with TML and Argus

ALAN FINE

THE Media Workers' Association of SA (Mwasa) and the two major English language newspaper groups — TML and Argus — settled their dispute over wages and working conditions for 1988 yesterday.

The agreement covered about 2 000 people, including Sapa employees.

TML group personnel manager Pru Peake said the agreement provided for an across-the-board 17% increase for weekly-paid workers and others earning less than R1 000 a month.

Salaried staff would receive a guaranteed 8% plus another 8% to be distributed according to merit.

Women with at least five years' service who took maternity leave would be entitled to four weeks' pay, and the night shift allowance had been increased from 15% to 17,5%.

Peake said the settlement, based on a management offer made late last year before the dispute was declared, had not been reached easily.

Mwasa general secretary Sithembele Khala said the decision to settle was based on sound advice and had been discussed nationally by the union's membership.

MWASA ?

PATCH, TUESDAY, FEBRUARY 23, 1988 — 9

P/D 22/2/88
Newspaper groups settle dispute

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JOHANNESBURG — a month
The Media Workers' Association of South Africa (Mwasa) and the two major English language newspaper groups — Times Media Limited (TML) and Argus — yesterday settled their dispute over wages and working conditions for 1988.

Salaried staff will receive a guaranteed increase of eight per cent, plus another eight per cent to be distributed according to merit.
Women with at least five years' service who take maternity leave, will be entitled to four weeks' pay and the night shift allowance has been increased from 15 per cent to 17,5 per cent.
Mr Peake said the settlement, based on a management offer made late last year before dispute was declared, had not been easily reached.

TML's group personnel manager, Mr Pru Peake, said the agreement provided for an across-the-board 17 per cent increase for weekly paid workers and others earning less than R1 000

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Mwasa wage
dispute settled

Own Correspondent

JOHANNESBURG. —
The Media Workers'
Association of SA
(Mwasa) and the two ma-
jor English language
newspaper groups —
TML and the Argus —
settled their dispute yes-
terday over wages and
working conditions for
1988.

The agreement covers
about 2 000 people.

TML group personnel
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board 17% increase for
weekly-paid workers
and others earning less
than R1 000 a month.

Salaried staff will re-
ceive 8% plus another
8% according to merit.

Fired strikers demo after Boesak gift

APC Train 24/2/88

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DEMOS... Mr Brian Williams (right), assistant general secretary of the Electrical and Allied Workers' Trade Union, remonstrates with Ms Madeleine Boesak over a donation — rejected by union members — towards a strike fund, outside the Foundation for Peace and Justice
Picture ANNE LAINING

Staff Reporter

ABOUT 30 dismissed factory workers staged a placard demonstration outside the Bellville South offices of the Foundation for Peace and Justice yesterday because they were dissatisfied with a R300 donation granted towards a strike support fund

An Electrical and Allied Workers' Trade Union spokesman for the workers — among 53 dismissed after a strike at the Illumina factory in Epping two weeks ago — said the donation was meant to cover their living expenses as well as those of their

families for two weeks

He said the foundation — of which World Alliance of Reformed Churches president Dr Allan Boesak is director — "receives vast sums of money from overseas, yet all we got was a R300 voucher".

Shortly after the demonstration started about 3pm, Dr Boesak's sister, Madeleine, who does not work for the foundation, asked the workers to leave since Dr Boesak was not available.

The workers at first refused and broke into song, chanting "we shall not be moved"

But about 10 minutes later Dr

Boesak, who celebrated his 42nd birthday yesterday, arrived and invited the workers into the building to discuss their grievances.

They emerged after half-an-hour and Dr Boesak said the matter was discussed "and we agreed that the whole thing was based on a misunderstanding". The workers echoed this statement

Dr Boesak, however, declined to say what the misunderstanding was about or whether the dismissed workers would receive further donations from the foundation.

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Demo a misunderstanding — Boesak

Staff Reporter
7/2/88

DISMISSED members of the Electrical and Allied Workers Union have demonstrated outside the Bellville South office of the Foundation for Peace and Justice.

Dr Allan Boesak, who heads the foundation, said yesterday's demonstration was the result of a "misunderstanding", which had been sorted out. About 40 workers demonstrated over a cash gift towards a strike fund, which the workers said was inadequate.

The workers, who had been dismissed from a factory in

Epping after a strike, were angry after being given only R300 by the foundation.

They picketed the office yesterday with placards reading. "Sies Boesak, skaam jou" (Sis, Boesak, you should be ashamed); "R300 an insult to our struggle", "We are the victims of apartheid" and "Why, Boesak why?"

They were met by Dr Boesak and later Mr Brian Williams, assistant general secretary of the union, said the matter had been settled.

He would not say whether the workers had been promised

additional aid.

Dr Boesak said after the meeting that the "misunderstanding" had been settled.

"The foundation would have helped them in any case," he said.

Fifty-three workers were dismissed from the factory, Illumina, two weeks ago amid allegations that workers were being replaced by handicapped people at lower wages.

The union said 10 people were retrenched and 15 put on short time after management contracted out work to the handicapped.

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25/2/88
S. M. M. M.

Mwasa settles dispute

THE two-month dispute between the Media Workers' Association of South Africa and the managements of Times Media Limited and the Argus Company was resolved in Johannesburg with Mwasa accepting the companies' final offer.

Mwasa's national secretary, Mr Sithembile Khala, said the union reluctantly accepted the offer of increasing weekly wages by 17 percent and monthly salaries by 12 percent across-the-board and four percent at the discretion of the managements.

Mr Graeme King of Argus said the offer was "market-related and fair under the circumstances".

Mr Khala said Mwasa expressed its dismay at the management's failure to meet the 20 percent increase the union had demanded.

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Journal

20 - 19

NEWS IN BRIEF

THE Media Workers Association of South Africa has won a 58 percent wage rise for its members at Carlton Contract Packaging in Denver, Johannesburg, the union said yesterday.

Mwasa regional administrative secretary Mr Themba Hlatshwayo said the agreement was reached at the end of talks on Wednesday.

He said the new weekly minimum would be R70 from a previous R35 a week minimum.

Mr Hlatshwayo said agreement was also reached on productivity improvement schemes and grading structures.

Talks would begin soon on the formal recognition of Mwasa by the company, Mr Hlatshwayo said.

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20/5/88

Man of the youth... a young Robert Sobukwe

Mwasa denies leading Sobukwe memorials

(143) CP/MS 28/2/88

THE Media Workers' Association of South Africa has disassociated itself from reports which link it to the Sobukwe Cultural Week.

The reports, which originated in Harare, relate to the commemoration of the 10th anniversary of the death of PAC founder president Robert Magaliso Sobukwe

In the reports Mwasa is mentioned as "spearheading the preparations" along with other organisations

In an effort to avoid being linked with any political or revolutionary group, Mwasa

general secretary Sithembile Khala denied organising the cultural week

However, he said "We view Magaliso Sobukwe as having made a record contribution to the liberation struggle

"Without doubt his abilities as a leader cannot be questioned"

He said it was Mwasa policy that all authentic leaders, living and dead, be treated with the respect, dignity and honour they deserved

"They continue to be the embodiment of our aspirations," he added - Sapa

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New protection for strikers 8/804 1143
29/2/88

Court ruling outlaws race bias in pay

IN A KEY judgment, the Industrial Court has ruled that racial wage discrimination is an unfair labour practice and has given the offending company six months to eliminate it.

And, in ordering the reinstatement of several hundred workers, the court also appears to have potentially strengthened the right to protection from dismissal for workers involved in a "legitimate" strike.

The case of Nactu's SA Chemical Workers' Union (Sacwu) v Sentrachem, presided over by Dr D G John, arose out of a nine week wage strike by 3 000 workers between May and July 1986, at seven of the chemical giant's plants. Management had issued dismissal notices on July 7, with an offer of re-employment to those who returned by July 15.

About 400 to 500 workers were not taken back — most because management said a restructuring of operations meant they were redundant. Alleged disciplinary offences during the strike led to 17 not being rehired.

Six months of negotiations and the implementation of conciliation procedures failed to resolve the wage dispute in which — at the time of the strike — the union was demanding a R250 increase on the minimum R400 monthly wage, while management was offering a R470 a month minimum.

Sacwu also demanded the elimination of racial wage discrimination, which it said was prevalent in the company.

ALAN FINE

In the judgment delivered on Thursday, the court ordered Sentrachem to eliminate discrimination by August 31. The court defined discrimination as a situation where wages paid to black employees are lower than wages paid to other workers doing the same work — unless the difference is due solely to length of service in the job.

While there was some disagreement between Sacwu and Sentrachem on their definitions of the concept, evidence led by the company during the hearing was that it would cost R4m to eliminate discrimination fully.

During negotiations Sentrachem had agreed to set aside an immediate R1,5m as a first step towards eliminating wage discrimination over a period of time.

The court noted Sentrachem representatives had acknowledged discrimination existed and was morally indefensible. It said there should have been greater efforts by the company to remove it.

The court also ordered the reinstatement of 400 to 500 workers and payment to them of eight weeks backpay.

The most important and far-reaching reason given for this decision was that, since the law grants unions and lawful strikers immunity from penal and civil sanctions, "it would be anomalous if workers were nevertheless penalised by

● To Page 2 →

Court outlaws race bias in pay

dismissal for striking"

John also reaffirmed the view that "the employer should be prevented from applying selective dismissal, or selective re-employment, in the context of a strike".

The court added if a strike "was legitimate, this would go a long way towards finding that the dismissal of the workers was unfair and, likewise then, the failure to re-employ all of them"

The second reason given by the court was that, if the company — as suggested — had not re-employed workers, either because they were redundant or had committed disciplinary offences, it was obliged to follow the relevant retrenchment and disciplinary procedures. This had not been done.

Cape Town University-based labour lawyer Clive Thompson said this "sug-

gestive judgment" differed from previous cases where strikers had been reinstated in that the court had been concerned only with the legitimacy of the strike.

In this regard, the court had merely noted that the union had exhausted conciliation procedures and the strike had been conducted peacefully on the whole.

Unlike previous cases — including the ground-breaking 1985 case of NUM v Marievale — the court did not find it necessary to examine in detail the length of the strike and the nature of the union's demands.

Sentrachem MD Dave Marlow said he did not wish to comment until he had studied the judgment.

← ● From Page 1

143 STAL 29/2/88

Sacwu wins major battle over firm's race pay gap

By Mike Siluma,
Labour Reporter

The South African Chemical Workers' Union (Sacwu) has won an order in the industrial court directing Sentrachem to eliminate pay disparities between workers of different races.

The outcome of the case has been described as a major victory in the struggle for racial pay equality.

The judgment in the case presided over by Dr D G John concluded a two-year wage dispute between seven divisions of Sentrachem and Sacwu, involving more than 2 000 workers

Bridging

The workers struck in May 1986 at factories in the Transvaal, the Free State and Natal, demanding an across-the-board R250-a-month increase, as well as the bridging of a wage gap between white and black workers

In the judgment, the court

found that wage discrimination "in the sense that wages paid to black employees ... are lower than wages paid to other workers doing the same work (unless this was due to length of service) is an unfair labour practice".

The court ordered that Sentrachem redress such discrimination by August 31.

Finding as unfair the dismissal of strikers by the company on July 8 1986 and its failure to re-employ them on or after July 15 in the same year, the court ordered that employees so fired be re-employed on application before March 31 1988

The National Council of Trade Unions (Nactu), to which Sacwu is affiliated, has decried the judgment as "a major victory" which would "create a precedent in labour matters".

A spokesman said of the more than 2 000 workers dismissed subsequent to the strike, about 800 had not been offered their jobs back, resulting in the industrial court action

By Mike Siluma

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Sacwu wins Star 1/3/88 court order to bridge wage gap

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Nactu to organise
defence committees

ALAN FINE

The National Council of Trade Unions (Nactu) said yesterday it was being forced to organise defence committees to defend itself after the shooting of a member of one its affiliates last week

Nactu said attacks and killings had been perpetrated "by our own brothers"

Nactu was commenting on the fatal shooting in Katlehong of a shop steward with the Steel Engineering and Allied Workers' Union of SA, Amos Boshomana.

Friday 2/3/88

65 DISMISSED AT OFS FIRM

SIXTY-five SA Chemical Workers' Union members have been dismissed after a strike at Protea Chemical Manufacturers in Bethlehem

A Sacwu spokesman, Mr Humphrey Ndaba, said union members employed by the company went on strike on February 15 after the union and management deadlocked over wage increases.

Sacwu members were demanding

- Pay rises of R80 a week,
- Annual leave of 20 days,
- Annual bonus to be 13th cheque, and
- A 40-hour week

Mr Ndaba said the State-appointed conciliation board has failed to resolve the dispute between the two parties. He said the company had offered R5 a week from February to August, and a further increase of R10 a week from September. Protea Chemicals managing director, Mr Alan Cohen, disputed a claim by Sacwu that the company's employees

had downed tools after a wage deadlock between the two parties

He said the workers had taken part in "wrongful industrial action" on February 1. A conciliation board was subsequently set up by the Minister of Manpower on February 5, and the workforce returned to work.

Mr Cohen said "The employees' in one department subsequently

refused to work to agreed standards and after a series of disciplinary actions they were fairly dismissed on February 15

"The remainder of the employees then went on an illegal strike demanding the reinstatement of dismissed workers. In doing so, they ignored agreed dispute procedures allowing for appeals, which were offered by management"

Sowetan 2/3/88

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WORKERS AT FARMS GET UNION

Sowetan
2/3/88

1243



MORE than 1 200 workers attended the inaugural conference of the National Union of Farmworkers (NUF) in Johannesburg at the weekend.

The NUF, an affiliate of the National Council of Trade Unions (Nactu), has called on other unions organising in the industry to disband and join it "in accordance with the principle of one-union-one-industry".

Addressing the conference, Nactu's general secretary, Mr Piroshaw Camay said "We, in Nactu, have always believed in independence from political organisations. This is an important principle which needs to be emphasised".

Mr Camay said two Nactu members were killed last year, "by our own brothers". One of

By LEN MASEKO

them was Mr Amos Boshomana, a shop steward with the Steel Engineering and Allied Workers' Union.

Nactu was being forced to organise defence committees to protect its members, Mr Camay said.

Resolutions taken at the meeting included

- That the union believed that workers' interests and demands could be best served only

through the development "by workers of the workers' manifesto", and

- The union recognised all the historical documents "noting the liberation struggle", and

The following office bearers were elected at the conference: Edward Musekwa (president), Lazarus Motswadi (vice-president), Moses Mahlangu (treasurer), Anthony Makhubu (assistant treasurer) and Tshaka Moletsane (general secretary).

Strike threat

ABOUT 160 workers at Cremark Chemicals in Johannesburg have threatened to take sympathy industrial action if 65 workers at the company's Bethlehem branch are not reinstated following their dismissal last month. (143)

A statement from the SA Chemical Workers Union said Johannesburg Cremark workers were meeting the company this week to discuss the Bethlehem dismissals.

If the matter were not settled "amicably" the workers would take industrial action, it added.

Sowetan 3/3/88

Union first for vulnerable farm workers

A NATIONAL union of farmworkers has been formed for the first time in South African labour history.

According to a statement from the organisers, about 1 200 workers attended the launch of the National Union of Farmworkers (NUF), an affiliate of the National Council of Trade Unions (Nactu), in Johannesburg last weekend.

Workers travelled to the launch from Natal, the Western Cape, the Northern and Eastern Transvaal and the outskirts of Johannesburg, the statement said

An official of the union said this week that the union had membership at farms in the Tsitsikama Forest, at the Centrechem farms used for the testing of chemicals in Natal, Funfair Chicken Farms, the pig farms in Worcester and Anglo-American Corporation farms.

Farmworkers are excluded from the Labour Relations Act and therefore have little protection as employees

"Our membership is drawn from different ideological persuasions. Some belong to Inkatha, United Democratic Front, Azapo, so we cannot be affiliated to any political organisation," an NUF spokesman said

Nactu is a rival labour federation to the Congress of South African Trade Unions (Cosatu) and is usually associated with the black consciousness movement.

However, in its statement, the NUF organisers said they "believed in the independence of Nactu from political organisations.

"We are, however, not neutral in

By THANDEKA GQUBULE

the national liberation struggle. Nactu members will assume their rightful place at the vanguard of the struggle"

The union said that, as a Nactu affiliate, it was committed to "anti-racism, anti-capitalism, anti-imperialism and anti-discrimination"

In an apparent reference to the Freedom Charter and the Azanian Manifesto, the NUF said it "recognises all the historical documents" of the

"liberation struggle" (143)
"The union believes that worker interests, demands and views can best be served only through the development by workers of a workers' manifesto," it added w/marul

NUF called on all other unions organising on farms to disband and join them "in accordance with the principle of one union, one industry"

The inauguration meeting commemorated the 10th anniversary of the death of Pan-Africanist Congress leader Robert Sobukwe

PW blames 'radicals' for defeat

vaal, three in the Free State and one in the Cape "

● From PAGE 1

It is probable that, were there a general election this year, the CP could at least double its current tally of 20 seats in the white chamber

However, the really big winner seems to be the Afrikaner Weerstandsbeweging (AWB) whose links with the CP were exploited to the full by newspapers such as *Beeld*

The only effect of that appears to have been to drive more voters into the CP. The propaganda campaign inadvertently revealed that rural Transvaal whites don't really mind the AWB's neo-fascist image and behaviour — a factor the government will have to take into account if it ever considers banning it

It has also shown that *kragdadige* election eve gestures — like bombing

Angola and effectively banning 17 anti-apartheid organisations — do not impress rightwing voters enough to win them back to the NP

The National Party, like the United Party of old, is increasingly being forced to rely on English-speaking support, in Johannesburg, Natal and the Eastern Cape, to compensate for the loss of the northern Afrikaners

The major difference with history is that, unlike the NP of old, the CP is not a national coalition

It is regionally based in the Transvaal and Orange Free State and without a major breakthrough among Afrikaner voters in the Cape Province the ceiling on the number of seats it can win, falls short of an overall majority in the country

4-10/3/88 w/marul

(Signature)

INDUSTRIAL COURT

Finding stings

Sentrachem, seriously concerned by the Industrial Court's finding, that it was guilty of two unfair labour practices, looked like taking it on review to the Supreme Court

The grounds had not been announced as the *FM* went to press, but the company seems stung by the finding — which it rejects — that it practised wage discrimination against blacks (see P59). It also rejects the court's criteria for legal strike action and fair dismissal of striking employees

The SA Chemical Workers Union (Sacwu) alleged two main unfair practices: wage discrimination and failure to re-employ strikers in a strike the court found to be

4/3/88

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"legitimate" This is the first time wage discrimination has unequivocally come before the court. Dr David John, presiding, "required" the company to redress (before the end of August) the lower wages it pays black employees doing the same jobs as other workers — unless length of service is a factor.

Sacwu, an affiliate of the National Council of Trade Unions, described the order against Sentrachem as "a major victory against racism". Such discrimination on the shop floor, says secretary Humphrey Ndaba, means it is ridiculous to expect unions to remain aloof from politics.

The second order requires the company to reinstate workers who were sacked during a wage strike in 1986.

The court's rulings are not binding and, while there is no appeal, they may be taken on review to the Supreme Court. According to a labour lawyer, the Supreme Court doesn't like overturning industrial court findings.

The Sentrachem case stemmed from a nine-week wage strike that began on May 12 1986. The company issued dismissal notices on July 8 (terminating the employment contracts) and offered to re-employ any applicants by the deadline on July 15 (which marks the end of the employment relationship).

The re-instatement order reaffirms the principle of industrial court protection of

workers who take legal strike action — how-
ever much the strike may strain the employ-
er's patience. The suggestion is that the
employer may not terminate the employ-
ment relationship (as opposed to the con-
tract) in such an event, unless the correct

procedures have been followed.
In this case, there was selective re-employ-
ment (an unfair practice) when the union
rejected the company's terms of re-employ-
ment on July 15 1986. Since that date, selec-
tive re-employment changed in "a chame-

leon way" to redundancy consequent on company reorganisation. The union is not happy about this.

The court decided that any retrenchment affecting the ex-employees or other black workers shall be conducted mainly in terms of procedures agreed on between the company and Sacwu last May. The union, which says it does not have confidence in the court, is also unhappy with the condition that ex-employees re-apply by March 31 because members are scattered and it will be difficult to contact them in time.

In explaining the re-instatement order, the court said that the question is *why* the employer terminated the employment relationship, not whether — objectively speaking — there were reasons for doing so. This distinguishes the position in labour law, from what it would be under the law of contract under common law. So the case had less to do with the legality of the strike (which was stoutly argued) and turned on the correctness of procedures of retrenchment and dismissal.

In terms of the court's ruling, those re-instated are entitled to eight weeks' back pay. It also means that although workers may since have become redundant, retrenchments must adhere to procedures agreed to by the parties last May.

If retrenched, the service of the employees shall be counted from the day they first started in that service. Their severance bene-

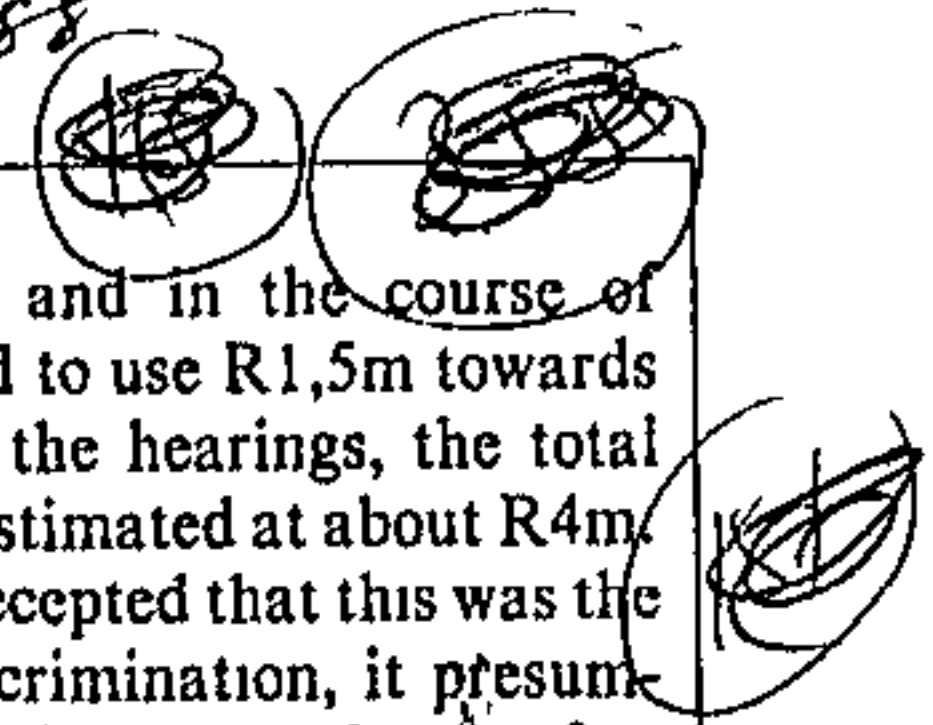
fits shall be in accordance with the last offer by the company to the union on this subject." Thus, retrenched employees will:

- Be given formal notice in terms of the applicable statutory notice period, plus one month. They will be granted pay for that time,
- Be paid one week's wages for each completed year of service,
- Be paid their contributions to the pension fund, plus 6% compound interest, increased by 100%, and
- Their annual bonus on a pro rata basis.

The re-employment of the 17 applicants not re-hired for disciplinary reasons will be subject to hearings.

Meanwhile, Cosatu's lawyers are working flat out preparing a legal challenge to the restrictions government recently placed on the union federation. Papers could be in court before the weekend.

FM 4/3/88



wage discrimination and in the course of negotiations proposed to use R1,5m towards removing it. During the hearings, the total cost of doing so was estimated at about R4m.

"If the company accepted that this was the cost of removing discrimination, it presumably recognised its existence without a formal definition of it," said the court

The court says the company's approach appeared to be that the parties should investigate the matter at plant level and isolate cases of discrimination. The union, however, held that since wages were negotiated centrally, it was up to the company to instruct its plants to remove discrimination "This is not an unreasonable approach," according to the court. It says, therefore, that the union was justified in regarding as a stalling tactic the company's insistence on a definition of wage discrimination.

The court reiterated: "There is no doubt that wage discrimination based on race, or any other differences between workers concerned other than their skills and experience, is an unfair labour practice."

The applicant's reference to the International Labour Organisation (ILO) Convention on this subject — on which the Wiehahn Commission based its guidelines that were accepted by government — was noted "There are, however, limits," said the court and interestingly quoted Article 1 of the ILO Convention, which states "Any distinction, exclusion or preference in respect of a particular job based on the inherent requirements thereof is not deemed to be discrimination"

The company contended that no order should be made on this aspect of the case, because no proof of discrimination had been submitted. And, indeed, it committed itself to removing discrimination in time

The union, however, pressed for an order requiring the immediate elimination of discrimination and said it was prepared to take to arbitration any alleged breaches of that order. The union pointed out that it had been seeking an end to discrimination since negotiations began in 1984

In finding for the union, the court felt "there should certainly have been greater efforts by the respondent to remove the discrimination which itself acknowledges to exist and which it would not be beyond the capabilities of its management to ascertain"

WAGE DISCRIMINATION

143

Plugging the gap

Great attention was focused on trying to define the meaning of wage discrimination or wage gap in the key industrial court case recently concluded between Sentrachem and the SA Chemical Workers Union

For the company, which was given six months to eliminate racial wage disparities, the gap appeared to mean the difference in average between the wages of whites and of blacks, the court observes

The union saw the wage gap as sometimes the same as wage discrimination and sometimes not. In evidence, the union's national organiser, Manene Samela, gave wage gap this meaning: the difference between the grades, that is, the difference between the minimum rate paid for grade 19, compared, for instance, with the minimum rate for grade 11.

Discrimination, he said, "is where you find that the workers are doing the same job, but they are not paid the same wage" Samela compared the position of black process operators at Newcastle, who were running the panel, with the senior process controllers, who were supervising but not operating, and the difference in wages between the two was between R400 and R600, which the union regarded as discrimination

The company made much of the need for a definition of wage discrimination before the issue could be properly tackled

The union did not see the necessity for such a definition. Nor, said the court, did there appear to be a need for one if the company agreed (as it did) that there was

D/P 4/31/88

1 200 at union meeting

143

More than 1 200 workers attended the inaugural conference of the National Union of Farmworkers (NUF) in Johannesburg last weekend

The NUF, an affiliate of the National Council of Trade Unions (Nactu), has called on other unions organising in the industry to disband and join it "in accordance with the principle of one-union-one-industry"

Addressing the conference, Nactu's general secretary, Mr Piroshaw Camay said "We, in Nactu, have always believed in independence from political organisations. This is an important principle which needs to be emphasised"

Among resolutions taken at the meeting were that the union believed workers' interests

and demands could be best served only through the development "by workers of the workers' manifesto"

Office bearers elected at the conference were Edward Musekwa (president), Lazarus Motswadi (vice-president), Moses Mahlangu (treasurer), Anthony Makhubu (assistant treasurer) and Tshaka Moletsane (general secretary)

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BUSINESS

Farmworkers unions brings 'semi-feudal' sector in focus



A NEW union for farmworkers was launched in Johannesburg last weekend, illustrating increasing focus on this very difficult sector.

The National Union of Farmworkers (NUF) is affiliated to the National Council of Trade Unions. It called on other unions organising in the industry to disband and join it "in accordance with the principle of one-union-one-industry"

This call tends to trespass on the slogans of the other union involved in this area, the Food and Allied Workers' Union (Fawu), an affiliate of Cosatu (Congress of South African Trade Unions) which adopted the one union, one industry policy at its launch in 1985.

Sporadic attempts

Interestingly enough, although Nactu unions generally subscribe to the Azanian Manifesto rather than the Freedom Charter which has been endorsed by Cosatu, the NUF congress resolved that workers' interests and demands could best be served through the development by workers of a workers' manifesto

And it also recognised all the "historical documents" — the Manifesto and the Charter.

Farmworkers have traditionally been difficult to organise. Only sporadic attempts have been made since the flood of rural workers who joined the Industrial and Commercial Union (ICU) in the 1930s.

They are excluded from the provisions and protections of the Labour Relations Act and proposals to extend provisions to them and domestic workers appear to have been held up by problems with organised agriculture. Also, they generally live in semi-feudal conditions where they are very much at the mercy of the whims of their employers

Although there is often a good relationship between the farmworkers and their employers, farmers as a group tend to be seen as less than progressive when it comes to industrial relations.

However, there have been some stirrings in this area and the South African Agricultural Union last year decided to appoint an industrial relations officer to advise farmers in this area.

Organising is also very difficult. With the workers living on the job and the job being on private property, union organisers would technically be trespassing if they entered private farms

And when the workers often live kilometres away from roads, "factory gate" organising is not really a possibility.

Fawu has approached this problem by organising where they have access to farms on which there is some form of product processing.

"This is an attempt to give them some protection," a Fawu spokesman said.

Labour Update

Union takes stock

THE SA Chemical Workers' Union is considering conditions set down by Cremark Chemicals for the re-employment of 65 workers dismissed by the company after a strike.

Sacwu, publicity secretary Mr Humphrey Ndaba said management submitted the conditions at a meeting between the two parties last week.

Sacwu members employed by Cremark's Bethlehem branch were fired on February 15 after they downed tools in protest against the dismissal of 10 workers.

The 10 were allegedly involved in a go-slow in protest against a deadlock in wage talks between the union and management.

Mr Ndaba said "The company said it would not re-employ employees dismissed as a result of disciplinary hearings. However, the company said it invited the employees concerned to appeal against the action taken and would hold appeal hearings if requested."

Mr Ndaba said conditions set down for employees sacked as a result of the subsequent strike included that:

- The employees concerned agree to maintain normal working conditions and rates.
- Applications for re-employment, would be received immediately.
- Re-employment would commence between March 7 and 11.

Any applications still vacant thereafter would be considered on merit.

Creemark chief executive, Mr Allan Cohen, said this week that no recognition agreement had been signed with Sacwu at the Bethlehem branch, and no date had been set for wage increases.

The company was not negotiating with the union till the recognition agreement was signed.



MR NDABA... studying conditions set by management.

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MR NDABA... studying conditions set by management.



Nactu hits ^{Sowetan} out at ^{8/3/88} curbs ¹⁴³

THE National Council of Trade Unions yesterday "unreservedly" condemned the banning of 17 anti-apartheid organisations and curbing of the Congress of SA Trade Unions.

Nactu, whose central executive committee met at the weekend, pledged solidarity with Cosatu and the 17 banned organisations

Nactu said "The federation has a reason to believe that big business is directly or indirectly responsible for the Government's clampdown against the trade union movement

"Big business has consistently accused the Industrial Court of being biased and of being in favour of trade unions and repeatedly asked for Government protection"

Nactu challenged the Government to "show where it draws the line differentiating political from labour issues since it is abundantly clear that part of the day-to-day trade unions' responsibilities" were to address

- The citizenship of their members;
- High rentals paid by union members in the townships,
- Problems "resulting from the inferior system of education designed for black children, and

Nactu would hold meetings starting on Thursday to protest the Government measures

The first meeting will be held at Lekton House on Thursday, and starts at 1pm


Shortage of artisans

PRETORIA — The shortage of Sats artisans would become acute if the current upswing in the economy continued and accelerated, Artisans Staff Association secretary Willie van der Merwe said yesterday.

He said Sats management were warned two years ago that the drastic cutback in the intake of apprentices would have serious consequences.

In 1984 Sats indentured more than 2 000 apprentices. Last year the number indentured was just over 100, and this year it was 211.

REPORTS Business Day Staff and Sapa

 Biday
8/3/88

ANSVAAL W SW
cloudy and warm

NOH
WARM to

REST
COOL to

FREE STATE
COOL to warm, early fog patches

Source: 9/3/89

Nuwsaw meets today

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THE National Union of Wine, Spirits and Allied Workers' Union are to hold report-back meetings today to discuss wage offers proposed by liquor companies.

Nuwsaw president, Mr November Nkosi, said meetings would be held at 88 factories throughout the country.

Nuwsaw would be expected to respond to management's wage offer, he said

He said the union met the Wine, Spirit Industry Employers' Association in Cape Town last week to discuss wage increases.

Q

DID 913/88
Unions expect a pep talk from PW today

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Daily Dispatch Correspondent

JOHANNESBURG — The State President, Mr P. W Botha, has invited the entire spectrum of South African trade unions to meet him at Tuynhuis today for what unionists expect will be a pep talk on the need to exercise restraint in wage demands this year

The discussions come amid growing fears by the public sector unions that the private sector will pay no more than lip service to President Botha's appeal for restraint, and that they will be the only ones to suffer in any anti-inflation campaign

Unions on the invitation list include affiliates of the mainly black Congress of South African Trade Unions (Cosatu) and National Council of Trade Unions (Nactu), the right wing South African Confederation of Labour as well as non-aligned artisan and other unions such as the South African Boilermakers' Society, the Amalgamated Engineering Union and the South African Electrical Workers' Association

However, Nactu and the Cosatu unions said yesterday they would not be attending the gathering

The invitation was not specific on the agenda for the meeting, stating merely it was "for a discussion on salaries and wages"

Unionists who will be attending were reluctant to comment on the stance they would adopt

One said, though, he

was expecting President Botha to appeal to their sense of patriotism, and to make financial sacrifices to reduce the inflation rate

However, he said, unionists recalled a similar prime ministerial appeal in the mid-seventies to which they adhered. But prices had kept on rising leaving them the losers, and they were likely to be more sceptical about the expected appeal today

He added that it was possible President Botha would threaten them with a wage freeze if they did not co-operate

He said he did not believe this was a real possibility as the Minister of Finance, Mr Barend du Plessis, had already assured them and businessmen that the government would not interfere with the collective bargaining process

One Cosatu unionist speculated, though, that Mr Botha could be planning something dramatic for today given that it was the first time he had ever invited Cosatu unions to meet him

Spokesmen for Nactu and four Cosatu unions which could be contacted yesterday con-

firmed they would not accept the invitation. Only one, Cosatu's Transport and General Workers' Union (TGWU), gave reasons for this decision

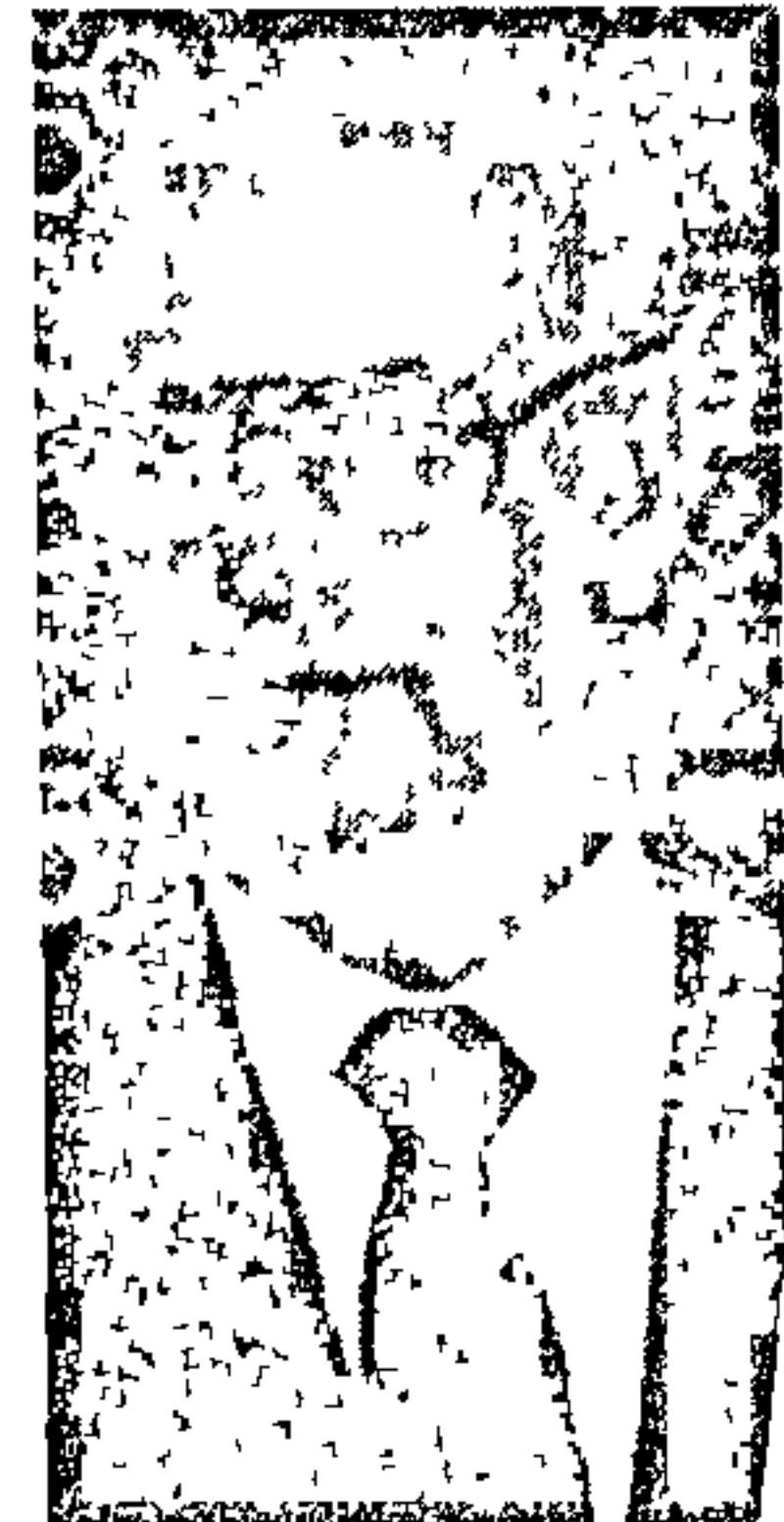
A spokesman said in the light of recent government attacks on Cosatu's activities particularly through the restrictions imposed two weeks ago, the union was amazed Mr Botha had even considered such a meeting with them

His invitation was therefore totally inappropriate

It was also ill-timed in the light of the Labour Relations Amendment Bill, now before parliament, which aimed further to restrict union activities

Furthermore, discussions around wages and salaries would be severely compromised by the fact that the government had already announced wage freezes on members of other unions

A spokesman for the office of the state president confirmed that President Botha would be meeting "a few trade unions" today, but declined to comment further



MR BOTHA

Labour Update**TOUGH GOING
IN PAY TALKS**

Sowetan 10/3/88

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~~137~~~~1109~~**By LEN MASEKO**

WAGE negotiations in the metal industry are expected to be "extremely difficult" this year, say employers.

The Steel and Engineering Industries Federation of SA (Seifsa), which represents 9 000 firms employing about 320 000 workers, is bracing itself for tough negotiations with 15 trade unions on March 15

Seifsa executive director, Mr Brian Angus, says "Seifsa is nevertheless determined to reach a fair settlement with the unions. One of

the key factors in determining the outcome of this year's proceedings will be whether the trade unions — and in particular the National Union of Metalworkers of SA (Numsa) — will be prepared to negotiate in good faith"

Seifsa hoped that confrontation would be avoided on either side "as this is counter-productive and even dangerous"

The International Metalworkers' Federa-

tion of SA (IMF) will table at the coming wage talks demands jointly formulated by — among others — the Steel Engineering and Allied Workers' Union and Numsa

IMF official, Mr Brian Fredericks, was not available for comment yesterday

A Numsa spokesman said they would demand, through the IMF, a minimum wage of R5 an hour and an across-the-

board increase of R1,50 an hour

He said "The manufacturing side of Seifsa increased profits by 56 percent during the 1986/87 period. So it is quite clear that the employer body is in a position to grant substantial wage increases which will go above the cost of living"

Mrs Jane Hlongwane, Seawu general secretary, said her union "had formulated joint demands with other IMF affiliates participating in the metal industry's industrial council"



MR PIROSHAW Camay . . . Nactu's general secretary.

THE National Council of Trade Unions is to hold a public meeting in Johannesburg today to protest against the recent banning of 17 community organisations and restrictions placed on the Congress of SA Trade Unions.

Nactu has pledged solidarity with Cosatu and the banned organisations and has offered "to do whatever we deem necessary to ensure that they continue to serve their members fully."

The meeting, which starts at

Protest against bannings

1pm, will be held at Lekton House, 5 Wanderers Street, Johannesburg

A spokesman for the federation said a series of meetings

would be held throughout the country from today to protest against "the continued harassment of the trade union movement, Cosatu and other community organisations"

"We invite all organisations to attend the protest meetings," the spokesman said.

Nactu said it had reason to believe that big business was "directly or indirectly responsible" for the Government's clampdown against the trade union movement.

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Labour Update

By **LEN MASEKO**

THE National Council of Trade Unions would have "nothing to do with Government" as long as apartheid existed, a spokesman for the federation said yesterday.

Nactu official, Mr Phandelani Nefolovhodwe, said it was for this reason that the federation had turned down the State President's invitation to a meeting in Cape Town this week.

Among Nactu-affiliates which declined the invitation were the Building Construction and Allied Workers' Union and the SA Chemical Workers' Union.

Congress of SA Trade Unions' affiliates also turned down the invitation.

Mr Nefolovhodwe said Nactu's central committee rejected Mr P W Botha's invitation for the following reasons:

- There was no way the federation could talk to the State President when its members were in detention and "action has been taken against legitimate people's organisations and their members",
- The Labour Relations Amendment Bill, presently being discussed in Parliament, made "the whole idea of meeting Mr

Why ^{Soweto} Nactu ^{11/3/88} said ⁽¹⁴³⁾ 'no' to Botha

Botha a futile exercise" The Bill was aimed at "seriously restricting" trade union activities

Mr Nefolovhodwe

said "The trade unions which met the State President do not represent the interests of the black working-class and, as such, the outcome of the talks is not representative of the aspirations of the oppressed and exploited"

Mr Botha is reported to have warned trade union leaders to "guard against excessive wage and salary" demands this year.

The warning was issued at a meeting between him and 22 trade union representatives in Cape Town on Wednesday.

MR PHANDELANI Nefolovhodwe . . official



Sowetan 11/3/88 THERE is still hope, say the Sacwu workers dismissed by Sasol

SCARRED ... THEY WAIT IN POVERTY

ON October 1 1987 about 2000 workers at Sasol in the Free State went on strike over wages. The next day they were dismissed. Six months later — and still out of work — many bear the scars dating back to the day they made their demands.

Mr Clean Gungubele (38) walks with the aid of crutches. Although he broke his right ankle on October 2 last year he still needs those crutches. His doctor says the ankle will take a long time to heal.

Mr Gungubele, a soft-spoken man who started working for Sasol in 1976, told the story as it happened on October 2 when about 20 armed men attacked him and his comrades at Hostel 4 at Zamdela township in Sasolburg.

They came there armed with an assortment of weapons and we formed a human wall to defend ourselves. We had to retreat and run for it as a shot was heard.

FOCUS

By THEMBA MOLEFE

I saw Ngcilo Sexaba fall. He was shot in the eye. He has since lost sight of the eye.

'They trampled on my body as I fell and I broke my leg,' Mr Gungubele said.

Mr Gungubele is perhaps one of the lucky few who escaped with minor injuries.

One of the 2000 members of the South African Chemical Workers Union (Sacwu) at Sasol, Mr Ndiko Mafune died inside a police van at the height of vigilante activity which followed the strike action.

The police confirmed that he collapsed and died while being transported to the Sasolburg police station. The cause of death was unknown, they said.

Sacwu shop stewards interviewed in Zamdela said the vigilantes who

were bent on hounding Sacwu out of the township 'were stopped when the union's lawyers intervened and the South African Police took action.

Sacwu officials said the events which led up to the violence which also saw ordinary Zamdela residents caught in the middle is putrol bomb attacks, escalated and houses were destroyed because they accommodated dismissed workers, began with a 2pm return-to-work deadline issued by management on October 2.

The workers had downed tools after deadlock was reached over wage demands.

Bail

The workers demanded a R200 across-the-board increase after moving down from R300. Management's offer was R100 across the board. Workers said they earned a minimum R470 a month.

A dispute was declared and the workers went out on strike.

Since that day many union members were detained, others were arrested and charged with intimidation and later released on bail.

The union affiliate of the National Council of Trade Unions said it paid R1200 to secure the release of four of its members. One of them is a widow, Mrs Florina Nketu.

On February 3 this year two shop stewards, Mr Michael Magazi and Mr Edward Kau were released from state of emergency detention. They were detained on November 10 and November 7 respectively.

Meanwhile the workers still hoping that all



MR CLEAN Gungubele broken ankle

channels to have their jobs back have not been exhausted, wait as Sasol continues with recruiting new workers.

They say they have since been evicted from the two hostels owned by the company and had to move into the squalor of the accommodation rented from the council of Zamdela.

On January 27 the workers say they received letters from Sasol inviting them to reapply for their jobs. Those with experience and who had worked for the company before would be given preference.

Hope

This was not to be as many of them who bothered to apply were replied by telegrams. They would regretfully not be given jobs. However, their interest in the company was appreciated, the telegrams said.

On March 16 and 17 a conciliation board appointed by the Minister of Manpower will sit to hear the dispute.

This is one thread of hope which many of the 2000 Sacwu members are clinging to.

Meanwhile many had had to return to their homes in the homelands and wait in poverty there.

The Sowetan found others at a bar in Zamdela drinking their sorrow away.

As one of the workers put it: 'Our sin was to demand better living wages. Now we live like helpless humans with nothing to depend on except handouts.'

Sasol management yesterday confirmed a conciliation board meeting with Sacwu was scheduled for later this month.

A spokesman said it was committed to resolving the matter but said the company expressed its dismay at Sacwu's steadfast refusal to accept the Sasol offer to fill some vacancies at their plants with dismissed Sacwu members.

'Some of the vacancies had therefore of necessity been filled by recruiting from sources other than dismissed workers.'

The union throughout these negotiations not only rejected all the proposals for the employment of dismissed workers but also insisted that Sasol fire newly recruited workers, management said.

The company said the demand was unrealistic and would have been grossly unfair to the new employees.



Political comment in this issue by J Latakgomo and A Klaaste. Sub editing headlines and posters by S Matlhaku. All of 61 Commando Road, Industria West, Johannesburg.

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Nactu
protest

(143)

Sowetan 11/3/88

THE National Council of Trade Unions (Nactu) yesterday protested against restrictions placed on Cosatu and the "banning" of 17 other organisations. In the picture Bishop Simon Nkopane delivers a sermon while the Reverend Mvumo Dandala looks on. There were speakers from Nactu, Azacco and the Media Workers' Association.

BUSINESS

LABOUR
AFFAIRS
DICK
USHER



Unions are likely to close ranks

IT'S very likely that there will be a closing of ranks in the "democratic" trade union movement following the Government's latest round of restrictions

These have effectively banned a series of community organisations and attempt to restrict the Congress of South African Trade Unions (Cosatu) to "trade union" matters, as distinguished from "political" matters

The movement does not accept that such a distinction is possible, as made very clear in a statement from the other major union federation, the National Council of Trade Unions (Nactu), after a central committee meeting last weekend

"Charterist"

The two federations roughly represent two tendencies within unionism and the broader black community

Cosatu represents the "Charterist" tendency which generally echoes the ANC line, while Nactu reflects, broadly speaking, the PAC/Black Consciousness tradition and supports the Azanian Manifesto

There is both rivalry and co-operation between affiliates of the two federations, but the Nactu statement makes it clear that although Cosatu is presently under attack this is viewed as an attack on the whole movement

And elements within the statement have strong parallels with the Cosatu living wage campaign

Challenging the Government to show where it draws the line in differentiating labour from political issues, Nactu says it was clear that addressing matters such as citizenship, taxation of voteless members, rent-

als, inferior education, the creation of "apartheid institutions" and Joint Management Committees are part of a union's day-to-day responsibilities

Most of these are also planks of Cosatu's living wage campaign, which also argues that these are not "political" issues but real concerns of any genuine trade union movement

Inferior education is seen as fitting the children of workers only to be workers themselves, inadequate wages as restricting opportunities for economic advancement, taxation of the voteless as an attempt to make them pay for their own oppression

And both federations would argue that these are factors which restrict equal opportunity, condemning those at the bottom of the economic pile to remaining there and leading, in their fight for existence, to a host of social ills such as gangsterism, crime and prostitution.

"Macro" demands

It's likely that more and more "macro" demands (those relating to the overall situation of workers as opposed to "micro" demands relating to purely shopfloor issues) will form part of the negotiating agenda

Questions will be raised about what the company is doing to create equal opportunities and break the cycle of inferiority.

With these and other issues in mind, the Institute for Personnel Management has put together a two-day equal opportunities seminar which will look at aspects of what it means, why it is necessary and how some firms have come to grips with it

Bookings can be made through Avril Ebbs at ☎ 64 2221

Songs at funeral

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HUNDREDS of mourners this weekend flocked to the tiny village of Gamo-gokong, near Pietersburg, for the burial of a trade unionist 'gunned down on the Reef two weeks ago.

mourners that Boshomane's refusal to compromise Nactu's principles was a direct cause of his death.

In drizzling rain they came to pay their last respects to Amos Kwena Boshomane (32) who was a shop steward of the Steel Engineering and Allied Workers Union (Seawusa).

The highly charged funeral proceedings were characterised by political slogans and freedom songs. Mourners also had to carry the coffin shoulder high from home to the cemetery, four kilometres away.

According to speakers at the funeral, Mr Boshomane was gunned down on February 25 while on his way to Haggie Rand in Germiston where he worked. Seawusa is an affiliate of the National Council of Trade Unions (Nactu).

Mr November Nkosi, president of the National Union of Wine, Spirits and Allied Workers Union (Nuwsaw) told

Wage *Sowetan* talks 15/3/88 set to ~~start~~ ~~today~~ start today

By LEN
MASEKO

THE metal industry's wage talks, which affect about 320 000 workers, are scheduled to take place today.

The employer body, the Steel and Engineering Industries' Federation of SA (Seifsa), will negotiate for a wage settlement with 15 trade unions

Among unions to be represented at today's talks are the National Union of Metalworkers of SA, the Steel Engineering and Allied Workers — who will table joint wage demands through the International Metalworkers' Federation of SA

A Numsa spokesman said their demands included a minimum wage of R5 an hour and an across-the-board increase of R1,50 an hour

Fourteen of the 15 trade unions involved in the industry's collective bargaining process agreed to wage increases of 17,7 percent "at general labourer level" last year, according to Seifsa

Numsa rejected the employer offer last year and refused to sign the wage agreement. The Metal and Allied Workers' Union (now Numsa) has constantly refused to sign the agreement since joining the industrial council in 1983.

Labour

Prayers to be held in city

THE National Council of Trade Unions is to hold a prayer meeting in Johannesburg tomorrow to highlight the plight of the condemned "Sharpeville Six".

The lunch-hour meeting will be held at Lekton House, 5 Wanderers Street, on the first floor.

Nactu said in a statement yesterday that it was clear the hanging of the six — due to be executed on Friday — was a matter that had gone "beyond the ordinary processes of the law".

Position

The six — sentenced to death for the murder of a Lekoa councillor Mr Jacob Dlamini — are Theresa Ramashamola (24), Reid Mokoena (22), Mojalefa Sefatsa (30), Duma Khumalo (no age given), Francis Mokhesi (29) and Oupa Diniso (30).

Nactu said it had, together with other community and church organisations, repeatedly stated its position regarding the matter.

Some fear 16/3/58

143

Udoto

UNIONS ASK BOTHA

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14/3/88

TO SPARE LIVES OF Nactu's Mandaweni on the 'stark face of apartheid'

THE 14th world congress of the International Confederation of Free Trade Unions yesterday sent an urgent telex to State President P W Botha urging him to grant a reprieve to the "Sharpeville Six."

The ICFTU, representing 87 million workers in 107 countries, said a reprieve would be a "mark of respect for basic human values and would create goodwill which could help to

From MATHATHA TSEDU in Melbourne encourage the dialogue and reconciliation that SA desperately needs"

Calls were also made to all heads of governments to make urgent representations to Mr Botha to save the lives of the six people whose killing it was noted, would "intensify the climate of violence and repression in SA"

The representatives of Socialist International, Socialist Women, Inter-

national Union of Socialist Youth and the International Falcon Movement condemned the decision to hang the "Sharpeville Six" and are to launch protests against this decision through affiliates worldwide

The President of the Nactu, Mr James Mandaweni, addressed the congress on Monday and said Mr Botha's refusal to grant clemency was proof that "there is no mercy in Botha's heart This is the stark face of apartheid," Mr Mandaweni declared

Mr Mandaweni called on the international community to impose comprehensive mandatory sanctions against the SA Government and added "it is we the oppressed and exploited who ask for these sanctions and choose our suffering The form and content of our struggle can only be dictated by ourselves

"It is not for Thatcher or Kohl to decide on whether we can bear this burden or not"

Mr Mandaweni called for moral, technological and financial support for principled non-collaborationist organisations fighting for freedom and justice

~~ent 1915 1.7/308~~

Argus ink

suppliers

face strike

THE major supplier of ink to the Argus Company faces strike action following the declaration of a wage dispute by the SA Chemical Workers' Union (SACWU).

Mr A Nielsen, the financial director of Sun General Printing Ink, yesterday confirmed that SACWU had applied for a conciliation board hearing after mediation failed to resolve the dispute.

The union represents 41 workers at the Montagu Gardens factory.

A SACWU spokesman said the workers had rejected the company's offer of a R25 across-the-board increase or a 15% rise — whichever was the higher — on the minimum weekly wage of R130.

Mr Fred Collings, Argus general manager, said he could not comment till he received further details on the matter.

Nactu meeting banned

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POLICE yesterday stopped a meeting organised by the National Council of Trade Unions in Johannesburg, saying it was illegal in terms of the emergency regulations.

A Major van Wyk, who was accompanied by about 10 policemen, told the people attending the meeting at Lekton House to disperse "peacefully — not in groups" He said he had been instructed to convey to them "that this meeting is illegal"

A spokesman for

Nactu also announced that his organisation, with a number of community organisations, would hold a major March 21 service at Regina Mundi on Sunday at 2 pm

The organisations involved in the service are Nactu, The Azanian Co-ordinating Committee, Azanian Students Movement, Azanian National Youth Unity, African Women's Organisation and Mafube, a cultural group

• Azacco has also

organised other services to commemorate the deaths of the 69 people killed during a pass campaign by the Pan Africanist Congress in 1960

Mr Lusiba Ntloko, a spokesman for Azacco, said the first services will be held at the Zamdela Methodist Church in Sasolburg and the Durban YMCA Hall on March 19

March 21 is now known as the "Heroes Day"

Other services will be held in KwaNdebele

(Mathale Hall) on March 20 and at Khotso House in Johannesburg on March 21

Mr Ntloko said other services have been planned for Soweto, Evaton, QwaQwa, Pietersburg, Cape Town, Port Elizabeth, Bloemfontein, Kroonstad, Welkom and Sharpeville

Dates and venues for these services will be announced soon

"Speakers from several organisations will address the services," said Mr Ntloko

Nactu moves north

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THE National Council of Trade Unions will launch a Pietersburg branch this weekend, writes LENMASEKO.

The branch will be launched at an inaugural meeting at Phodishaditshaba Lutheran Church in Zone 3, Seshego, on Sunday (10am)

Speakers at the launch will include Mr Thabo Montjane, an official of the Seshego Community Bureau, and a Nactu official, Mr Phosakuwa Mashele.

Nactu official, Mr Mmutle Phasha, said the meeting would also be dedicated to the victims of the Sharpeville

shootings

• **THE Building Construction and Allied Workers Union signed a recognition agreement with Corobrik this week, a union spokesman said.**

BCAWU official Mr Motlhabane Mogotsi, said the two parties would

resume wage negotiations on Saturday.

The National Union of Farmworkers signed a recognition agreement with Gerries Flour this week, the union's general secretary said yesterday

Mr Tshaka Moletsane said, in terms of the

agreement, the union would negotiate wages and conditions of employment for its members

Nuwsaw

• **THE National Union of Wine, Spirits and Allied Workers will hold another round of wage talks with liquor companies in Johannesburg today.**

Nuwsaw president Mr November Nkosi, said the union would respond to the offer by the SA Wine, Spirits, Industry Employers Association at the meeting

He said Nuwsaw members at 55 factories had rejected management's wage offer

Tawu man's burial

A MEMBER of the Transport and Allied Workers' Union is to be buried in the Northern Transvaal on Sunday.

He was Mr Hlengani David Ngobeni (46), an employee of Lebowa Transport Holdings, killed in a bus accident last week. He will be

buried at Jupiter in Gamashashane. He is survived by his wife, Johanna, and five children

Tawu members interested in attending the funeral may contact Mr Jeriel Mathabatha at (01527) 5324

Police release Tawu 3

Sowetan 23/3.88
THREE trade unionists
who were detained in
Pietersburg in July last
year following a strike
were released from
security police detention
this week. (143)

The three, Mrs Helen
Malebane, Mr Arnold
Mmatle, and Mr Frans
Maruma, are members
of the Nactu affiliated
Transport and Allied
Workers Union (Tawu).
They were detained
during a 25-day strike at
Lebowa Transport in
Seshego.

The strike was over
the dismissal of workers
who had not gone to
work on June 16.

23/3/88

factory floor are affected by the general hazards that obtain in our townships. Capitalism and racism in South Africa are two sides of the same coin. The worker who provides cheap labour at the factory is the same worker who is voteless and is the same worker who is discriminated against.

Nactu has confirmed its non-collaborationist stand in action, which is a pre-requisite for any participation in the national liberation struggle.

The federation turned down an invitation to a meeting with Mr P W Botha.

The Labour Relations Amendment Bill, presently being discussed in Parliament has made the whole idea of meeting Mr P W Botha, a futile exercise. The Bill is aimed at seriously restricting trade union activities.

Against the background of spiralling inflation, the proposed wage freeze is aimed at attacking the living standards of workers.

Nactu believes that the trade union movement needs to be democratic, free and independent. It cannot become a transmission belt of any organisation or party.

The federation would want to remain free to criticise any future Government's economic and political policies.

Nactu remains committed to the leading role of the black working class in the national liberation struggle. And to this end, Nactu will fight oppression and exploitation in all its manifestations.

Pamphlet was phony

143
SK
The Black Allied, Mining and Construction Workers' Union (Bamcwu) yesterday condemned a pamphlet distributed at the Ergo mine dump processing plant near Brakpan last week, libelling the Witwatersrand chairman of the National Union of Mineworkers

24/3/88
The pamphlet, purportedly signed by Bamcwu general secretary Mr Motsumi Mokhine, claimed that the NUM was bankrupt and urged NUM members to join Bamcwu.

In a statement, Bamcwu said "Those responsible had aimed at discrediting Bamcwu as well as attacking the character of the general secretary. The finger of guilt could only point in the direction of those who have benefited from our exploitation and oppression"

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Accord signed

THE Transport and Allied Workers' Union (Northern Transvaal region) signed a recognition agreement with a Potgietersrus-based transport company yesterday.

According to Tawu's regional organiser, Mr Matlapa Letsoalo, the recognition was signed with Essakows Transport, where the union enjoys more than 75 percent membership.

• The Post and Telecommunication Workers' Association is to hold a meeting at the Methodist Youth Centre in Soweto on Sunday.

The meeting will discuss — among other things — the pending Supreme Court case of dismissed Post Office

workers, wage freeze and grievance procedure.

The meeting starts at 9am.

• Talks to resolve a wage dispute between Mobil management and the Chemical Workers' Industrial Union (CWIU) deadlocked last Friday when both parties failed to reach an agreement, union organiser, Mr Blake Mosley, told Sapa.

"We find it disturbing that management has failed to move on the basic wage increase," Mr Mosley said.

A spokesman for Mobil said management would have further contact with CWIU next week, but would not comment further.

of Southern Africa recently, criticised the present practice of investing private sector pension fund revenue in gilts and the JSE

He would prefer money "to be recycled back into the community — to be used in housing and employment creating projects"

How would fund administrators strike a balance between existing needs of the community and future needs of pension fund members? Camay is not prepared to commit himself: "That is something that would have to be decided by various parties."

While the principle of negotiating with all parties is sound, there is no reason unions can't put forward an investment strategy for members to consider. It is not in dispute that housing and employment projects are needed, but it is questionable whether pension funds should be regarded as conduits through which this is done

Pensioners, too, are part of the community and, as Old Mutual's Gerhard Van Niekerk points out: "It is in the interests of the community to make sure the savings of the individuals are applied to their best interests."

Which means revenue must be invested in such a way that accumulated assets will meet future obligations. If investment returns are not adequate, the pension will be underfunded.

This is one of the problems facing the deficit-ridden Government Service Pension Fund, which can invest only in gilts. Returns on these have been well below those on the equity market (FM February 12) and have not kept abreast of the expanding needs of the fund

Investment decisions based on anything other than investment criteria are bound to produce inferior results.

The entire question of pension reform has been under investigation since an attempt to introduce compulsory contributions in 1980-



Nactu's Camay . . . still to be decided

PENSIONS

Strategy needed

Can pension fund contributions be used for "socially responsible investment" and, at the same time, generate adequate returns? This is an issue union leadership will eventually have to confront.

Piroshaw Camay, general secretary of the National Council of Trade Unions, speaking at the first congress of the Pensions Institute

1981 sparked a wave of labour disputes. At issue were compulsory pension fund membership, as well as portability and preservation of pensions.

Central to the problem is the differing needs of SA's various communities. This was highlighted by figures provided by another speaker at the congress, Deputy Minister of Finance Org Marais: 56% of South Africans are in households with income below R400 a month; 33% in households earning between R400-R1 400, and only 11% in households which earn more.

PAMPHLETS DENOUNCED

SOWETAN, Monday, March 28, 1988 Page 7

BY LEN MASEKO

TWO trade unions have denounced mystery pamphlets distributed under their banner by unknown people on the Reef this week.

The unions are the Black Allied Mining and Construction Workers Union (Bamcwu) and National Union of Mineworkers of SA (Numsa)

Bamcwu stated and dissociated itself from a pamphlet which apparently attempted to promote hostility between the union and the National Union of Mineworkers

Purporting

Numsa condemned the "faked" pamphlet which — purporting to be from the union — extolled the Labour Relations Amendment Bill

The faked pamphlet — purportedly from

They're fakes say unions

Bamcwu — smeared a senior NUM official, Mr George Nkadimeng, and claimed the miners' union was bankrupt

Bamcwu said in a statement "Of fundamental essence, the pamphlet had hoped to instil hostility between ourselves and NUM Bamcwu and NUM have had a historical relationship based on the principles of unity as the working class and peaceful existence

"We can conclude that the finger of guilt could only point in the direction of those who have benefited in our exploitation and oppression and those that have actively promoted our

disunity by separating us on mythical grounds," the union said

Numsa said the pamphlets, which "smear" the union and the Congress of SA Trade Unions, were distributed by unknown people on March 23

The pamphlets were a "crude forgery" aimed at confusing workers and "sowing distrust", the union said

Numsa said, "This pamphlet has definitely not been written by Numsa members Numsa believes this Bill is the most damaging attack against unions.

"We see the Bill as part of a two-pronged strategy by the State and employers This attack is aimed at restricting unions from activities which they (the State and bosses) call 'political' "

BOOKS STORE, UNION IN LAMGUAGE ROW

Sowetan 29/3/88

143

A WELL-known Pietersburg bookshop refused to deal with the Media Workers' Association of South Africa because of the union's refusal to write letters in Afrikaans, a Mwasa spokesman announced yesterday.

Mr Peter Mohlaka, administrative secretary of Mwasa's Northern Transvaal region, said Panorama Bookshop had informed the union that it would only respond to letters written in Afrikaans.

Failure to use Afrikaans in correspondence with the company, Mr Mohlaka added, would mean that no negotiations can take place between the two.

Panorama manager, Mr J Linde, said he had no comment to make on the allegation. But correspondence shown to the *Sowetan* from Panorama clearly indicated that the company insisted on Afrikaans as a medium of correspondence. "Please note that we shall not respond to any of your correspondence if the said correspondence is not in Afrikaans," Mr Linde wrote to the union in Afrikaans.

Mr Mohlaka said over 90 percent of the black staff at Panorama were members of Mwasa.

Labour Reporter

"This firm, which supplies books to black schools and universities in the north, refuses to deal with us just because we do not want to write letters in Afrikaans. It is scandalous and we have written to them again requesting a meeting. If this does not happen we will take legal action," Mr Mohlaka said.

Mr Mohlaka also announced that Mwasa had scored a major victory when two workers were reinstated at a printing company.

Closed

Mr Mohlaka said Mrs Elizabeth Seoka and Mrs Elizabeth Rapholo had been fired from Northern Review Printers in Pietersburg on January 4.

Both however refused to return to work and accepted a monetary settlement of R400 each. Because of the closed shop agreement between the printing industry and the South African

Typographical Union, workers have to belong to this union in order to be employed.

The secretary of the Industrial Council for the Printing and Newspaper Industry, Mr J Coetzee, confirmed that Review Printers had been ordered to pay the workers.

Sixty four members of Union of South Africa (Cawusa) employed by Pietersburg Wholesalers enter their 20th day of work stoppage today.

Internal

The workers are demanding an immediate stop to alleged summary dismissal, recognition of

the union and the opening of negotiations on wages.

The Commercial Catering and Allied Workers' Department of Manpower ordered by the Department of Manpower to pay arrears to its workforce after it was found to be paying below

the stipulated minimum wage.

The company's manager, Mr Razak Ahmed, said he did not want to discuss the matter. "It is an internal problem," he told the *Sowetan*. The union announced that three of the workers were arrested by police last week.

10 31 3188 143

Drivers still on strike

CAPE TOWN — A wage strike involving 170 drivers and co-drivers of Transkei Blue Line Transport entered its sixth day yesterday.

The Brackenfell and Welkom depots of the company are affected by the strike.

A spokesman for the Transport and Allied Workers union (Tawu) said the drivers and co-drivers, respectively

earning weekly minimum wages of R60 and R45, were demanding a weekly minimum wage of R200. The company offer was R120 and R100 respectively.

A company spokesman, Mr R. Wiehahn, said Tawu's information was "inaccurate" and that they had broken an agreement with the company "not to talk to the media". He declined to comment further. —DDC

Bus workers back after increases

143

7-13/4/88 South

ABOUT 200 workers of the Transkei Blue Line Bus Service in Cape Town and Welkom went on strike last week demanding a wage increase.

Following negotiations, a settlement was reached and workers returned to work last Thursday.

The workers, members of

the Transport and Allied Workers Union (Tawu), demanded a minimum wage of R200 a week. They had refused management's offer of R100 for an assistant driver and R130 for a senior driver.

Assistant drivers were being paid about R44 a

week, while senior drivers were paid R62 a week and were not recognised as permanent employees.

A union official said negotiations for wage increases had been under way since October last year.

The negotiations between shop stewards and management reached deadlock on March 25. After this workers told management to reconsider their demand or face a strike, a shop steward said

The strike ended when workers accepted management's offer of R160 a week.

A driver with nine years' experience said the increase was long overdue. He said he had to support his wife and three children in Transkei, as well as his sister and her five children on the money he earned.

"Drivers work seven days a week. Sometimes we have to drive up to 16 hours at a time without a co-driver," he said.

Five workshop workers said they had to work seven days a week and were not paid for overtime.

Mwasa declares dispute

THE Media Workers Association of South Africa had declared a dispute with Perskorporasie after a deadlock in wage talks.

This was said yesterday by Mwasa's organiser, Mr Basner Ngceba on behalf of the Southern Transvaal region of the union

Mr Ngceba said Mwasa was demanding a minimum wage of R180 a week while the company had offered a R20 increase to the staff, some of whom were earning about R70 a week

The dispute has been referred to the Industrial Council.

143 150 155

'Afrikaans please' row raging on

Sowetan 8/4/88
143

TRADE unions operating in the conservative Northern Transvaal towns of Pietersburg and Potgietersrus have had correspondence with various companies unanswered with demands that the letters be written in Afrikaans.

This treatment has angered the unions and organisations who have threatened that the attitude must stop or "it will unleash a series of actions that will have dire consequences for industry in the towns"

In one instance a letter from the Northern Transvaal Advice Office was returned by a bookkeeping firm with the following scribble on it "Skryf Afrikaans asseblief dankie (write Afrikaans please thank you)

Other responses include "if the letter was meant for our organisation we want to request you to write all future correspondence in Afrikaans as our home language is Afrikaans"

Another company wrote "please note that we shall not respond to any of your correspondence if the said correspondence is not in Afrikaans."

The unions involved are two Natcu affiliates Mwasa and the Building Construction and Allied Workers Union,

We're going to act say trade unions

the Cosatu affiliated Construction and Allied Workers Union and the Northern Transvaal Advice Offices

A Mr Geldenhuis of B H Kruger General Bookkeepers, which was acting for Lusitano Food Market in their dispute with Ntao, yesterday said he could not comment on the scribble on Ntao's letter and referred queries to a Mr Kruger who was not available

Partners

Mr Geldenhuis said both partners in the firm understood English and he could not explain why Afrikaans was being demanded

Another company's spokesperson, Mr F S Moolman of Moolman Boukontraksie, at first denied having demanded that letters be written in Afrikaans. But when he was told that copies of his letters were in our possession, he retored "We are an

Afrikaans company and we are entitled to demand Afrikaans"

A Panorama Bookshop spokesperson said the company had no comment to make on these allegations. The company is in dispute with Mwasa

Mr Khangale Makhado of Ntao summed up the feelings of many when he said "We were not the ones who declared English as one of the so-called official languages. We are using it to facilitate understanding between ourselves and various companies

"In fact, if it was up to us we would write our letters in Swahili or any other South African language. This thing can only anger the workers"

Officials of the various unions also confirmed that tensions were high among members employed at the affected firms "It is a delaying tactic that is being used by management to dodge negotiating with a representative union. Workers are getting impatient," one of them said

An official at the Department of Manpower in Pietersburg yesterday said there was nothing his department could do about the Afrikaans issue because "the department does not interfere in negotiations between unions and companies"

DEMANDS NOT MET - UNION

sowetan 12/4/88
143
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WAGE talks between the United African Motor and Allied Workers Union of South Africa and Isando-based MAN Truck and Bus have deadlocked, a union spokesman said yesterday.

UAMWUSA official Mr Peter Makgathulela, Mr Peter Makgathulela said the stalemate revolved around the union's demand for a wage increase of R1,50 an hour, against the company's offer of 45 cents an hour

The union also demands recognition of May 1 and June 16 as paid holidays and reduction of working hours from 45 to 40 hours.

• The Media Workers Association of South Africa (Mwasa) and Perskor have referred their wage dispute to the industrial council after talks broke down last

By LEN MASEKO

week

Mwasa Southern Transvaal organiser, Mr Basner Nceba, said the union declared the dispute with management after the company refused to accede to the workers' demand of a R180 a week minimum but instead stood on its R20 increase a week offer.

• The Commercial Catering and Allied Workers Union of South Africa and Triangle Furnishers meet on Thursday in an attempt to resolve a month-old wage strike by the company's employees

The union demands — among other things — an across-the-board increase of R90 a month retrospective to January 87, a minimum salary of R500 and a further increase of R80 to be backdated to July 1987.

3-13

14/4/88
Soweto

Union men sue Bop govt

143



FIVE officials of the Black Allied Mining and Construction Workers Union have filed a R20 000 suit against Bophuthatswana's Minister of Law and Order following their alleged wrongful arrest by the homeland's police.

The five are Bamcwu's publicity secretary, Mr Mbulelo Rakwena, and organisers Mr Shimi Mokgalagadi, Mr Themba Mabika, Mr Mohlamsi Mafifi and Mr David Mothupi. They are claiming R4 000 each

The claim is a sequel to the officials' arrest allegedly by the homeland's security police while on a business trip to Tlhabane township near Rustenburg in August last year



Mr MBULELO Rakwena . . . R4 000 claim.

Meanwhile Bamcwu is to hold a rally in Pretoria on April 23 to discuss the Labour Relations Amendment Bill

A Bamcwu spokesman said the union would "assume a position with regard to the proposed legislation" at the meeting. The meeting, which starts at 10am, will be held at the Laudium Hotel

Sowetan 15/4/88

Labour Bill ⁽¹⁴³⁾ under focus

THE National Council of Trade Unions is to host a workshop tomorrow to discuss the Labour Relations Amendment Bill and its consequences for the labour movement.

Shop stewards from all Nactu affiliates are asked to attend.

The meeting, which starts at 9.30am, will be held on the 6th Floor, Lekton House, Johannesburg.

● The Media Workers Association of SA is to hold a meeting of Perskor employees in Johannesburg on Sunday (10am).

The meeting will discuss the current wage dispute between the union and the newspaper group. It will be held at Lekton House, 5 Wanderers Street.

● A meeting of journalists who are members of the Media Workers Association of South Africa will be held at the Mwasu Johannesburg

By **LEN MASEKO**

regional offices on Tuesday.

Among issues to be discussed will be the launch of a community project involving journalists, strategies to adopt

regarding the threats on the media and the continued detention of journalists, training seminars arranged for journalists in the country and Harare, and a report on the International Federation of Journalists.

Mwasa

hits

Sowetan
2/4/88

out at

Govt

143

THE Media Workers' Association of South Africa condemns in the strongest terms possible the Government's action on *Weekly Mail* — one of the more committed newspapers serving the public, Mwasa said in a statement yesterday.

"We wish to assure the *Weekly Mail* that Mwasa will stand behind it in whatever action it decides to take to defend its rights to inform the public on all issues affecting it . . . after all, that is the *Weekly Mail's* responsibility in the first place".

Meeting

Meanwhile, Mwasa has decided to hold a meeting at the Ipeleng Community Centre in Soweto at 7pm on May 5 on the government's onslaught on the media.

The deputy-editor of the *Sowetan*, Mr Joe Thlolo, will give a paper on the media restrictions and what Mr Botha hopes to achieve by restricting the media, the statement said.

Two other speakers will be announced early next week.

Nactu to ignore request

Sowetan
21/4/88

143

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THE National Council of Trade Unions has decided to ignore a request from the Minister of Home Affairs, Mr Stoffel Botha, to submit its publications to the department.

The council had received three warnings to submit its publications and had taken legal advice, it said in a statement in Johannesburg yesterday.

No warnings about the content of the official newsletter, *Izwilethu*, had been received. However, Nactu said "That *Izwilethu* is targetted is clear. Just as Cosatu has been targetted under the emergency regulations.

"State strategy is now clearly to attack the federation on different issues, sow suspicion and mistrust among our members and disunite our members by engaging them in separate strategies," the statement said.

Nactu strategy should be to unite opposition. "South, Weekly Mail, New Nation cannot fight on their own, just as Nactu and Cosatu cannot fight on their own," the statement said. — Sapa.

Izwilethu *South*
warned to
submit copies

2-27-1488

(143)

THE National Confederation of Trade Unions has been warned for the third time to deposit copies of their publication Izwilethu.

The Nactu central committee has decided to ignore the warnings until they had been advised by their lawyers

They said the State's strategy against Nactu was clear.

"They aim to attack the Federation and to sow suspicion and mistrust among members."

The State also planned to cause disunity in the organisation by engaging members in different strategies, the committee said.

(~~212~~ ~~277~~)

Trade union defies Government order to hand over paper

By DICK USHER,
Labour Reporter

tion could not fight on their own

THE second largest trade union federation in South Africa is heading for a confrontation with the Government by defying demands for it to deposit its published material with the Department of Home Affairs

The National Council of Trade Unions (Nactu), which has about 500 000 members, said yesterday it had had three warnings about depositing its material with the department in terms of emergency regulations

The federation publishes Izwilethu, a monthly newsletter

A statement from Nactu said it was clear that Izwilethu was "targetted" just as the Congress of South African Trade Unions (Cosatu), the largest union grouping, had been targetted.

Cosatu, the largest union federation, was banned from "political" activities in February. At the same time 17 community organisations were restricted.

REQUEST IGNORED

"The Nactu central committee has decided to ignore the request from the Minister and has taken legal advice. No warnings over the content of Izwilethu has been received yet," the statement said.

Calling for "all forces, all tendencies to be united in the fight", Nactu said that South, the Weekly Mail and New Na-

New Nation, published in Johannesburg by the Catholic Bishops' Publishing Company, has been suspended for three months

South is expecting similar action soon. Weekly Mail and the Argus company newspaper Sowetan have had letters from the Minister warning that they might be listed in the Government Gazette.

Three publications had warnings issued in the Gazette this month. They are the Cape Town-based Grassroots, Saamstaan which is published in Oudtshoorn, and the End Conscription Campaign's Out of Step.

SECURITY THREAT

A warning in the Gazette that a publication's material contains a threat to the security of the public or the maintenance of public order or causes a delay in the termination of the state of emergency is the second stage towards a publication being suspended or required to submit to pre-publication censorship

The first step is a warning that listing is being considered and at the final stage the Minister may suspend publication for up to three months.

State strategy was now clear, Nactu said. It was to attack the federation on different issues, sow suspicion and mistrust among members and disunite members by engaging them in separate strategies.

Nactu denounces pamphlets

LETTERS, posters and pamphlets alleging that the National Council of Trade Unions of South Africa has been upset at the salaries Congress of South African Trade Unions are earning, did not emanate from Nactu, the trade union grouping said in a statement to Sapa yesterday.

A letter, alleging that Nactu's general-secretary, Mr Piroshaw

Camay, had said Cosatu officials were being paid such high wages and asking why they were then conducting "a living wage campaign" was sent to the editors of a number of newspapers

The letter, dated April 15, said. "It seems that while Cosatu is fighting for a living wage for its workers, its officials are at the same time in for a bigger slice of the living wage"

Posters

Posters and pamphlets making the same allegations were also distributed, mainly in townships in the Vaal Triangle area in the past few days, a Nactu spokesman said.

"Nactu wishes to place on record that these fraudulent and mischievous actions can only emerge from the one source that would not like to see unity among workers" and blamed the government's "dirty tricks department"

The union grouping said it remained committed to the struggle of South Africa's workers and of the unity of the trade union movement

— Sapa

5/14/86
Somofan

143

(143) B(dan) 26/4/88

Govt controls give common ground

Unions back employers in opposing Bill

SPOKESMEN for SA's two largest trade union federations have said recent government threats of wage and price controls highlighted a limited area of common interest between employers and organised labour.

Nactu general secretary Phiroshaw Camay warned that any direct or indirect attempt to impose these controls would create an alliance between capital and labour — a development State President P W Botha may live to regret.

He said the timing of this development was particularly unfortunate, as after ten years employers had begun to develop a realistic approach to wage negotiations.

Merger of interests

Cosatu spokesman Frank Meintjies believed talk of an alliance was overstating the position.

But threats of controls had produced a limited merger of interests.

"Conflict between business and labour will continue to exist.

"But we should both work to isolate government on this issue," he said.

He added government did not realise how sensitive an issue wages were, and that the deteriora-

ALAN FINE

tion of economic conditions in townships could cause heightened political tensions

He described the draft Control of Harmful Business Practices Bill as a direct attack on business, which now had to decide whether it was prepared to be bullied by government.

Such policies were contrary to employer interests and it was time for them to take a stand.

Blacks are victims

In the event of a wage freeze, it would be employers who would have to face the consequences of worker anger on the shopfloor, he added.

He said it appeared some employers had realised the seriousness of the situation.

"Black workers are historically victims of a system of cheap labour.

"This still applies to all sectors but is most crudely evident in the mining, construction, domestic, agricultural, service and the public sectors.

"They will certainly not accept any notion of a wage freeze," said Meintjies.

Control rejected

7/4/58
20
ATTEMPTS to control wages through price controls as envisaged by the State President would be rejected in every way possible by the National Congress of Trade Unions, a statement from Nactu said yesterday.
"These attempts are a negation of the principle of voluntarism accepted by the Wiehahn Commission.
"We reject any attempt to control wages

directly or indirectly. We will fight this attempt at every factory in every industry. (143)
"Nactu has consistently warned that the State's interests lie in control of every facet of life."
The business community was itself facing this crisis of control, the statement said.
"In the past it has been ineffective, and unwilling to fight the State. If

might now find that having compromised so often in the past it may be impotent to do anything against this onslaught by the State."
Over the past 12 years Nactu affiliates have organised, negotiated and conducted agreements with more than 800 at industry and plant level being made among their affiliates, the statement pointed out.
Sapa.

LIVES UP

they belted old tunes during the ceremony.

UNION TAKES OFFER

50wefan
26/4/88

(143)

(143)

THE majority of National Union of Wine, Spirits and Allied Workers (Numsaw) members has accepted a wage increase offer of between R27 and R30 per week from the employers' association.

Workers who fall under grades one up to four have their wages increased by R27 a week, while those who fall under grade five by R28 a week and those on Grade six by R30 a week.

In addition to the increases, employees with five to nine years service will receive an additional two-and-a-half percent increase on their wages and members with 10 and more years of service will receive an additional five percent increase on the wages they earn

OP cures blind man

A BLIND man whose hands used to sweat so much he could not read braille, has undergone an operation free of charge at a Durban hospital.

Mr Bobby Pillay (33), of Tongaat, spoke yesterday from his bed at Entabeni Hospital: "Feel my hands — they are dry."

"Shortly after I became blind four years ago, my hands would drip with sweat.—Sapa.

Sowetan 27/4/88

Farm workers go on strike

51 ABOUT 100 members of the National Union of Farmworkers at Impala Farms near Magaliesburg, have gone on strike over wages and the recognition of their union.

The union's general

secretary, Mr Shaka oa Moletsane, said negotiations with the farm

management began in October last year, but no recognition settlement

has been reached. Management had subsequently disputed

the membership of the union at the plant, in spite of the fact that they enjoyed more than 90 percent of the total workforce, he said, adding "I have been refused access to the farm since the strike started on Monday"

He said that workers were not prepared to return to work until their demands were met.

Management was not available for comment.

Wage deadlock

Sowetan 27/4/88

WAGE talks between the Media Workers' Association of South Africa and Allied Publishers in Cape Town deadlocked on Friday, Mwasa general secretary, Mr Sithendele Khala, said in Johannesburg yesterday.

"Mwasa workers are demanding that Allied Publishers accept the principle of equal work for equal pay, which is universally accepted and

should operate within the Argus Group in Cape Town," he said in a statement released yesterday. (143) ~~143~~

Workers contend Allied is a subsidiary of both the Argus group and Times Media Ltd and that existing discrepancies in similar job categories is a form of discrimination and therefore unfair labour practice. — Sapa.

(143)
B/day
27/4/88

Nactu rejects freeze

ATTEMPTS to control wages through price controls as envisaged by the President would be rejected in every way possible by the National Congress of Trade Unions, the union said yesterday.

"We reject any attempt to control wages directly or indirectly. We will fight this attempt at every factory in every industry," Nactu said.

REPORTS Sapa-Reuter,
Sapa, Own Correspondent

Smear campaign denied

THE National Council of Trade Unions has denied any involvement in the distribution of leaflets and posters against the Congress of South African Trade Unions (Cosatu) in the Vereeniging area.

A letter was also allegedly written by the general secretary of Nactu, Mr Piroshaw Canay, attacking Cosatu's Mr Elijah Barayi.

Nactu said these "fraudulent and mischievous" actions could only emerge from the one source that would not likely see unity among workers.

"Nactu remains committed to the struggle of the working people of our country and the unity of the trade union movement."

2814-41988

Arson attempt at union offices

From FRANZ KRUGER
 EAST LONDON - An unsuccessful attempt was made to burn down the offices of the South African Railway and Harbour Workers Union (Sarhwu) here last week.

Union officials found on Thursday that office windows had been broken, and an attempt had been made to set fire to the offices.

A plastic wastepaper basket, files and desk drawers were piled up on the floor and set alight, but little damage was done.

The union's regional organiser, Derrick Smoko, said a book with a list of members' names, a telephone and several copies of the Government Gazette were stolen. - *Ehnews*

2814-41988

SAFTA

Shop at... SAFTA

Nactu's Inkatha poser

Scarf
DURBAN. — The National Council of Trade Unions (Nactu) has publicly dissociated itself from Mr Norman Middleton, its Maritzburg co-ordinator, because of his personal links with Inkatha leader Gatsha Buthelezi.

4/5/88
At a press conference this week, Natal officials of Nactu said inferences had been made that Nactu had a working relationship with KwaZulu and Inkatha.

28/4-
In March Middleton was a guest at the KwaZulu government's prayer breakfast meeting at a hotel here

The former Labour Party official defended his right to attend what he said was a non-political event.

The Inkatha-owned Ilanga newspaper published a picture of Middleton alongside Buthelezi in which they called him the president of Nactu instead of Maritzburg co-ordinator

Merger talks

Middleton is said to have held talks some time ago with Mr Simon Conco, former general secretary of the Inkatha-backed United Workers Union of SA (Uwusa), on a possible merger with the Council of Unions of SA (Cusa).

Conco's claim — described this week as "disturbing" by Nactu's Natal media officer Caesar Ntsakala — has been denied by Middleton.

He is also featured with Buthelezi in a book about Inkatha called An Appetite for Power — Buthelezi's Inkatha and the Politics of Loyal Resistance

Ntsakala said the picture that Nactu "remote-controlled by Inkatha" was given —
CONCORDE NEWS

ON Sunday, May 1, many trade unions will commemorate May Day, which has been very significant in the lives of workers throughout the world for 132 years

In South Africa the day was recognised officially for the first time in 1987, when the State President, Mr P W Botha, announced that the first Friday of May would be a public holiday

This was a result of pressure from two labour federations, Cusa/Azactu, now called, the National Council of Trade Unions, and the Congress of South African Trade Unions

After making numerous unsuccessful calls to the Government to declare May Day a public holiday, the two federations decided in 1986 that they would observe the day as a holiday in defiance of the Government

In a show of worker solidarity the wheels of commerce and industry were ground to a halt when about 1,5 million workers stayed away from work, costing industry millions of rands in lost production

Mr Botha's decision to bow to workers demands last year was not greeted with joy by the workers His gesture fell short of satisfying the labour movement and May Day seems likely to remain controversial for some time in the future

The workers expressed two objections to Mr Botha's decision That the holiday be on the first Friday of May and that it be called Workers' Day They wanted the day to be called May Day and that it be observed on May 1

Consistent

The Government's reason for choosing the first Friday of May was that the holiday would not interrupt working days The Government argues that if the holiday was on May 1, it would not be consistent and would fall on different days of the week each year

Another advantage, argued some employers, was that workers would be guaranteed a long weekend every year



instead of having awkward midweek holidays

But for many workers May Day is as much a political issue as it is a labour one

They believe that observing the day on any day other than May 1 and calling it by a different name would undermine its international significance as a symbol of the workers' struggle for their rights

The Government probably had this reason in mind when it moved away from May 1 In America the day is observed on the first Monday of September and is called Labour Day

The current controversy surrounding May



MAY DAY rally at Khotso House, Johannesburg, in 1985

FOCUS

MAY DAY 132 YEARS OLD

Sowetan 29/4/88

143

Day is a repetition of one in 1926 Also in response to mounting pressure from white workers, who had been holding rallies to commemorate the day since 1904, the Government tabled a Bill in Parliament proposing that the first Monday of May be declared a public holiday Workers protested against this proposal and the Bill was dropped

Although the history of May Day started in Australia when the workers staged a national strike in support of their demands for an eight hour day on April 21, 1856, American workers can be credited with popularising the day internationally

Revolutions

For many decades May 1 was recognised worldwide as a day of spring festivals when the renewal of fertility was celebrated For the Americans, Labour Day was to celebrate the necessity of hard work to achieve success in life

During the industrial revolutions that swept the western world late in the 19th century workers started organising themselves to improve their working lot

In 1844 American workers chose May 1 as the day on which workers would campaign for an eight hour working day

But it was not until 1886 that they organised strikes and street demonstrations to mark the start of a nationwide campaign for an eight-hour day

During the demonstrations a bomb exploded at

Chicago's Hypermarket Square, killing eleven people and wounding hundreds of others

The incident received widespread publicity and won American workers the sympathy of their colleagues in other parts of the world Militant demonstrations were held in most capitals of the industrialised countries all over the world

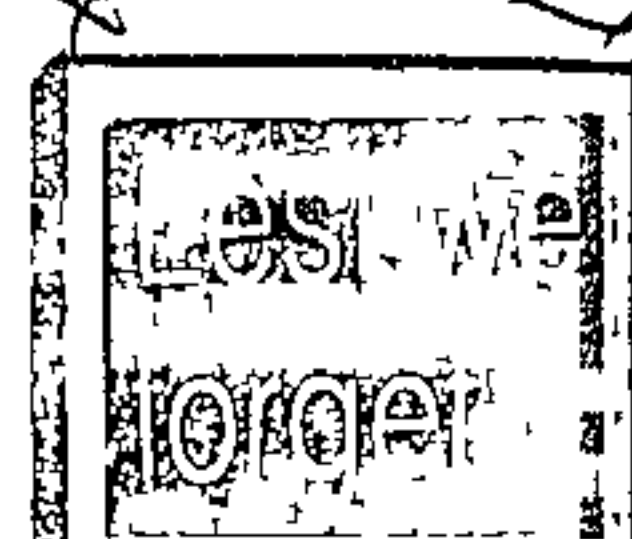
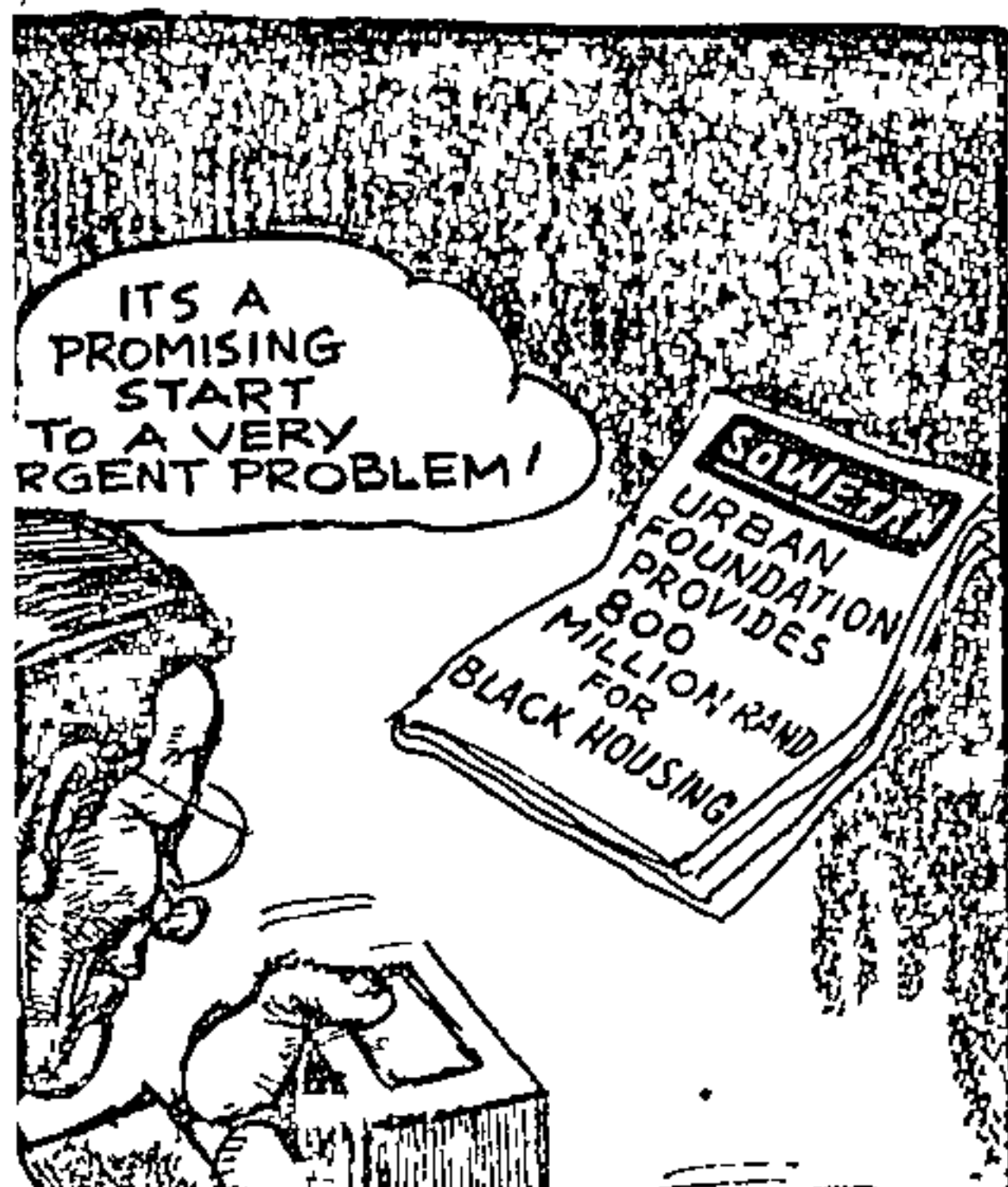
Solidarity

The Chicago incident also instilled awareness among workers who worked for up to 18 hours a day under unbearable conditions

In 1889 May Day was given international recognition when a meeting of socialist movements who called themselves the Second International, met in Paris, France, and declared May 1 an international day of

workers solidarity

In 1890 the day was celebrated internationally for the first time by most countries of the world Rallies were held in Australia, Great Britain, Spain, Italy, Germany, Hungary, Denmark, Belgium, Sweden and Norway



THE Sowetan today remembers journalists around the country who are in detention

- Zwelakhe Sisulu, Editor of the *New Nation*, who has been in detention under the emergency regulations for 499 days,
- Brian Sokutu, Eastern Cape freelance journalist has b

Rallies to mark May Day

Star 29/4/88 (143)
Labour Reporter

The Labour Relations Amendment Act will be the focal point at Labour Day meetings set for Sunday by the National Council of Trade Unions (Nactu).

Nactu said the weekend meetings would also address the State clampdown on community organisations and the alternative press.

"Nactu will celebrate May 1 as Labour Day, and not P W Botha's Workers' Day (on May 6). Workers have won hard-fought battles for May 1 to be recognised as a paid holiday. Nactu's position is that May 6 will be a normal working day," said Nactu.

The Congress of South African Trade Unions (Cosatu), which also plans to hold nationwide rallies to celebrate Labour Day, says it has been refused permission to hold an outdoor meeting in the Secunda region.

29/4/88

May Day *Services* services

143

THOUSANDS of workers throughout the country are expected to turn up for rallies organised by two of South Africa's major trade union federations to commemorate May Day on Sunday, writes JOSHUA RABOROKO.

The rallies, organised by the Congress of South African Trade Unions and the National Council of Trade Unions, will focus on various aspects of labour, political and economic life in South Africa.

Cosatu's May Day rallies will be held at the following places:

- Johannesburg The Witwatersrand Technikon Building in Wanderers St at 9am,
- Cape Town University of Western Cape's Main Hall at 12 noon,
- Port Elizabeth Centenary Hall, New Brighton, 12 noon,
- Durban Umlazi Cinema, 12 noon, and

• Maritzburg Wadley Stadium (if magisterial permission is granted)

Nactu rallies will be in:

• Soweto Regina Mundi, 12 30pm Speaker Mr Pandelani Nefolovhodwe,

• Durban YMCA, 9 30am Speaker Mr Motshomi Mokhini,

• Maritzburg Lotus Hall, 9 30am — speaker Ms Agnes Molefe,

• Vaal Triangle Methodist Church, Sharpeville, 1pm, speaker Mr John Siza,

• Pretoria St Peter's Seminar, Hammanskraal, 11am, speaker Mr Raymond Khoza,

• Cape Town St Francis Hall, Langa, 10 am, speaker Mr Phanbili Ntloko,

• Pietersburg Nkowa Cinema, 10am, speaker Mr Sithembele Khala, and

• Stellenbosch AME Church, 1pm, speaker William Makhunga

The Johannesburg branch of the Commercial, Catering and Allied Workers Union of SA will hold a rally at Lekton House on Sunday at 9am

Police at Soweto meeting, but . . .

Star 2/5/88

Peaceful protest marks May Day



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

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

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

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

Several police vehicles were parked outside throughout the meeting.

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

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

State backing

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

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

economic programme.

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

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

Inseparable struggle

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

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

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

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

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

Call for unity

• From Page 1

Nefolovhodwe, asked the police to identify themselves and after holding talks with their chief, a Colonel Cilliers, the police said they would only film the proceedings when they deemed it fit

Various speakers addressed the meeting, including speakers from Azanyu and the National Forum

Only the democratic movement and a society based on the principles of the Freedom Charter could save this country from "apartheid war", a Cosatu official told a May Day meeting in Johannesburg.

Mr Chris Seopasengwe called for unity among worker organisations, saying "for too long we have allowed the State to exploit our divisions." He was addressing about 1000 people at the University of the Witwatersrand

Ms Amanda Kwadi, an official of the Federation of Transvaal Women (Fedtraw), said workers would continue to commemorate May Day despite the fact that their leaders and organisations were banned. She said workers had built South Africa through their "sweat and blood"

May Day was about the struggle of the working class against exploitation and apartheid, capitalism and racism, a May Day meeting called by the Commercial Catering and Allied Workers' Union of South Africa (Johannesburg branch) was told.

Branch chairman Mr Miller Moela called on Cosatu and Nactu to unite "in the interest of working class unity". He said there was a need for a united front supporting socialism.

Nactu official, Mr Paul Plaatjes, said unions all over the world "had political views", and that South African unions were no exception. He said the problems of this country could not be solved by the banning of organisations and leaders

AFRICANS IN A BID

South Africa 2/5/88

TO UNITE

143



Mr ROBERT Mugabe

COSATU,

NACTU

By SAM MABE
reporting from Harare

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

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

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

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

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

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

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

Assurance

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

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

Campaign

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

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

Nactu replies to 'smear pamphlet'

so we can

2/5/88

143

THE National Council of Trade Unions has denied that it is responsible for a "smear pamphlet" attacking the Congress of South African Trade Unions.

In a statement Nactu's first assistant general secretary, Mr Pandelani Nefolovhodwe, said in the past two weeks "smear pamphlets" attacking Cosatu al-

By JOSHUA RABOROKO

legedly from Nactu had increased

He said leaflets and posters allegedly written by Nactu's general secretary attacking Cosatu's president had been distributed in the Vereeniging area

Another pamphlet allegedly from Nactu attacking Cosatu on May Day and its forthcoming congress, had come to their attention on April 28.

He said "Nactu wishes to place on record that these fraudulent and mischievous actions can come from the enemy of working class unity

"Nactu remains committed to the struggle of the working people of our country and the unity of the trade union movement No

amount of tricks will deter us from this goal in our struggle for national liberation," the statement said.

The "smear pamphlet bearing Nactu's letterheads among other things says "Cosatu is now being manipulated by both the Botha racist regime, it has abandoned the struggle of the workers, it has given in to the demands of the

oppressors, in disarray, it has postponed the "special national congress from April 9/10 to May 7/8, is a puppet on the strings of the apartheid monster and is a federation on hassles"

It also says "Join Nactu for a better future" for a socialist Azania-Nactu has the answers forward to a socialist Azania!"

Union holds conference 143

THE Black Electronics and Electrical Workers Union is to hold a two-day conference at the Lutheran Church Centre in Sekhukhuniland on Friday and Saturday

The conference will focus on the new Labour Relations Amendment Bill, and the possibility of merging with other unions, among other things

2/5/86

WORKING ADVERTISING & PROMOTION G/CEA 887

BAIL IS R10 000

143



TWO members of the Transport and Allied Workers' Union and an official have been released on R10 000 bail each following their detention last year.

The union's chief shop steward at Lebowa Transport, Mr Abraham Malatji, Northern Transvaal regional organiser Mr Rhodes Makamu, and a union

member, Mr Daniel Sekele, face charges of subversion arising from a work stoppage last year.

The three spent over eight months in detention. The case is scheduled to start in the Pietersburg Regional Court on August 1. Conditions of bail include reporting at the Pietersburg police station every Friday.

3/57 85

Unions in unity bid

Sowetan

3/5/88

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

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

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

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

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

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

Mwasa dispute

THE wage dispute between the Media Workers' Association of South Africa and Perskor remained unresolved yesterday.

Mwasa's general secretary, Mr Sthembele Khala, said talks between the two parties stalled at the industrial council after the newspaper group challenged the council's jurisdiction to mediate in the dispute.

Mwasa is to hold a meeting of Perskor workers today to discuss latest developments in the dispute, Mr Khala said.

Source
19/5/88

UNIONS NOT TO

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

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

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

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

no official holiday

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

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

week".

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

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

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

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

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

Sowetan
4/5/88

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By Mike Shuma, Labour Reporter

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

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

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

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

Confusion surrounds declaration of Workers' Day

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

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

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

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

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

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

Star
Day 5/5/88

The Star Thursday May 5 1988

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

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

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

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

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

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

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

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

Labour Update

Unity indaba proposals to be studied: Cosatu

Sowetan 5/5/88

BY THEMBA MOLEFE

THE Congress of South African Trade Unions is to study a proposal aimed at bringing it and the National Council of Trade Unions together for unity talks.

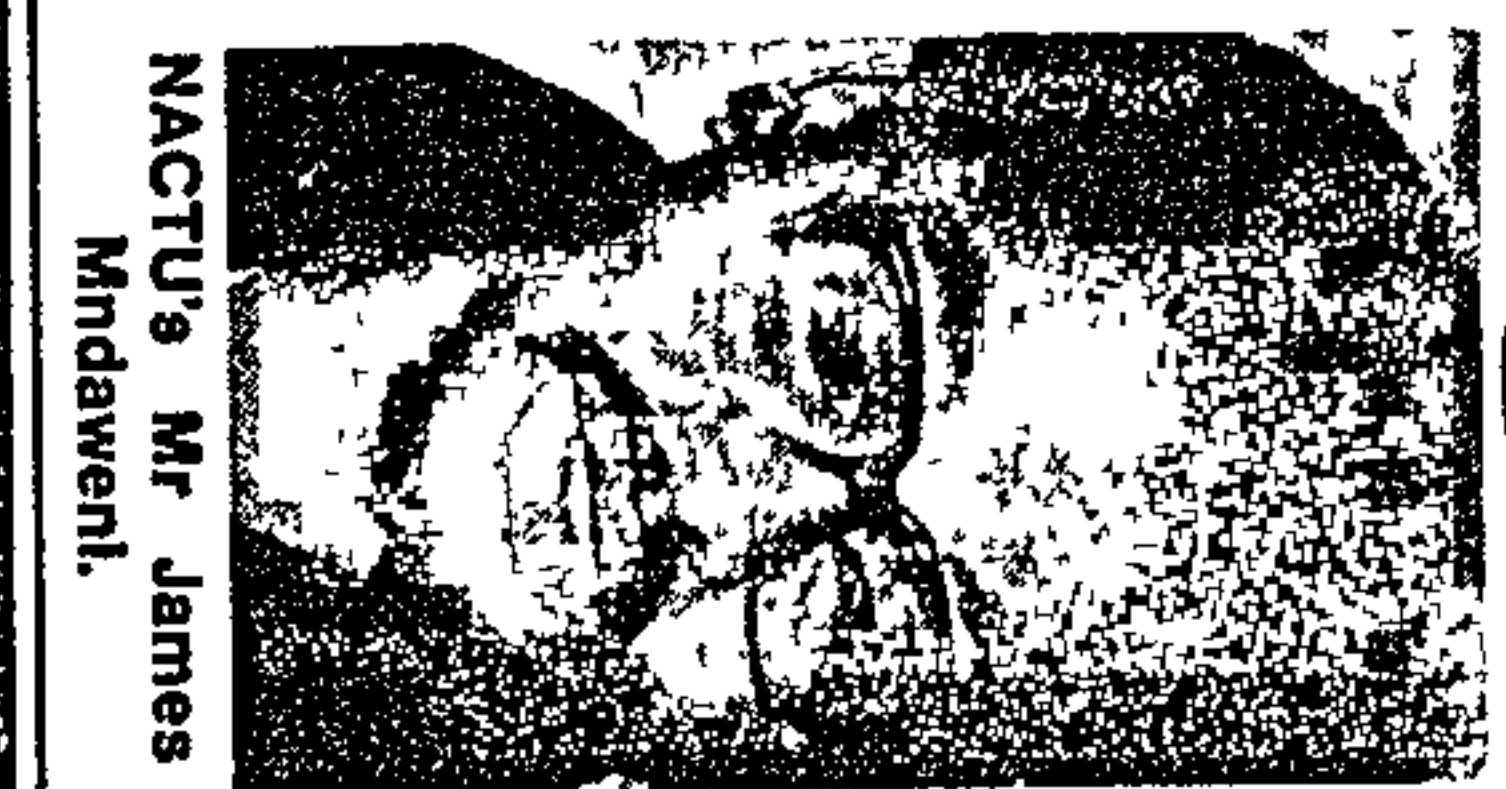
Ghana-based labour federation, the Organisation of African Trade Union Unity (OATUU), has offered to host a meeting between the two South African rival federations to explore possibilities of unity between them.

Meintjies said yesterday that the federation would study the proposal made by OATUU general secretary Mr Hassan Adebay Summonu on the eve of May Day in Harare.

Cosatu and Nactu shared a platform at the seminar hosted jointly by OATUU and the International Labour Organisation. The seminar was also attended by Namibian, Zambawean and Mozambican trade

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

Mr Meintjies said Cosatu had always called for one union, one industry, and the federation is to discuss OATUU's proposals and how to implement decisions after they had received a full report from their delegates in Harare.



NACTU's Mr James Mndaweni.



MR FRANK Meintjies... Cosatu will study unity talks proposals.

FOR BEST VALUE FOR MONEY

ADVERTISING



Determined farmworkers in Conservative Party territory prepare to enter the third week of their strike for better wages

Picture. TSAKS MOKOLOBATE

A strike rages, under the bluegums

5-72/15788

A HUNDRED farmworkers have been lying around in their red and brown overalls under bluegum trees on Impala farm for the past 18 days — but not because they are lazy

For the National Union of Farmworkers (NUF) the work stoppage on the Magaliesburg farm is first real test of the union's ability to extend trade union rights to South Africa's 1,2-million farmworkers since it was launched two months ago

The dispute began on April 18 when three shop stewards elected by the 120-strong workforce demanded that Impala's owners begin talking to the NUF about a wage hike.

According to senior shop steward Lazarus Motsoadi, who is also NUF's vice-president, about 100 workers went on strike after the farmer told the shop stewards to "f off" Before midday he sacked the strikers and told them to leave the farm compound by the next morning

Motsoadi called in their organiser, NUF general secretary Tshaka Moletsane, who advised the labourers to don their overalls and report for work every day while the union tried to get them reinstated

Since then the situation has deadlocked with the farm owner refusing to talk to the union or the shop stewards. The union is investigating a legal challenge to the sackings. The farmer, who has threatened to go to court for an order to evict the labourers, keeps his farm going by employing jobless workers from surrounding farms and white schoolchildren in the afternoons, says Motsoadi.

Workers' grievances relate to wages they say range between R70 a month for women flower pickers and R450 a month for a truck driver who has been on the farm for 23 years.

The farmer provides free accommodation and gives each family one bag of mealie meal a month. Motsoadi says workers never receive compensation at work, even though workmen's compensation laws have been extended to farm labourers

Last year three workers from the farm were killed in a truck accident while on duty. The farmer gave the families R200 to share for the funeral expenses. The

One crucial difference separates the Impala strike from the norm: Impala is not a factory. It's a farm.

By THANDEKA GQUBULE and EDDIE KOCH

union is trying to obtain workmen's compensation and a motor vehicle assurance payout

Workers are frequently "klapped" (slapped) by the farmer and his two sons, says Motsoadi. "On Wednesday last week when I was under the tree he (the farmer) called me to the office and said, 'Lazarus leave the union I will make you a great driver and give you good money' When I refused he grabbed me by my clothes and threatened to beat me up"

Motsoadi says an old man called Petros Motsamai, whose son was killed in a truck accident, decided to go back to work When he approached the farm office, he alleges the owner pointed a gun at him and threatened to shoot him.

After interviewing workers, the *Weekly Mail* asked officials in the farm office for comment. A member of the owners' family said a Mr van der Hoost was the only person who could talk to the press. "But he does not want to speak to you,"

she said. "We don't mind if you publish only the workers' side of the story"

Moletsane began building his union on the pig farms and nurseries that dot the road between Krugersdorp and the Magaliesberg For him the outcome of the Impala dispute is crucial. Victory will convince NUF's members in the region, which the union sees as one of its power bases, that the organisation has something to offer Defeat will be a serious setback for NUF's plans to use the region as a bridgehead into the maize farms of the Western Transvaal

The obstacles the union faces are typical of those that the unions making some headway in the agrarian sector must contend with.

NUF cannot go to the industrial court to argue the dismissals were unfair as farmworkers are not covered by the country's labour laws On the farms there are no minimum wages or basic conditions of employment, no methods of collective bargaining and farmworkers cannot claim unemployment insurance when they lose their jobs

The workers say they have never signed written contracts, leaving NUF with only common law and the farmer's verbal agreement of employment with which to fight a legal battle for reinstatement.

Pay dispute referred to industrial council

some fan
5/5/88

143

THE wage dispute between the United African Motor and Allied Workers' Union of SA and MAN Truck and Bus company has been referred to the motor industry's industrial council for mediation, a union spokesman said yesterday.

Uamwusa official Mr Peter Makgathulela said the union was demanding a wage increase of R1,50 an hour across-the-board, against the company's offer of 45 cents an hour.

Other union demands, he said, included recognition of May 1 and June 16 as paid holidays, working hours to be reduced from 45 to 40 hours; annual leave to be increased to four weeks.

• The Building Industries Workers' Union of South Africa (Bifwusa) said yesterday it wished to thank its members for the support they gave at a May Day rally at Fun Valley, Johannesburg, last Sunday.

Union spokesman Mr Saul Tshabalala said about 1 500 members who came from Port Elizabeth, East Rand, West Rand and the Vaal, attended the rally.

He said those who did not show up, were invited to attend a meeting to be held at Bifwusa's head office in Johannesburg on May 29 at 9am.

Mr Tshabalala said all shop stewards of the union were invited to the meeting.

"The union wishes to say to its members that they should stand up and exercise their right in the struggle for a new Africa."

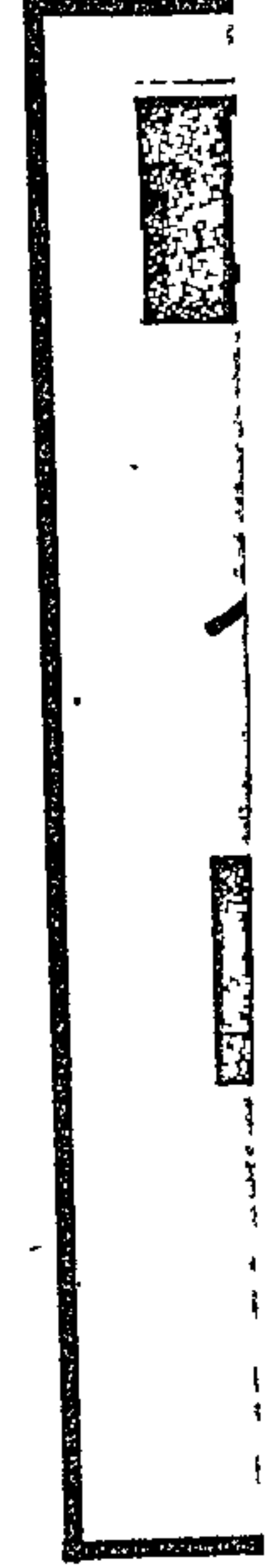
• The National Union of Metalworkers of SA has appealed to the public to help trace a union member, Mr Robert Mokobori, whose pension money has been sent to Numsa's Katlehong branch by his former employers.

Anyone knowing his whereabouts is asked to contact Ms Thoko Rampai or Lizzy Mathebula at Numsa's Germiston offices.

RTD
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Workers not together

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Mwasa to protest

Sowetan
8/5/88
143

THE Media Workers' Association of South Africa will tonight have a meeting at the Ipelegeng Community Centre Hall in Soweto to highlight the detention of journalists, the closure of newspapers and the restrictions on the media.

The main address will be given by the deputy editor of the *Sowetan*, Joe Thlolo. Mr Eugene Nyathi, a political analyst, will speak on the restrictions.

Among those detained are *New Nation* editor Zwelakhe Sisulu; Vincent Mfundisi, a Mwasa shop steward at the SABC; Brian Sokutu, a journalist and Mwasa member from the Eastern Cape, and Themba Khumalo who worked for an overseas publication.

Mwasa organisers,

Wilson Sidina and Maroposi Mapalakanye are also in detention. The meeting starts at 7pm and will continue until about 9pm.

Spotlight on Aids

BULAWAYO — Public interest in information about Aids has increased "tremendously", with thousands of trade fairgoers visiting the Ministry of Health's pavilion to watch a video on the killer disease, a ministry official said yesterday. *Sowetan*

"The video has drawn about 2000 viewers every day and has provoked a lot of questions from the public," said the ministry's chief health education officer, Miss Baeti Mothobi. *S/S/88*

Ziana reports the pavilion is dominated by messages against Aids and sexually transmitted diseases.

INTERNATIONAL AID

Focus on ¹⁴³
STAV. 515155
media clamps

The Media Workers' Association of South Africa (Mwasa) is to hold a panel discussion on media restrictions, a spokesman said yesterday.

The discussion, to be held at the Ipelegeng centre in Soweto at 7 pm today, will include a look at possible future courses of action. —Sapa.

Union delegates meet ANC

STK 615705
By Mike Siluma, Labour Reporter 143

October and other issues of common concern

South Africa's second biggest labour federation, the National Council of Trade Unions (Nactu), held its first meeting with the African National Congress this week to discuss issues facing the labour movement

The ANC has previously met the Congress of SA Trade Unions (Cosatu), while Nactu has met the Pan Africanist Congress.

A joint communique said the two organisations had reviewed the "repression" in South Africa; the legislative programme of the Government, including the Labour Relations Amendment Bill, the municipal elections in

The ANC delegation was led by general secretary Mr Alfred Nzo

According to the statement, the two organisations "recognised that unity in action is a prerequisite for the quick defeat of apartheid".

In a separate statement in Johannesburg, Nactu said the two organisations had agreed on several issues, including agreement that the Freedom Charter was not a prerequisite for unity; that all "legitimate" organisations had a role to play in the "liberation struggle" and that there were more points of agreement between the parties than those which divided them.

12-3
Striking signwriters fired

one time 6/5/78 Staff Reporter 143

ABOUT 40 workers from a signwriting firm who went on strike on Wednesday have been dismissed.

The workers, who claim to comprise 90% of the production force of Romano Signs and are represented by the Electrical and Allied Workers' Trade Union, said yesterday that they downed tools and called a meeting after management would not negotiate demands for a living wage.

Mrs Norma Sauls, a representative of the group, said they were dismissed after management said their meeting was an illegal strike.

A spokesman for the firm said decisions on issue would be taken next week.

FIN
LAST

NACTU AGREES TO UNITY TALKS WITH COSATU

Sowetan
9/5/88
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THE African National Congress and National Council of Trade Unions, in a historic two-day meeting in Harare last week, discussed unity among all "democratic" organisations operating in South Africa.

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

By **THEMBA MOLEFE**

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

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

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

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

Role

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

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

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

The ANC and Nactu released a joint commun-

1988 8. 20.

1988 8. 20.

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9/15/88
Soweto Jan

Govt wants papers to toe line — Thloloe

THE Government was using a deliberate strategy of creating anxiety and uncertainty in the community by restricting publications and selectively banning organisations, the deputy editor of the *Sowetan*, Mr Joe Thloloe, told a protest meeting in Soweto at the weekend.

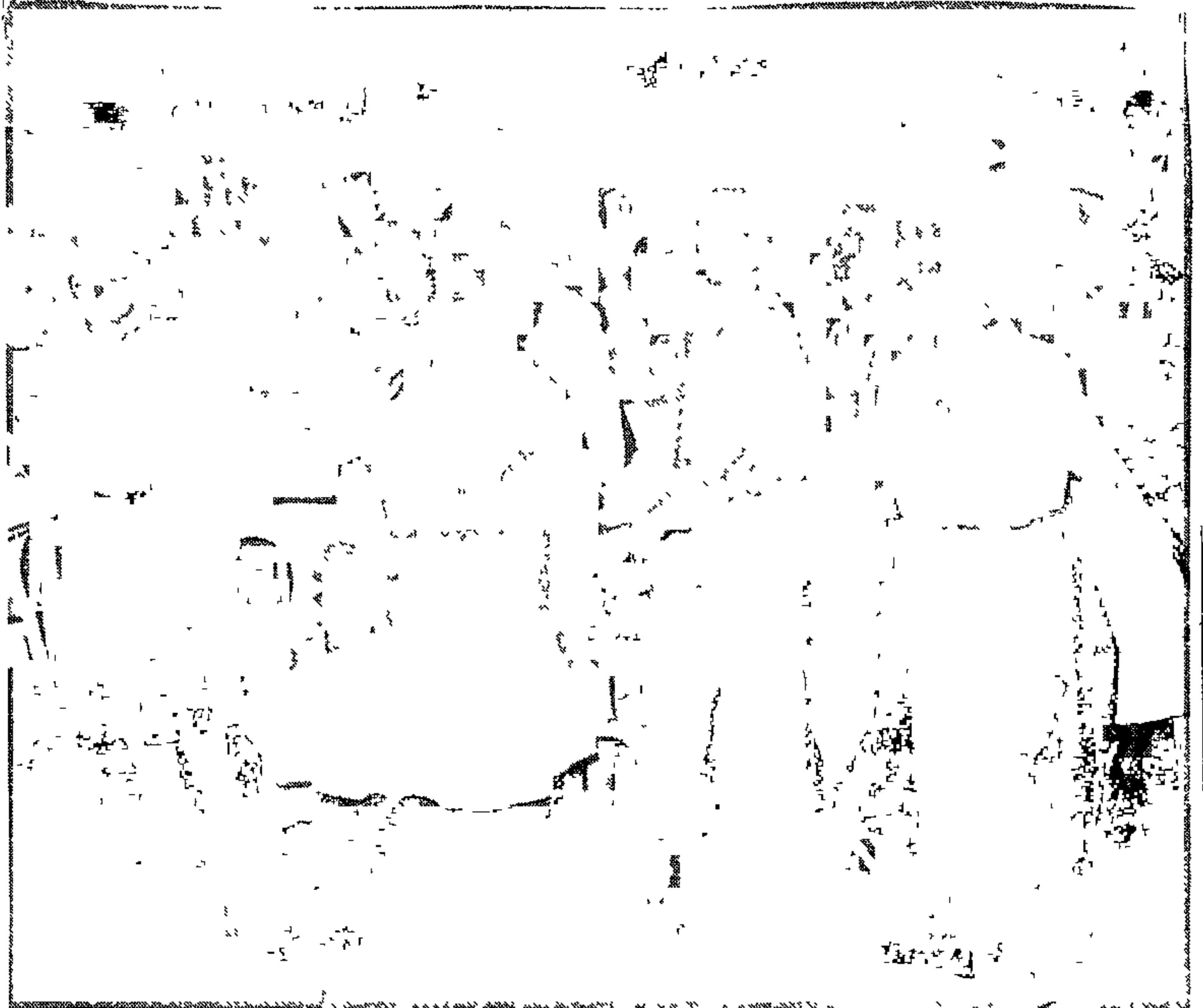
Mr Thloloe, a former national executive committee member of the Media Workers Association of South Africa (Mwasa), was addressing the meeting on restrictions placed on the media and in particular the detention of journalists.

The meeting, attended by more than 500 Mwasa members, several trade unions and organisations, was held at the Ipelegeng Community Centre and was hosted by Mwasa.

Mr Thloloe said that the Government, in selecting certain newspapers and slapping them with warnings or closure, was using a "deliberate strategy which would see all publications towing the line and preaching the gospel according to P W (Botha), our father."

He said that the Minister of Home Affairs, Mr Stoffel Botha, was using a strategy of first creating anxiety and then uncertainty. The Government issued a warning to *New Nation* on November 27, 1987 before closing it down for three months on March 22, 1988.

Co-editor of the *Weekly Mail*, Mr Irwin Manojm, also spoke at the meeting.



SOME of the 500 people who attended the Mwasa media protest meeting at Ipelegeng Community Centre, Soweto, rose in song as detained journalists were remembered.

Sowetan 10/5/88

Nactu protests

143

THE National Council of Trade Unions has threatened to take action to protest against the Labour Relations Amendment Bill — if it becomes law.

The federation said a national shop stewards meeting would be held on May 21 and 22 to finalise the co-ordination of the action

"The meeting will be followed by a Nactu

national council sitting to deal with how to effect the action," the federation said

The national co-ordinating committee was commissioned by Nactu's central committee which met on April 23

Nactu said the action would also be discussed with civic and community organisations of "the

oppressed and exploited"

The proposed Bill, which among other things, would curtail trade union activity in the country, has been widely criticised by labour and industrial experts and rejected by trade unions including Nactu and the Congress of South African Trade Unions



A SECURITY guard on duty.

THE Vukani Guards and Allied Workers' Union have proposed wage increases of R300 a month across-the-board for security guards.

Vukani official Mr Sam Ndou said yesterday that this was one of the proposals submitted to a Wage Board hearing in Cape Town recently.

The union, which has about 10 000 members, proposed a new national minimum hourly wage of R2 to replace existing rates of 86 cents and R1,80 an hour.

Mr Ndou said these wage proposals would be discussed again at a Wage Board hearing in Johannesburg next month.

• The metal industry's wage negotiations — affecting about 320 000 workers — continue today.

At issue are wage proposals submitted by 15 trade unions in the industrial council.

The four unions belonging to the SA Council of the International Metalworkers'

Call ~~1029~~
for 143
~~255~~
R300 a
10/5/88
South
month

rise

By LEN MASEKO

Federation demand across-the-board increases of R1 an hour for all categories of employees and a minimum wage of R4 an hour for labourers and R7,96 an hour for artisans.

Increases

The seven affiliates of the Confederation of Metal and Building Unions have proposed revised increases ranging from 34 cents an hour for labourers to 85 cents an hour for artisans.

In response, metal employees — represented by the Steel Engineering Industries Federation of South Africa — have offered rises ranging from 32 cents an hour for labourers to 66 cents an hour for artisans.

The two parties failed to reach agreement at two previous meetings.

WORK STOPPAGE AT FOUR PLANTS

**Perskor
papers
forced
to come
to halt**

ABOUT 2000 black workers at four plants of Perskor on the Reef yesterday downed tools over wages, bringing a standstill to the production of several publications, including the Afrikaans daily newspaper, *Die Vaderland*.

Sowetan 11/5/88
The plants affected are at Doornfontein and

SOWETAN REPORTER

Bosmont in Johannesburg, Benoni and Pretoria. The workers are members of the Media Workers' Association of South Africa (Mwasa), an affiliate of Nactu.

Police arrived at Doornfontein and Pretoria after the workers downed tools but later left.

About 500 workers at the Doornfontein plant gathered in the basement of the Perskor building while Mwasa negotiators and management held talks to resolve the

dispute.

The workers later rejected management's offer of a weekly minimum wage of R100 and an across-the-board increase of R20. They are demanding a weekly minimum of R180 and an across-the-board increase of R100.

Meeting

The managing director of Perskor, Mr J N Buitendag, was not available for comment yesterday as he was said to be in a meeting.

A Mwasa spokesman said by late in the

afternoon that the workers had rejected management's offer and resolved to continue with the strike.

He said management said it regarded the stoppage as an illegal strike but that negotiations were continuing.

The workers are mainly machine operators, cleaners, drivers and inserters.

The stoppage could also affect the production of the Afrikaans morning newspaper, *Beeld*.

A worker said yesterday "*Die Vaderland* was not even printed as a result of the action."

Perskor workers go on strike

JOHANNESBURG —
More than 1 000 Perskor
workers went on strike
yesterday over a wage
dispute, the Media
Workers' Association of
Southern Africa
(Mwasa) said here

The union is demand-
ing a minimum weekly
wage of R180 and
Perskor upped its offer
yesterday afternoon to
R100 per week, a state-
ment from Mwasa said

"Perskor workers in
Benoni, Pretoria and
New Canada have all
gone on strike, and more
plants may join the
strike if the matter is not
resolved immediately,"
it said (~~143~~) 143

Initially workers
sought a minimum
weekly wage of R260

However, after initial
negotiations they re-
duced their demand to
R180

Perskor offered an
R80 minimum weekly
wage and negotiations
deadlocked at that
stage, according to
Mwasa

"Mwasa took the mat-
ter to the National In-
dustrial Council for
mediation

"Perskor did not com-
ply and workers viewed
the action as a breach of
the agreement

"Consequently they
went on strike early this
(yesterday) morning,"
the statement said

Perskor management
declined to comment at
this stage as negotia-
tions were still under-
way, a spokesman said

A spokesman for The
Citizen said that, in
spite of the strike, the
newspaper would be
available as usual early
today — Sapa

Daily Dispatch
Reporter

EAST LONDON — A negotiation agreement has been entered into between the CTC Bus Company Limited and the Transport and Allied Workers' Union of South Africa (Tawusa).

According to a joint press statement released yesterday, the agreement between the two parties is in respect of "certain defined employees" of the CTC bus company employed at

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12/5/88
CTC bus company
and trade union
reach agreement

depots in South Africa at Braelynn and Reeston

The signing of the agreement took place on Tuesday at the CTC's offices here after "prolonged negotiations"

No further comment was released by either

of the parties at the time of going to press and attempts to contact some directors of the CTC, of which the Ciskei People's Development Bank is a 50 per cent shareholder, were unsuccessful

Ciskei's deputy Direc-

tor-General of Foreign Affairs and Information, Mr Headman Somtunzi, said yesterday that as far as the Ciskei Government was concerned, the agreement had been reached according to South African legislation to which the Ciskei Government had no objection.

He said, however, that the status quo remained in Ciskei where unions were "non-operational" in terms of government policy

Stoppage is over

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THE work stoppage by about 2000 members of the Media Workers' Association of South Africa at four plants of Perskor on the Reef, which took place this week, has been called off and negotiations between management and the union begin next Tuesday.

Johannesburg, Benoni and Pretoria

A Mwsa spokesman said a meeting to settle the dispute was agreed upon and workers returned to their posts on Wednesday

The workers are demanding a R260 weekly minimum wage and an across-the-board increase of R100. They rejected management's offer of R100 a week

minimum and an across-the-board increase of R20

The stoppage on Tuesday brought to a standstill the production of several publications, including the Afrikaans newspaper, *Beeld*

Black workers employed by Perskor comprise mostly machine operators, inserters, cleaners, drivers and general staff

The wage protest involved workers at Perskor's plants in

Johannesburg, Benoni and Pretoria

A Mwsa spokesman said a meeting to settle the dispute was agreed upon and workers returned to their posts on Wednesday

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Black workers employed by Perskor comprise mostly machine operators, inserters, cleaners, drivers and general staff

Old foes circle warily, as talk turns to unity

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

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

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

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

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

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

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

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

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

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

By EDDIE KOCH

ing names or forming new structures."

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

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

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

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

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

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

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

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

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

Cosatu's Jay Naidoo and Elijah Barayi discuss tactics

appropriate structures"

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

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

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

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

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

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

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

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

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

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13-19/5/88 w/ Mail

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**NACTU fraternal
greetings to the
COSATU congress**



Comrades,

You meet at a crucial moment of our struggle.

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

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

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

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

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

VIVA COSATU!

VIVA NACTU!

Inserted by P Camay, 5 Wanderers Street, Johannesburg

S 20446

Mwasa action ends deadlock at Perskor

A strike by more than 1 000 workers at a number of plants of the publishing company Perskor on Tuesday seriously affected the production of a major Transvaal-based Afrikaans newspaper, *Die Vaderland*. *W. H. H. H.*

The one-day action was the result of a deadlock between the Media Workers' Association of South Africa and the management of Perskor, which also publishes the *Citizen*.

The strike affected mainly the printing section, involving machine operators, inserters, cleaners and drivers.

The strike ended at about 9.30pm after management agreed to resume talks. Negotiations are continuing.

13-19/5/88

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The striking farmworkers are charged

By EDDIE KOCH and MUSA ZONDI

ABOUT 80 rural labourers from two farms in the Magaliesberg area have been charged with trespassing on property owned by Impala nurseries after being dismissed last month for staging a wage strike.

Farm owner Jurrian van Voorst has also made an urgent application in the Johannesburg Supreme Court for the dismissals to be declared valid and for an order that the workers vacate the farm and their compounds.

The workers, who live with their families in compounds located on the farm, have remained on the premises since the dismissals. Shop steward Lazarus Motsoadi says the farm owner has refused to allow the labourers to work, even though they have offered their services every day.

Thaka Moletsane, general secretary of the National Union of Farmworkers (Nuf), told the *Weekly Mail* that 82 union members on the farm had been charged with trespassing this week and summonsed to appear in the Krugersdorp Magistrate's Court on May 19.

The supreme court hearing has been postponed until May 18 and the union given until Monday next week to file papers arguing why the order should not be granted.

The labourers and their families will

Shop steward Motsoadi
Picture: TSAKS MOKOLABATE,
Learn and Teach

be allowed to remain on the farm in the interim and they have undertaken not to disrupt the workings of the farms

The strike began on April 18 after workers demanded Van Voorst begin negotiations with Nuf about wage increases. The workers have also listed grievances involving alleged assaults and intimidation by the farmer.

Members of the Van Voorst family last week refused to comment.

~~115~~ (143)

W/Mail 13-19/88

Pay row in metal industry

Sowetan 17/5/88



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

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

By LEN MASEKO

industry

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

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

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

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

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

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

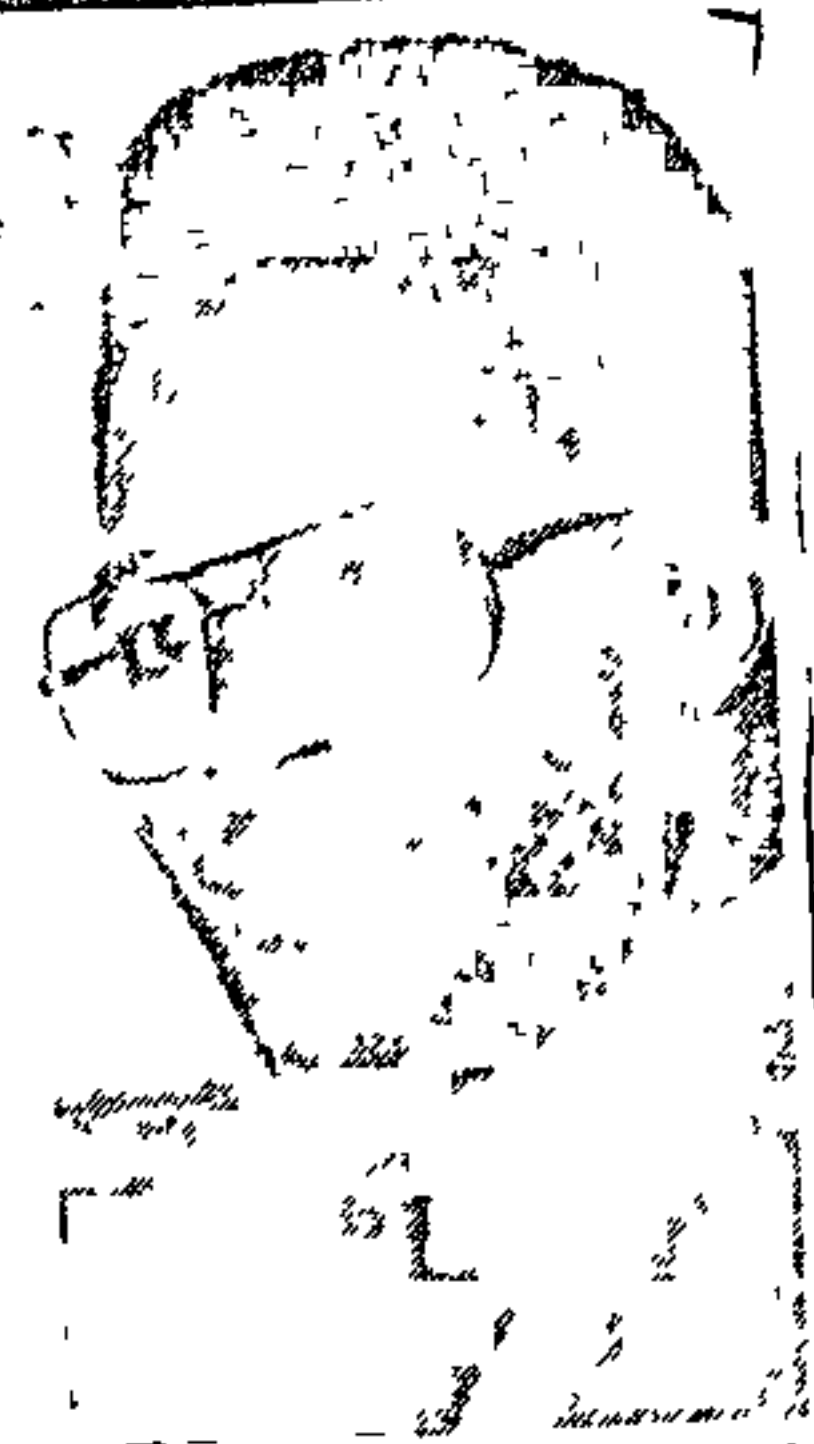
• Wage negotiations between the Chemical Workers' Industrial Union (CWIU) and Shell's oil and chemical subsidiaries continue in Durban this week.

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

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

15 Mwasa members are reinstated

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Sowetan
17/5/88



MWASA'S general secretary, Mr Sthembele Khala.

FIFTEEN Media Workers' Association of SA members retrenched by Sherman Sales management last year, have been reinstated by the Industrial Court.

Mwasa's general secretary, Mr Sthembele Khala, said the Industrial Court has ruled that these members' retrenchment "constituted an unfair labour practice given the circumstances under which they were effected."

The Mwasa official said the 15 were victimised for joining the union. The court ruled that these members should be compensated for six of the 15 months they were out of work.

Mr Khala said "Mwasa appreciated the co-operation and perseverance of the workers. Our top priority is to service and safeguard the interests of our members, to this end Mwasa would fight bitterly."

Meanwhile talks between Mwasa and Perskor newspaper group are scheduled to take place today.

The wage negotiations are a sequel to a work stoppage by about 2000 Mwasa members who downed tools at four Perskor plants on the Reef last week.

Mwasa members participated in a work stoppage in support of their wage demands. The stoppage was called off pending fresh talks between the two parties.

Labour Update

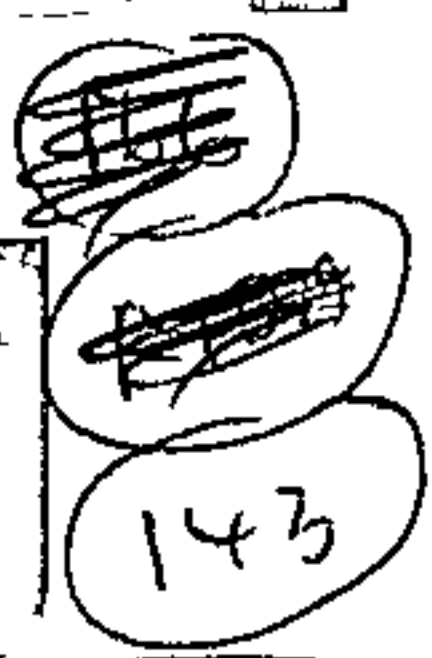
THE two major trade union federations in the country are to intensify their opposition to the Labour Relations Amendment Bill after it was tabled again in Parliament this week.

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

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

Anger over Bill rising

Sowetan 08/5/88



By LEN MASEKO

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

Cosatu said it would pursue the issue with

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

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

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

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

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

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

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

• See Page 6.

Sowetan 19/1/88

Nactu to discuss Bill

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THE National Council of Trade Unions is to hold a national shop stewards' meeting this weekend to discuss — among other issues — the controversial Labour Amendment Bill.

The two-day meeting will also focus on political tendencies in the country. It will be at Lekton House, Johannesburg. Shop stewards from Nactu's affiliates are invited to attend.

By LEN MASEKO

- The Media Workers' Association of South Africa is to hold a crucial shop stewards council meeting at Lekton House on Sunday at 10am.

The meeting will discuss various issues affecting the union.

- The Black Domestic Workers' Association holds a two-day general meeting in Johannes-

burg, starting today.

The exclusion of domestic workers in the Labour Relations Act will come under the spotlight at the meeting, which starts at 2pm.

- About 97 members of the Building Construction and Allied Workers' Union (BCAWU), a Nactu affiliate, yesterday

went on strike in support of a demand for a 50 percent wage increase at Brickor Precast in Alrode.

A spokesman said the workers had rejected management's offer of a 13 percent increase.

The workers are also demanding the recognition of March 21 and June 16 as paid holidays.

Star 24/5/78

Nactu urges protest action against Bill

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By Mike Siluma, Labour Reporter

South Africa's second biggest black labour federation, the National Council of Trade Unions (Nactu), has called for "national protest action" against the Labour Relations Amendment Bill, which was tabled in Parliament last week.

In a statement yesterday, Nactu said the decision to set aside the period from June 6 to June 10 for protest action had been taken by the federation's shopstewards' meeting at the weekend. The meeting was attended by about 500 delegates.

Shopstewards attending the meeting had "called for the total rejection of the Bill as the State's efforts to crush the power of organised black workers".

Nactu said it would consult the Congress of SA Trade Unions and "all organisations of the people" for joint action.

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NACTU PLANS FIVE DAYS OF ACTION ON NEW LABOUR BILL

SIPHO NGCOBO

THE National Council of Trade Unions (Nactu), one of the country's major union federations, is planning five days of protest against the new Labour Amendment Bill, starting on June 6, Nactu second deputy general secretary Mahlomola S'Khosana said yesterday.

S'Khosana said the resolution on action against the Bill had been taken at the federation's national shop stewards' council meeting in Johannesburg.

Nactu had resolved, too, to consult Cosatu, which is also planning similar action against the Bill, and other community organisations, for "unity in action".

Yesterday's resolution is a culmination of a series of countrywide meetings by Nactu structures held at local and regional levels.

But S'Khosana could not say what form the five-day protest would take.

"That depends on a number of meetings we will be holding from now on, including discussions with Cosatu and other community organisations," he said.

Federated Chamber of Industries' (FCI) executive director Steve Anderson said the FCI believed strong protest action would not serve the interests of either employers or trade unions.

Matter of fact

OFFICIALS of the National Council of Trade Unions have pointed out that the national shop stewards' meeting held in Johannesburg at the weekend did not specifically call for a stay-away over five days in June. *Sowetan* (143)

The *Sowetan* yesterday incorrectly reported that a stay-away had been called. 24/5/86

The officials also said Nactu had not joined any protest call, but had merely flashed a decision taken earlier this year to protest against the Labour Relations Amendment Bill as it affected its members.

Officials of Nactu are to meet with officials of the Congress of South African Trade Unions (Cosatu), with a view to joint strategies.

This decision was taken by Nactu shop stewards at their meeting on Sunday.

News in Brief

CAI TAB 24/5/88 (143)

Nactu joins protest call

JOHANNESBURG — A second trade union federation has called for national protest against the Labour Amendment Bill, widely seen by unions as threatening the rights of workers. The National Council of Trade Unions, a rival grouping to the Cosatu, said the bill was a state attempt to "crush the power of organized black workers"

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Nactu joins protest call

143 Sowetan 23/5/88

THE National Council of Trade Unions yesterday decided to go on five days of national protest against the controversial Labour Relations Amendment Bill.

The decision to call for a June 6-10 stay-away was taken at a two-day national shop stewards meeting in Johannesburg. It was attended by hundreds of delegates from around the country.

No further details were released by Nactu on the national protest pending a meeting with the Congress of South African Trade Unions (Cosatu) on joint action by the two federations.

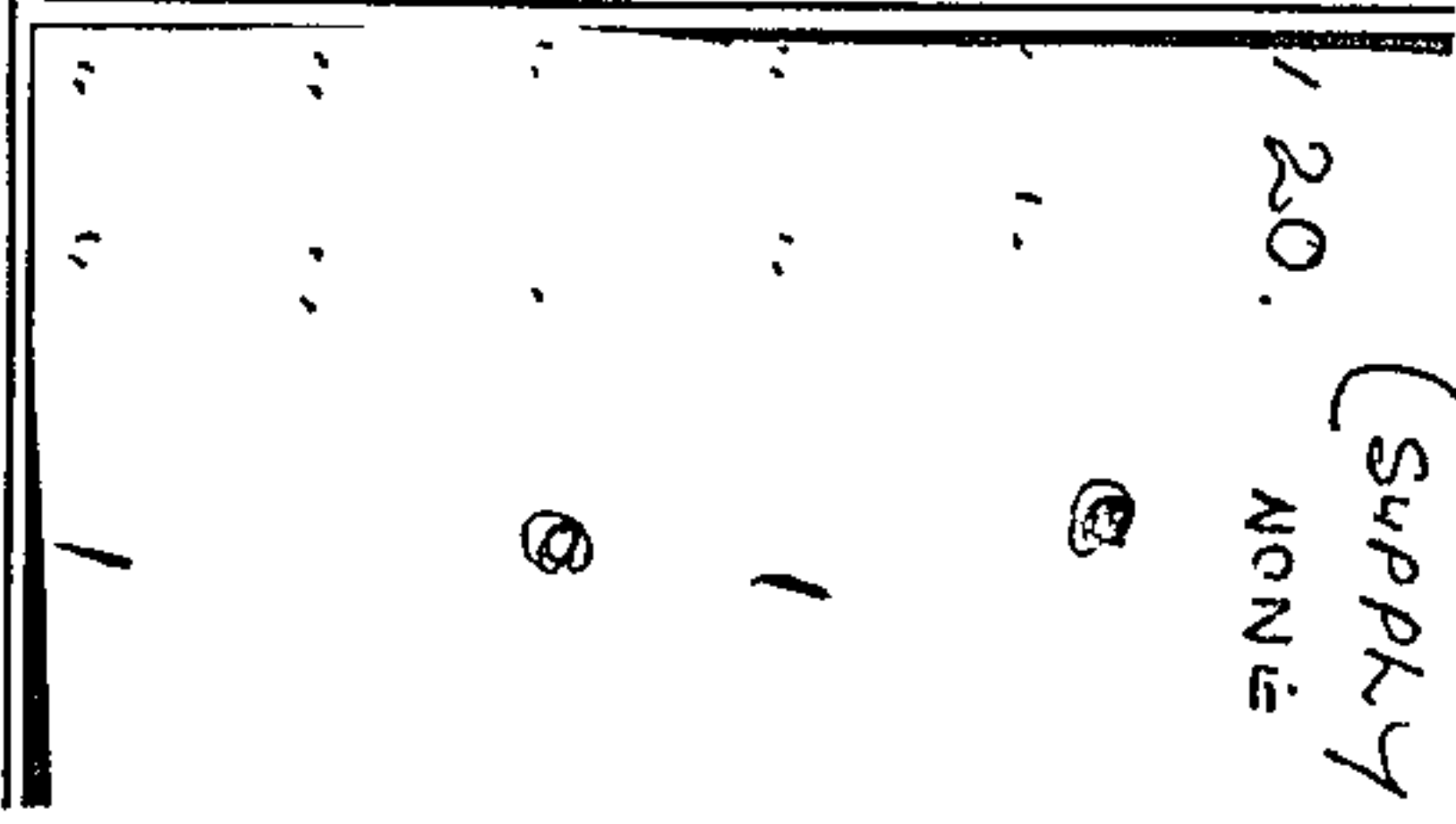
Last weekend Cosatu held a special conference at Wits University where delegates resolved to call for three days of "national peaceful protest" against the Bill and restrictions imposed on it (Cosatu) and 17 other organisations.

The pending meeting between the two major federations would be the first in which joint protest action would be discussed.

The new Bill has been widely criticised by labour experts and labour movements while

By NKOPANE MAKOBANE

being cautiously welcomed by some business sectors. It was tabled on May 16 in Parliament, with "minor" changes being conceded after the original version was published last September.



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THE National Council of Trade Unions has painted a gloomy picture of the times ahead after carefully analysing the controversial Labour Relations Amendment Bill

The analysis will serve as a guideline for its 24 affiliates

The Bill, which has been widely criticised by labour experts and the labour movement in general, was tabled in Parliament on May 16 with "minor" changes being conceded after the original version was published in September 1987

Nactu said the changes were so insignificant that it regarded the draft legislation the same as when it was first published

Briefly, Nactu says the provisions of the Bill — if it becomes law — would

- Severely reduce the powers of the industrial court,
- Restrict the scope of the unfair labour practice,
- Place further restrictions on the right to strike,
- Increase the sanctions on the trade unions whose members participate in illegal strikes,
- Restrict disputes that can be channelled through conciliation procedures provided for in the (existing) Labour Relations Act, and
- Attack the practice of majoritarian unionism

UNDERMINE

The legal unit of Nactu, which drafted the guidelines, observes

"The Bill in its present form represents a major change of direction in State policy on labour relations and will undermine many developments which have taken place since 1979"

The unit, in its analysis, selected major aspects of the Labour Re-



WORKERS demonstrate against low wages Is their right to strike going to be a thing of the past?

Gloomy times ahead - Nactu

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Scwe fam
20/5/88

By **THEMBA MOLEFE**

FOCUS

THE National Council of Trade Unions has analysed the controversial Labour Relations Amendment Bill and after selecting some aspects for scrutiny concludes that at the end of the day many unions will be forced to close down

lations Act which, if the Bill is passed, would "drastically" affect trade unionism

Conciliation Boards These are established by the Minister of Manpower in terms of existing legislation to settle a dispute between the trade union and the management concerned. It, however, does not involve third party intervention

In terms of Section 35 of the LRA there is no time limit within which the application has to be lodged with the Department of Manpower. The dispute has to be referred within a "reasonable" period

"There will be a limit-

ation on the period during which the dispute must be referred. The application must be lodged within 21 days from the date on which the dispute has arisen," says Nactu

The appointment of a conciliation board is at the discretion of the Minister in terms of the LRA

Nactu says that in terms of the draft legislation the Minister will lose the discretion to appoint a board. Nactu says this is the only positive aspect of the Bill as it will speed up resolution of conflicts

PROCEDURE

Industrial Councils: The present position is that there is no limitation on the period during which a dispute should be referred to an industrial council

The Bill proposes that a dispute be referred within 21 days from the date on which it arose. This provision will have to be followed unless all parties to the dispute agree to a different procedure

The introduction of a dispute procedure is very similar to the conciliation board procedure

The restriction which prevented the industrial council from dealing with a dispute during the preceding 15 months has been relaxed

The period has been

reduced to 12 months. Nactu said this was also positive

Although the clause preventing an industrial council from dealing with a dispute similar to the one which existed during the previous 15 months has been dropped, Nactu says restrictions to both the conciliation board and the industrial council processes have been proposed

Industrial Courts The major change to the status of the industrial court is the introduction of Section 17a — the Special Labour Court

The Bill proposes to introduce a system of appeals from decisions of the industrial court which are to be heard by a special division of the Supreme Court. This would be called the special labour court

FAIRNESS

Nactu observes that the special labour court is to be given the power to make an order as to costs according to the requirement of the law

"The creation of this court means that a common law court will now have to determine the issues of fairness and specialised issues relating to industrial relations

"An appearance before a special labour court requires both an attorney and an advocate

"Amendment to the power of the industrial court is that it can no longer make the same order as any court of law on a matter arising from the various Acts administered by the Department of Manpower," says Nactu

"Section 17 (u) (a) — of the existing legislation

— which was used as a means of bringing urgent applications to interdict legal strikes, illegal lockouts and other breaches of industrial council agreements has been withdrawn"

Strike Action The LRA presently provides that sympathy strikes aimed at putting pressure on an employer other than the employer of the workers on strike can be staged legally provided the conciliation procedures have been followed

In terms of the Bill a sympathy strike will be a criminal offence if the employer or employee is not directly involved in the strike

The LRA does not prohibit a strike over a dispute which is the same or virtually the same as a previous dispute which gave rise to a strike or a lockout

INDEMNITY

"The Bill proposes that a strike will be illegal if the dispute that caused it is the same or virtually the same as the one that previously gave rise to a strike or a lockout in the last 12 months," says Nactu

The federation says

• **To Page 11**

P.T.O.

'Gloomy times' 143

• From Page 10

employees will not be unfair while in terms of existing legislation it is regarded as an unfair labour practice. This is very negative as far as Nactu is concerned.

The Bill now not only retains but extends the criminal regulation of striking. This is a negative aspect of the Bill, says Nactu.

Unfair Dismissals and Unfair Labour Practices. At the moment there is no distinction between an unfair dismissal and unfair labour practice.

The Bill introduces a distinction between the two by defining them separately and making them mutually exclusive concepts. An unfair dismissal cannot be an unfair labour practice in terms of the proposed legislation, says Nactu.

The federation also notes that selective re-employment of dismissed

Nactu says in conclusion. "On the whole the Bill is calculated to force some of the trade unions to close down at the end of the day because employers will now sue the union for damages based on its losses in the event of a work stoppage."

"The only positive aspect, however, is that the amendment of the industrial council and conciliation board system would ensure speedy settlement of disputes."

The federation said it was now charged with the responsibility of training its organisers to lodge disputes with the councils to comply with the 21-day regulation.

Tingas looks after over 1/2-m people

Journalist 18/5/88

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NACTU health and safety officer
Vusi Tinga.

BEING shouldered with the responsibility of ensuring the health and safety of about 300 000 workers in an unenviable task, and even worse when those people are scattered all over the country, writes MOKGADI PELA.

Mr Vusi Tinga (30), Nactu health and safety officer for the National Council of Trade Unions, gave a picture of what his work entails. He also gave a spine chilling statistical picture of the dangers workers faced in their daily lives.

"In 1986 alone about 347 170 employees were injured in work-related accidents. Of these 28 620 were accidents that led to disablement and 2 900 led to death. The rest were just classified as 'other injuries'," Mr Tinga said.

Compensation

Regarding compensation for injuries suffered at work, Mr Tinga said "Compensation to an injured person is calculated on 75 percent of his salary."

The schedule for the compensation for injuries sustained at work says that if a person is injured at work, for instance an arm, below an elbow and shoulder, it is identified as 65 percent injury. He will be paid according to the degree of the disablement.

If a person loses a finger, it is regarded as four percent disablement and he will be paid accordingly, he said.

He outlined some of the objectives of his unit as

- To embark on a health and safety training programme on all aspects directly or indirectly affecting workers,
- To avail a continuous health service and advice to all Nactu affiliates,
- To conduct health and safety surveys to determine the effectiveness of the health and safety campaigns and future needs of unions in the field, and
- To collect health and safety information nationally and internationally and disseminate it to Nactu unions.

His department's influence within trade unions is reflected by the fact that most unions today have entered into agreements with management on matters of health and safety.

The man who is popularly known as "Tingas" said the Machinery and Occupational Safety Act instructs managements to appoint safety representatives.

"Our position is that these representatives should be elected by our members at all our plants, to that end there is no compromise."

Mr Tinga is a globe trotter, having addressed various international gatherings. He is married and has one son, Mthunzi.

Dismissals: Union talks to lawyers

15/5/88
Soweto
THE Black Allied Mining Construction Workers' Union has sought legal advice over the dismissal of its 450 members by a Pretoria construction company, writes LEN MASEKO.

Bamcwu official, Mr Tsheko Ngalo, said the union's lawyers were in contact with those of the construction company, Kroon en Seuns, in an attempt to resolve the

matter.

Mr Ngalo said the dismissals follow unsuccessful attempts by the union to negotiate a recognition agreement with the company



Row

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According to the official, the row was sparked by management's insistence that the two parties embrace a recognition agreement

prepared by the company's lawyers. The union had rejected this condition, he said.

The company's director, Mr Herman Kroon, was not available for comment yesterday.

Mr Ngalo said Bamcwu members this week rejected an attempt by management "to persuade workers to sign forms classifying them as temporary staff".

Mwasa, Perskor meet

THE Media Workers Association of South Africa and Perskor management yesterday began talks to resolve a wage dispute involving about 2000 workers in Pretoria, Johannesburg and Benoni.

The talks, which began late yesterday afternoon, are a sequel to a one-day

stoppage by the workers at Perskor's four plants last Tuesday over a demand for a R260 a week minimum and a weekly increase of R100 across-the-board

Management is offering R20 across-the-board and a minimum of R100 a week

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PROTEST

UNIONS

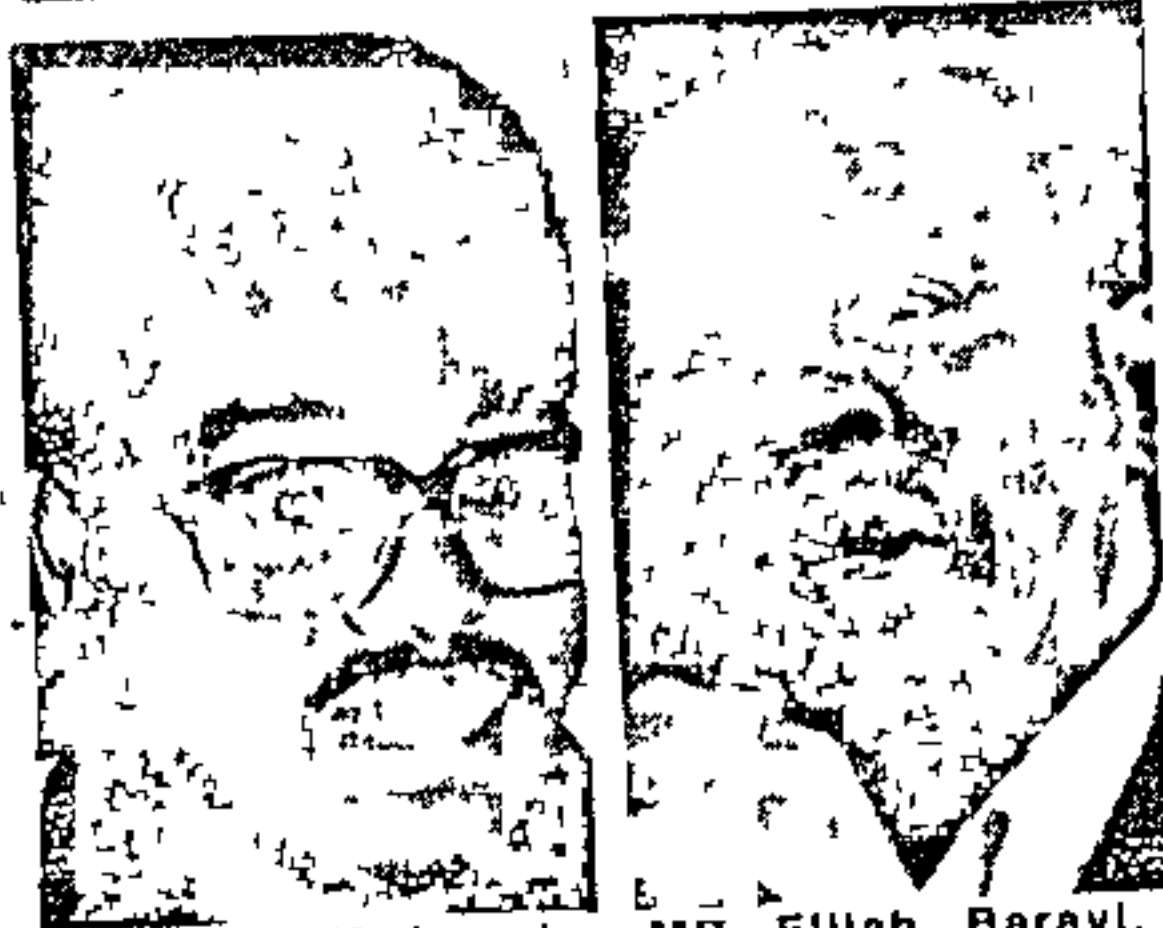
Nactu
Cosatu
agree on
joint action

MEET

Sowetan 21/6/88

143

By LEN MASEKO and
THEMBA MOLEFE



MR James Mndaweni,
president of Nactu

MR Elijah Barayi,
president of Cosatu

SOUTH Africa's largest labour federations, the National Council of Trade Unions and the Congress of South African Trade Unions yesterday agreed at a meeting that the "peaceful protest" planned for next week will take three days — from June 6 to June 8.

The protest is against the Labour Relations Amendment Bill, aimed at curbing many of the rights enjoyed by unions under present law.

The decision by Nactu and Cosatu to embark on joint protest action is the first of its kind between the two rival federations.

In a joint statement released after yesterday's historic meeting the federations also agreed in principle that the possibility of future meetings to discuss matters of common concern and of taking joint action would be explored.

Delegations of the two federations were led by their respective presidents, Mr James Mndaweni of Nactu and Mr Elijah Barayi of Cosatu. Yesterday's meeting

• To page 4

Pensioners' long wait for pay

By ALI MPHAKI

HUNDREDS of pensioners from Soweto were not paid their bi-monthly pension last month and are queuing daily at the offices of the Department of Home Affairs in Johannesburg to receive their pay.

The delay in payment was caused by a change of departments handling pensioners. On April 1 this year, the Transvaal Provincial Administration (TPA) took over control of pensions from the Department of Home Affairs, a spokesman said yesterday.

Since last Friday, pensioners — most of them sickly — have had to travel to Johannesburg and stand in long queues before receiving their pay. Some were turned back because of the long queues.

This added misery to the pensioners, some of whom had to borrow money to be able to get transport to reach home.

Mrs Winnie Makhafola of Orlando West said "I was told to go home on Friday because the queue was too long. When I came back on Monday the story was the same. That is why today I woke up very early to be here at Albert Street."

A spokesman for the TPA said the delay would not happen again.

"From July we will make sure that pensioners receive their pay during the first 10 days of the month," the spokesman said.

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



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LABOUR BRIEFS

Union to sue firm

THE South African Laundry Dry Cleaning and Dyeing Workers' Union is to take legal action after 400 of its members at an East Rand laundry outlet were dismissed over a work stoppage. *Sowetan 2/6/88*

Salddwu's general secretary, Mrs Agnes Molefe, said management of Dunswart Provincial Laundry dismissed the workers on May 26 after they downed tools because the company refused to recognise their union. : 143

A management official, a Mr Crawford, yesterday refused to speak to the *Sowetan*.

Mrs Molefe said management had been refusing to recognise Salddwu since April, 1987.

A statement issued by the National Council of Trade Unions, to which Salddwu is affiliated, said what annoyed the workers was that management deducted R2 from their wages for the Hospital Workers' Association which they never joined.

According to Nactu, management argued that no trade union was allowed in the company because it was government-owned and as such not covered in the Labour Relations Act.

By Mike Siluma,
Labour Reporter

South Africa's biggest labour federation, the Congress of South African Trade Unions (Cosatu) will meet major employer organisations today over union calls for protest action next week, following an agreement between Cosatu and the National Council of Trade Unions (Nactu) to set the protest for June 6 to 8

Yesterday's meeting between Nactu and Cosatu was the first at official level, with each delegation led by its president, Mr James Mndaweni and Mr Elijah Barayi respectively.

Today's urgent meeting between Cosatu and employers is being held under the auspices of the SA Consultative Committee on Labour Affairs (Saccola) Saccola chairman Mr Bobby Godsell said employers would

Employers and Cosatu to discuss protest call

Star 2/6/88

attempt to include Nactu in the talks, scheduled for this afternoon

At a special congress a week earlier Cosatu had called for three days of "peaceful protest" against the Labour Relations Amendment Bill and Government restrictions on Cosatu and other anti-apartheid organisations

Today's meeting between Cosatu and Saccola is expected to include some of the country's major employer groupings, including those in the mining and metal sectors, where Cosatu's biggest affiliates, the National Union of Mineworkers (NUM) and the National Union of Me-

talworkers (Numsa) are active. Initiated by employers to discuss Cosatu's protest call and the labour Bill, the meeting comes at a time when tensions are running high between black labour and employers over the Bill in particular

Employers have already rejected Cosatu's demands that they totally reject the Bill as an attack on worker rights.

Over the past few weeks, managements in the metal, chemical and mining sectors have contacted Cosatu-affiliated unions, asking for details of the proposed action. Some have threatened to:

● Dock the wages of workers

taking part in the action.

● Take disciplinary measures against workers.

● Withdraw from wage negotiations. Cosatu believes employers are planning to sue unions for damages in the event of the protests taking place.

● A number of employers have telephoned The Star about a rumoured stayaway for next week, some believing it will last for up to two weeks. However, in terms of the emergency regulations The Star is not in a position to say if there will be a stayaway, or for how long. Unions are also prevented from calling for stayaways

● A two-day convocation of more than 200 church leaders, including those from protestant, catholic and the independent churches, at the weekend declared support for the unions' call for national protest action.

Strike action

ABOUT 200 members of the Black Allied Mining and Construction Workers Union were to embark on a legal strike at Hippo Quarries' plants on the Reef today, a union spokesman said.

Mr Motsomi Mokhele, Bamcwu's general secretary, said the legal strike followed the failure by the Minister of Manpower to appoint a conciliation board to resolve a dispute between the two parties.

The dispute centred on the company's refusal to recognise June 16 as a paid holiday.

Bamcwu and the company said in a joint

statement "In its refusal to grant June 16, Hippo Quarries stated as its reasons political considerations, but rather was willing to have any other day of the year declared a public holiday."

Meanwhile the two parties have reached agreement on minimum rises of between R110 and R120 a month for employees in grades 17 to 13.

Workers from 10 Triangle Furniture stores returned to work following a unanimous decision by workers at a meeting on Friday to end the strike, managing

director of Triangle Furnishers, Mr. Tom Roux, told Sapa yesterday.

Mr Roux said management had received a telex from Cawusa organiser, Mr Michael Tsotetsi, confirming that workers had decided to return to work to prevent pre-conditions being set before wage negotiations began.

The Post and Telecommunications Workers Association is to hold a rally at Khotso House, Johannesburg, tomorrow.

The meeting will discuss — among other issues — dismissals in the Post Office, privatisation and the wage freeze. It starts at 9am.

The Food and Allied Workers Union hosts a cultural rally at Nasrec, Crown Mines tomorrow.

Activities will include a performance by a drama group and music bands. The rally starts at 10am.

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SHOWDOWN AS UNION talks fail

Talks between unions and managers fail to resolve 'days of protest' dispute

By EDDIE KOCH

ELEVENTH-HOUR talks between South Africa's biggest labour federation and major employer organisations have failed to stave off nationwide protests planned for next week.

A top-level meeting between the Congress of South African Trade Unions (Cosatu) and the South African Employers' Consultative Committee on Labour Affairs (Saccola) last night deadlocked over union plans to mount three days of peaceful protest against impending changes to labour law and the recent clamp on anti-apartheid organisations.

Saccola, which represents all the major employer organisations in the country, expressed concern that the protests would take the form of a stayaway and that this would escalate the climate of violence. The employers asked Cosatu to call off its plans and consider alternative methods of protesting against the Labour Relations Amendment Bill.

Cosatu, stressing it had not prescribed what form the protests would take, responded by demanding undertakings from management that security forces would not be called in and that no victimisation and mass dismissals would take place due to the action.

At a press conference after the meeting, held in Johannesburg's Carlton Hotel, Cosatu general secretary Jay Naidoo told reporters the protest would go on despite the talks.

"The Bill is a major roll-back of the rights of workers in this country," he said. "The state's recent actions are not only aimed at the labour movement but at the whole progressive and democratic movement in our country."

Saccola chairman Bobby Godsell said his organisation asked for the

TO PAGE 2

After their arrival, when dogs were used

140A

3 to June 9, 1988

W/Mail
3-9/6/88

140A

Rare truce over 'days of protest'

Weekly Mail Reporter

RECENT state action against meetings of the Congress of South African Trade Unions and management moves to blunt the call by organised labour for three days of national protest have nudged the union federation into a novel alliance with its one-time rival, the National Council of Trade Unions (Nactu)

At an unprecedented meeting between the two federations this week, Nactu agreed the "national days of protest" planned for next week should be held from June 6 to 8

Nactu had previously called for protest action to take place all next week. The agreement means Cosatu and Nactu have effectively embarked on joint protest action for the first time.

A joint statement issued after the meeting said delegations from each organisation were led by their respective presidents, James Mndaweni of Nactu and Elijah Barayi of Cosatu.

Both parties agreed to consult their member unions about the possibility of co-operating during future protest action and to hold meetings to discuss "matters of common concern"

The meeting this week indicates that South Africa's union movement, which has been characterised by a split between Cosatu and Nactu, is beginning to close its ranks in the face of what they see as an onslaught by the government and employers against organised labour.

The talks follow last month's call by the Organisation of African Trade Union Unity for the two federations to iron out their differences and a decision by Cosatu at its recent special congress to arrange a conference for a broad range of extra-parliamentary groups to discuss united action against the state clampdown.

Cosatu has a paid-up membership of 750 000 and about one million

Showdown looms as talks fail

●From PAGE 1

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He said employers disagreed with the union view that the new labour law would undermine the 10-year-old "Wiehahn" labour reforms

The Carlton talks were held as tension between organised labour and employers reached an all-time high. This week Cosatu and its former rival, the National Council of Trade Unions (Nactu), reached an unprecedented agreement to co-ordinate their fight against the Bill

Nactu is due to meet the Saccola delegation at the same venue at 10.30am today

In the past few weeks thousands of workers in the chemical, retail, mining and metal industries have staged placard demonstrations against the Bill

Cosatu has also written to the International Labour Organisation (ILO) asking it to set up an inquiry into the draft law on the grounds that it violates international standards governing labour relations. As South Africa is not a member of the ILO, the organisation is expected to refer the matter to the United Nations, which could ask Pretoria to allow the ILO to set up a fact-finding and conciliation committee to intervene

In the past week Cosatu unions have received a spate of letters from employers demanding to know what form of action Cosatu has called for and indicating tough action if union officials call for a stayaway

At the conference, Naidoo claimed the letters amounted to a warning that employers will sue unions for losses sustained during a stayaway

The response by business to the protest call coincides with widespread raids by security forces on Cosatu offices and meetings. Cosatu has alleged in a press statement that employers are taking advantage of the State of Emergency while claiming to be opposed to apartheid

A Saccola advert placed in newspapers today says the revised version of the Bill currently before parliament deals favourably with most of Cosatu's objections to an earlier draft (see page 7)

But Cosatu lawyer Halton Cheadle said the draft law still entrenched the rights of minority and racially-exclusive unions, effectively banned secondary strikes and repeat strikes on the same issue for a period of 12 months, and allowed employers to delay industrial court judgements by referring them to lengthy appeal court hearings

At the Carlton talks, Cosatu demanded employers withdraw the adverts to give unions an opportunity to take part in a joint public statement on the issues. The Saccola delegation refused this

Cosatu press officer Frank Meintjies said Saccola's claim that the new draft of the Bill dealt with his federation's objections to it was "either gross cynicism or deceit on the part of management"

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Afcol workers locked out at six factories

More than 1 000 furniture workers have been locked out of six Afcol furniture manufacturing factories in the Transvaal, the Paper, Printing Wood and Allied Workers' Union said in a statement yesterday

Only members of the National Union of Furniture and Allied Workers' Union have been allowed into the factories

since Wednesday

The 1 117 Ppwawu workers struck on Monday in solidarity with 340 workers dismissed in April from Star, a furniture manufacturer.

The union statement said Afcol's actions, including the hiring of scab labour, indicated it was not prepared to resolve the issue - Sapa



MORE than 2000 members of the Food and Allied Workers' Union attended a protest rally against the Labour Relations Amendment Bill at Nasrec in Johannesburg at the weekend. At least 20 buses from all over the Transvaal brought members of Fawu — an affiliate to the Congress of South African Trade Unions — to the rally which was characterised by songs and chants in opposition to the Bill

Pic LEN KUMALO

Sowetan 6/6/88 (143)

TODAY is the start of the three-day protest action called by two major trade union federations in the country — the Nactu and Cosatu.

The joint protest action has been called in opposition to the disputed Labour Relations Amendment Bill and the recent restrictions placed on several anti-apartheid organisations

This action — one of the major worker protests in recent times — has been viewed from some quarters as a factor that could widen the gulf between the unions and the Government

Employers have warned that they will take disciplinary action against workers failing to report for work during the protest period

Protest

The Minister of Manpower and of Public Works and Land Affairs, Mr Piet du Plessis, has also said the protest against the proposed changes to Labour legislation could lead to dismissals, unemployment and hardship for the ordinary worker

In an 11th-hour attempt to thwart the feared three-day "stay-away", several big South African companies have sought court orders to prevent black trade unions from calling its members out on strike

On Friday, the Anglo American Corporation obtained a Bloemfontein Supreme Court order restraining the black National Union of Mineworkers from calling its members out on strike at Anglo's huge Orange Free State gold mine

A spokesman for Anglo American said there was evidence that calls for people to stay away from work had been backed by threats of violence and coercion

Employers threaten to get tough

DAY ONE

By NKOPANE MAKOBANE

Meanwhile, the police have warned those participating in rumoured stayaways and planned protest action to beware the emergency regulations and existing laws. The police have also given assurance to those who wish to work that they will be protected

Labour leaders have urged peaceful protests against the Bill which they allege would curtail the activities of trade unions

The nature of protest has not been spelled out by unions

However, some unions belonging to Cosatu and Nactu have notified employers of a range of protest action — including stayaways, lunch-time protest meetings and letters to employers appealing to them to reject amendments proposed to the Bill

While the protest action has received support from churches,

black business and the community as a whole, KwaZulu Chief Minister, Mangosuthu Buthelezi, has said he had not been consulted about it. West Rand Inkatha Youth Brigade has also come out against the protest

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Bill Sparks Call for Stay - Protest

Unions say it weakens

them, strengthens State

By Mike Siluma,
Labour Reporter

The Labour Relations Amendment Bill is one of the contentious issues that has sparked the decision by major black union groupings to call for three days of "peaceful protest action" starting today.

The Bill has been surrounded by controversy since it was first published for comment, with most employers welcoming it as a means to restore the power balance between capital and labour, following the inclusion of black workers into South Africa's labour relations system after 1979.

On the other hand, the unions have generally maintained that the Bill is aimed at weakening the power of trade unions to the advantage of employers and the State.

Employers vainly convened last-minute meetings with the Congress of SA Trade Unions (Cosatu) and the National Council of Trade Unions (Nactu) on Thursday and Friday in an apparent bid to persuade unions to discourage publicly a rumoured stayaway.

They also wanted clarification on the form the protests would take and an undertaking that these would be peaceful.

In their meeting with Cosatu, employers, under the umbrella of the SA Consultative Committee on Labour Affairs (Saccola), said they did not see the Bill as a "union-bashing" mechanism.

A document issued at the meeting outlined the employer view of the more controversial aspects of the Bill. In particular, employers said, the proscription of secondary strikes, or those over the same issue within a 12-month period and union-inspired consumer and service boycotts, was "even-handed and reasonable".

On the other hand, Cosatu and Nactu have bitterly opposed these provisions.

Cosatu general secretary Mr Jay Naidoo told a press conference on Friday that among the reasons Cosatu rejected the Bill was that there had been "no meaningful negotiation" with Cosatu on the amendments, that black workers "unlike the employers, had no right to vote and were not able to determine what the Bill contained".

'Curtails right to strike'

He said the Bill also "severely curtails our right to strike, promotes minority unionism, erodes job security, lays unions open to damages suits which would be used to bankrupt unions and criminalises secondary industrial action".

Nactu has made similar points and some of these were raised in the Saccola meeting.

However, the unions insist that the Bill's overall effect, including aspects regarded by employers as positive, is a negative piece of legislation.

In a weekend statement, the Chamber of Mines, a member of Saccola, discouraged workers from joining the protests and proffered an explanation for the stand taken by Cosatu.

Cosatu, it said, at its meeting with Saccola "was either unwilling or unable to back up its allegations that the Bill was a repressive measure aimed at curbing union activity".

"This, coupled with Cosatu's refusal to call off the protests, suggests that its campaign against the Bill is politically inspired and has very little to do with the legislation itself," the Chamber said.

This has raised the question of whether, given State behaviour prior to the publication of the Bill, the proposed legislation can be discussed outside a political context.

In the wake of last year's rail strike, among others, the Government repeatedly promised to enact legislation to control black unions.

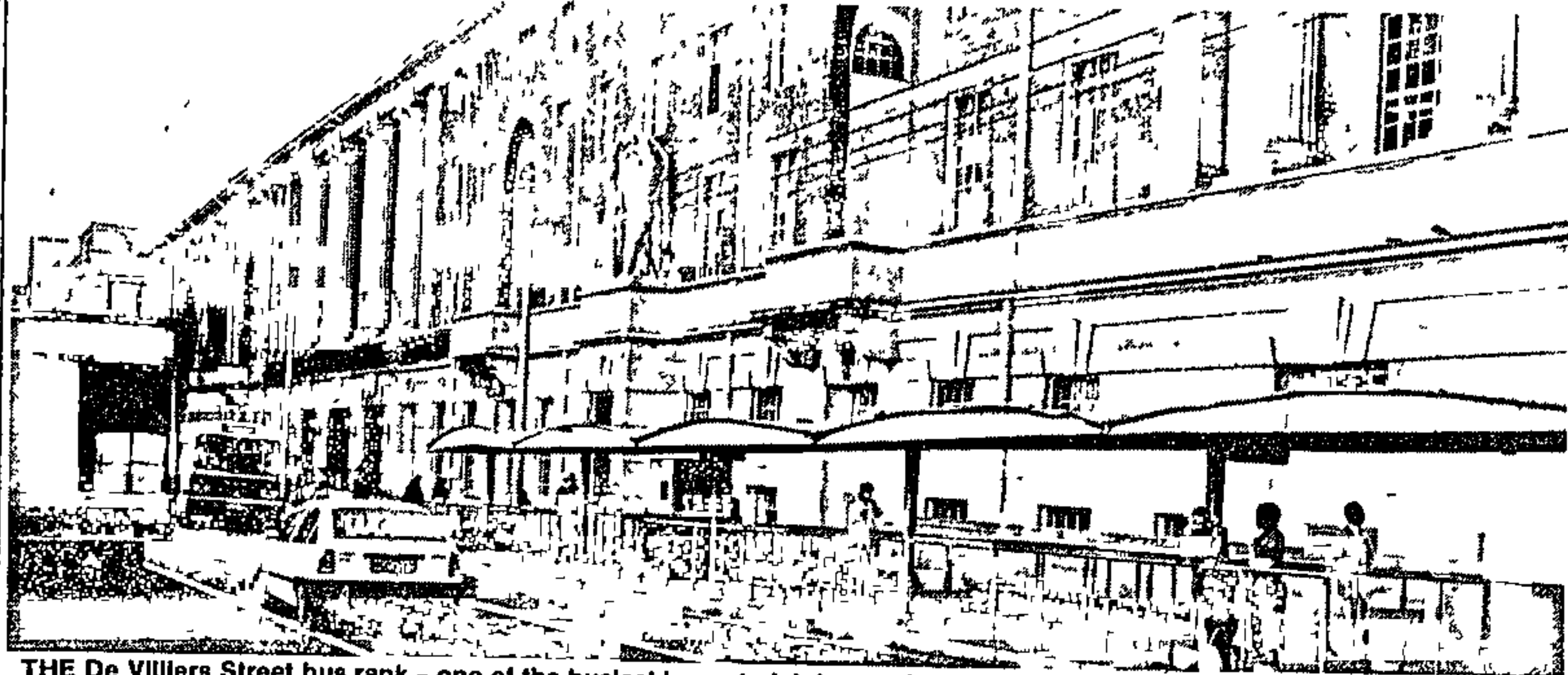
The Minister of Manpower, Mr Pieter du Plessis, who last week made an 11th-hour offer to negotiate with unions, specifically said provisions of the new legislation would hang "like a sword over (unions' heads" and have a "disciplining effect".

Whatever the merits of the employers' and the unions' arguments, one of the important effects of the new legislation will be to prevent black unions from using boycotts and work stayaways as political weapons.

The question is whether this will, in the long term, guarantee political and economic stability while black workers are still disfranchised.

● The Bill is before Parliament for its second reading.

No life on De Villiers



THE De Villiers Street bus rank - one of the busiest in central Johannesburg on any given day - was lifeless yesterday when thousands of workers on the Reef heeded the first day of protest action called by Nactu and Cosatu in opposition to the disputed Labour Relations Amendment Bill
Pic JOE MOLEFE

DAY TWO

Thousands heed trade unions' stayaway call

SOWETAN Reporters, Sapa and Own Correspondents

THOUSANDS of workers in various areas of the country, particularly in Johannesburg and the East Rand, stayed away from work yesterday, the first day of a three-day protest campaign called by Nactu and Cosatu.

Among the few violent incidents reported were

- The petrol bombing of a passenger bus near Empangeni, Natal, in the morning (the driver and eight passengers were injured),
- A railway line at Dube, Soweto, was damaged by an explosion at about 12 15am,
- A train coach was burnt at Kwesine Station in Katlehong, near Germiston,
- Umgababa Station on the Natal Coast was petrol-bombed,
- In Saulsville, Pretoria, a number of

railway coaches were damaged by an explosion, and

- A house was attacked with a hand grenade in Mamelodi

An unexploded limpet mine was found at a section of the railway track in Dube. The police in Pretoria said that the limpet mine was found during follow-up investigations after the earlier blast. No injuries were reported

80 percent

Manpower secretary Mr Vincent Brett estimated that no fewer than 80 percent of black workers had joined the stayaway in Johannesburg and all business sectors had been affected

Business in general can only hope that the majority of workers will feel their protest has made its impact yesterday and that they will start flowing back to their jobs today - rather than see their pay packets shrink

To Page 2

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Mr J P Brummer, Principal, Damelin Correspondence College



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THIS was the scene in Mohlakeng, Randfontein where workers who stayed at home milled around the streets.

Sowetan 7/6/88

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No work — no pay

• From Page 1

any more, he said.

Virtually all employers, he said, had agreed to the stand "No work — no pay".

The impact in Cape Town aside from at the harbour and with milk deliveries, was no more than minimal, according to a snap Association of Chambers of Commerce and Industry survey.

Buses

About ninety percent of workers stayed away from work on the East Rand

Pamphlets calling for a stay-away from work in

Atteridgeville, Mamelodi and Soshanguve were ignored by most workers yesterday.

Many of those who went to work were left stranded in Atteridgeville as there were no taxis operating in the area. Hundreds of people boarded trains and buses. Others boarded a few taxis that operated from Kalafong Hospital in the morning.

Vaal Triangle employers have also adopted the "no work no pay" policy attitude as hundreds of workers heeded the call for a three-day national protest

Although gold mines

were not affected, a number of the country's largest collieries were hit by the stay-away

Six collieries in the Witbank - Middelburg coalfields reported almost 100 percent absenteeism. Many others had partial attendances

Pamphlets

The Maritzburg Chamber of Industries said that bus services, operated by the Kwa-Zulu Transport Corporation, were running normally. East London was affected by a marked stayaway

A spokesman for the Port Elizabeth Chamber of Commerce and managing director of PE Tramways, Mr Carl Coetzer, reported an estimated 50 percent stayaway in central Port Elizabeth and a 30 percent stayaway in Uitenhage

Winter

There was a limited stayaway in certain sectors of industry in the Western Cape.

Less than two percent of the Cape Town City Council's staff were absent yesterday which a spokesman described as almost normal for a cold winter's day.

Protest call is adhered

THOUSANDS of workers continued their support for the three-day national protest called by Cosatu and Nactu, while many others streamed to work yesterday.

The biggest back-to-work was in Thokoza in the East Rand where many people walked to Alberton and nearby Alrode Pretoria also witnessed a heavy stream of workers.

Police were on every street in Vosloorus to protect those going to work and where some people could not get transport, police used huge vans to transport them.

Signs

The Association of Chambers of Commerce and Industry said there were distinct signs of a drift back to work yesterday.

A spokesman for Putco said the stayaway had eased in most areas except Durban and on the East Rand. He said passenger levels in Pretoria were almost back to normal and the stayaway was easing on the West Rand.

Major corporations in the Vaal reported massive absenteeism and reiterated their warning that they would apply a "no-work, no-pay" policy.

Group personnel manager for Cape Gate Export in Vanderbijlpark, Mr Louis van Wyk, said 40 percent of their total workforce turned up since Monday.

Workers in the Greater Durban area were warned that they would lose millions of rands in wages as leaders in industry and commerce reaffirmed their policy of "no-work, no-pay."

About 30 percent of the workforce attended work in Natal yesterday. The three day protest — on its third day today — has had minor effects so far in the Western Cape.

A Chamber of Commerce spokesman, Mr Tommy Brand, said the response varied between negligible and complete. He said absenteeism in the commercial and financial sectors was normal but in the

industrial sector it was slightly higher.

In the southern parts of Soweto there was a greater number of taxis on the road, although some seemed to be operating internally only. A school stayaway also occurred.

Num

East London Commerce reported a substantial attendance yesterday, but some workers stayed away in support of the three-day protest call.

Chamber of Commerce director Dave Groom said initial figures had shown high support for the stayaway.

The National Union of Mineworkers (Num) and mine managements have crossed swords over the effect of the protest on the mining industry — with each making different claims.

Hospital services throughout Johannesburg were still running smoothly despite the three-day stayaway.

At Baragwanath Hospital in Soweto, all employees reported for work yesterday morning.

... unions
... contends that the prohibi-

... draft Bill it was codified in a
special schedule In revised version it is
part of the proposed law proper.

... remain in the revised Bill But, he
insists, claims that employers are in league
with the State in a conspiracy to crush the
unions are "not sustained by detailed analy-
sis of the Bill"

COSATU, employers ready to talk

By Mike Siluma and Adele Baleta

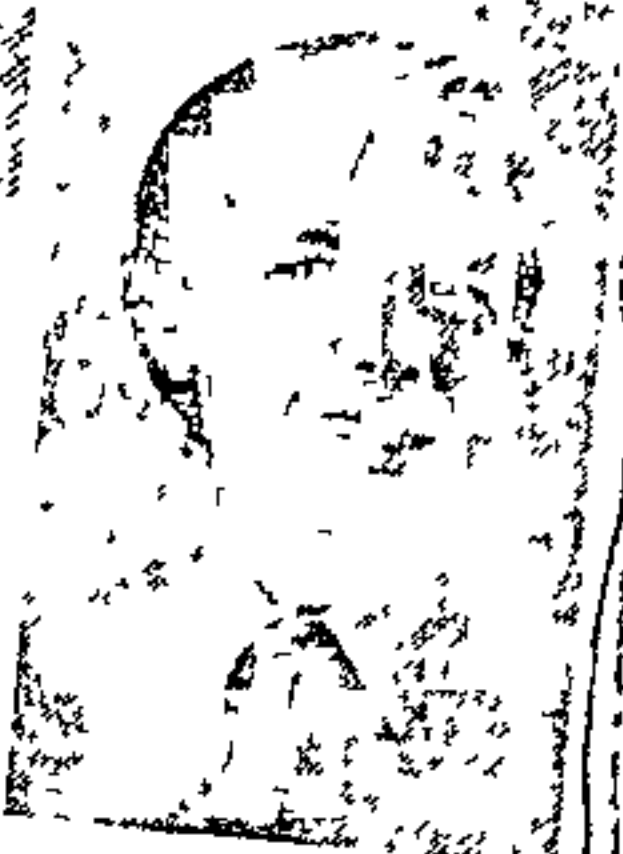
The prospects of negotiated changes to the controversial Labour Relations Amendment Bill — which has sparked countrywide work stoppages — rose yesterday when both the Congress of SA Trade Unions (Cosatu) and employers said they were willing to negotiate proposed amendments.

able to meet Mr du Plessis while unionists were still in detention, the state of emergency was in force, and anti-apartheid bodies were banned

At a news conference Cosatu said they would convene a special executive committee meeting today "to discuss whether a meeting with the Minister would be worthwhile"

that it should not undermine unions, collective bargaining and the use of legitimate economic sanctions for collective bargaining objectives

If employers agreed to submit to the tribunal, they would be expected to use their influence "to stay the passage of the Bill (through Parliament and) to consider its findings and lobby for their adoption"



Mr Godsell

Saccola chairman Mr Bobby Godsell welcomed Cosatu's suggestion, saying it would "give us for the first time a basis to discuss the Bill"

"All along, our position has been that we should discuss the Bill (with unions) and see if we have common purpose, so that we can lobby for that common purpose."

● The International Confederation of Free Trade Unions said in Geneva yesterday that it would step up its campaign for sanctions



Mr du Plessis

At the same time Cosatu, the largest labour federation, called on the Government to submit to international jurisdiction to resolve the dispute. This was a first response to Manpower Minister Mr Pietie du Plessis's statement he was prepared to negotiate the matter with unions.

The National Council of Trade Unions (Nactu), the second biggest black worker federation to call for protest action, said it would not be

In a new development Cosatu invited employers represented by the SA Consultative Committee on Labour Affairs (Saccola) to agree to refer the Bill to "an experienced tribunal of standing", headed by Mr L Ackerman, a former judge

Cosatu said it appeared that Saccola and Cosatu agreed on certain principles on the Labour Bill. These included that it should not erode legitimate worker protection against arbitrary and unfair dismissal, and

BACK TO WORK

Sowetan
9/6/88

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~~1166~~



NACTU president James Mndaweni
CQSATU president Elijah Barayi

Economy takes a big knock

TODAY marks the end of one of South Africa's biggest protest action by workers.

The protest, which took the form of a stayaway was called by two giant federations — the Congress of South African Trade Unions and the National Council of Trade Unions to demonstrate their opposition to the Labour Amendment Bill.

The unions maintain that the Bill will erode their bargaining power by, among other things curtailing their right to strike and encouraging employers to sue them for production losses in an "illegal" strike.

Employers have rejected the federation's contentions that the proposed legislation was aimed at union bashing and destroying the rights they gained in the past decade.

Police yesterday gave a figure of at least 10 people who have died violently since the start of the protest action on Monday.

Stayaway

In Johannesburg a mysterious fire broke out in the passenger coach of a train at Mzimhlophe Station at about 9pm on Tuesday a South African Transport Services (Sats) spokesman said.

Meanwhile, the three-day stayaway has cost workers millions of rand, says Assocom labour spokesman, Mr Vincent Pretz.

Mr Pretz estimated the total cost of the stayaway to the economy would be in the region of R500 million, SABC Radio News reports.

He said much of this would be made up of wages lost by workers. Other negative effects on the workforce were that employers would move further towards mechanisation if they could not rely on their staff.



LONGDALE Station at dusk. A handful of commuters sigh with relief. Where every day hordes of workers rush madly about the platform and coaches, yesterday there was at least the assurance of an empty seat . . .

Sowetan 9/6/88

Improvement

● From Page 1

Mr Prett said financial harm to companies would also result in fewer jobs and higher costs. This meant that workers would not only suffer directly from not getting wages, but would also have to pay higher prices for goods

The Federated Chamber of Industries said there had been a marked overall improvement in work attendance especially in Johannesburg, the West Rand and Pietermaritzburg.

Normal

The situation in Cape Town and Bloemfontein had returned to normal and there was no change in the Eastern Cape.

The Chamber said that the Northern Transvaal had not been affected by the stayaway action.

The SABC said yesterday afternoon that the country was "near normal" Reporters saw only few blacks in the usually crowded streets of Johannesburg.

School attendances were low in many parts of the country. Black businessmen heeded the protest by closing their shops early. Pamphlets

were distributed in some townships calling for a stayaway. Health workers and journalists were exempted from the action.

Participation by bus and taxi drivers in the stayaway probably contributed to the absenteeism in Johannesburg and Durban. Reports from the most of the country, according to a Sapa report, showed that workers began to go back to work yesterday.

Although the mining industry, which produced 80 percent of South Africa's foreign earnings, was hardly affected, the protest was regarded as a success for unions and anti-apartheid groups who organised it under emergency regulations that prohibited them from any political activity

Cosatu has meanwhile proposed that the Bill be referred to a panel chaired by Mr L Ackerman, of the Department of Law at Stellenbosch University. The inquiry would consider, among other things, to what extent the proposed legislation was consistent with international standards

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Nactu slams curbs

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By LEN MASEKO

THE extension of the state of emergency would not resolve the conflict in this country, the National Council of Trade Unions said at the weekend.

Condemning the renewal of the state of emergency for a third time, Nactu said in a statement that South Africa was "undoubtedly becoming a totalitarian State"

The 500 000-member federation was reacting to the extension of state of emergency for a further 12 months. The State President Mr P W Botha, announced this last Friday.

"The federation rejects

the allegation by the Minister of Law and Order, Mr Adriaan Vlok, that Nactu is an appendage of the ANC and the (SA) Communist Party. We challenge the Minister to prove his unfounded claims in public," the federation said.

Meanwhile, a Nactu affiliate, the Transport and Allied Workers' Union, said more than its 500 members — employed by Highveld United Transport — received a final warning for staying away from work last week.

Mr Maduke Rankholo, Tawu's general secretary, said these workers had participated in a three-day protest called by Nactu and the Congress of SA Trade Unions.

He said in other cases — related to the protest against the Labour Amendment Bill — 32 workers were locked out at Lebowa Transport's Bapedi depot and 10 dismissed by Express Cartage management.

"The 10 workers will have to come with their union representatives for a meeting with company lawyers today," Mr Rankholo said.

NEWS briefs

Labour talks

COSATU has accepted the Minister of Manpower's invitation to hold talks on the controversial Labour Relations Amendment Bill.

The meeting will, however, take place only on condition that Mr Pietie du Plessis accepts Cosatu's agenda which includes:

- The acceptance of the International Labour Organisation's jurisdiction and determination of the complaint Cosatu has laid that the new Bill was a breach of international standards,
- A private arbitration on the new labour amendments on the basis of proposals submitted to South African Consultative Committee on Labour Affairs, and
- Suspension of the Bill pending the outcome of the meeting between Mr du Plessis and Cosatu

Meanwhile, the National Council of Trade Unions yesterday rejected the Minister of Manpower's invitation to a meeting to discuss the Bill.

Nactu official, Mr Phandelani Nefolovhodwe, said a meeting between the 500 000 member federation and Mr Pietie du Plessis could not take place until:

- All detained trade unionists were released,
- The 17 restricted organisations were unbanned, and
- The state of emergency is lifted

tinuing, police said.

Dr Kim Mizrahi carries the

Union request on Bill: employers to respond

Star 13/6/88

By Tim Cohen

Employers will respond today to a union plea that the Labour Relations Amendment Bill be submitted to an independent tribunal for scrutiny on whether it meets Western standards.

The Congress of South African Trade Unions (Cosatu), which called for the three days of protest action over the Bill with the National Congress of Trade Unions (Nactu) last week, made the suggestion in a letter to the SA Co-ordinating Committee on Labour Affairs (Saccola).

Cosatu proposed last week that the Bill be referred to a panel chaired by a former judge, Mr L

Ackerman, now chairman of the Stellenbosch University law faculty.

The chairman of Saccola, Mr Bobby Godsell, said he was glad the unions now seemed prepared to discuss the content of the Bill.

Employers regarded the Bill as good legislation, but "are naturally willing to see good legislation made better".

As to Cosatu's claim that almost 2 000 workers had been dismissed and another 1 000 faced disciplinary action after the stayaway, Mr Godsell said Saccola regarded the union's action as punitive and the punitive response by employers was not unexpected.

Protest aftermath:

Dismissals on the increase

Sowetan 14/6/88 143

MORE dismissals resulting from last week's protest against the Labour Amendment Bill were yesterday reported in different sectors.

In Soweto, workers employed by Mzamo Moleko Enterprises claimed they were dismissed after failing to report for duty during the three-day protest. These workers said the dismissals had led to the temporary closure of the company's three liquor outlets in Dobsonville, Diepkloof and Moletane.

Mr Jackie Motlogeloa, a director of the company, could not be reached for comment yesterday.

• A spokesman for the National Council of Trade Unions said dozens of the federation's members were fired and others threatened with dismissal.

He said 97 members had been dismissed and 655 others given final warnings.

• At least 75 members of the National Union of Furniture and Allied Workers who took part in the protest have lost their jobs in Tzaneen, reports MATHATA TSEDU.

Sixty-eight of them were fired on Friday by Hunt Leichers and

Hepburn (HLH). The other seven are from Hickson Timber Preservation.

An HLH spokesperson yesterday confirmed that 68 workers had been dismissed for not reporting for work from Monday to Wednesday last week. The spokesperson said any dismissal had the potential of "negative repercussions." He said the company was in touch with the union.

A spokesperson for Nactu, Mr Phosakuwa Mashele, said many other firms that were affected by the protest had given workers last written warnings. He said some had refused to sign them. More than 3 000 workers are estimated to have lost their jobs as a result of last week's protest which was called by both the Nactu and the Congress of South African Trade Union (Cosatu).

By **LEN MASEKO**

Meanwhile a strike by more than 300 bus drivers in the Maritzburg area has been resolved, a spokesperson for their union said.

The bus drivers, who belong to the Transport and General Workers Union, had embarked on a strike in protest against

the dismissal of their colleagues employed by Sizanani KwaZulu Transport. These workers were dismissed for staying away from work during last week's protest.

A spokesman for the TGWU said the strike was called off after the bus company reinstated all workers dismissed after the stayaway.

Bid to thrash out differences on Bill

Star 14/6/88

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By Mike Siluma,
Labour Reporter

The search for employer-union consensus on the Labour Relations Amendment Bill will move a step further with a meeting on Friday between the SA Consultative Committee on Labour Affairs (Saccola) and the second largest black worker federation, the National Council of Trade Unions (Nactu).

Saccola is expected to respond today to the suggestion by the Congress of SA Trade Unions (Cosatu) that the dispute over the Bill's likely effect be referred to a neutral tribunal. Cosatu has suggested a former judge and chairman of the law faculty at the University of Stellenbosch, Mr L Ackerman, as president of the tribunal.

The Labour Bill, seen by many unions as an attack on their rights, was one of the issues to spark a three-

day work and school stayaway last week. Employers have maintained that the Bill was a "positive and even-handed" development.

Saccola chairman Mr Bobby Godsell said yesterday that Saccola would convey its response to the Cosatu proposal today. The tribunal would be asked to adjudicate on the different interpretations of the Bill.

● The Star's correspondent in Cape Town reports that the Labour Relations Amendment Bill has reached its final stages.

The Bill went back to the standing committee for further discussion on amendments which were completed yesterday.

Chairman Mr James Cunningham said the committee had "fairly long" discussions yesterday and the Bill would probably be placed on the order paper of all three Houses later this week.

Four metal unions decide to hold wage strike ballot

Str 14/6/88
By Mike Siluma, Labour Reporter

Four unions, representing nearly 129 000 metal workers, have decided to hold wage strike ballots after declaring themselves in dispute with industry employers

The decision by the National Union of Metalworkers (Numsa), the Electrical and Allied Workers' Trade Union of SA, the Steel Engineering and Allied Workers' Union and the Engineering and Allied Workers' Union to hold strike ballots followed the failure of a Industrial Council meeting last Friday to facilitate an agreement between unions and employers.

The four are affiliates of the International Metalworkers' Federation (IMF).

The other union grouping at the talks, the Confederation of Metal and Building Unions (CMBU), representing about 80 000 mostly skilled workers, is likely to reach a settlement with employers

A spokesman for the IMF unions, Mr Peter Dantjie, said they had decided to hold a ballot among members on June 20.

Meanwhile, annual wage negotiations between the National Union of Mineworkers (NUM) and De Beers Consolidated Diamond Mining Ltd will resume on Monday with the NUM demanding a 27 percent increase for about 8 000 workers

An NUM spokesman said yesterday that at a meeting between the two parties on Friday, De Beers had offered an across-the-board increase of 8,5 percent.

Comment from De Beers was unavailable at the time of going to press.

● NUM is due to meet the Chamber of Mines tomorrow for further wage negotiations for 1988.

We're not
part of ⁽¹⁴³⁾
Star 14/6/88
ANC, says
Nactu ⁽¹²⁾

The reimposition of the state of emergency, "with its draconian provisions", would turn South Africa into a totalitarian state, the National Council of Trade Unions (Nactu) warned yesterday.

Nactu said it rejected Government allegations that the federation was "an appendage of the ANC and the SA Communist Party", referring to a statement last week by Law and Order Minister Adriaan Vlok that Nactu was one among organisations being manipulated by banned organisations such as the ANC.

'FRAUDULENT'

"We challenge the Minister to prove his unfounded claims in public. Nactu takes exception to this fraudulent allegation, which is fomented to justify contemplated State action against Nactu.

"The extension of press clamps is a serious erosion of the freedom of the press and the people's right to information (and) to legitimise discredited (State) organs such as the SABC as the sole source of information"

Nactu to fight 1 200 protest firings

CAP-Trade 14/6/88

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Own Correspondent

JOHANNESBURG — The National Council of Trade Unions (Nactu) is investigating legal and industrial retaliatory actions open to it against employers responsible for the dismissal of workers who participated in the stayaway last week, assistant general secretary Mr Pandelani Nefolovhodwe said yesterday

He said Nactu was prepared "to fight to the limit" to secure the right of workers to peaceful protest — even if this meant going to the Industrial Court

Mr Nefolovhodwe said Nactu was negotiating the reinstatement of the 1 200 members of its affiliates dismissed over the past week. The national shop stewards division was also exploring further action against management in defence of dismissed workers, he said

Mr Nefolovhodwe said last week's protest was not directed at management — workers simply heeded the call for the rejection of the Labour Relations Amendment Bill

Yet employers acted in a way that corresponded with the government

He warned employers to stop supporting government action against workers, he said

● Major employer organizations yesterday predicted a low-key business response to the traditional observance of the June 16 anniversary this week, although they said its juxtaposition with last week's stayaway would probably irritate many employers

Assocom manpower spokesman Mr Vincent Brett said employers recognized the day's significance and had become accustomed to production losses on the day. He said many had negotiated the day as paid leave with trade unions, while others were prepared to allow individual employees to take leave on the day

The Federated Chambers of Industries spokesman, Mr Gerrie Bezuidenhout, said the FCI guideline was, where special arrangements had not been made, for a policy of no work, no pay, no discipline.

Seifsa director Mr Brian Angus said his organization was making no recommendations to members other than to apply a policy of no work, no pay. The question of disciplinary action was up to individual employers

Nactu warns employers of retaliation

NACTU was investigating legal and industrial actions in retaliation against employers who dismissed participants in the stayaway last week, assistant general-secretary Pandelani Nefolovhodwe said yesterday.

He said Nactu was prepared "to fight to the limit" to secure the right of workers to peaceful protest — even if it had to go to the Industrial Court.

Nefolovhodwe said Nactu was negotiating the reinstatement of the 1 200 members of its affiliates dismissed during the past week. The

national shop stewards division was also exploring more action against management.

ALAN FINE reports Cosatu yesterday expressed concern at what it saw as foot-dragging by employers in response to its proposal that the Labour Relations Amendment Bill be referred to independent arbitration over whether it complied with mutually agreed principles

Spokesman Frank Meintjies said Cosatu and SA Consultative Commit-

tee on Labour Affairs (Saccola) lawyers had met to thrash out the technicalities involved in such an exercise. However, Saccola had not yet accepted the proposal in principle.

He said the matter was urgent in that it would help to defuse the tensions that had built up between business and labour.

He felt direct talks between Cosatu and Saccola on the Bill would probably not be productive, since that had already been tried and had failed

Saccola spokesmen could not be reached for comment.

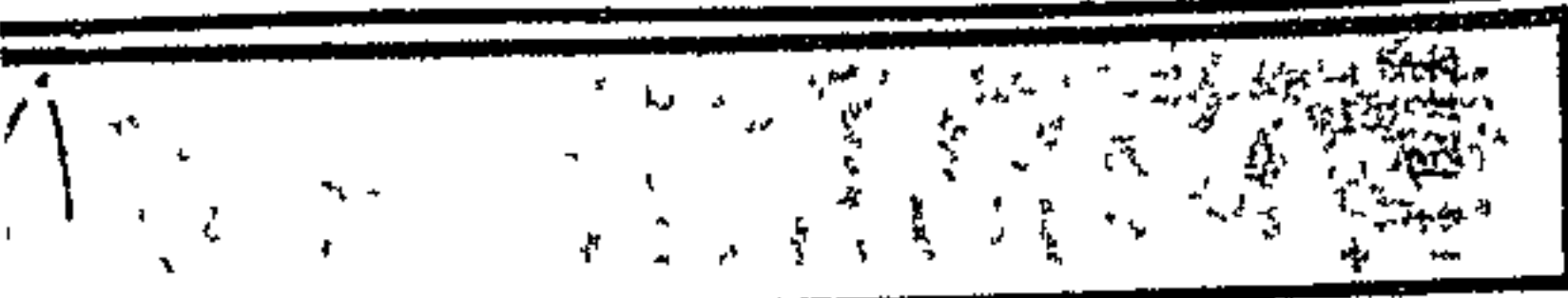
BRONWYN ADAMS

11/3/88
11/6/88

Agreement reached

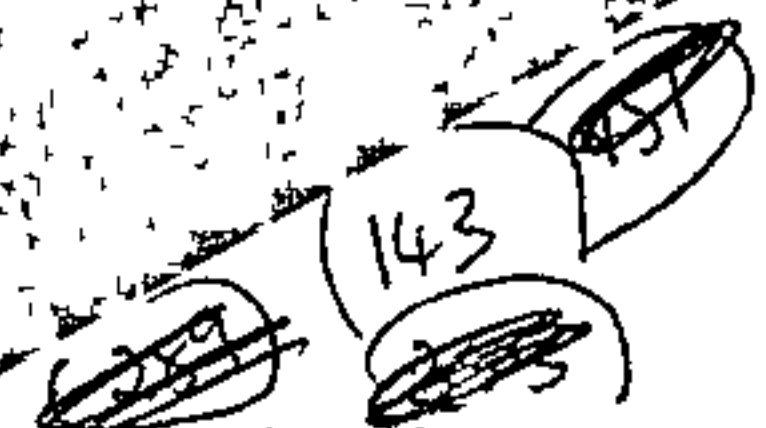
THE Food and Beverage Workers Union has reached an agreement with Sasko Bakery in Tzaneen over wage increases, it was announced yesterday. Mr Moss Mahasha, an organiser of the National Council of Trade Union in the North Eastern Transvaal, said the agreement was for an across the board increase of R18 a week and a minimum wage of R99 a week. The agreement, to take effect on July 1, also covers annual leave, extension of housing loans and reduced prices for staff members buying at the bakery. A company spokesman confirmed that an agreement had been reached with the union.

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Secret vote nears end

*Southern
15/6/88*



THE long, drawn-out secret ballot by about 7000 Durban hotel workers, who have declared a dispute against the Federated Hotel Liquor and Catering Association of South Africa over wages and working conditions, looks set to be completed by the end of this week.

The union is an affiliate of Nactu

The ballot — probably the longest ever conducted — began on May 16 and will be a month old by the end of this week.

President of the Natal Liquor and Catering Trades Employees Union, Mr Ronnie Kisten said that the delay had been caused because there was a lot of work involved in conducting the ballot at more than 120 establishments.

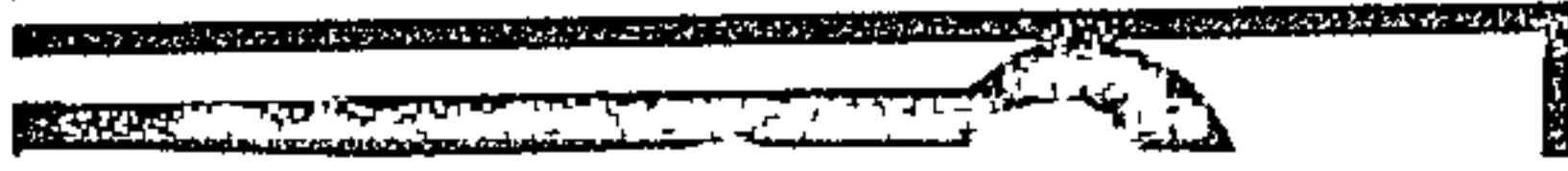
"We sometimes spend nearly a week in one

hotel alone because our members work different shifts. But we are likely to finish by the end of this week," he said.

The delay was also the result of the vast geographical area covered by the Industrial Council, he said.

Mr Kisten said although the dispute was against hotel, liquor or catering establishments belonging to Fedhasa, workers at Southern Sun establishments had to be included in the ballot because they fell under the jurisdiction of the Industrial Council.

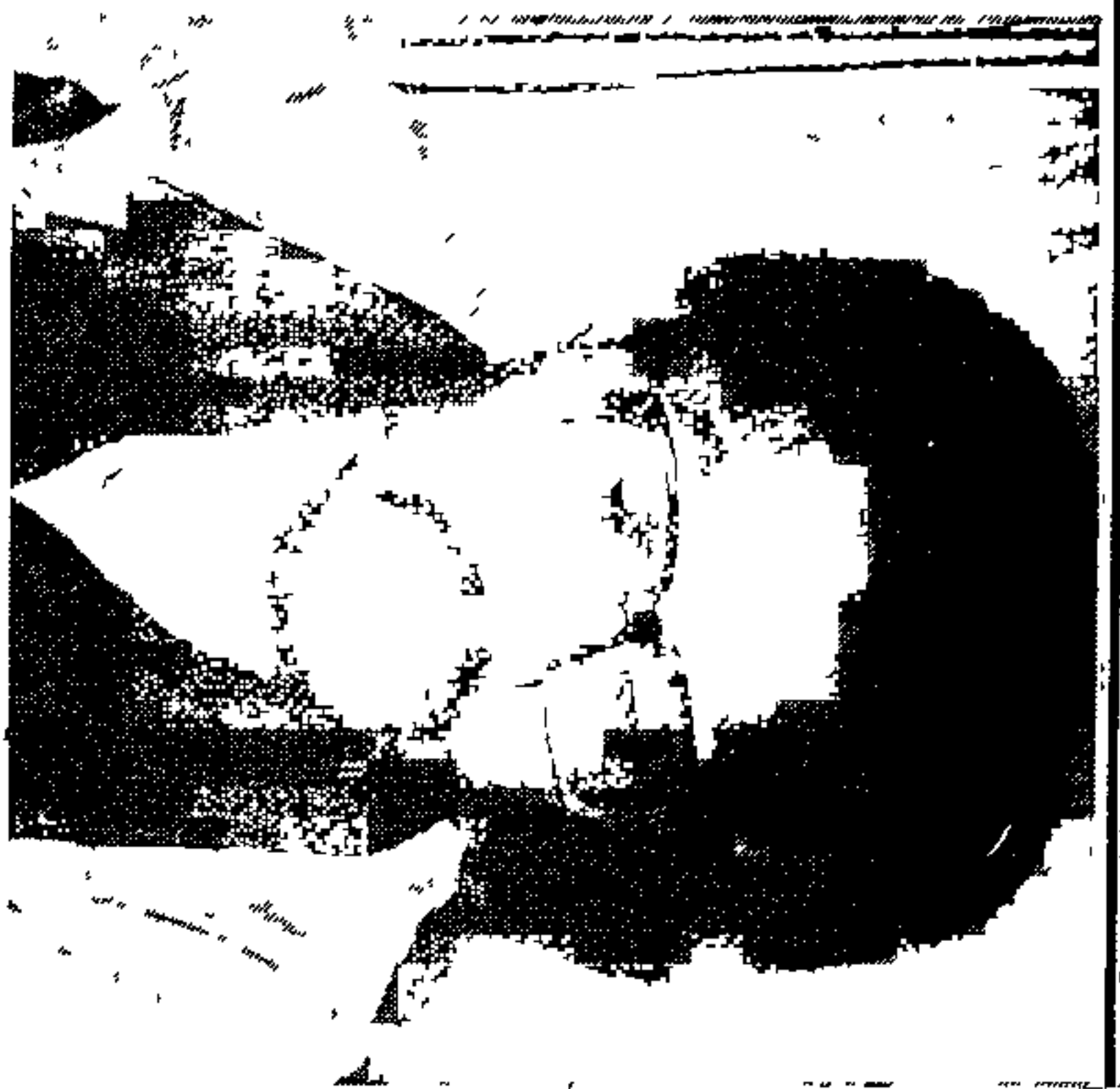
The union has demanded an across-the-board increase of R200 a month. Fedhasa has offered increases of up to 32 percent to be paid in two phases, with the first R58 on March 1 and the second of R30 on October 1.



NACTU BOSS STOPPED AT ROAD BLOCK

Sowetan 15/6/88

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NACTU president Mr. James Mandaweni.

NATIONAL Council of Trade Unions

president, Mr James Mandaweni, was questioned for three hours after being stopped at a roadblock on his return from a meeting in Phalaborwa at the weekend, Nactu said yesterday.

Mr Mandaweni and three shop stewards were stopped at a roadblock 5 km outside Phalaborwa on their return from a

Nactu meeting

They were taken to the Phalaborwa security police offices where Mr Mandaweni was questioned about Black Consciousness, Nactu policy on disinvestment/sanctions, and a document found in his possession

“Nactu condemns these intimidatory actions Nactu will not be intimidated by these actions, but will continue to defend workers’ interests and carry on the workers’ struggle,” the council said — Sapa

• Police had not responded to a telex enquiry about the matter by the time of going to press

Moon or in orb, but the
 a three-year you em-
 they may be deadl any

SPORTS

63 deliveries after
 Australians had
 sent in to bat.

Opener David
 was top scorer with
 5 runs.

SCOREBOARD

AUSTRALIA
 Boon c and b De Silva
 Marsh c De Alwis b
 Ramanyake
 Jones c Gurusinghe b De
 Silva
 Border c Mahanama b De
 Silva
 Veletta run out
 Waugh not out
 Dyer run out
 Dodemaide c Mahanama b
 Ramanyake
 McDermott not out
 Extras

Total (for 7 wickets, 50 overs)
 Fall of wickets 157, 284, 3, 4189, 5/189, 6/224, 7/238

Border 9-0-55al
 Labrooy 9-0-38-0 Amalean 6-1-
 0, Ramanyake 7-1-33-1, De Sing
 10-0-58-3, Ramanyake 9-0-47-0-1er-

SRI LANKA
 Mahanama c Dodemaide b
 Waugh
 Gurusinghe c Dyer b
 Dodemaide
 De Silva b Dodemaide
 Ranatunga c Border b
 Dodemaide
 Madugalle c Border b
 Waugh
 Tilakaratne c Dyer b May
 Ramanyake b Whitney
 De Alwis c Marsh b
 Dodemaide
 Ramanyake c Jones b
 Waugh
 Labrooy lbw b Dodemaide
 Amalean not out
 Extras

Total (44.2 overs) 12, 220
 Fall of wickets 12, 220, 4/49, 5/50, 6/78, 7/82, 8/118, 9/118, 10-0-26-1, Waugh 10-2-34-3, 10-3-49-1, Jones 2-0-16-0

Result Australia won
 runs — Sapa-RNS

A more difficult year ahead for organised labour

Alan Fine: Johannesburg

though, employers are implicitly or explicitly saying that there is a limit to the amount they are prepared to pay.

This manifested itself in the several major tests of strength. In general — although there were some exceptions — employers showed they had the resources to win these contests of power.

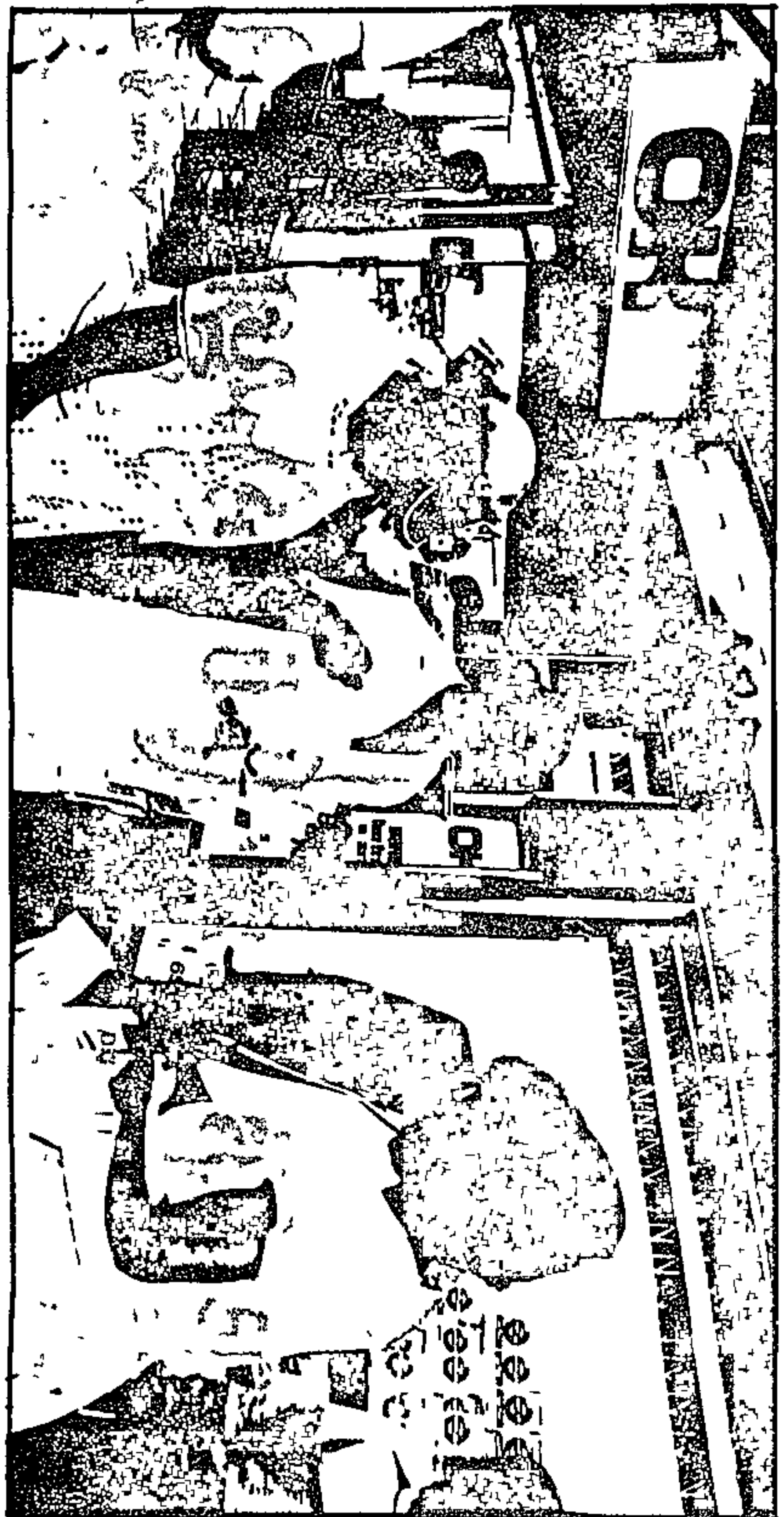
This, of course, gives the lie to the official explanation for government's main contribution to labour relations in 1987 — the Labour Relations Amendment Bill.

It has been contended that the Bill — which, among other things, cuts back on the freedom to strike, facilitates legal action by employers for damages in unlawful strikes and more narrowly defines unfair dismissals — is necessary to even out the balance of power which has swung too heavily in the unions' favour.

A more logical explanation is that the Bill will be the most subtle feature of a government campaign against militant and political unionism in 1988.

In another, Security Police chief Johann van der Merwe warned that Cosatu and other lawful extra-parliamentary organisations, including Manpower Director General Piet van der Merwe, believe could have been avoided had Sats been covered by existing labour legislation.

Even more worrying for Cosatu than the Bill are two recent police statements. In one the Commission links with



4/1/88
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township organisations in Alexandra. There is a belief in union circles that the Mayekiso trial is seen by the State as a test case which could presage a crackdown on other unions linked to youth and community organisations.

Where does all this leave the three main actors on the labour relations scene?

As Cosatu has accurately pointed out, if 1987 was a difficult year for organised labour, 1988 will be even worse.

The challenge for unions will be to develop strategies to deal with these difficulties. Is attack the best form of defence, or should the emphasis be on retreat and consolidation?

Are high-profile political campaigns — like the moderately successful two-day stayaway around the white general election last May — feasible in 1988 without evoking an even more powerful State response? Or are more limited methods and less ambitious targets necessary for now?

The authorities, for their part, must surely devote some thought to the advisability of tightening their grip on labour relations.

Despite the setbacks unions have already suffered, and the crises still to come, employers would be unwise to expect them to become pushovers in 1988. One should not expect any significant fall in wage settlement levels.

One reason the system has worked over the last eight years is because the rules of the game were perceived by labour as tolerable, if not altogether satisfactory.

And if the government clampdown materialises employers can expect to come under substantial pressure from unions to become involved — both through non-use of the more objectionable aspects of new labour legislation and intervention to protect the civil liberties of those individuals and organisations that become targets of government action.

The planned changes could have precisely the opposite effect than intended — abandonment by unions of official channels — if the costs of conformity are perceived as outweighing non-adherence.

For the unions, there are targets of government action that become

troubled at Mercedes Benz of SA

Train horror: Total now 8

DANIEL SIMON

A TOTAL of eight Afcol workers were thrown off moving trains on Thursday and Friday, and a ninth Afcol worker was found murdered on Saturday last week, a union source said yesterday.

The source, an official of the National Union of Furniture and Allied Workers' (Nufaw) said this brought to two the number of Afcol workers killed. Others were in hospital in a critical condition. He said some had been forced to jump after suffering multiple stabbings.

The ninth victim, known only as "July", was found in the Langlaagte

area and had apparently been abducted after leaving work on Friday night.

Asked if Paper Printing Wood and Allied Workers' Union (Ppwaw) members were involved, spokesman Sydney Mafilika said. "We dissociate ourselves from any violence." Witwatersrand police spokesman Lt Pierre Louw said police could only comment on the four cases which had been reported.

● To Page 2

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Eight workers thrown off moving trains

The Nufaw official said that, on Thursday, Highpoint Furniture employee Daniel Cerro, 30, and Transvaal Mattress & Furniture Co employee Isaac Mentor, were abducted in separate incidents, taken on to trains, beaten up and then thrown off.

"On Friday, Johan Leisering, 50, and William Rosenberg, 18, both employed by Parker Knoll in Langlaagte, were abducted at Croesus bus stop and forced on to a train at Croesus station.

"The two were beaten up and stabbed before being told to jump off a moving train as it left New Canada station. Leisering received five stab wounds and Rosenberg two. All these people were Nufaw union members."

Witwatersrand police said earlier this week that four other men, working for Transvaal Mattress & Furniture Co, were thrown off a moving train between Crown and Booyens railway stations last Friday. One, Johan Abrams, 56, was killed.

Three others in a critical condition in the Johannesburg Hospital are Jappie Fuzel, Isha Singh and Dirga Hanirida

● From Page 1

Death leads to close watch on trains

17/6/88 Crime Reporter

Police are closely monitoring passenger security after four men were flung from a moving train in Johannesburg last week, a Pretoria spokesman said yesterday.

Sats is also co-operating closely with police to prevent any more incidents, a transport services spokesman said.

Four cases, one fatal, of people being flung from moving trains have been reported to police.

The Afcot furniture manufacturing company could not confirm whether nine of its workers were last week thrown from moving trains as their factory staff were on strike, a spokesman said yesterday.

He was reacting to a report in a morning news

paper which quoted a National Union of Furniture and Allied Workers (Nufaw) source as saying nine workers, one of whom died, were flung off trains on Thursday, Friday and Saturday.

"We are unable to confirm this report because there is a strike on in Afcot factories," said Mr George Kinmont, Afcot Group Human Resources sirector.

At the time of going to press, Nufaw could not be contacted for comment.

● The man killed last week was Mr Johannes Abraham of Eldorado Park. Those injured were Mr Jappie Fayzel, Mr Ibhae Singh and Mr Dirga Hamrida

They were flung from a train between Booyens and Crown stations in Johannesburg on Friday.

Headers should bear this in mind in assessing what is happening in the country.

of the "Nationals" held in Maritzburg (1987) this aim is not far out of reach. "Skydiving is something

of the very few female competitive skydivers in South Africa. There are many female jumpers who attend

team, she said. "I'm not trying to compete against them to prove myself as a woman, but to fit in with them."

Second man thrown off train dies

Star 18/6/88

(143)

A SECOND man has died after being thrown from a moving train last week.

Mr F Jappie died in hospital yesterday. He was among four men known to have been flung from trains in the Johannesburg area last week.

The other man killed was Mr Johannes Abraham of Eldorado Park.

Mr I Singh and Mr D Hanriden are still in hospital. Mr Singh is in a critical condition.

They were flung from a train between Booyens and Crown stations in Johannesburg on Friday.

Police say they intend to monitor the security situation on trains closely.

SATURDAY STAR REPORTER

The SA Transport Services was also co-operating closely with police to prevent more incidents, said a Transport Services spokesman.

The Afcot furniture manufacturing company could not confirm wheth-

er nine of its workers were last week thrown from moving trains as their factory staff were on strike, a spokesman said on Thursday.

He was reacting to a report in a morning paper which quoted a National Union of Furniture and Allied Workers' (Nufaw) source as saying

nine workers, one of whom died, were flung off trains on Thursday, Friday and Saturday.

"We are unable to confirm this report due to the fact that there is a strike on in Afcot factories," said Mr George Kinmont, Afcot Group Human Resources Director.

ANCE TO WIN R120 000 IN OUR COMPETITION - SEE PAGE 19

YOUR COMPREHENSIVE A-Z ASSOCIATION GUIDE IS INSIDE

own goals, Patrick had manager Mr Ken da what he describes as "an soccer "The first goal came land temporary expedient in The

19/6/88 c press (143)

R70 000 for security staff

By VASANTHA ANGAMUTHU

A DURBAN security firm has agreed to pay a backlog of R70 000 to 105 employees.

Negotiations between the National Council of Trade Union's Vukani Guards, the Allied Workers Union and React Family Protection Services resulted in the out-of-court settlement.

React has also agreed to work out a recognition agreement with the unions to consider union access to facilities, recognition of shop stewards at a plant-level and stop-order facilities.

Nactu spokesman Siza Ntshakala said the latest offer from React would be taken back to the rank-and-file membership for acceptance. He said membership had refused the first two offers from React.

"The new agreement of a total of R70 000 paid in a lump-sum to employees

goes hand-in-hand with the other concessions the company agreed to. They have also agreed, with the latest offer, to include an across-the-board increase of R30-a-month to workers," he said.

The Vukani Guards and the Allied Workers Union applied in April to the Supreme Court for the backlog to be paid.

They union said the company had paid employees less than the wage set out in the Wage Determination Act, Security Services, of 1981, and had ignored recent changes in legislation by continuing to pay low wages for the long hours they worked.

The union said security workers were previously paid R262 a month for 60 hours a week, working either a 12-hour day from Monday to Friday, or 10 hours a day from Monday to Saturday.

According to the changed legislation, security workers should be paid at least R282 a month.

Nactu president held after road block

1916188 (143)
C Press

NATIONAL Council of Trade Unions President James Mndaweni was detained for three hours after being stopped at a road block on his return from a meeting in Phalaborwa, at the weekend, Nactu said this week.

Mndaweni and three shop stewards were stopped at a roadblock 5km outside Phalaborwa.

They were taken to the Phalaborwa security police offices, where Mndaweni was questioned about black consciousness, Nactu policy on disinvestment and sanctions, and about a document found in his possession. Mndaweni said his correspondence and the minutes of Nactu's central committee meeting were photocopied.

"Nactu condemns this intimidatory action. Nactu will not be intimidated, but will continue to defend the workers' interests and their struggle," the council said.

Nactu, Saccola opt for mediators

143 By Mike Siluma
Labour Reporter

The National Council of Trade Unions (Nactu) and the SA Employers' Consultative Committee on Labour Affairs (Saccola) will set up a committee of experts to try and resolve their differences over proposed changes to

labour legislation

In separate statements after a meeting on Friday, Saccola and Nactu said a "small committee of experts", nominated by each side, would be established

The Nactu delegation was led by its president Mr James Mndaweni

Star 20/6/88
while Mr Bobby Godsell headed the Saccola team

Nactu said the purpose of the meeting was "to further explore ways and means of clarifying each other on issues of agreement and disagreement concerning the Labour Relations Amendment Bill"

A Saccola statement said the proposed committee would meet early this week

The meeting was a sequel to one held on June 3 between Nactu and Saccola. It is hoped that the working group will be able to commence its activities early next week

70 | 1988
**Four unions
set to hold
strike ballot**

ALAN FINE

THE four metal industry trade unions affiliated to the International Metalworkers' Federation (IMF) are due to begin a strike ballot of more than 100 000 employees over the deadlock in the 1988 wage talks with Seifsa.

IMF local secretary Brian Fredericks said on Friday that, in the event of workers voting to strike, the action could begin on July 4. But he and other union spokesmen issued an appeal to Seifsa to reopen the wage talks, saying an industry-wide strike was avoidable.

Fredericks said the unions — which include Cosatu's National Union of Metalworkers of SA and Nactu's Steel, Engineering and Allied Workers' Union — were open to any serious new offer from employers. Seifsa has offered an hourly increase of 41c on the minimum rate, taking it to R3,02.

Seifsa director Brian Angus said yesterday he had noted the IMF request and would discuss it with members this week.

Fredericks said employers who facilitated balloting on company premises during working hours would be invited to observe the voting and counting process. Angus said Seifsa had recommended that members permit balloting on premises, but after working hours.

400 DOWN TOOLS

ABOUT 400 members of the Media Workers' Association of South Africa, downed tools at six of Perskor's Transvaal plants in support of their wage demands, a Mwasa spokesman said.

The spokesman said Perskor employees demanded a weekly wage of R180 while the newspaper company offered R100

Swetum 25/6/84
She said the industrial action was sparked by Perskor's refusal, for a second time, to recognise the jurisdiction of the industrial council for the printing industry

Perskor plants affected by the stoppage include Doornfontein, Benoni and Pretoria. Perskor management declined to comment yesterday

A meeting between the

union and Perskor was scheduled to have taken place at the Industrial Council last Friday, but was cancelled after the company questioned the council's jurisdiction over the dispute, according to the Mwasa spokesman

The two parties resumed negotiations yesterday in a bid to end the strike

Voting on whether ~~to~~ to strike

SAF 21/6/88

By Adele Baleta

Four metal unions, representing more than 100 000 metal workers, held strike ballots yesterday following deadlock of the 1988 wage negotiations with the Steel and Engineering Industries Federation of South Africa (Seifsa).

Balloting is to continue today and tomorrow. The results will be released on July 2, a National Union of Metal Workers' (Numsa) spokesman said.

MEETING FAILURE

The decision by Numsa, the Electrical and Allied Workers' Trade Union of SA, the Steel Engineering and Allied Workers' Union and the Engineering and Allied Workers' Union to hold strike ballots followed the failure of a special Industrial Council meeting to facilitate an agreement between unions and employers.

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Students ^{still} trickle back ^{21/4/86} to campus ^{21/4/86}

There was "some measure of attendance" at the University of the North yesterday after students had refused to attend classes since June 13, a spokesman for the university said.

The spokesman said that because of violence, arson and looting since the state of emergency was imposed on June 12 1986, army personnel had been on campus. However, their presence had been phased out after negotiations in December.

Union wins ¹⁴³ 'holidays' ^{21/4/86} in the Cape

CAPE TOWN — The first agreement in the western Cape granting paid holidays on the three main "alternative" anniversaries has been signed.

It was concluded between the Electrical and Allied Workers' Trades Union and Renak, manufacturers of printed circuit boards.

The agreement grants March 21, May 1 and June 16 as paid holidays.

It also grants a minimum wage of R4,01 an hour, a service bonus of 10c an hour after the first year — and 5c an hour each year after that. — Sapa.

Union first for W Cape

Cape Times
21/6/68 Staff Reporter *1143*

A UNION "first" in the Western Cape metal industry — an agreement which includes granting labourers paternity leave and a minimum of R781 a month — was signed at a Diep River factory yesterday.

According to Mr Brian Williams, assistant general secretary of the Electrical and Allied Workers' Trade Union (EAWTU), the agreement with Renak Pty Ltd, a factory which hires 110 workers to make electrical circuit boards, was the first signed at factory-level in the Cape metal industry.

Other benefits which were won during six hours of negotiations were a R1 000 death benefit, a third paid holiday on March 25 (which marks Sharpeville and the Uitenhage killings) and paid compassionate leave.

a joint sitting of

BY MATHATHA TSEDU
HISTORY will be made in Pietersburg this morning when the Media Workers Association signs a recognition agreement with the South African Broadcasting Corporation.

It will be the first time that the corporation recognises a black trade union. Union officials in the far northern Transvaal region said the agreement followed protracted negotiations that started last year. Mwasa presently represents over 50 percent of black staff employed at Pietersburg, Louis Trichardt and Guyani. A Perskor subsidiary in Pietersburg, Moresster Printers, has dismissed five Mwasa members for

ON DOTTED LINE SABOTAGE SIGNS

allegedly wanting to resign from the South African Typographical Union, a Mwasa official, Mr Kgalabi Kekana, said yesterday. The five, Mr Richard Rantoto, Mr Silas Mashale, Mr Hendrik Mashakeng, Mr Johannes Kau and Mr

Phlemon Baleka, were dismissed on Wednesday. The dismissals followed a decision by the National Industrial Council of the Printing and Newspaper Industry to reject their application for exemption from Satu membership.

"Our members were told to resign from Mwasa and when they refused they were fired. We are not taking this lying down. A Nactu legal unit and our attorneys are processing the matter. It is absolutely unfair and unacceptable that people

should be forced to belong to a union that they do not want," Mr Kekana said. A Boshoff of Moresster Printers yesterday told the *Sowetan* to write him a letter about the matter in order to get a comment. He then hung

up. "Our members complained about the high subscriptions that are deducted for Satu. On the other hand they have no control over the subscription as the union is dominated by whites. They feel more at home in Mwasa," he said.

Sowetan 22/6/88

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Nactu, bosses talk on Bill

EMPLOYERS and the National Council of Trade Unions are scheduled to meet this week for further talks on the Labour Relations Amendment.

A spokesman for the employer body, the SA Consultative Committee on Labour Affairs, said the two parties had agreed to form a working group to study the proposed amendments to the labour legislation.

He said "This working group will study the Bill in its present form in detail with a view to clarifying the two organisations' understanding of the amendments as well as to clarify where the two parties agree and disagree."

The decision to form a joint committee was taken at a meeting between Nactu and Saccola last Friday.

Conservation

The Saccola spokesman said "We have tried to set up a similar working group with the Congress of SA Trade Unions but have not succeeded so far."

Mr Jay Naidoo, Cosatu's general secretary, was not available for comment yesterday.

• The Black Health and Allied Workers' Union of SA is to hold its annual convention in Johannesburg on Saturday.

Bhawusa's Press officer, Mr J P Moloto, said the convention begins at 8 30am at the Victoria Hotel in central Johannesburg.

He said the union's president, Mr Daniel "TD" Komape, will give both the presidential and secretarial reports as well as the keynote address.

• The Johannesburg Biker Riders' Association holds its monthly meeting in Soweto on Sunday.

The meeting will be held at 1728 Moletsane, and starts at 10 30am. All Jobra members and those wishing to join the association are requested to attend.

• The National Union of Steel and Allied Workers is to hold a report-back meeting with employees from Iscor in Pretoria, and Besaans and Du Plessis at the Laudium Hotel, Pretoria on Saturday.

The meeting will focus on wage talks between the union and Iscor as well as that company's response to a demand by Nusaw for a 50 cents hourly increase.

Nusaw official, Mr Sam Notoane, said Iscor had made a final offer of 40 cents an hour.

He said "The meeting will also discuss a progress report on recognition talks between Besaans and Du Plessis."

Builders' union lock horns with bosses

Scwefom 23/6/88

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THE Building Construction and Allied Workers' Union was locked in a bitter dispute with Pilkington Tiles over the stayaway by the company's workforce during a three-day "national protest" a fortnight ago, a spokesman for the union said yesterday.

Mr Vusi Thusi, BCAWU general secretary, said the company had taken 11 shop stewards belonging to the union to the Industrial Court for allegedly instigating a stayaway by the company's employ-

ees between June 6 and 8. Mr Thusi said union lawyers, at a hearing on June 15, had requested more time to study the details of the case. The case was postponed indefinitely.

He said: "The 11 workers, who were suspended for failing to appear before a company enquiry earlier, have returned to work pending the outcome of the case".

The disciplinary action taken against the 11 stemmed from the call by Cosatu and Nactu for a three-day "national protest" against contro-

versial amendments to the Labour Relations Act. The protest was marked by a mass stayaway by thousands of workers throughout the country.

The union official said the action taken against its members by the British multinational company showed that it supported the controversial Labour Amendment Bill. "The company has said that there is nothing wrong with the Bill", he said.

Mr C J Louw, Pilkington's human resources manager, was not available for comment yesterday.

Labour Update

SHOP STEWARDS

Sowetan 23/6/88

HIT OVER

PROTEST

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Case

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He said "The 11 workers, who were suspended for failing to appear before a company enquiry earlier, have returned to work pending the outcome of the case"

Mr C J Louw, Pilkington's human resources manager, was not available for comment yesterday.

Mwasa holds rally

THE Southern Transvaal region of the Media Workers' Association of South Africa holds a rally at the Regina Mundi Catholic Church on Sunday, the union said yesterday. (143)

The region, the biggest in Mwasa, has invited sister unions in the National Council of Trade Unions, for the rally which starts at 12 noon *Sowetan 23/6/88*

The Congress of South African Trade Unions has also been invited and members of unions affiliated to Cosatu are also welcome to a rally which among other things will focus on worker unity

A number of people have been invited to speak on developments in the trade union movement.

"This is a solidarity rally. We are going to express our aspirations in speeches, song, dance and poetry. We have come a long way. We have a long way to go. On Sunday we will be looking at the past and give each other inspiration for the future," the Southern Transvaal chairman, Sam Mabe said yesterday.

The Southern Transvaal consists of media workers in the Witwatersrand and Vaal areas.

Mwasa rally

THE Southern Transvaal region of the Media Workers' Association of South Africa yesterday released details of the "workers' solidarity rally" it has planned for Sunday noon at Regina Mundi, Soweto. (143) (S) Soweto 24/6/88

National Council of Trade Unions president, James Mndaweni, will speak on "worker unity in action" in the main address for the afternoon

Other speakers include Sakkie Nxuba, of the South African Chemical Workers Union, Miranda Ebenezer, Basner Ngceba, both of Mwasa and Thami Mazwai, Mwasa's outgoing national treasurer

Mafube, a drama group, will give a presentation and poets Don Mattera and Victor Metsamere, will read some of their poetry. The rest of the programme is song and dance

Policies

Southern Transvaal chairman, Sam Mabe, stressed that this was a rally aimed at worker solidarity. All workers belonging to the two federations, Cosatu and Nactu, were welcome. Workers in independent unions that supported the policies of these federations and liberation organisations were also welcome.

"The idea behind this rally is to revive the spirit of comradeship among all workers and we hope all those who share this thinking will come and join us," he added.

CITY PRESS, June 26, 1988

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PAGE 7

Nactu women pledge support for conciliation

By SIBUSISO MABASO

ABOUT 100 women attended the "Leadership and Participation" workshop organised by Nactu's Women's Organisation in Johannesburg at the weekend

The meeting was told many women in trade unions, church groups, students and youth organisations had not yet been canvassed to take positive action in fighting oppression

Agnes Molefe, a convener of the workshop, said

there was a great need for women to continue to strive for justice and reconciliation for all South Africans

"Many odds are currently piled against us, but nothing will thwart the goal we have set ourselves," she said

Women reiterated their pledge to fight injustice and create a just and democratic society.

They also addressed the issue of children and women detainees



MEDIA workers from various parts of the Transvaal yesterday came together to revive "the spirit of comradeship" at a rally at Regina Mundi Church..

Call for unity

Soweto 27/6/88

THERE was no need for the existence of so many organisations fighting for the liberation of the black people, about 800 people attending a rally in Soweto, were told yesterday.

Mr Don Mattera, speaking at the rally organised by the Media Workers' Association of South Africa at Regina Mundi Church, said the black liberation struggle did not belong to either the African National Congress or the Pan Africanist Congress

He urged black organisations to unite in their fight for the liberation of the oppressed. The Africanist and black consciousness movements should join forces in the struggle, he said.

The rally was called by Mwasa to revive "the spirit of comradeship" among the workers.

Mr S'thembele Khala, Mwasa's secretary, told the meeting that the media organisation would oppose "nefarious regulations" requiring the registration of freelance journalists.

Mr Sam Mabe, Mwasa's regional chairman, said "There is no justification for the existence of two labour federations representing black workers."

He paid tribute to the imprisoned political

leaders, the late Steve Biko and "our forefathers."

Speeches at the rally were interspersed with a performance by singer, Abigail Kubheka.

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Labour Update

Ballot count

Sowetan 28/6/88

By LEN MASEKO

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BALLOT results, which may pave the way for a strike by more than 120 000 workers in the metal industry, may be released today.

Mr Brian Fredericks, general secretary of the SA Council of the International Metalworkers' Federation (IMF), said yesterday that officials belonging to four IMF affiliates had begun counting the ballot papers

The four IMF affiliates

are the National Union of Metalworkers of SA, Steel Engineering and Allied Workers' Union, Electrical and Allied Workers' Trade Union of SA and Engineering and Allied Workers' Union

Results

Mr Fredericks said strike ballots were conducted at more than 1 000 factories in the

industry. "Ballot results will be out, at the latest, by Wednesday", he said

The four IMF affiliates have declared a dispute with the employer body, the Steel Engineering Industries' Federation of SA, which represents more than 3 000 firms

The Confederation of Metal and Building Unions have accepted the employers' final offer

Cap Times 28/6/88

To meet Saccola

Own Correspondent

JOHANNESBURG. — Nactu and Cosatu were "seriously considering" joining forces for discussions on labour legislation with the SA Consultative Committee on Labour Affairs (Saccola), Nactu general secretary Mr Piroshaw Camay said yesterday.

He said a Nactu delegation had met with Cosatu yesterday to discuss a joint approach to the talks.

Train deaths

Political Staff

TWO people were killed and 15 seriously injured in train-related incidents on the Bonteheuwel line between April 1987 and March 1988, the Minister of Transport Affairs, Mr Eli Louw, said in reply to a question in the House of Representatives yesterday.

Mr Louw said Mr B Zofushe and Mr J Davids died on trains or in train-related incidents during that period.

Only radical unions against 'strike curbs'

CAP T. A. R. 28/6/88

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By BARRY STREEK

THE only people opposed to the amendments to the Labour Relations Act were the radical trade unions who did not want to obey any rules in South Africa, the Minister of Manpower, Mr Pietie du Plessis, said yesterday

These were the very unions which used intimidation, wanted to make the country ungovernable and bring the economy to a standstill, he said in reply to the debate in the House of Assembly on changes proposed to the Labour Relations Amendment Bill

Despite the opposition of both the Progressive Federal Party and the Conservative Party, the amended bill was passed without a division

Last week, lawyers representing Cosatu unions met Department of Manpower officials to express opposition to the bill, but both the adoption of the bill by the House of Assembly and Mr Du Plessis's strong attack on the "radical" trade unions indicates that little compromise seems possible

Yesterday, the Progressive Federal Party spokesman on manpower, Mr Jan van Gend, said the amendments would disrupt good labour relations, frustrate the process of collective bargaining and lead to increased uncertainty

Mr Van Gend said the standing committee on manpower had declined to amend the most important and controversial clauses, including the ban on

sympathy strikes, intermittent strikes and product boycotts

"The evils in the bill are a manifestation of the Nats' design to squash political opponents by prohibiting all strike action which could be used to exert political pressure"

Mr Du Plessis said he disagreed with every point Mr Van Gend had made.

Many of the trade unions and all the employer groups supported the changes to the definition of an unfair labour practice

Mr Van Gend had said the bill would curb strikes and he agreed with this

"We are going to curb strikes. We are going to curb illegal strikes and I am telling you the moderate trade unions and the mixed unions support this legislation totally."

The South African Consultative Committee of Labour Affairs (Saccola) not only supported the bill but had also published advertisements in newspapers explaining their position

"Who is complaining about it? The only people complaining are the radical unions who do not want to obey any rules in South Africa"

These unions were acting in a way to fulfill the calls by Joe Slovo to make the South African economy unprofitable, and the ANC president, Oliver Tambo, who had said the ANC wanted to disrupt labour relations

"We want to take a firm grip. We want to stop them disrupting the economy."

Police

Perskor management has declined to comment. Perskor plants affected by the stoppage included Benoni, Roodepoort, Nelspruit, Vereeniging, Johannesburg, Bethal and Krugersdorp.

In a front page report yesterday, the *Citizen* said that it regretted that some of its readers had not been able to buy the newspaper from street vendors as a result of the work stoppage, which was sparked off by a dispute between Mwasa and Perskor.

Mwasa said in a statement yesterday. "We object to the presence of police outside the Perskor premises in Doornfontein because we believe this can be provocative to workers who are already unhappy."

"We believe that the Perskor dispute can be resolved if there was a serious commitment on the part of management to enter into negotiations with Mwasa leaders."

"The past negotiations we have held with Perskor management have demonstrated a lack of this commitment which is vital for the maintenance of healthy industrial relations."

Strike into second day

143
Sowetan
29/6/88

A WAGE strike by about 3500 members of the Media Workers' Association at Perskor's Transvaal plants entered its second day yesterday.

The work stoppage follows a deadlock in wage negotiations between Mwasa and the Afrikaans newspaper group. At the centre of the dispute is the company's alleged refusal to recognise the jurisdiction of the Industrial Council for the Printing Industry to mediate in the wage dispute.

A Mwasa spokesman said Perskor employees, who downed tools at six of the company's plants, were demanding a weekly wage of R180 while the newspaper offered R100.

Yesterday, Mwasa members continued with their strike at Perskor's Doornfontein branch under police surveillance. A union official told the *Sowetan*, that management had indicated that it might call in casual workers to replace the strikers.

Mwasa strike at Perskor enters third day

By Mike Siluma, Labour Reporter

The wage strike involving more than 2'000 members of the Media Workers' Association of SA (Mwasa) at 10 Perskor plants entered its third day, today after the collapse of talks

A Mwasa spokesman said Perskor management declared last night it was

not prepared to negotiate further, sticking to its offer of a minimum of R109,46 a week (143) ~~R125~~

The union said it had reduced its demand from R180 a week to R130.

Perskor spokesman Mr Kotie van Heerden yesterday refused to comment on the strike

Natal whites support Indaba, says survey

stor 30/6/88

By Esmaré van der Merwe

The kwaZulu/Natal Indaba political model was favoured by a majority (51 percent) of whites in Natal, an opinion survey conducted between April and May this year has found

Conducted by leading market research firm Mark & Meningsopnames, the survey concluded that 39 percent of the 2 000 white adults surveyed countrywide would vote "yes" if they had the opportunity to vote on the Indaba

This was the first time people were directly asked whether they would vote for or against the proposals.

National level

On a provincial basis, Transvaal followed Natal with a "yes" vote of 41 percent, while 35 percent of Free State and 33 percent of Cape Town residents in the sample supporting the proposals for regionalised political power.

On national level, 45 percent of those surveyed indicated that they "don't know" or "can't say", and 17 percent said they would vote against the Indaba

The Cape Province featured the highest uncertainty (56 percent), followed by Transvaal (43 percent), the Free State (40 percent) and Natal (28 percent)

When the result was analysed according to political party affiliation, most Independent Party (76 percent) voters supported the proposals, with

Progressive Federal Party supporters in close second place (75 percent)

Some 34 percent of National Party supporters and 14 percent of Conservative Party supporters favoured the proposals

A total of 54 percent of NP supporters and 40 percent of CP supporters said they were uncertain about their vote

According to political affiliation, the highest rejection came from CP quarters (46 percent)

Indaba director Professor Dawid van Wyk welcomed the findings as a "clearly affirmative answer" that the Indaba had "majority support among white voters in Natal and throughout the country"

The survey also showed that, despite the Government's protracted failure to formally react to the proposals, more whites in Natal felt the Indaba was making progress than those who believed it was losing ground.

Strong support

Questioned on their feelings towards Chief Mangosuthu Buthelezi, strong support was given to him as "the kind of black leader who could be trusted with power" Some 52 percent of those surveyed agreed with the statement, with 31 percent undecided or neutral and 17 percent disagreeing.

An Indaba spokesman said additional research into the political attitudes of blacks in the kwaZulu/Natal region was in progress

Strikers defy Perskor ultimatum

An estimated 3 500 striking members of the Media Workers Association of SA (Mwasa) have defied an ultimatum to return to work or face dismissal

Mwasa general secretary Mr Sithembele Khala said workers, who walked off their jobs at 10 Perskor plants on Monday, were warned to return by 6 pm last night or face dismissal The deadline was subsequently extended to 9 pm, but Mwasa members ignored the ultimatum and went home

According to the union, workers in Durban have now also joined the strike.

Mr Khala said Perskor management were standing by their offer of a minimum of R118 a week, with an increase of R15 for drivers and a minimum of R109 a week for other workers.

Mwasa is demanding an across-the-board increase of R40 a week.





STRIKERS at Perskor in Johannesburg. The stoppage involving Mwasa members entered its third day yesterday.

Stoppage goes on

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Sawetun 30/6/88

THE wage strike involving more than 3 500 members of the Media Workers' Association of South Africa at 10 Perskor plants entered its third day yesterday after the collapse of talks between union and management.

A Mwasa spokesman said that in a meeting Perskor gave an ultimatum to strikers to be back at work by 6pm last night

which ended about 8pm on Tuesday night, Perskor management declared it was not prepared to negotiate further, sticking to its offer of a minimum of R109,46 a week

According to the union, workers in Durban had joined striking colleagues at Transvaal plants including Doornfontein (Johannesburg), Benoni, Pretoria, Vereeniging, Witbank, Nelspruit, Vereeniging, Bosmont and Krugersdorp

The statement said the union had reduced its demand from R180 a week to R130

Perskor spokesman Mr Kotie van Heerden refused to comment on the strike

Mwasa said that after a stoppage by Perskor workers in May to back their wage demand, Mwasa had proposed industrial council intervention. However, the council could not meet as scheduled on June 24 after Perskor questioned the jurisdiction of the council

"Workers have rejected management's latest offer because it falls far

below what they are demanding," said Mr Khala

• The *Citizen* newspaper, which is published by Perskor, yesterday carried a notice apologising to readers experiencing difficulty in obtaining copies of the newspaper from street vendors. The other Reef newspaper published by Perskor is *Die Vaderland*

INDUSTRIAL RELATIONS - WORKERS' ORGANISATION
CUSA & U.T.P.

JULY — 1988 DEC. ~~1988~~ NOV. 1988

'BOTHHA'S AIMS ARE DIVIDE AND RULE'

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Sundin

THE president of the National Council of Trade Unions, Mr James Mandaweni, yesterday slammed P W Botha's African safari which he said undermined the struggle for liberation in South Africa because the talks were aimed at promoting the "divide-and-rule" strategy after the failure of the campaign to destabilise the frontline countries.

Mr Mandaweni was addressing about 500 people at the GaMatlabe Hall in Ikageng Township, Potchefstroom during the launch of a Nactu regional branch.

Mr Mandaweni said "We do not believe that P W Botha can change anything outside South Africa before he solves the problems that beset this country."

"We have to be masters of our own destiny and work for change. His (Botha) aim is to undermine our struggle by dividing the

Mr DANIEL Thekiso, Potchefstroom branch chairman.

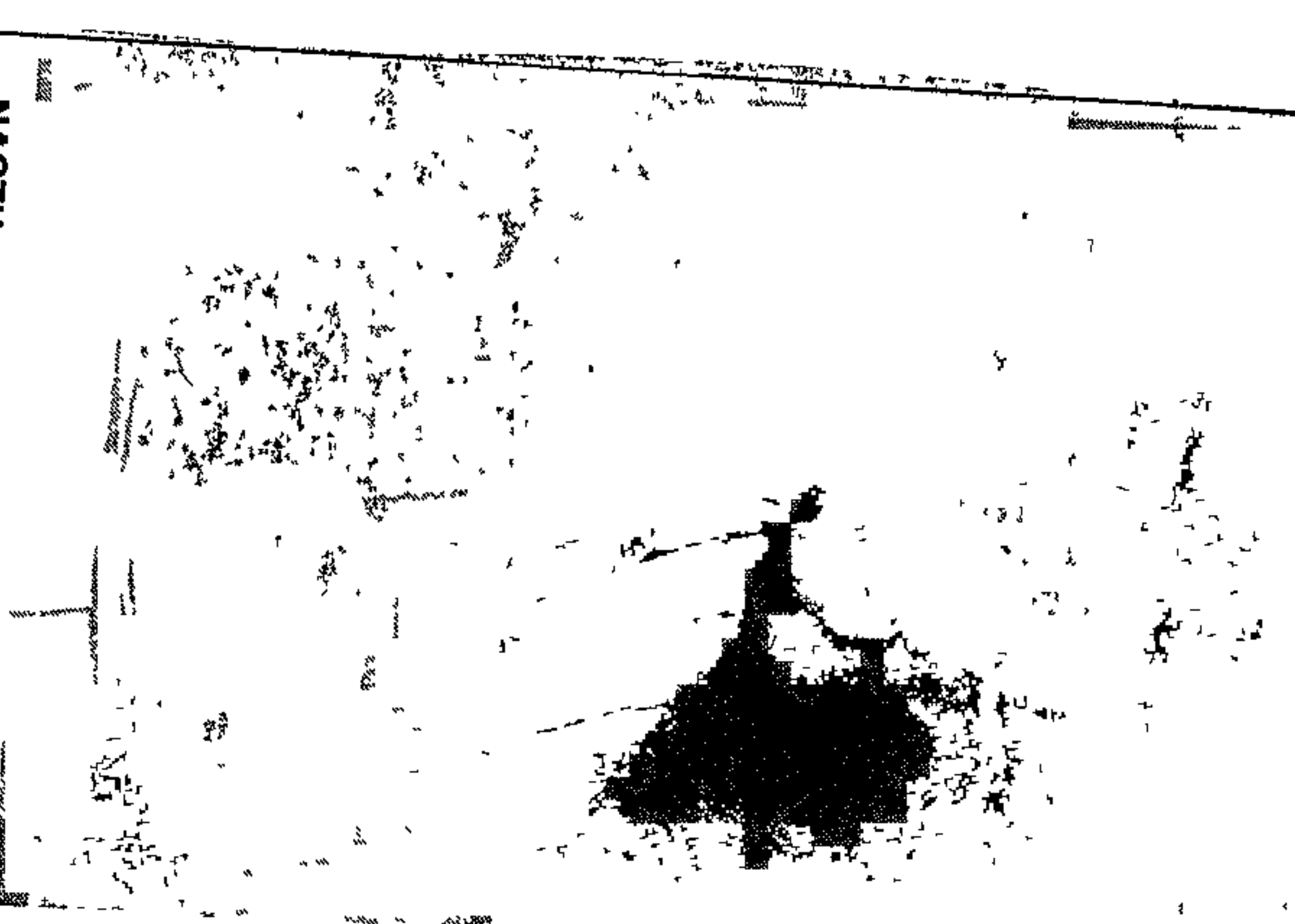
African leaders so that some of them no longer support our struggle for liberation. This divide and rule strategy is the second after the failure of the "destabilisation campaign."

Mr Mandaweni said that Nactu was working for the liberation of the

African masses. The federation had launched an educational programme and conducted seminars to inform its members on several aspects of its programmes. He urged workers to study and learn skills relevant to the upgrading of their lives.

He said it was the task of Nactu members to organise more members so as to strengthen the federation. The federation placed its members first with its worker-control principle which opened all issues for debate to members who were also the only people who should take decisions, not union officials or employees.

NACTU president James Mandaweni addressing members at Ikageng in Potchefstroom.





Union to contest legality of lockout by hotel group

The Argus Correspondent

JOHANNESBURG. — The Hotel and Restaurant Workers' Union intends to bring an urgent application to contest the legality of a lockout by the Southern Sun/Holiday Inn hotel group, a union spokesman said.

The management locked out 3 000 workers at the group's hotels on the Witwatersrand on Monday following a dispute over the recognition of June 16 and May 1 as holidays.

Management spokesman Mr Carl Ludick said 400 to 600 workers had accepted that they may be required to work on May 1 and June 16 and that they would be paid double time.

The company has given workers until Friday to accept the proposal or be dismissed.

IN QUESTION

The union spokesman agreed that some workers had accepted the proposal, but questioned the management's figures.

Mr Ludick said managers, trainees and casual employees were filling the positions of workers who had been locked out. There had been no cancellations of bookings and all facilities were open.

The Karos Hotel group yesterday notified the Commercial Catering and Allied Workers' Union in Cape Town that it intended to take legal action against strikers at the Arthur's Seat, Sea Point.

A union spokesman said the group intended to bring an urgent application restraining workers from picketing or demonstrating near or at the hotel.

The management could not be reached for comment.

Employees at the Arthur's Seat and six other hotels in the Karos group nationwide are still affected by a strike over the dismissal of 125 workers for failing to report for duty on June 16.

FATAL SHOT

● There are conflicting accounts of the shooting yesterday of a worker in the lobby of the Johannesburg Sun.

Police claim that a policeman fired the fatal shot in self-defence.

According to the Hotel and Restaurant Workers' Union, the off-duty employee, Mr John Mkhize, was shot through the heart at close range.

A union spokesman, Mr Alan Hurwitz, said the union's information was that Mr Mkhize attacked another employee, Mr Gift Ngubane, outside the hotel during an argument. A policeman fired at Mr Mkhize.

Hotel spokesman Mr Ludick said: "According to our reports Mr Mkhize stabbed a man with a screwdriver outside the hotel and then ran inside shouting and tried to stab an employee at the reception desk."

The policeman told Mr Mkhize to put down the screwdriver but Mr Mkhize advanced towards him and was shot.

Mr Ngubane is in Hillbrow Hospital.

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Bid to settle Parow strike

Staff Reporter

A WAGE strike involving 180 workers at Mossop and Son leather manufacturers in Parow has been referred to mediation in a bid to settle the dispute.

A spokesman for the SA Chemical Workers' Union yesterday said management had agreed to resort to mediation on October 12.

Workers rejected the company offer of R20 and demanded a R50 increase, to be implemented in two instalments, the spokesman said.

Court orders Southern Suns to end lock-out

ONE TIMES 8/12/88

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SOUTHERN SUNS Hotels yesterday agreed to lift a week-long lock-out of 3 000 workers at 11 Johannesburg hotels following an Industrial Court ruling that the termination of the workers' contracts was invalid

An application by the Hotel and Restaurant Workers' Union (Harwu) that the lock-out be declared unfair was, however, turned down by the court

The court ordered that workers be permitted to return to work and restrained the hotel chain from excluding employees from their premises

Reciprocally, the union undertook that members affected by the lock-out would not engage in strike action or work stoppages, pending the outcome of Section 43 proceedings concerning the dispute over workers' obligation to work on May 1 and June 16

The union was ordered not to conduct strike ballots before the Section 43 proceedings

A union spokesman yesterday told Sapa that more than 200 strikers demonstrated yesterday outside the Johannesburg Sun — scene of the fatal shooting of a striking worker

Meanwhile Sapa reports that, according to a Harwu spokesman, 14 Karos Hotel workers were yesterday detained for picketing

"We have received reports that four strikers from the Safari Hotel, Rustenburg, were detained for picketing and 10 more from the Manhattan Hotel, Pretoria, were also detained," the spokesman said

Cape hotel

workers

w/ Accus 8/10/88

to vote
on strike

Labour Reporter

HOTEL strikes appear set to spread following ballots in the Transvaal

A spokesman for the Liquor and Catering Trades Union (LCTU) in Cape Town said that Southern Sun employees in the Transvaal had voted to strike and voting locally would take place next week

And strikes at Karos hotels in the Cape and Transvaal, backing employee demands for the reinstatement of workers dismissed after taking off June 16, continue

Hearings opposed

The LCTU spokesman said the union also opposed disciplinary hearings scheduled for Monday arising out of the strike at the Arthur's Seat Hotel in Sea Point and there was a fair chance they would not take place

In Johannesburg the Industrial Court has ordered Southern Sun to lift the lockout of about 3 200 workers engaged in industrial action over dismissals following stayaways on June 16 and the cancellation of the recognition agreement

Hotel staff return to work as lockout ends

OWN CORRESPONDENT
CMT 7:15 10/20/88

JOHANNESBURG. — Most Southern Suns employees returned to work yesterday by 7am after a week-long lockout affecting 11 hotels

Southern Suns-Holiday Inns human resource director Mr Karl Ludick said that by yesterday afternoon there had been no reported incidents from any of the hotels and most workers had returned to work according to the agreement

He said that during the past week, Southern Suns had operated on a 50% staff complement of casual labour, students, housewives and some employees

He said he believed Southern Suns had rendered an "average service" throughout the week and had guaranteed the functioning of one bar and one restaurant.

On Friday, Johannesburg Industrial Court member Mr Mohammad Bulbulia ruled that the termination of the contracts of employment of workers locked out by Southern Sun be declared void

Groups vow unity

143
Sweetman
12/10/88

THE National Council of Trade Unions and the New Unity Movement resolved at the weekend to do all in their power to ensure the unity of the oppressed and exploited in the country

• At their weekend meeting held at Lekton

House, Johannesburg, the two organisations said the liberation struggle entailed fights against racism, capitalism and imperialism

In their analysis of the Labour Relations Amendment Act, which became law on September

1, they noted that the Act reversed gains made by the labour movement in the past 10 years

They accused the State and employers of denying workers the right to withhold their power

CAPL TROIS 12/10/88
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Hotel groups spurn unions

JOHANNESBURG ~~Two~~ hotel groups want to cancel their agreements with an alliance of three catering unions, according to an organiser for the Hotel and Restaurant Workers' Union

The alliance had agreements with 54 Southern Sun/Holiday Inns hotels and eight Karos hotels

Mr Allan Horwitz said Southern Sun/Holiday Inns and Karos Hotels had issued notices of termination of recognition agreements with the alliance, made up of Harwu, the Commercial Catering and Allied Workers' and the Cape liquor unions.

Southern Sun/Holiday Inns personnel director Mr Karl Ludick confirmed that he had given notice of termination of procedural agreements as unions within the alliance could not agree on strategies when entering into negotiations with management

A Karos representative would only deny that his management had withdrawn recognition

Mr Horwitz said Harwu would declare a dispute and added that Karos and the alliance were to meet today to discuss re-employment of 125 people dismissed after June 16, pay increases and recognition

Nactu, Cosatu ~~plan~~ plan 'workers summit' ^{WMA} 14-20/10/88

By EDDIE KOCH

TWO major labour federations in South Africa are considering holding a "workers' summit" before the end of the year to discuss ways of dealing with the country's new labour laws and increased state repression.

The National Council of Trade Unions this week announced it had asked the Congress of South African Trade Unions to participate in joint planning of the gathering.

Cosatu's central executive committee was due to meet at the end of the week with the issue of the summit on its agenda. Nactu's request comes in the wake of the banning of an anti-apartheid conference that Cosatu had planned to convene in Cape Town at the end of last month.

There has been some tension between the federations in the past because Nactu members include a significant number of supporters of black consciousness and Africanist ideas while Cosatu has adopted the Freedom Charter, which places a stress on non-racialism, as policy.

But the two federations have increased their levels of co-operation this year in a bid to counter the Labour Relations Amendment Act, which unions believe is designed to hamstring the strength of the country's militant labour movement.

Nactu was considering attending the Cape Town conference even though the Azanian Co-ordinating Committee (Azacco), which represents black consciousness groupings in the country, pulled out just before the gathering was banned.

"We hope to host the summit with Cosatu and jointly work out an agenda and list of organisations that will be invited," said Nactu general secretary Piroshaw Camay. "We would like it to take place before the end of the year"



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CPWU
16/10/88

By **STAN MHLONGO**

HUNDRED and seventy members of the Media Workers' Association of South Africa, employed by Republican Press, go on strike today following the Industrial Council's failure to resolve a wage dispute.

A Mwasa spokesman told *City Press* that the strike follows a successful ballot in which 96 percent of the Republican Press work force voted in favour of a strike.

The strike will affect the production and distribu-

170

Mwasa members on strike

tion of 10 magazines, including *Personality*, *Bona*, *Living and Loving*, *Femina* and *Pace*.

The spokesman said eight months of negotiations between the National

Council of Trade Unions, to which Mwasa is affiliated, and the company had failed to produce positive results.

Nactu official Patrick Mkhize emphasised that the work stoppage was being implemented to persuade management to comply with the grievances of the workers.

Republican Press personnel manager Fanie Gouws refused to comment and said anything concerning the dispute would be reported "in our newspapers".

City Press Show

(143) CP News 16/10/88

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the attack which destroyed most of the impor-

Trade unions call for summit

Opp. Tuts
18/10/88
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JOHANNESBURG

Cosatu and Nactu have expressed support for a joint summit and, conditionally, further talks with the SA Co-ordinating Committee on Labour Affairs (Saccola) to oppose the new Labour Relations Amendment Act

These options were outlined in a Cosatu statement following its weekend central executive committee meeting, and in a letter sent late last week to Saccola

In their letter to Saccola, the Nactu and Cosatu general secretaries — Mr Piroshaw Camay and Mr Jay Naidoo — said the union federations were prepared to continue negotiations provided Saccola called on its affiliates not to take advantage of the clauses singled out in the accord and submitted proposed amendments

Cosatu said the summit was a matter of urgency "as unions begin to deal with the devastating consequences of the new Act"

Employers and unions had jointly asked government to delay the implementation of the legislation

"Numerous interdicts have been lodged against our affiliates resulting in unjust and provocative lockouts of thousands of workers," the statement said — Sapa

various population groups
meaningful dialogue betw
council could signal the

ers to be grouped with those of
have allowed their election post-
three openly support the CP, and

This month the local NP news
where they had been buying food
out of an adjoining white suburb
blacks from an industrial area

Conference is a matter of 'urgency'

Cosatu, Nactu plan a workers' summit

Stev 18/10/88

143

(Handwritten initials)

(Handwritten initials)

By Adele Baleta

South Africa's two largest trade union federations will hold a worker summit to discuss the implementation of the Labour Relations Amendment Act (LRAA).

This was announced in a statement by the Congress of SA Trade Unions (Cosatu) after a central executive meeting at the weekend in Soweto.

Cosatu said details of the summit called jointly with the National Council of Trade

Unions (Nactu) would still have to be finalised

The statement said the conference was a matter of "urgency" as employers had been eager to use offensive provisions of the new Act against the unions

"Numerous interdicts have been lodged against our affiliates, resulting in unjust and provocative lock-outs of thousands of workers"

The summit, the statement said, followed the breakdown of negotiations between Cosatu, Nactu and the SA Consultative Committee on Labour Affairs (Saccola), which had refused to call on its members not to implement six controversial clauses of the LRAA which came into operation on September 1.

"Given Saccola's lack of good faith and their failure to stand by agreed positions, the summit will consider what action the labour movement should take in

support of its legitimate demands," the statement said

● The central executive committee said that most of the thousands of workers dismissed for taking part in the three-day protest against the LRAA in July had been reinstated

● Regarding the municipal elections, Cosatu reiterated its commitment to non-racialism and one person-one vote in a democratic South Africa

The union said it was aware that employers had been urged to use their powers and resources to "encourage" workers to go to the polls and that "any attempt to carry this through will provoke anger on the shop floor"

● Evaluating the banning of the anti-apartheid conference last month, Cosatu said all democratic organisations had to find ways to carry forward the struggle around the conference's key agenda issues which were one person-one vote, repression, the LRAA and housing.

Not guilty

Stanzima of Franskei has pleaded

not guilty. He was handed to the magistrate's court and admitted receiving a total of R100 000 from Visser and receiving a 10 percent commission from Builders and Developers Pty Ltd

8/10/88
sentenced on the preamble of one of the charges receiving R80 000.
to November 7. — Sapa.

200 on strike

ABOUT 200 members of the Media Workers' Association of South Africa yesterday downed tools at Republican Press' Durban factory, Mwasa's general secretary, Mr S'thembele Khala, said the legal strike followed the collapse of negotiations between the union and management last month.

The union demands — among other things — upgrading of their

members' salaries "to be the same as that of their white fellow workers in the same job categories", medical aid, provision of transport for black editors "as it is done for white editors" (143)

Mr Khala said "The union questions the consciences of the managers of the company in allowing racism to take precedence over sound industrial relations"

Secretary
19/10/88

143

20/10/88

Bid for equality: 200 strike

DURBAN — More than 200 people at Republican Press here are on strike to back demands for better wages and conditions, the same as those of white colleagues, according to Mr Sithembele Khala, general secretary of the Media Workers' Association.

The strikers want salaries for black workers be restructured and on par with those of whites. They also want:

- Black editors to have transport like their white colleagues
- Transport subsidies to apply to all workers.
- Black workers be on a medical scheme

The union criticised Republican's management for "allowing racism to take precedence over sound industrial relations".

Annual talks between the company and the union collapsed in September — Sapa

200 workers locked out (143)

ABOUT 200 striking members of the Media Workers' Association of South Africa were yesterday locked out of the Republican Press factory in Durban, a spokesman for the union said yesterday

Mwasa's general secretary, Mr S'thembele Khala, said the lock-out

followed a stalemate reached by the union and management during negotiations on Wednesday

The Mwasa official said about 50 employees at the company's Maritzburg plant joined the strike yesterday. Mwasa members demand an end to "discriminatory

practices within the company" as well as

- Salaries for black workers be restructured and be on par with those received by white workers in the same job categories
- Provision of transport for "black editors as it is done for white editors"
- Medical aid
- Transport subsidy for all workers

Republican Press management has declined to comment on the matter

Collapsed

Mr Khala said talks between the two parties began nine months ago, but collapsed in September.

"Several attempts have been made to break the impasse. The company should serious-

Mwasa
2/10/88
Mwasa
MWASA official
Mr Khala.

ly review its position," he said

Mwasa was surprised that a company such as Republican Press would risk a strike action to maintain racial discrimination. He said the question of racial discrimination was obsolete and constituted an unfair labour practice.

BIRTHDAY TREAT FOR DETAINED NUM BOSS

THERE was excitement in the Rand Supreme Court on Friday when Mr Moses Mayekiso celebrated his 40th birthday with a kiss and a creamy cake during the morning tea-break.

It was a kiss from his wife, Kola, who brought the cake that was specially made for him. It cost R100 and had an emblem of the National Union of Metalworkers of South Africa and an endearing "happy birthday Moses" message.

It was Mr Mayekiso's second birthday he celebrated in detention since his arrest on June 28, 1986. His co-accused and spectators, mostly members of the National Union of Metalworkers

SOWETAN Reporter

of South Africa joined him in the celebration that was held in the foyer of the 4F courtroom.

There were good wishes from the spectators and others sent cards. Some court officials joined in the brief moment of excitement as photographers clicked several shots.

Treason

Incidentally, 4F is the courtroom where the trial of eight young men also from Alexandra township was held. They were also charged with treason, alternatively sedition or subversion. At the end of the trial Mr Justice Grosskopf convicted all but one of sedition and sentenced them to jail terms of which some years were

suspended.

Mr Mayekiso secretary-general of Numsa is appearing with four other civic leaders before Mr Justice P J van der Walt on charges of treason, alternatively sedition or subversion.

The four are Mr Paul Tshabalala (38), Mr Richard Mdakane (29), Mr Obud Bapelwa (28) and Mr Mzwanele Mayekiso (22). They have pleaded not guilty and are held in custody.

After the brief party Mr Mayekiso returned to the witness stand from where he is being cross-examined by the State prosecutor Mr Chris Human SC. He was questioned about the documents that were found in his possession when the police arrested him.

Union chief praises concept

BLACKS will still not be free even if apartheid were to be scrapped from the Statute Books, according to Mr James Mndaweni, president of the National Council of Trade Unions.

He was addressing the Southern Transvaal Regional Congress of the Media Workers Association of South Africa (Mwasa), at Ipelegeng Community Centre yesterday.

Concept

Mr Mndaweni called on Mwasa delegates to take heed of the Sowetan's Nation-Building concept, which he said was a call through which people were being told that they are capable of liberating themselves.

He said members of the African working class had for many years undermined their ability to do anything for themselves because they had grown used to having things done for them by whites.

Mr Mndaweni also said it was very important that democracy should prevail in the labour movement and that political ideologies should not be imposed on workers

without allowing workers to debate and decide on their own which ideology they want to subscribe to.

The outgoing chairman of Mwasa's Southern Transvaal region, Sam Mabe, applauded Nactu and the Black Consciousness Movement of Azania for what he called "A courageous stand they took on the education crisis in South Africa."

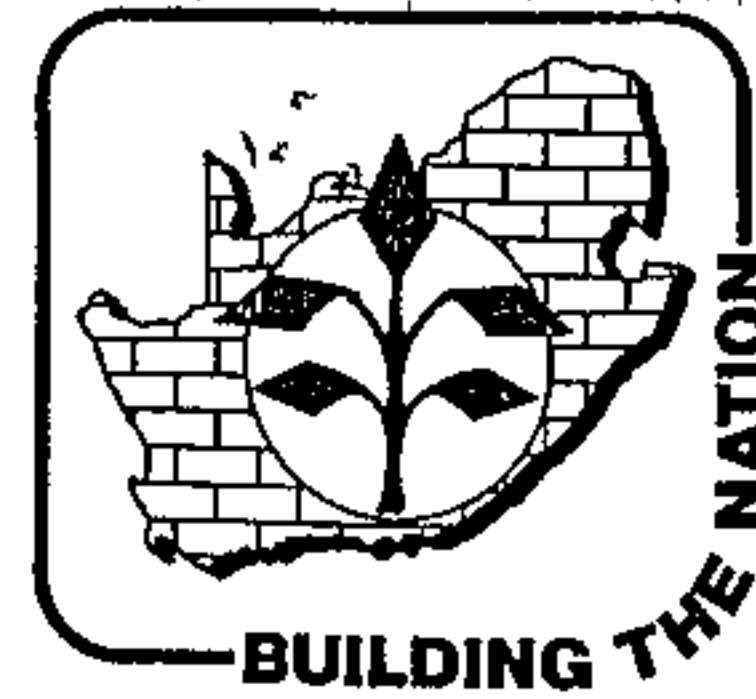
He said the position taken by the two organisations when they met in Harare in June demonstrated genuine leadership.

Play

"If you are a genuine leader you don't play to the public gallery, you have to be honest and have the courage to take decisions even if not necessarily popular."

"We all know that there are leaders who do not want our children to be educated because educated people are not easy to manipulate."

The Mwasa congress, which started on Saturday, was attended by over 200 delegates representing 73 plants in the Johannesburg area.



Building The Nation

Nation Building means picking up the pieces and rebuilding all structures that have collapsed in our communities,

It means striving for the best in all that we do for ourselves and our people,

It is the search, the acquisition and control of structures of power required for the survival of a nation,

It is creating an efficient leadership and increasing the value and quality of life among all inhabitants of our country,

We have a vision of a future society we want to create for ourselves and our children,

Let us, therefore, set ourselves goals and design objectives and a programme of action that will set the wheels of Nation Building in motion,

Nation Building is our hope for the future.

SOWETAN

Congress told

of Mwasa's big strides

143
Suetun
28/10/88

THE Media Workers Association of South Africa has made tremendous strides in labour representation in the past twelve months, Mr Sam Mabe told a large gathering of delegates and observers who attended the annual congress of Mwasa Southern Transvaal region at the weekend. The congress was held at the Ipelegeng Community Centre in Soweto.

Hundreds of delegates and observers at the two-day congress heard that the workers in the media, printing, packaging and distribution industries in the Southern Transvaal region are joining Mwasa in droves as their champion trade union to fight for their betterment on the factory floor.

"Mwasa's membership has grown leaps and bounds in the past twelve months," said Mr Mabe, Mwasa Southern Transvaal region's past chairman.

Drive

Mr Mabe went on "Our past Regional Executive Committee decided to work out a plan for a membership drive. We were concerned about our union seriously lacking growth as far as membership was concerned. In order to create a meaningful worker power base in the union, our organisers were given the great task of going all out to recruit new members from the relevant industries, to swell our ranks."

Mr Mabe, when congratulating the organisers on their great effort, he said "Hundreds of new members were organised and recruited. The organisers

managed to gain 24 new plants in the region, bringing the total number of plants to 73, and the total number of members to 3 355. Indeed the Southern Transvaal region is the most powerful in terms of its swelling membership."

Ideology

Addressing delegates and observers about the theme of the congress, striving for worker democracy, Mr Mabe said "The workers who are bona fide members of Mwasa must not let the union be turned into a political organisation. The workers must never let the officials of the union, or any other ordinary members of the union for that matter, identify the union with any political body or ideology. The union must have no political affiliation whatsoever."

Mr Mabe continued "The Mwasa members must be wary of any individual who may subtly try to hijack the union for political ends. I warn against the deliberate derailment of Mwasa as a union that purely must serve the basic, relevant interests of workers on the factory floor, and not otherwise."

Control

"I advise workers — the members of Mwasa in particular — to strive for worker democracy, and worker control, in the structures and processes of Mwasa as their union. My belief is that workers, if they must be able to fight their own battles in the work situation successfully, and logically, they need to be necessarily conscientised

about the basic philosophy of democratic processes within the structures of the trade union that they must fully control to work for them effectively and efficiently.

"Let the workers know that a trade union exists because they make it exist when they initially join forces to form it and then elect officials to run it for them so that it can serve their needs and interests related to their problems and grievances in the workplace. So, the union officials are being essentially employed by union members who pay them and maintain the smooth running of the union through members' monthly subscriptions. So union members — workers in particular — should not allow their subscriptions (their money) be used for political ends other than for workers' interests."

Aspects

Other speakers who gave talk on interesting aspects of worker democracy, are Mr Vusi Masinga, lecturer Wits School of Business Administration, and Nactu president, Mr James Mndaweni. Mwasa national secretary general, Mr Sithembelwe Khala, gave a word of encouragement to the Southern Transvaal region to forge ahead with its commitment.

On the second day of the congress, a new Regional Executive Committee was elected amidst great enthusiasm. The new executive was elected as follows: Mr Tshiliso Ralitaba, chairman, Mr Revelation Ntola, vice-chairman, Mr Clifford Ranaka, secretary, and Mr Dumisa Madasa, treasurer. Three additional members are Mr Mike Tissong, Mr Vincent Mama, and Mr Tsietsi Mahlasela.

ed to launch a patrol boat against the South African Navy

CP & links 28/10/88 143

Hotel workers arrested

JOHANNESBURG — THE six-week-old strike at seven Karos hotels throughout the country remained unresolved and 74 members of the Hotel and Allied Workers of SA (Harwu) were arrested, union spokesman Mr Allan Horwitz said yesterday

SA 20/10/86 143

Institute opposed to voting campaign

By Mike Siluma,
Labour Reporter

Government attempts to harness business into helping get black workers to the municipal polls has come under criticism from the Institute for Industrial Relations

The institute's director, Mr Mike Miles, cautioned employers not to become involved in the campaign

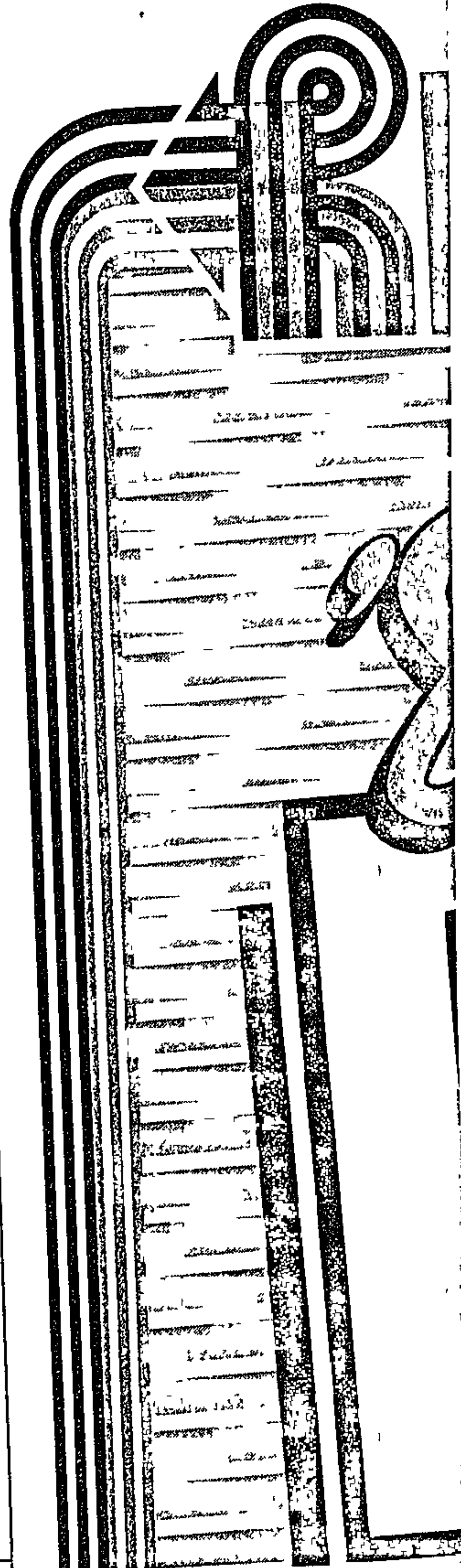
"The institute believes that in the interests of sound labour-management relations, employers ought not to become involved in the municipal election campaign," he said

The Transvaal Provincial Administration has, in a letter to employers, urged them to "assist and encourage their black staff to register as voters and later to exercise their democratic right to vote"

South Africa's two main black worker federations — the National Council of Trade Unions (Nactu) and the Congress of SA Trade Unions (Cosatu) — have not urged members to participate in the poll

Nactu secretary-general Mr Phiroshaw Camay challenged the SA Employers' Consultative Committee on Labour Affairs (Saccola) to state its position

Saccola spokesman Mrs Frieda Dowie said she could not see how Saccola could involve itself in party politics



2/11/88.
Sowetan
143

WORKERS RETURN TO THEIR JOBS

By LEN MASEKO

SCORES of members of the Media Workers Association of South Africa have suspended their strike at Republican Press' factories in Durban and Maritzburg pending the outcome of mediation, a spokesman for the union said yesterday

Mr S'thembele Khala, Mwasa's general secretary, said the two parties — meeting in Durban last Friday — initially disagreed over the suspension of the strike by union members

The Mwasa official said "The union undertook to suspend the strike if management would agree to mediation Management countered by undertaking to accept mediation if the union called off the strike "

Mwasa, Mr Khala said, rejected management's offer and insisted on suspending the strike pending the outcome of mediation proceedings However, he said, Mwasa members returned to work on Monday

The date for mediation has not yet been set

The company has also agreed to restructure pay of the lowest-paid employees by percentages ranging from 50 to 70 percent, according to the union official The two parties, however, are still in dispute over

- The union's demand for wage increases for all departments;
- Transport subsidy for all workers,
- Medical aid for all workers,
- The company's car scheme to apply to black editors as well, and
- Party-subsidy for the canteen

Mwasa has indicated that it intends to take the company to the Indus-

trial Court for alleged "unfair labour practices which are based on racial discrimination."

Republican Press management has declined to comment

We weren't invited say Cosatu, Nactu

Star 3/11/84
By Mike Siluma, Labour Reporter

Two of South Africa's biggest labour federations have denied any knowledge of a Government-sponsored summit involving labour and capital, scheduled to take place on November 23.

The meeting, to be opened by President Botha, was convened by the Minister of Manpower, Mr Pietie du Plessis.

A spokesman for the Congress of SA Trade Unions (Cosatu), Mr Frank Meintjies, said his organisation had not been invited. Although Cosatu was never opposed to discussions which could lead to something meaningful, the proposed summit would only be discussed formally within the federation's structures when and if they were officially invited.

"Once again, we are hearing through the media that the Government is amenable to talks," said Mr Meintjies, pointing out that the recent promulgation of the Labour Relations Amendment Act could be a stumbling block to talks with Government and employers. The unions have opposed the Act, saying it was meant to weaken their bargaining power.

The assistant secretary-general of the National Council of Trade Unions (Nactu), Mr Mahlomola Skosana, said his organisation had not received an invitation from the Government.

The conference would also be addressed by Mr du Plessis, the Minister of Foreign Affairs Mr Piik Botha, the Minister of Finance Mr Barend du Plessis, and the Minister of Administration and Privatisation Dr Dawie de Villiers.

Top labour
groups ⁽¹⁴³⁾
not invited
Star 4/11/88
Labour Reporter

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The assistant secretary-general of the National Council of Trade Unions (Nactu), Mr Mahlomola Skosana, said his organisation had also not received an invitation

Comment from the SA Confederation of Labour was unavailable at the time of going to press

A spokesman for the Federated Chambers of Industry, Mr G Bezuidenhout, said his organisation had not yet received an invitation

Big unions

spurn invitation to talks with State

w/ KAP 6/25

Spull

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Weekend Argus Correspondent

JOHANNESBURG — At least two major black industrial unions have turned down a government invitation to the Manpower 2000 conference, to be held in Pretoria in three weeks' time

The meeting has been organised by the Minister of Manpower, Mr Pietie du Plessis, to discuss key issues including privatisation, deregulation and developments in the country's economy

It is expected that South Africa's foreign relations would also come under the spotlight.

The meeting, to be opened by President PW Botha, will also be addressed by the Minister of Finance, Mr Barend du Plessis, the Minister of Administration and Privatisation, Dr Dawie de Villiers, the Minister of Foreign Affairs, Mr Pik Botha, and Mr du Plessis

See no point

The National Union of Metalworkers (Numsa), one of the unions invited, said it would not be attending

"We are opposed to National Party government policies and we see no point in going to be lectured by them.

"Our experience of (the government's) bona fides is bad because they implemented the Labour Relations Amendment Act in September without notice to either the unions or the employers who had talks with them. We believe the act will have the effect of killing the unions," said a Numsa spokesman.

A spokesman for the biggest union in the National Council of Trade Unions (Nactu), the SA Chemical Workers' Union, said the union would not be attending because it did not believe the talks would benefit it. The spokesman, Mr Humphrey Ndaba, said his union was also bound by Nactu's policy of non-collaboration

Some not invited

National Union of Mineworkers' secretary general Mr Cyril Ramaphosa, another of those invited, said the invitation would be one of the issues discussed at a regular meeting of the union's executive committee. Union sources do not, however, expect the NUM to accept the invitation

However, the general secretary of the white SA Confederation of Labour (Saco), Mr L Cilliers, said his leadership had been invited to the summit and would be attending

Earlier this week, two of South Africa's biggest labour federations said they had not been invited

The director of the Steel and Engineering Industries Federation, Mr Brian Angua, confirmed that Seifsa had received an invitation to attend the meeting

A spokesman for the Federated Chambers of Industry, Mr G Bezuidenhout, said his organisation had not yet received an invitation, but hoped that one would be forthcoming

Announcing the summit, Mr du Plessis said the meeting would provide an opportunity for the government to hear different points of view and meaningful dialogue

Strike at Epping company

Staff Reporter

MORE THAN half the workforce at Power Engineers in Epping yesterday resumed a strike in support of their demand for plant-level wage bargaining, a spokesman for the Electrical and Allied Workers' Trade Union (Eawtu) said.

The spokesman, disputing company claims yesterday that 144 workers out of a total workforce of 311 were on strike, said 200 union members had yesterday voted for strike action.

Tawu scores again

(143) (100) Sweetam 9/11/88
THE Transport and Allied Workers Union has concluded a recognition agreement with Bophuthatswana Transport Holdings — the third such agreement to be entered into by the union in the homelands.

Tawu official Mr Salome Mashigo said almost all agreements negotiated by the union in the homelands — which generally outlaw trade union activity — were accompanied by “detentions, harassment and mass dismissals”.

By LEN
MASEKO

BTH management and union officials signed the recognition agreement on Tuesday last week.

The agreement between the two parties follows a protracted battle by the union to gain recognition at BTH. Last year, the entire workforce downed tools demanding recognition of their union.

About 200 Tawu members employed by the bus company were

detained later and released shortly thereafter.

A similar drama preceded the signing of a recognition agreement between Lebowa Transport Holdings and Tawu. About 500 Tawu members downed tools at the company's depots in the Northern Transvaal in June last year, demanding — among other things — recognition of the union.

Tawu is also recognised by the Ciskei Transport Corporation

OVER 2000 DOWN TOOLS

Soweto
9/11/88

143

MORE than 2000 members of the Building, Construction and Allied Workers' Union have downed tools at six of Vereeniging Refractories' factories, a spokesman for the union said yesterday.

BCAWU official Mr Thabo Libe said the strike followed the failure by the Anglo American subsidiary to prevent the union members from going on strike

The company, he said, launched an unsuccessful Supreme Court application in an 11th hour bid to stop the industrial action last week. The application, heard

by Mr Justice Coetzee, was dismissed with costs, the union official said

The court action stemmed from a wage deadlock between the company and the BCAWU, whose members had told management of their intention to go on strike

In its application, the company pointed out that — in terms of labour legislation — workers were prevented from engaging in strike action during the first twelve months of the operation of a wage determination. Management was referring to the Wage Determination 454, published in the Government Gazette in August

The union had argued that the dispute between it and management was not in respect of the said determination, but that the determination dealt with only minimum wages and not with the actual wages and/or wage increases being negotiated with the company.

Industrial Relations manager Mr Gustav Karlsson was not available for comment

Striking ^{ARGUES} workers call ^{10/11/88} for backing by UK unions

Labour Reporter

STRIKING workers at Power Engineers in Epping have appealed for support from two international bodies — the British Trade Union Congress and the International Metalworkers Federation.

The strike began on Monday over demands for plant-level bargaining at the company.

The union claims that about 200 members are on strike but the company says only 144 are out.

Mr Brian Williams, acting general secretary of the strikers' union, the Electrical and Allied Workers Trades Union, accused the company of having an industrial relations policy in South Africa which differed from its international policy.

TO THEIR ADVANTAGE

"They are a British multinational who claim to be in South Africa for progressive reasons but their practices have shown they are here to use the system of apartheid to their advantage," he said.

Company managing director Mr Jim Lappin denied the allegations.

"The NEI Africa group policy complies with the country's legislative framework," he said.

"The union has implied by its statement that the company practises racial discrimination.

"The group categorically denies this," he said.

"The group is committed to creating a favourable industrial relations climate and continually strives to ensure equal opportunity for all employees, irrespective of race, colour, sex or creed."

DISPUTE SETTLED

Spokesman 15/11/68

143

THE Building, Construction and Allied Workers Union has reached a wage settlement with Vereeniging Refractories, ending a week-old strike by 2200 employees at the company's six plants.

A spokesman for the Anglo-American Corporation, which controls the company, said the settlement comprised Verref's original offer of

increases ranging from 44 cents an hour (18,2 percent) for lower categories of workers to 53 cents an hour (14,6 percent) for higher categories. The increases will be backdated to October 24.

The two parties, in addition, agreed to an increase in leave bonuses for all categories of employees, from five to seven percent.

More than 800 BCAWU members have downed tools at Mondt Timbers in Sabie, a spokesman for the union said.

Offering

BCAWU general secretary, Mr Yusuf Thusi, said union members were demanding a "70 percent adjustment increase" on their daily rate of R6,55. The company, he said, was offering its employees an across-the-board increase of 16,5 percent.

Mr Thusi said three meetings between union officials and management had failed to break the stalemate.

Mr Louis Dekker, a Mondt spokesman, could not be reached for comment yesterday.

Clash on (143) recognition

By MATHATHA
TSEDU

50m a fan 15/11/88

MANAGEMENT at the Ranch Hotel in Pietersburg is refusing to negotiate with the Hotel, Liquor and Catering Workers' Union because the union's registration certificate does not extend to Pietersburg, a union official has said.

The regional organiser for the National Council of Trade Unions (Nactu) in Pietersburg, Mr Moss Mphahlele, said a union member, Mr Steve Moabelo, who is also an executive member of the Nactu local committee, had been dismissed for unproven offences.

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Sixty at Nactu Boland launch

ABOUT 60 people attended the launch of the Boland branch of the National Council of Trade Unions (Nactu) at the Hervormes Hall in Idas Valley Stellenbosch last Saturday

Speakers included the president of the National Union of Wine, Spirits and Allied Workers, Mr November Nkosi, Mr Randall van der Heever, deputy-president of the Cape Teachers' Professional Association, and Derek Naidoo, of Vukani Security Guards

Union man denied a trip to US

25/11/84
143
Sowetan

THE Department of Home Affairs has turned down an application for a passport by an official of the Building, Construction and Allied Workers' Union.

Mr Vusi Thusi, the Bcawu general secretary, was to have attended the

By LEN MASEKO

conference of the International Federation and Building and Wood Workers in the United States this weekend.

Mr Thusi said he was informed by the Minister of Home Affairs and Communication, Mr J G Botha, through a letter,

that his application had been turned down.

"It is surprising that the Government is talking about reform while, at the same time, restricting trade unionists," the union official said.

The conference will take place in Miami, and ends on December 11

Cape Times 30/9/88

Union undertakes not to sell employer's assets

Supreme Court Reporter 143 165

THE Electrical and Allied Workers' Trade Union of South Africa undertook in the Supreme Court yesterday not to proceed with the execution of a warrant for the sale of an employer's movable assets to recover wages owed to workers

An urgent application by the managing director of Photocircuit (SA), Mr Horst Peschkes, asking for an order setting aside a warrant for a sale in execution, was removed from the roll by Mr Justice P Tebbutt after the union gave the undertaking

Two portable computers, three printers, a colour monitor and a photocopier worth about R40 000 were attached from Photocircuit after Mr Peschkes failed to comply with an industrial court order to reinstate 11 dismissed workers

The respondents were advocate Ms A M de Swart, the union, 11 workers, the deputy sheriff of Wynberg and the Registrar of the Supreme Court

No deals on the Labour Bill

Weekly Mail Reporter

SPECULATION that a deal is on the cards between the government and predominantly black unions over the controversial Labour Relations Amendment Bill appeared to have been shattered in parliament this week.

Not only was the Bill passed by all three Houses of Parliament with no changes to the most contentious clauses, but Manpower Minister Pietie du Plessis also launched a heavy attack on the "radical unions" who were against the legislation.

Unions affiliated to both the Congress of South African Trade Unions and the National Council of Trade Unions are bitterly opposed to the Bill.

Du Plessis was warned by the Progressive Federal Party's Jan van Gend that parliament was about to enact legislation which would "disrupt labour relations, frustrate the process of collective bargaining and lead to increased uncertainty and consequent legislation".

The minister responded by asking "Who are the people objecting to these curbs being placed on illegal

Media strike hurts the Citizen

By MZIMKULU MALUNGA

THE Johannesburg morning newspaper, *The Citizen*, is worst-hit by the strike involving over 3 000 members of the Media Workers' Association of South Africa.

According to Mwasa's general secretary, Sithembele Khala, "they (*The Citizen*) have subcontracted a portion of their work to *Beeld*".

He said Perskor offered a R16 across the board wage increase, with R109 a week offered to factory aids and R118 offered to drivers and clerks.

Mwasa reduced its wage demand from R180 a week to R130. Khala said Perskor gave workers

a 6pm deadline to return to work on Wednesday this week or face dismissal. The ultimatum was not met and a number of employees were fired.

Plants in Johannesburg, Pretoria, Krugersdorp, Vereeniging, Witbank, Bosmont and Nelspruit have been affected by the strike. The four-day-old strike was joined by workers in Durban, the union said.

Both *The Citizen* and Perskor could not comment. Negotiations were continuing at the time of going to press.

strikes? The radical trade unions which do not want to obey any rules or any law in this country

"These are the trade unions which use intimidation. These are the trade unions who want to make the country ungovernable. These are the people who want to politicise the whole labour terrain."

Du Plessis was speaking in the closeted atmosphere of the white House

of Assembly, which is far removed from the realities of the factory floor

However, after such a vitriolic attack, it seems unlikely that a meaningful compromise can be reached on the legislation

Du Plessis did not name any of the "radical unions".

But he did say that "the moderate trade unions of this country and many of the mixed trade unions in this country support this legislation wholeheartedly".

He also said it was the express aim of African National Congress president Oliver Tambo that the ANC should this year gain advantage in the field of labour

Du Plessis did, however, say that the Bill was not the "last word" on labour legislation.

"We will see how it works out in practice. We will look to see if this legislation puts us in a position to accommodate new challenges, new problem situations and new tendencies," he said.

Rhodes res strike will hit festival

Weekly Mail Reporter

RESIDENCE workers at Rhodes University in Grahamstown have voted not to work during the Standard Bank National Arts Festival in protest against the low wages they say they receive.

Rhodes offers accommodation to people attending the festival, and the workers are asked to work during this period. The money they receive is in addition to their monthly wages.

The chairman of the Transport and General Workers Union (TGWU) in Grahamstown, Elijah Ntentile, said workers had also

demanding that they be paid immediately after the festival, rather than waiting until they receive their monthly pay.

At a meeting last week between TGWU officials and university representatives, the parties agreed to appoint a mediator, Port Elizabeth lawyer Fikile Bam, to help resolve the dispute.

Negotiations between the university and the union were broken off two months ago after deadlock was reached. - ANA

the PFP or any other party.

Perskor strike over

CNF Trans (12)
1/7/88

THE strike involving Perskor and the Media Worker's Union of SA was settled yesterday and strikers returned to work, a Mwasa spokesman said. He said the parties agreed on a minimum wage of R118 per week for drivers and R109 for factory assistants, and a R16 increase for those workers who had received an increase this year.

NEWS

DISPUTE IN METAL INDUSTRY

By DICK USHER, Weekend Argus Labour Reporter
A VITAL meeting between employers and four unions in the metal industry has been postponed because the counting of strike ballots has not been completed

The parties were due to meet today in a bid to avert a wage strike in the industry

The four unions involved are the National Union of Metalworkers, the Electrical and Allied Workers' Trades Union, the Steel Engineering and Allied Workers' Union, and the Engineering and Allied Workers' Union — all affiliates of the International Metalworkers Federation (IMF)

Eleven other unions representing mainly skilled workers have already reached agreement with the Steel and Engineering Industries Federation (Seifsa) These include unions affiliated to the Confederation of Metal and Building Unions

Seifsa has proposed to the Minister of Manpower that the new agreement be published but that the IMF affiliates be excluded from its terms

Observers said this could mean that their members would no longer be covered by the industrial council agreement but by the Basic Conditions of Employment Act

An IMF spokesman said today's meeting had been postponed until next week.

Issues in dispute include wages, working hours and public holidays.

MWASA man detained

So we have 4 pages

(143)

AN active member of the Media Workers' Association of South Africa, Mr David Nokonyane of Garankuwa, has been detained under emergency regulations.

Mr Nokonyane, who is employed at a Perskor plant in Pretoria, was picked up by police at the weekend.

His detention came after more than 3 500 Perskor workers — all members of Mwasa — downed tools last week over a wage dispute. The work stoppage, which entered its seventh day yesterday, affected production and newspaper deliveries.

Mr Nokonyane's family has been notified of his detention by the South African Police.

A Mwasa spokesman yesterday "strongly" condemned the detention. He said Mr Nokonyane was detained for his right to fight against exploitation.

MRS Anna Mamatlala Magaga is 25 years old and a mother of two She lives at a village in Moletj near Pietersburg and travels by bus daily to work Her weekly ticket costs R5 90 Her wages are R23 a week

Mrs Joyce Tsiri (Mokobana) is a mother of three and stays at G-Phago Her weekly ticket is R8 80 She started working for her present employer in 1984 and earns R45 a week

These women are among 60 workers employed at Saddle Tree in Seshego near Pietersburg who went on strike last Monday They are demanding R30-a-week across-the-board increases and the recognition of their union, the Textile Workers Union

Management

Saddle Tree management not only refused to discuss grievances and recognition with the union, it also refused to comment on the matter to this newspaper

Legally, the company is not obliged to negotiate with the union because it is situated in the Lebowa homeland The Labour Relations Act and its amendment does not apply in the homelands

Thus workers in these areas have no recourse to the law Unions claim that numerous attempts to discuss wages with management have failed

The Textile Workers Union's files also reveal that attempts to set up meetings with Saddle Tree were rebuffed Letters from the union were referred to an attorney In one such letter, the attorney asked the union to state "in terms of which Acts you

Workers who have no recourse to the law

FOCUS 143

By MATHATHA TSEDU



WORKERS at a rally their homeland counterparts have no protection under the law

intend operating in Lebowa

Union officials said this was the standard response to its approaches to management in the area

The striking Saddle Tree workers earn a minimum of R23 and R36 a week for women and men respectively

Union organiser Mr Theo Ramalamula who recently spent over 500 days in detention and was later discharged on charges of subversion arising from a strike at a homeland based factory, summed up the situation facing unions in homelands

Co-operated

Of all the companies we have organised in Seshego, only one Lebowa Bakery has co-operated The rest, where we have up to between 80 and 90 percent representation, just tell us they will negotiate with us when the Labour Relation Act is extended to Lebowa They simply ignore our letters, he said

In terms of the Homeland Constitution Act Lebowa, and indeed all the other homelands can pass legislation to regulate industrial relations If no such legislation is specifically passed South African laws that were in force at the time of the attainment of self governing status apply

In the case of Lebowa, which attained self-governing status in 1975 the applicable acts are the Black Labour Relations Act 48 of 1953 and the Wage Act No 5 of 1957 The post-Wiehahn amendments do not apply

Two years ago Lebowa government officials pointed out that the homeland was busy with its own labour legislation Nothing has come out of these pronouncements

The dilemma facing

homeland governments is twofold On the one hand in order to attract industrialists to the impoverished areas they promise low taxes no minimum wages and no trade unions On the other they rely on the votes of exploited workers to stay in power

Interests

Up to now the interests of the industrialists have been well looked after But as Mr Ramalamula said the chickens are coming home to roost for Lebowa

On the surface the strike at Saddle Tree may "look ordinary" its implications are however wide A victory for Saddle Tree workers could affect the position of many workers in similar situations countrywide

Last year, the Transport and Allied Workers Union had a strike in the same area over almost similar issues Management at first refused to meet union officials but eventually succumbed Whether Saddle Tree will follow suit is another matter

What is clear is that presently both Mrs Magaga and Mrs Tsiri, and indeed the entire striking force, are determined to see their union recognised



Political comment in this issue by Aggrey Klaaste and Joe Thlooe Sub-editing headlines and posters by Sydney Mathaku All of 61 Commando Road Industria West, Johannesburg

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Big clash looming

THE wage dispute in the metal industry has taken a new dimension with employers considering, as a possible counter-action, lock-outs to pre-empt a strike by more than 120 000 workers.

This move has set the stage for a head-on clash between the employers and four International Metalworkers' Federation (IMF) affiliates, whose members may soon go on strike in support of their wage demands.

Locked in this wage dispute are employer body, the Steel Engineering Industries' Federation of SA (Seifsa), and the four IMF affiliates — National Union of Metalworkers of SA, Engineering and Allied Workers' Union, Steel Engineering and Allied Workers' Union and Electrical and Allied Workers' Trade Union of SA.

Seifsa has indicated that it is seeking opinion, in a ballot, from its more than 3 000 members whether to effect lock-outs to pre-empt a strike by the IMF unions. This move is apparently based on a 1948 Supreme Court case which ruled that a strike and lock-out cannot be held over the same issue.

The outcome of the ballot would be made available this week, a spokesman for the

employer organisation said yesterday.

Mr Brian Fredericks, a general secretary of the SA Council of the IMF, said union members were undaunted by the threat of a lock-out from employers. The IMF would this week release ballot results which might pave the way for a strike by its members, he said.

The wage dispute between the two parties was sparked by the IMF union's rejection of a Seifsa offer of 17,4 percent wage increase in favour of their demands for a pay rise of about 40 percent.

IMF affiliates' demands include

- A minimum wage of R5 an hour,
- May 1, March 21 and June 16 be regarded as paid holidays,
- A 40-hour week, and
- Six months' maternity leave and 14 days' paid paternity leave

Meanwhile, Seifsa and the four unions are scheduled to meet soon in fresh attempts to resolve the dispute. Last Friday's meeting between the two parties was postponed after the unions requested time to consult their members.

The wage talks will focus on a revised offer made last week by Seifsa in a bid to avert a strike by IMF members. Seifsa has offered to recognise May 1, in exchange for one of the existing public holidays.

about 50 areas have been directed by the new zoning planning proposals The main areas affected include of this land of about 600 ha is returned to kwaZulu.

India aims to bowl out Bok cricket

The Star's Foreign News Service

BOMBAY — India believes that all countries should sever sporting links with South Africa in the true spirit of the Gleneagles Agreement.

This is going to be the stand of the Board of Control for Cricket in India (BCCI) representatives at the International Cricket Conference (ICC) meeting in London on Monday and Tuesday. Former BCCI president, Mr N K P

Salve, was unequivocal "India's stand is going to be categorical," he said "We should not have any sporting links with South Africa"

● LONDON — South African cricket chief Mr Joe Pamensky yesterday met the ICC chairman, Mr J J Warr. He described the talks as "fruitful and positive" but declined to go into details. He also met other English officials including Mr Raman Subba Row, Test and County Cricket Board chairman

SA isolated from boxing, UN hears

The Star Bureau

NEW YORK — A World Boxing Council ban has virtually isolated South Africa from international professional boxing, council president Mr Jose Sulaiman said at a United Nations ceremony yesterday during which he received a special citation from the anti-apartheid committee for instituting the embargo.

Mr Sulaiman said that when he as-

sumed the presidency in 1975 South Africa was at the top in the sport. In 1988 it was at the bottom.

Sugar Ray Leonard appealed to boxers everywhere to spurn all offers to go to the Republic or any of the homelands.

"I would like to call on all boxers not to sacrifice their dignity and accept blood money by fighting in South Africa," the former light heavyweight champion said.

Banned from international soccer

ZURICH — The International Football Federation yesterday banned Mexico from all international soccer competitions for two years, throwing the Mexicans out of the 1990 World Cup and this year's Seoul Olympics.

FIFA's executive committee im-

posed the suspension for cheating, after Mexico fielded four over-age players in a qualifying tournament for the World Youth Championship in Guatemala City last April.

The ban was the most severe of its sort ever imposed by FIFA,

Dismissals mar wage agreement

Labour Reporter

A wage agreement yesterday between Perskor and the Media Workers' Association of SA (Mwasa) was marred by the dismissal of an unknown number of strikers for failing to heed an ultimatum to resume duties on Wednesday evening.

Mwasa general secretary Mr S'thembele Khala, accusing management of negotiating in bad faith, said the dismissals had led to the discontinuation of talks at a point where progress on wages had been made.

He said the parties had already agreed on a R118 a week minimum wage for drivers and clerks, plus an across-the-board rise of R16. A minimum of R109 for all other workers had been agreed upon.

Perskor again refused to comment on the strike today.

The union is to decide today on its next course of action.

Lawyer killed in accident

D...

Labour Update

INDOONESIAGAINST

FEWER blacks may be employed in major industries in future as employers embark on a new trend of "race substitution" to avert increased strike action in the workplace.

This is the finding of a recent snap survey conducted by a management consultancy, PE Corporate Services

This survey found that employers would in future employ more coloureds and Indians because they were less susceptible to strike action or stayaways

"Employers attitudes have definitely hardened to the extent that they intend to adopt a tougher line in the future and be better prepared — not only to deal with a situation, but to use such a period more effectively," said Mr Rob Daniel, a director of the consultancy

Agencies

In another development linked to the new employer strategy, agencies supplying non-unionised workers are reported to be mushrooming with at least 30 said to have sprung up in recent months

The Congress of SA Trade Unions (Cosatu) and the National Council of Trade Unions (Nactu) lashed at the new employer attitudes

STRIKES

Other races to replace blacks

By LEN MASEKO

saying managements should instead blame the Government and its apartheid policies for the increased labour unrest

Nactu said "We have always known about these tendencies. We are grateful that they are unmasked and are part of an important debate to engage employers on the issue

"While employer organisations like the SA Consultative Committee on Labour Affairs plead liberalism among their members this stark reality of racism has been unmasked," the federation added

Mr Frank Meinijies, Cosatu's Press officer said big business was using "escapist tactics to run away from real issues" The Cosatu official said "We, trade unions

will resist the strike-breaking manoeuvres as a fundamental attack on us

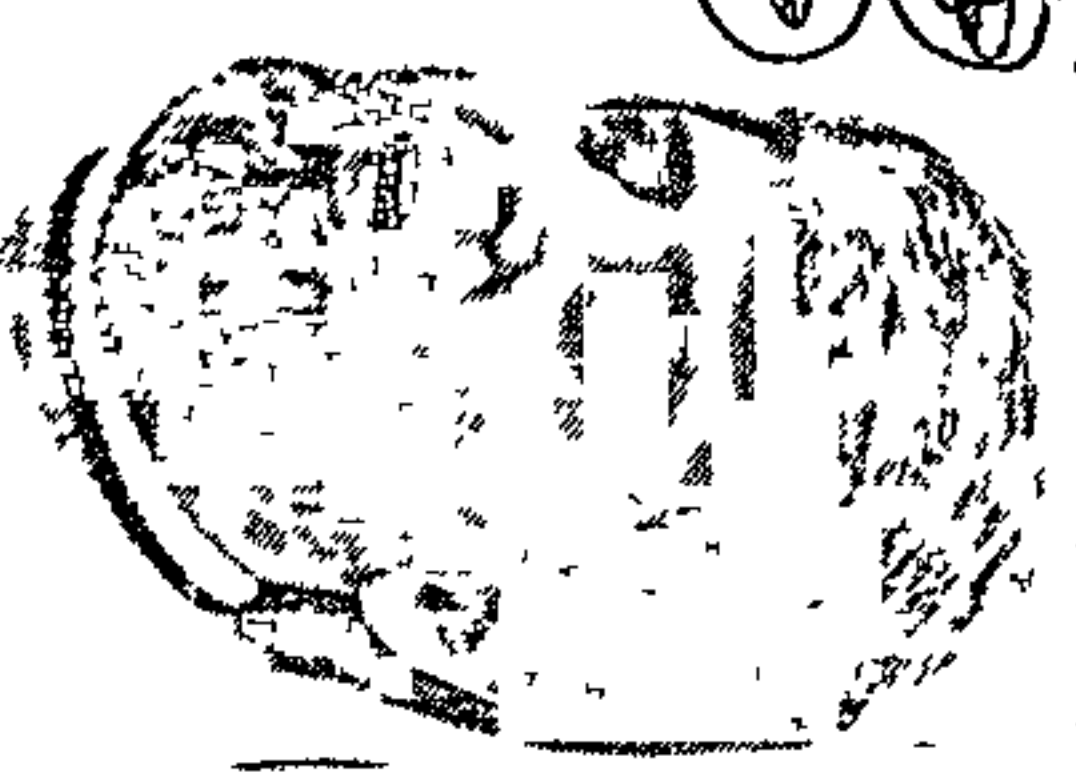
In the past scabbing has led to violence and in the light of this, agencies are being reckless and provocative

Immoral

"They (agencies) will have to take responsibility for conflict that will certainly arise as a result of their immoral and illegitimate actions," Assocom spokesman, Mr Vincent Brett, was

not available for comment yesterday He has reportedly said "partial race substitution was a viable measure against industrial unrest" and that employers were considering the matter

- According to the survey, most employers — canvassed for opinion on the recent three-day stayaway — reacted to the protest by:
 - Taking some kind of disciplinary action,
 - Threatening to dismiss or actually dismiss workers,
 - Adopting a "no work, no pay" policy,
 - Threatening to automate or mechanise or going ahead with this decision,
 - Allowing workers to take leave, paid or unpaid,
 - Proposing to reduce the ratio of black workers in favour of coloured or Indians, and
 - Negotiating with unions to make up for lost time



MACTU'S general secretary, Mr Piroshaw



COSATU'S Press officer, Mr Frank Meinijies

Source: 6/7/82 (143)

2000 lose their jobs

South Africa 7/7/88
143

MORE than 2000 members of the Media Workers' Association of South Africa, who took part in a wage strike at Perskor plants last week, were dismissed and told to collect their pay yesterday, a Mwasa spokesman said.

Mr Sthembele Khala, Mwasa's general secretary, said union members had, however, ignored management's request to collect their wages. He said these workers were fired in spite of the fact that Perskor and Mwasa had reached a wage agreement — the issue that had sparked the strike.

The dismissals followed a strike by about 3500 Mwasa members who downed tools after talks between the union and Perskor collapsed a week ago.

Agreement

The two parties have since reached agreement on across-the-board increases of R16, minimum pay of R109 for "factory aids" and a minimum weekly wage of R118.

Mr Khala said Mwasa had instructed its lawyers to challenge the dismissals.

Before the wage settlement, Mwasa had demanded a weekly wage of R180 while management offered R100. Perskor management has declined to comment.

Support

Meanwhile two international organisations have entered the fray, calling on Perskor management to reinstate the dismissed Mwasa members.

Mwasa's president, Miss Sandra Nagvaal, said the union had received messages of support from the International Confederation of Free Trade Unions and International Federation of Journalists. The two bodies, she said, had sent telexes to the newspaper group urging it to unconditionally reinstate Mwasa members.

Sowetan 7/7/58 (143)

Accord reached

THE Black Allied Mining and Construction Workers' Union has reached agreement with Samancor's chrome mines on wage increases ranging from 17 to 27 percent.

Bamcwu official, Mr Mbulelo Rakweni, said the increases would be effective from July 1 and that the union members at Samancor mines in the Northern Transvaal would benefit from the settlement

The two parties also

agreed on a 22 days' leave; 100 percent annual leave bonus; recognition of June 16 and May 1 as paid holidays

A spokesman for Samancor said management had agreed to recognise June 16 as a paid holiday in exchange for January 1.

Settlement

In another settlement, Samancor recently concluded a wage

agreement with the Federated Mining Union (FMU) for employees at the company's Mooi Nooi mine.

Star 8/7/88

(143)
**Samancor,
union in**
**pay, leave
agreement**

Labour Reporter

The Black Allied Mining and Construction Workers' Union (Bamcwu) has reached a wage agreement with Samancor at the group's Montrose Chrome Mines in the northern Transvaal, guaranteeing increases ranging from 17 percent to 27,8 percent for 2 000 workers.

Bamcwu said in a statement that the agreement, covering categories of underground and surface workers, included the recognition of June 16 and May 1 as paid holidays. The agreement will be effective from July 1 1988.

In terms of the agreement, workers will also be entitled to an increase in leave from 14 to 22 working days, plus an annual bonus.

Bamcwu spokesman Mr Mbulelo Rakwena said the union believed that chrome mines and the mining industry in general "still pay far below the poverty datum line". The union would therefore seek bigger increases in future.

Recognition of June 16, apart from its financial benefit for workers, reflected the union's commitment to the "national liberation struggle".

Mwasa to take Perskor to court

(43) By Adele Baleta

7/1/68
The Media Workers Association of South Africa (Mwasa) intends taking legal action against Perskor for failing to reinstate workers dismissed after a wage strike last week

'July 6 or face legal action

He said Perskor had refused to heed the ultimatum and Mwasa would now take the group to the Industrial Court. He said about 2 000 union members had been dismissed on Thursday last week.

DEADLINE

The Mwasa general secretary, Mr Sithembele Khala, said yesterday the union's lawyers had given the newspaper group a deadline to take back all the dismissed workers by

A Perskor spokesman, Mr Kotie van Heerden, said although a wage agreement had been reached with Mwasa, workers had been dismissed for failing to respond to a return-to-work deadline on June 29

BACK TO SCHOOL

'Needless disruption of learning' must stop

THE National Council of Trade Unions and the Black Consciousness Movement of Azania have called for an end to the "needless" disruption of learning and urged all students and pupils to return to school.

In a joint communique issued at the end of a meeting held in Harare at the weekend, the two organisations expressed concern at the number of school boycotts which have been taking place in black schools recently.

By SAM MABE reporting from Harare

They urged the encouragement of all pupils to return to school, to remain in school and to "work vigorously to acquire knowledge and skill".

They also urged black parents and organisations of the "oppressed" to form and strengthen local education committees and structures to improve the quality of education.

A spokesman for the BCMA said "Our goal in engaging in the liberation struggle is to run the country and we can only run it if we have the personnel to do so."

"Otherwise we will have de jure, but not de facto independence if we lack professional, academic and technical skills to run the country."

"There seems to be a serious misunderstanding of what the liberation struggle is all about. Running a country is serious business. You cannot even become a soldier if you cannot read

mathematics or tell the difference between north and south or east and west. You need to know gun ranges — and there are countries that won't train people unless they have reached a certain level of education."



MR JAMES Mndaweni

... at talks.

The Naciu delegation was led by the federation's president, Mr James Mndaweni and the BCMA delegation was led by the organisation's chairman, Mr Mosebudi Mangena.

The two organisations exchanged views on their assessment of the internal situation in South Africa and agreed that divisions within the liberation organisations and the labour movement were a "luxury the oppressed and exploited masses of Azania cannot afford."

Unionist detained

ANOTHER member of Mwasa and a Perskor employee was detained, Mwasa said yesterday.

This brings the total number of Mwasa members and Perskor employees allegedly detained to five. (143)

Mr Siza Masinya, of Perskor Doorntontein, was picked up by police at 5.15pm on Saturday. He was released at 9.15am yesterday, the union added.

Section 117/88

Nactu calls for worker unity in SA

(143) By Mike Siluma
Labour Reporter

stn 121 7188

The National Council of Trade Unions (Nactu) and the Black Consciousness Movement (BCM) have, after a one-day meeting in Harare, called for unity in the labour movement

A joint communique released in Johannesburg yesterday said the call was made after a meeting last week between a Nactu delegation, led by its president Mr James Mndaweni, and a BCM delegation headed by its chairman Mr Mosibudi Mangena

The two organisations had agreed that "division within the liberation organisations and the labour movement was a luxury the oppressed and exploited masses of Azania couldn't afford"

"Both organisations agreed to work tirelessly towards unity of the oppressed"

Nactu and BCM also called for continued opposition to the Labour Relations Amendment Bill, even if it is promulgated. They also urged "all students and pupils to return to school, to remain in school and to work vigorously to acquire knowledge"

It was agreed that workers had a dominant role to play in the liberation struggle and in the control of the economy

Emergency, censorship, South Africa, 1988

Saccola and unions to talk on labour laws

CH. 7/8 12/7/88

Own Correspondent

JOHANNESBURG. — Negotiations between South Africa's two largest trade union federations and the SA Co-ordinating Committee on Labour Affairs (Saccola) on labour legislation are set to begin this week after Cosatu's central executive committee approved the procedures for this process.

Cosatu information officer Mr Frank Meintjies said the weekend meeting had confirmed the plan to participate jointly with Nactu in the talks.

It had also approved detailed written submissions to Saccola on the Labour Relations Amendment Bill and existing legislation. Saccola was to detail its own views in writing, after which the parties would meet with a view to reaching agreement on as many aspects as possible, he said.

Thereafter, the agreed points would be submitted to the Manpower Department. Mr Meintjies said both Cosatu and the employers were hopeful the process would impact on future labour legislation.

He said it was expected areas of non-agreement would be referred to arbitration, although Saccola secretary Ms Frieda Dowie said finality on how to deal with points of dispute would be resolved later.

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Sanctions best way, says Labour leader

Kinnock: Violence in SA is not productive

LUSAKA — British Opposition leader Mr Neil Kinnock said yesterday that he believed the use of violence by the African National Congress (ANC) in South Africa was understandable but unproductive.

The Labour Party chief told a news conference in Lusaka after meeting ANC leaders that the issue of violence highlighted the need for world-wide mandatory economic sanctions against South Africa as the best non-violent way of ending apartheid.

"The issue of the path of violence remains in my view unproductive," he added. He was commenting on a spate of bomb attacks in South Africa on

civilian targets in the past two weeks.

Mr Kinnock said attacks on civilians were regrettable but said they should be understood in the context of a situation in which the South African Government was itself using violence against civilians to stamp out all opposition to its white minority rule.

"Where there is an absence of opportunity for civil and political expression, there will be elements who will seek to pursue other measures," he said.

The Labour leader was speaking at the end of a four-day visit to Zambia, first stop of a 10-day tour of southern Africa. He is also to visit Botswana, Mozambique and Zimbabwe.

Mr Kinnock argued that if effective sanctions were imposed they would reduce the need for violence as a way of ending apartheid.

Mr Kinnock repeated criticism of Britain's conservative Prime Minister Margaret Thatcher for her refusal to impose mandatory sanctions against Pretoria. She has argued that sanctions would damage the economic livelihood of the black population.

Mr Kinnock referred to two bomb attacks in Johannesburg, one at a rugby ground and another at a hockey clubhouse, in the past two weeks and said it was possible they were carried out by white South African extreme right-wingers in a bid to discredit the ANC. — Sapa-Reuter

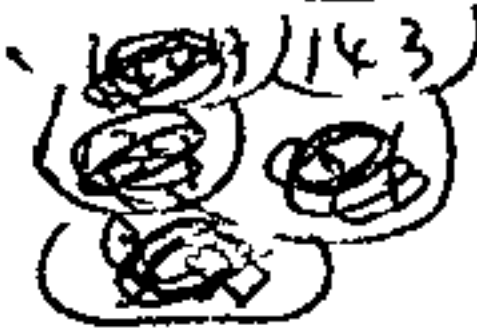
Mwasa three: SAP replies

Three Media Workers' Association of SA (Mwasa) members reportedly detained last Friday are not being held under security legislation, the Police, Public Relations Division in Pretoria said yesterday.

Replying to a Sapa query on a Mwasa statement that Mr Solomon Moloisane, Mr Simon Matau and Mr Obed Moholoane had been detained when they went to collect their pay from Perskor in Pretoria, the SAP said that according to their records none of the three is being held under security legislation — Sapa.

(143)

DEMANDS REVISED



FOUR unions affiliated to the International Metalworkers' Federation this week tabled revised demands in a fresh bid to break the stalemate between them and employers in the metal industry.

The revised wage demands, submitted at the two parties' meeting in Johannesburg on Wednesday, include increases ranging from 14 percent for artisans to 23 percent for labourers.

The employer body

By LEN MASEKO

the Steel Engineering Industries' Federation of SA (Seifsa), has agreed to consider the wage demands and is to report back to the IMF unions on July 13.

The IMF-affiliated unions are the National Union of Metalworkers of South Africa, Steel Engineering and Allied Workers' Union, Engineering and Allied Workers' Union and Electrical and Allied

Workers' Trade Union of South Africa. Their demands included:

- May 1 to replace Workers' Day as a paid holiday;

- June 16 to be recognised as a paid holiday in exchange for October 10 and March 21 (Sharpeville Day) in exchange for another public holiday,

- Seifsa to publicly endorse the suspension of the controversial Labour Relations Amendment Bill.

- Seifsa to call on its members to give an undertaking to end racial discrimination in the industry before September 1988.

In their campaign against the Bill, the IMF affiliates have proposed an internal dispute procedure for the industry. This move, if agreed to by Seifsa and the four unions, would nullify State interference in the collective bargaining process in the industry.

Metalworkers might call strike over wages

By Mike Siluma
Labour Reporter

With further wage talks due tomorrow between metal unions and employers, results of balloting among members of the biggest union involved have shown most want strike action if no agreement is reached with employers

A statement released by the International Metalworkers Federation (IMF) said 87 percent of eligible workers in the National Union of Metalworkers of SA had voted in favour of industrial action in a 60 percent bal-

lot Numsa is the biggest IMF affiliate, claiming to represent about 80 000 metalworkers

The IMF, which claims to represent 129 000 of the industry's employees, said it was awaiting results from the Electrical and Allied Workers Trade Union of SA, Steel Engineering and Allied Workers Union, and Engineering and Allied Workers Union

The employer body, the Steel and Engineering Industries Federation (Seifsa) is yet to release results of balloting among about 3 500 member-firms on whether to lock out the strikers to induce them to accept employers' final wage offer

Last week, wage talks aimed at staving off a strike or lock-out in the industry were postponed to tomorrow, when employers will respond to a revised set of demands from the IMF unions.

Employers' final offer

is based on increases of 17,4 percent on bonus and wages

The unions have demanded an increase in basic wages ranging from 14 percent to 23 percent for labourers and that Seifsa publicly support the suspension of the Labour Relations Amendment Bill and discuss an internal dispute procedure for the industry

INCREASES

They also demand that Workers' Day be replaced by May 1 and that workers be entitled to choose to observe June 16 instead of October 10, and either March 21 or another public holiday. The IMF also wants Seifsa to accept equivalent increases for employees not covered by the main agreement, or that unions bargain on behalf of such employees at plant level.

The unions have also demanded, by September, an end to racial discrimination in the industry

Star 12/7/88

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Saccola and unions to meet

NEGOTIATIONS between SA's two largest trade union federations and the SA Co-ordinating Committee on Labour Affairs (Saccola) on SA's labour legislation are set to begin this week, after Cosatu's central executive committee (CEC) approved the procedures for this process at the weekend.

Cosatu information officer Frank Meintjies said the weekend meeting had confirmed the plan to participate jointly with Nactu in the talks.

The meeting had also approved detailed written submissions to Saccola on the Labour Relations Amendment Bill and existing legislation. Saccola was to

ALAN FINE

detail its own views in writing, after which the parties would meet to reach agreement on as many aspects as possible, he said.

Thereafter, the agreed points would be submitted to the Manpower Department. Meintjies said Cosatu and the employers were hopeful the process would impact on future labour legislation.

He said it was expected areas of non-agreement would be referred to arbitra-

To Page 2

Saccola and unions to meet this week

tion, although Saccola secretary Frieda Dowie said finality on how to deal with disputed points would be resolved later.

Nactu general secretary Piroshaw Camay said Cosatu's and Nactu's views on the detail of the Bill largely coincided, and their submissions had been drafted by the same legal team.

Meintjies said the CEC meeting had also begun implementing Cosatu's congress decision in May to convene a meeting of a broad range of anti-apartheid organisations.

From Page 1

It had also adopted three resolutions held over from the congress, including a call for the release from prison of veteran unionist Oscar Mpetha, 78, who is serving a five-year prison sentence, the revival of the living wage campaign, a campaign for the reinstatement of workers dismissed during the June 6-8 protest, and the establishment of Cosatu committees for each industrial area.

Police must keep hands off - Mwasa boss

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S.A.P.
S.A.P.
S.O. report 12/7/84

THE Media Workers' Association of South Africa yesterday called on the South African Police not to be involved in a dispute between the union and Perskor management in Pretoria.

Mwasa's Southern Transvaal chairman, Mr Sam Mabe, made the call after the detention of a number of the organisation's members involved in the dispute.

A Mwasa member, Mr David Nokonyane of Garankuwa, was detained last weekend. Police

have notified his family of his detention.

Mwasa claimed in a statement last week that three of its members employed by Perskor were detained when they went to collect their pay. The three are Mr Solomon Moloisane, Mr Simon Motau and Mr Obed Moholoane.

The SAP's public relations division yesterday said in a statement that the three Mwasa members were not being held under security legislation.

At the weekend

another Mwasa member, Mr Siza Masinya, was detained and released after more than 12 hours. He works at the Perskor plant in Doornfontein, Johannesburg.

The wage dispute between Mwasa and Perskor is now in its second week. About 3 500 Perskor employees, all Mwasa members, are affected. Last week Perskor announced that it had dismissed 2 000 of the workers.

Mr Mabe said: "We take very strong exception to the arrest or detention of our members whether it be in terms of the security or any other legislation. Mwasa has a dispute with the Perskor management and we are committed to resolving this dispute through negotiations. We see no reason why the police should be involved. We would appreciate it if the police kept out of this dispute."

Unions hope for freeze on new Bill

The Argus Correspondent

JOHANNESBURG. — The Labour Amendment Bill becomes law on September 1, but major trade unions believe there will be a freeze on enforcement of controversial clauses while talks are held to iron out disputes.

Manpower Director-General Dr Piet van der Merwe made it clear today that the Bill would be promulgated as planned on September 1. He was reacting to speculation that the Bill would be put on ice pending negotiations between major trade unions and employers.

Dr van der Merwe indicated that amendments to the Bill were not ruled out. However, the normal channels would have to be followed to amend the Bill.

DOORS OPEN

He said that his department was always willing to discuss the Bill with interest groups. "Our doors are open to anyone who has problems with it."

Dr van der Merwe clarified the position today after a statement by the Steel and Engineering Industries Federation (Seifsa) that the Government would hold back the Bill until

current negotiations between the SA Employers Consultative Committee on Labour Affairs (Saccola), the Congress of SA Trade Unions (Cosatu) and the National Council of Trade Unions (Nactu) had been completed.

The Bill sparked a three-day national stayaway by black workers in June.

Seifsa made its statement in response to a demand by metal unions that it publicly endorse the suspension of the Bill and to discuss a proposal for an internal dispute procedure for the industry.

Saccola chairman Mr Bobby Godsell said that having met the Minister, employers had been "encouraged to pursue our talks with Cosatu and Nactu as a matter of urgency".

The belief was that "if our talks resulted in agreement between the three organisations, that agreement would have an impact" on the Bill's fate.

Mr Peter Soal, Progressive Federal Party spokesman on manpower, said. "This Bill is controversial and in many regards misunderstood. It contains good and bad I welcome the department's attitude that they are prepared to discuss it."

TWO smear pamphlets, one purporting to be a Cosatu attack on Nactu and the other a Nactu attack on a Cosatu affiliate, surfaced yesterday.

Two union smear pamphlets surface

They are the latest of several similar smear documents distributed around the country in the last few months.

Nactu said it believed the document purportedly issued by Cosatu was produced by "the dirty tricks department of the state".

The document included a reproduction of a bank statement which Nactu had not yet received through the mail.

It said "the easy access to private information within public institutions is cause for grave concern".

Nactu had launched an investigation with both the Post Office and the bank concerned.

Nactu said the document was a reaction to union growth and a spokesman

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ALAN FINE 143

added it could also be an attempt to disrupt growing co-operation between Cosatu and Nactu.

Sapa reports Nactu's Food and Beverages Workers' Union (FBWU) had dissociated itself from a pamphlet attacking Cosatu's Food and Allied Workers' Union (Fawu) and its president Chris Dlamini.

FBWU spokesman Goba Ndlovu said his union acknowledged rivalry between the two, but would never resort to smear campaigning.

In addition, the pamphlet provided an address the union had vacated six years ago.

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Labour Bill
Cape Times 14/7/88
put on hold

— Seifsa

Own Correspondent

JOHANNESBURG —
The Minister of Manpower, Mr Pietie du Plessis, has undertaken not to promulgate the Labour Relations Amendment Bill until September 1, according to a section of the Seifsa press release on the metal industry wage dispute

However, neither the government nor the SA Co-ordinating Committee on Labour Affairs (Saccola) would confirm this last night.

The Seifsa statement, in dealing with union demands that employers support the suspension of the Bill, said the purpose was to allow Saccola, Cosatu and Nactu more time for their discussions, now under way, on the Bill.

Saccola chairman Mr Bobby Godsell would say only that Mr Du Plessis had encouraged them to pursue discussions. This could affect the legislative process.

Manpower Director-General Mr Piet van der Merwe said the final promulgation date had not been decided.

Wage demands central to metal industry dispute

By Mike Siluma, Labour Reporter

The see-saw of wage demands and counter-demands between metal industry employers and trade unions continued yesterday, pushing the industry closer to possible industrial action

Reacting to revised union demands tabled last week, the Steel and Engineering Industries Federation (Seifsa) said yesterday that it had made "important concessions".

It said it was prepared to backdate its final offer to increase bonuses and wages by 17,4 percent, but that the offer could not be reviewed. Its offer to recognise May 1 as a paid holiday in exchange for an existing public holiday still stood.

On the Labour Relations Amendment Bill, Seifsa said it supported the Government's decision to suspend the Bill pending the conclusion of present talks between employers and unions.

Seifsa also agreed to the appointment of a committee to investigate and report on paternity leave within three months

The four unions in dispute with Seifsa are the National Union of Metal-

workers of SA, the Electrical and Allied Workers' Trade Union of SA, the Steel Engineering and Allied Workers Union and the Engineering and Allied Workers Union, all affiliated to the International Metalworkers' Federation

IMF spokesman Mr Brian Fredericks said, based on the employers revised offer, the unions would make recommendations to members over the next week or so. The recommendations "will be fairly new", he said. He would not elaborate.

"We made the point last week that everything depended on the wage issue. The employers have not made a concession on wages," said Mr Fredericks.

He said the results of a strike ballot among members would be finalised today.

The IMF demanded, among other things, an increase in basic wages ranging from 14 percent to 23 percent for labourers and that the Government-declared Workers' Day be replaced by May 1 and that workers be entitled to choose to observe June 16 instead of October 10, and either March 21 or another public holiday.

143 (143) (143)
NACTU takes exception to journalism which smacks of sectarian overtones. The Worm's Eye View column by Steven Friedman (June 17-23) analyses the recent three-day protest action. He assesses the scope and capability of the labour movement and community organisations to organise such a protest.
Friedman reviews Cosatu's post protest action in what seems to be an evaluation of the labour movement's gains. *W/Mail*
The disturbing factor is the *Weekly Mail* and Friedman ignore the fact that the protest action against the Bill was a result of united worker action made possible through discussions between the country's largest trade union federations, Nactu and Cosatu. 15-21/7/88
The article undermines the significance of joint action between Nactu and Cosatu. This leads us to the conclusion that this article is part of a concerted campaign of media hostility and bias against Nactu.
Any analysis or review of the post protest action should reflect the true actors and respect the fact that the gains made cannot be assessed in sectarian manner.
If the *Weekly Mail* pursues this blatant bias which fosters disunity within the labour movement then it should abandon sloganeering about how alternative it is. — Connle Molusi, Nactu

15-21/1981/maul

Mwasa to meet Perskor in court

THE Media Workers' Association of South Africa is taking Perskor to the industrial court

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The action follows the dismissal of 2 000 Perskor workers on June 30 while negotiations were still taking place. Mwasa filed papers on Tuesday this week demanding their reinstatement and describing Perskor's action as an "unfair dismissal".

Meanwhile police have confirmed the detention of three Mwasa members under Internal Security legislation. The three were detained while

collecting their pay on Friday July 8 at the Perskor Pretoria depot. They are shop steward Solomon Molosiane, Simon Motau and Obedi Mehloane.

According to Mwasa secretary general, Sithembelele Khala, the union has called off all negotiations with Perskor while waiting for a hearing date from the industrial court.

At the time of going to press, Perskor management could not be reached for comment.

Rents: union council urges seven measures

By Esmaré van der Merwe, (143)
Political Reporter

The National Council of Trade Unions (Nactu) yesterday said it applauded the "courageous determination of its members and the community" on the issue of rents.

Nactu urged that:

- The Group Areas Act be scrapped.
- All persons have the choice to live where they choose.
- The 99-year leasehold system be abolished and all land declared freehold.
- All past rent debts be written off by the Government.
- All families who have lived in the same house for at least 10 years be given title deeds to the house without delay and without any financial cost.
- In all new township developments, charges for laying services be paid by the Government and not be added on to the purchase price of the house.
- All building societies pronounce themselves immediately on these minimum demands and petition the Government on them.

Reacting to the Promotion of Local Government Affairs Amendment Bill presented to Parliament earlier this year, Nactu reiterated its call that employers should reject the introduction of the Bill.

It called on employer associations publicly to reject the Bill or "face the wrath of organised workers".

Dismissed

Sowetan 15/7/88
AT least 259 members of the Vukani Guards and Allied Workers Union were summarily dismissed by the Cape Peninsular Security Guards in Cape Town this week.

The dismissals come in the wake of initial talks between the union and the company for recognition. The company said it had lost contracts with Government schools in the area.

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Agreement

THE Vukani Guards and Allied Workers Union have concluded a wage agreement with Rapp and Maister Real Estate Security Division this week.

The company offered R510 basic salary, plus a R10 dry cleaning allowance and an additional bonus of R17 upon the existing 5 percent which is to be backdated to December 1 1987.

The union is an affiliate of the National Council of Trade Unions.

Cosatu, Nactu join hands for talks

Sowetan 18/7/88 *143* *[Signature]*

By MOJALEFA MOSEKI

THE two largest labour federations in South Africa, the Congress of South African Trade Unions and the National Council of Trade Unions are to make joint representations against the proposed labour legislation to the South African Employers Consultative Committee on Labour Affairs soon.

This was said by Cosatu's information officer, Mr Frank Meintjies, last week after a two-day Central Executive Committee (CEC) special congress in Soweto. The date for representations was not released, but it is expected to be soon because both union federations have been compiling their objections to the proposed labour legislation.

Law

The momentum for making early representations was fuelled by an announcement by the director-general of manpower, Dr Piet van der Merwe, that the Government would be making the Labour Amendment Bill into law as from September 1 this year

CEC also resolved to

- Call for the release of veteran trade unionist and UDF president Mr Oscar Mphetha (78), who is serving a five-year prison term,

- To revive Cosatu's Living Wage Structures and to focus on racial and sexual inequality as



NACTU president . . . Mr James Mndaweni.



COSATU president . . . Mr Elijah Bai

well as discrepancies between rural and urban, skilled and unskilled workers,

- Take up the struggle against the wage freeze, deregulation, privatisation and decentralisation which constitute a major attack on wages and working conditions of hundreds of workers who have been discharged in punitive management action

Campaign

Cosatu also resolved to launch a campaign demanding the reinstatement of all workers dismissed during the three-day protest action, and the scrapping of all warning notices given to workers by management

The federation will circulate names of all companies which victimised its members to all affiliates. Affiliate unions will then meet at Cosatu's national level structures to decide on the course of action

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'Dispute over salaries'

Swartown 197753
ABOUT 60 constructions workers at a site in Hospitalview, in Tembisa, downed tools last Monday, alleging that they had not received their salaries from their employers, Bilhard Construction.

A spokesman for the workers said that each time they went to the bank where their salaries were being deposited by the employers,

they drew a blank as no money was deposited in their accounts.

Mrs Bridget Harding, a director of the company said that the workers downed tools because they wanted to be paid for June 16 and for the three days of protest action.

"We only pay people for the number of days they have worked," she said. The workers

interviewed said it had nothing to do with the stayaway days, but that they had not received their wages for the past three weeks and more.

Mrs Harding, however, admitted there was a dispute and that they were hoping to resolve it by today.

By yesterday the workers had not gone back to work.

Legal unit to handle pay row

THE wage row between an East Rand construction company and its more than 60 employees continued yesterday.

Source taken 20/7/58

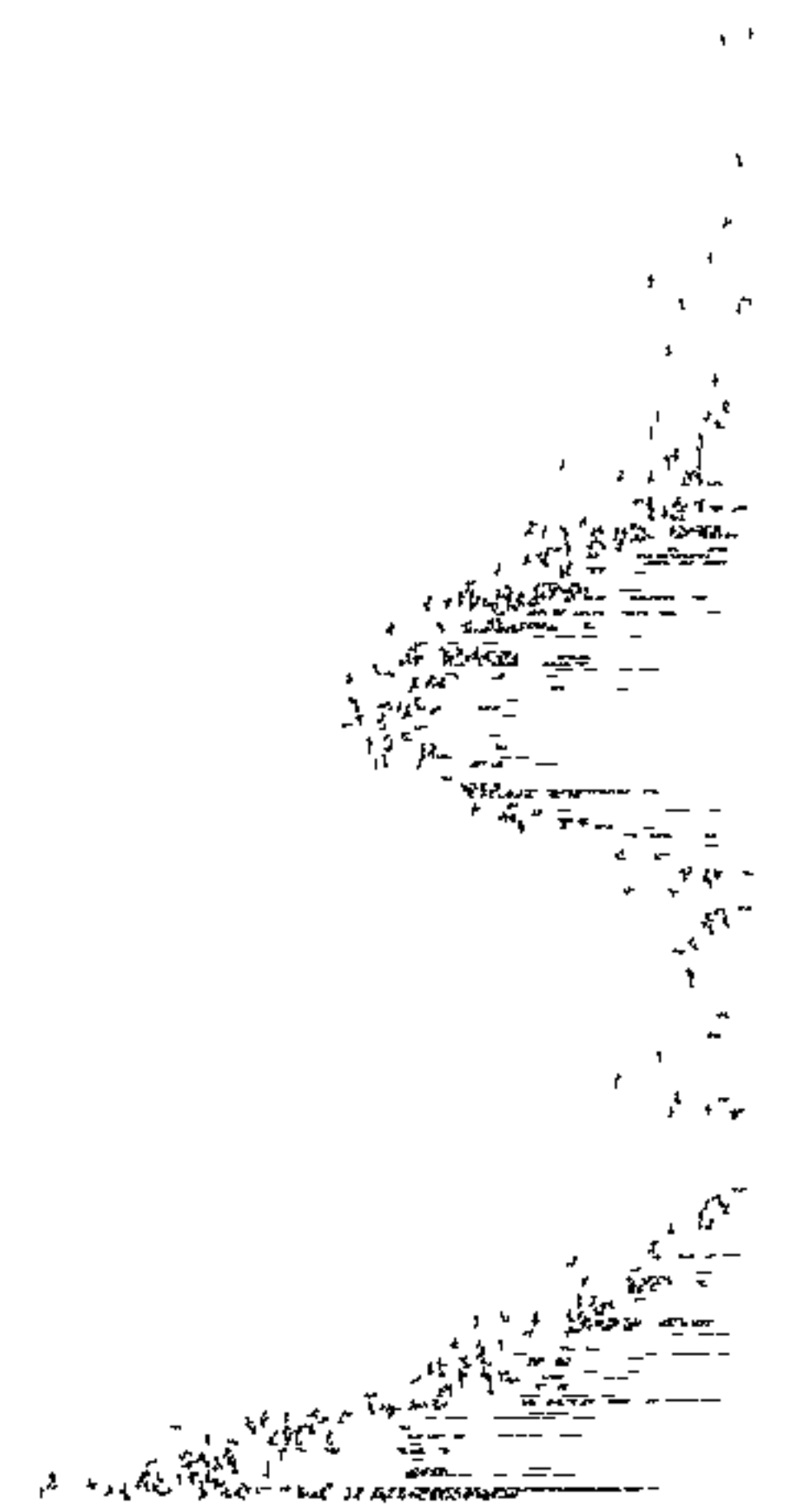
The row has led to a work stoppage by these employees who allege that the company, Billhard Construction, owes them four weeks' wages.

A spokesman for the Building Construction and Allied Workers Union (BCAWU), which represents the disgruntled workforce, said yesterday that they had referred the matter to the union's legal unit

The union spokesman said the company had dismissed one worker for allegedly instigating the stoppage this week.

Billhard director, Mrs Bridget Harding, said she was not aware that an employee had been dismissed

BRADY



Strike looms

WORKERS at Allied Publishing Company are gearing themselves for a legal strike which could disrupt the distribution of English-language newspapers in the Western Cape.

The workers are demanding parity with workers at the Argus Printing and Publishing Company, the major shareholder in Allied.

Workers claimed this would mean increases of between 40 and 200 percent in some departments. Management had offered them a 16 percent across the board increase, they said.

About 350 workers arrived at the firm's Paarden Eiland depot on Wednesday to vote in a strike ballot, which had been called off at the last minute by Media Workers Association of SA (Mwasa) shopstewards.

Declared dispute

It is believed shopstewards feared intimidation by management if the strike ballot went ahead.

However, a legal strike may still take place if the Minister of Manpower does not appoint a conciliation board by this week to settle the dispute.

The Minister had 30 days to appoint a conciliation board after he was approached by the union on June 21. His deadline was Thursday this week.

Mwasa represents about 500 of the 600 workers at Allied, including office workers, roundsmen, bossmen, transport workers, vendors, street sales supervisors and labourers.

They started wage negotiations on March 30 and declared a dispute last month, claiming the company did not subscribe to the principal of equal pay for equal work.

Asked for comment, Allied's provincial manager John Rayner said in a telex message. "As our talks with the union are at a very sensitive stage we are unable to comment at present."



News vendors may join a legal strike if their dispute is not settled

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Nactu discusses 'neutrality'

8/25 21/7/88
DURBAN — The National Council of Trade Unions' non-political affiliation stance is one of the issues that will be discussed by Nactu's Durban and Amanzimtoti local committee at the union's Durban offices on Sunday

(143)
Nactu's co-ordinator, Mr Kessie Moodley, said today that 13 affiliates that made up the committee would discuss the pros and cons of remaining "neutral" in the political arena, while having a commitment to the national liberation struggle

He said other issues to be discussed were the worker control of the union and the relationship between Nactu and Cosatu, the biggest union grouping in the country — Own Correspondent

Nactu big Indaba

Sowetan 21/7/88 (143)
THE National Council of Trade Unions' non-political affiliation stance is one of the issues that will be discussed by Nactu's Durban and Amanzimtoti local committee at the union's

Durban offices on Sunday.

Nactu's co-ordinator, Mr Kessie Moodley has said that 13 affiliates that made up the committee would discuss the pros and cons of remaining "neutral" in the political arena, while having a commitment to the national liberatory struggle.

He said other issues to

be discussed were the worker control of the union and the relationship between Nactu and Cosatu, the biggest union grouping in the country.

"There is an increasing frustration within the labour movement that the principle of the workers controlling the union and federation is not actually taking place," he said.

Commonwealth 'may join fight'

Registration: all journalists to get free legal aid

Staff Reporters

Lawyers for Human Rights (LHR) has decided to make its legal aid network available to any journalist affected by the new registration legislation

The national director of LHR, Mr Brian Currin, said yesterday that the organisation's "pro bono" scheme would be available to any journalist prosecuted under the legislation

Advice will also be available in the event of a journalist being deregistered

Commenting on the legislation, Mr Currin said that the definition of a "news agency" in the Act was extremely wide

Hard to believe

"We cannot believe that it was the intention of the legislature to include those persons who appear to have been included"

Mr Currin said because, technically, LHR "processes news" it might also be required to register, something it had no intention of doing

"One could find oneself in a situation where every bit of news could be tainted by the ideology of the Minister in charge of registration"

The Save the Press Campaign, be-

cause of the severe inroads into the freedom of the press which it considered to be implicit in the new legislation, asked for an urgent meeting with the Minister of Home Affairs and Communication, Mr Stoffel Botha, early this week, but has received no reply

The organisation includes the Southern African Society of Journalists, the Media Workers' Association of Southern Africa, the Anti-censorship Action Group (Acag), the Association for Democratic Journalists and representatives of freelancers and the so-called alternative press

It is also supported by major newspapers

The new legislation has also brought a response from Canada, where Reuter reported that a senior government official said yesterday in Toronto that other Commonwealth members will be asked to aid the South African-based media to battle censorship and propaganda

Eight Commonwealth countries represented on a committee dedicated to dismantling apartheid will be asked in Toronto next month to contribute money or technical assistance to help counter Pretoria's ability to control the news

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Star 22/7/88

Fawu condemns faked pamphlet

THE Food and Allied Workers Union yesterday condemned the authors of a mysterious pamphlet which seemingly sought to promote rivalry between itself and another union in the food sector, writes LEN MASEKO

Fawu president, Mr Chris Dlamini, said the pamphlets — distributed at a number of East Rand factories — made “damaging allegations” against him and his union

The allegations, he said, were

- That he (Mr Dlamini) received double pay from the union and Kellogs in Springs, where the official is employed,
- Fawu was “in disarray” and its members should join the Food Beverage Workers Union,

- That Fawu members had been dismissed by their employer, Kanhym (Balfour), because a union official had failed to follow “correct procedure”

Mr Dlamini said “It is not true that I am receiving a salary for being an official of the union. Only full-time employees of the union receive salaries”

Fawu viewed the mysterious pamphlets as part of a “concerted attack” by some employers

Mr Dlamini said the FBWU had promised to investigate the matter

“It is true that we had some misunderstanding within the union, but this was resolved at our congress. Our members are united,” the Fawu official said



FAWU official Mr Chris Dlamini.

Section 22/7/88
Row over salaries

THE Commercial Catering and Allied Workers Union of South Africa has declared a dispute with three Tradegro companies, a spokesman for the union said yesterday

Ccawusa official Mr Jeremy Daphne said the companies were Checkers, Metro and Frasers

The union demands

- Checkers An across-the-board increase of R122 a month while the company offered R74,40,

- Frasers A rise of R150 a month across-the-board against the company's offer of R80 a month,

- Metro An increase of R140 a month while management's offer is R40 a month

Mr Daphne said “All Tradegro companies have started wage negotiations on exceptionally low base and are asking, in the view of the union, low base and are making, of the improved financial situation in the retail trade

Labour Bill continues to draw flak

By Mike Siluma, Labour Reporter

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The National Council of Trade Unions (Nactu) planned to continue its opposition to the Labour Relations Amendment Bill, which becomes law on September 1, the federation said yesterday

At the same time, Nactu expressed satisfaction with the Bill's provision that aspects of the proposed legislation be put into effect at different dates.

Describing the provision as "a historic and significant victory", Nactu said the fact that it had now become possible for aspects of the Bill to be effected at different times was "a clear indication that the three-day protests action (in June) has revised some of the thinking in Pretoria"

This development "also gives Nactu the opportunity to negotiate with the

representatives of Saccola (the SA Employers' Consultative Committee on Labour Affairs) on the various provisions of the Bill"

"The way in which (the amendments) are enacted creates some opportunity for further debate," said Nactu

It added, however, that "Nactu will press ahead on the resistance to the Labour Bill as agreed by various structures of the federation in the past eight months"

Following preliminary discussions over the past two months, Nactu, Saccola and the Congress of SA Trade Unions (Cosatu), agreed to meet and discuss points of difference regarding the Bill

The public position held by employers and the Government has been that the Bill is in keeping with labour legislation in Western countries

Labour Update

Re-think on Bill (43) - Nactu (43)

Sowetan 27/1/81
THERE were indications that the three-day protest against the Labour Relations Amendment Bill had led to a re-think in Government circles, the National Council of Trade Unions said in a statement yesterday.

Nactu was reacting to the Government's decision to allow further debate on the proposed amendments before they become law.

Nactu said the three-day protest organised by itself and the Congress of South African Trade Unions had led to revised thinking in Pretoria.

Nactu, however, would still press ahead with its resistance against the Bill "as agreed by various structures of the federation in the past eight months".

Meanwhile, consultations on the proposed amendments are still between the employer body, the SA Consultative Committee on Labour Affairs, and the country's two biggest labour federations.

4 UNIONS DISGUSES PAY OFFER

Sevens
27/7/58
(143)

FOUR unions affiliated to the International Metalworkers Federation are to hold a meeting today to discuss metal companies' final wage offer.

BY LEN MASEKO

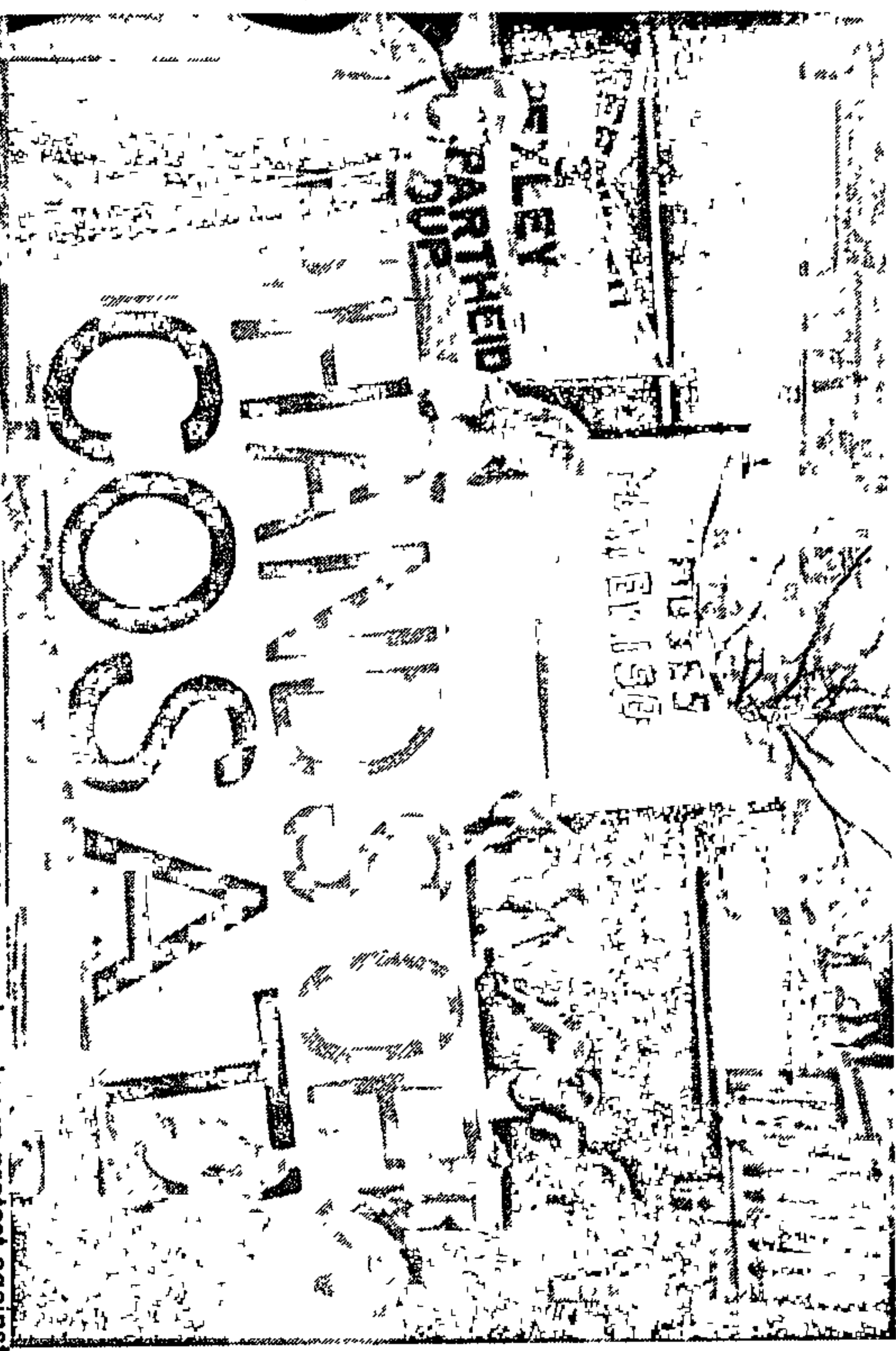
The meeting comes in the wake of reported strikes at eight metal factories on the Reef this week

The four IMF affiliates are in dispute with the employer body, the Steel Engineering Industries Federation of South Africa (Seifsa), which represents more than 3 000 firms

Demands

The IMF unions demand — among other things — a minimum hourly wage of R3,21 while management's final offer stood at R3,02 an hour

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



ANTI-apartheid demonstrators picket the South African Embassy in London in protest against restrictions placed on the Congress of SA Trade Unions. The demonstrators belong to various British organisations.

A union spokesman said the four unions might hold a rally this weekend to discuss the wage dispute

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Nactu calls on ambassadors to pressure govt

143
B/Am
28/7/88

THE National Council of Trade Unions (Nactu) yesterday called on all ambassadors to SA to exert pressure on the government to lift the emergency media regulations.

In a statement released to various ambassadors and news agencies, Nactu said the compulsory registration of news agencies was a further deliberate attempt to curb the Press.

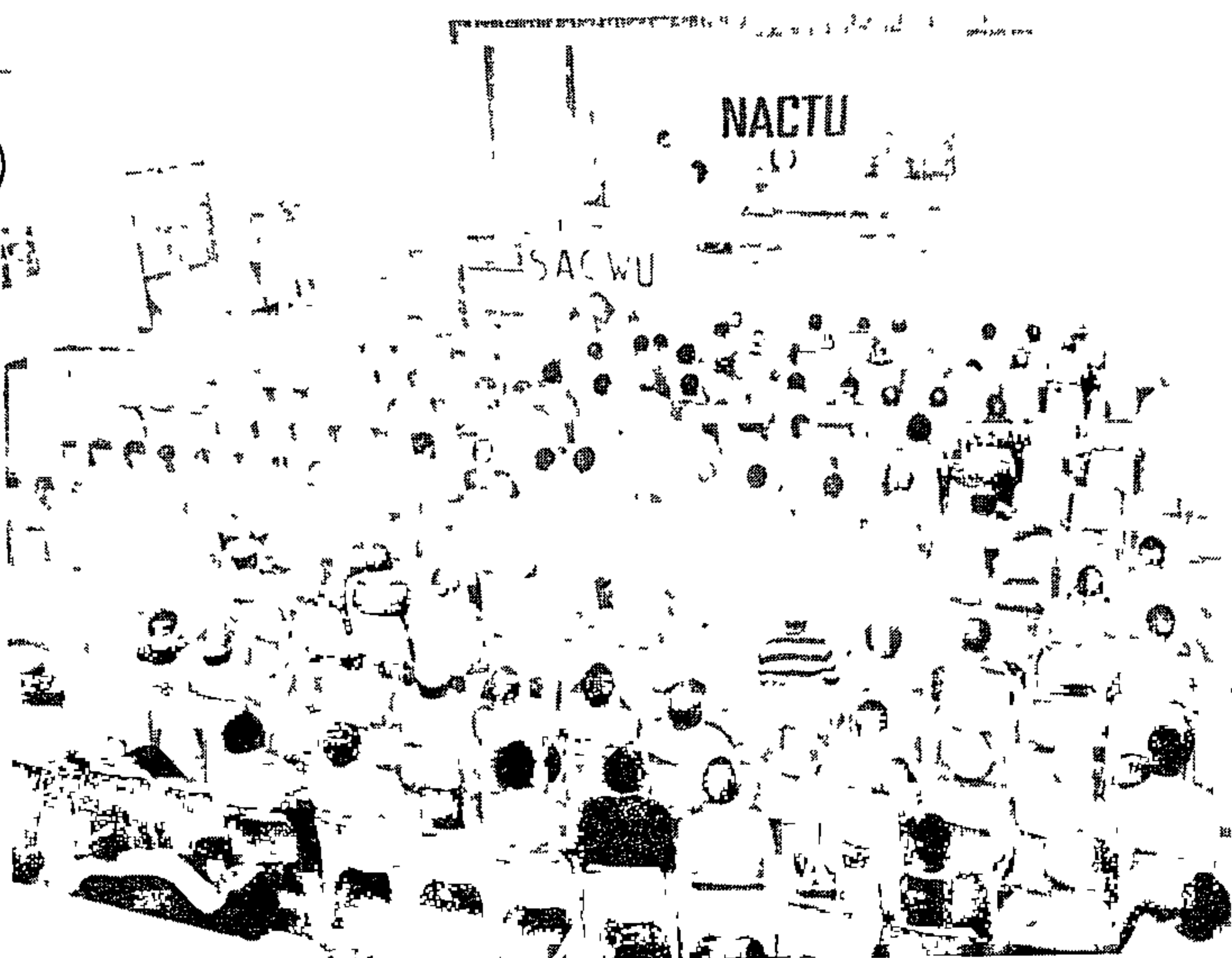
Nactu asked ambassadors to advise news agencies and journalists not to register; to bring "all possible" pressure to bear to have the regulations as well as the state of emergency lifted with immediate effect, and to agree to support Nactu and its affiliate, the Media Workers Association of SA, should curbs be placed on the organisation.

"Nactu believes it needs to support and defend the freedom of the media as a prerequisite for a free and just society," the statement said.

The request referred to a resolution by its July 1987 National Council, which declared its support and defence of the "freedom of the media." — Sapa

143

Nactu launch in West Cape



Part of the crowd at the Nactu launch

THE National Council of Trade Unions (Nactu) launched its Western Cape region at the Samaj Centre in Gatesville at the weekend.

Workers attending the whole day meeting on Saturday, were treated to a play and poetry reading by the Mafube Arts Group of Johannesburg

A new executive committee was elected and the region committed itself to "building a strong worker-controlled organisation based on uniting all African workers"

Executive

Patricia de Lille, of the SA Chemical Workers Union, was elected regional chairperson.

Other executive members are vice-chair Sidwell Sizani of Vukani Guards and Allied Workers Union, secretary Cereen Wynard of Electrical and Allied Workers Union, vice-secretary Pinky Mbele of the Textile Workers Union, treasurer Madoda Monareng of the Building Construction and Allied Workers Union, and one representative from each affiliate

Employers, ^{with} unions agree ^{28/7/88} on changes ¹⁴³

Own Correspondent

JOHANNESBURG. —

Trade unions and employers would definitely reach agreement on proposed changes to labour legislation, including some in key areas, Cosatu information officer Mr Frank Meintjies said yesterday.

He said Cosatu had informally been told of this by employer representatives, although no formal agreement had yet been signed.

The SA Co-ordinating Committee on Labour Affairs (Saccola) is presently studying a 22-page joint Nactu/Cosatu memorandum on proposed amendments to the Labour Relations Amendment Act.

He expected a written Saccola response and then a formal meeting between the parties next week. He declined to specify the areas of probable agreement.

Mwasa to act against Perskor dismissals

Source from
29/7/04

THE Media Workers' Association of South Africa will challenge the dismissal of the union's 2000 members who lost their jobs at Perskor after participating in a wage strike early this month.

And yesterday Mwasa lodged papers at the Department of Manpower in an application for the reinstatement of the workers

Mr Sthembele Khala, Mwasa's general secretary, said the union recently filed papers in the Industrial Court seeking reinstatement of the dismissed workforce

The dismissal followed a strike by about 3500 Mwasa members, who downed tools after talks between the union and Perskor management reached a stalemate. The two parties later reached agreement on across-the-board increases of R16,

minimum pay of R109 for "factory aids" and a minimum weekly wage of R118

Mr Khala said "The Mwasa national council decided over the weekend to go full blast against Perskor for dismissing the union's 2000 members"

Meanwhile the union has decided to hold its annual congress early in September to enable the outgoing treasurer, Mr Thami Mazwai, who will be going overseas later this year, to attend the meeting

Mr Khala said. "Our union has also resolved to co-operate with media organisations such as the South African Society of Journalists, Association of Democratic Journalists and Anti-Censorship Action Group in the fight against the registration of journalists and news agencies"

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Labour Update

Mysterious pamphlets smear trade union

MYSTERIOUS pamphlets have been distributed in the Transvaal, alleging corruption and misappropriation of funds within the National Council of Trade Unions.

The pamphlets, purported to be from the Congress of South African Trade Unions (Cosatu), contain photocopies of Nactu's financial statements as well as cheques allegedly withdrawn or received by the federation.

The pamphlets, which are peppered with spelling mistakes, read in part "A time ago

Sowetan Reporter

pamphlets were distributed in which were (sic) complained about the fact that Cosatu allowed executive members to spend R700 per week on entertainment. We duly explained our position on this issue which is that such entertainment is necessary to maintain our executives in luxury (sic)."

The pamphlets, which also claimed that Nactu received "R75 000 per month from the Confederation International — Des Syndicates Libres," called on the federation to explain

some of its "darker doings." Questioning certain alleged withdrawals, the pamphlets asked "Where did this money go — or did it disappear (sic) into the pocket of some fat Nactu executive?"

Cosatu official, Mr Frank Meintjies, yesterday dismissed the faked pamphlets as part of an attempt to divide members of the two federations. "It is obvious that there is someone working in the interests of employers and the State, which is determined to undermine the labour movement," he said.

He said the authors of the pamphlet seemed to have "a lot of resources and time to go about smearing and defaming

organisations of the people" Cosatu, he said, called on its members not to be misled by "these propaganda initiatives."

Nactu said "We note that the dirty trick department has produced and distributed another leaflet in the Potchestroom, Klerksdrop and Rustenburg areas, allegedly emanating from Cosatu.

"That the production of the bank statement is made public raises some serious concern within Nactu. The federation has not received these statements from the bank or through the Post Office. We are therefore concerned with the vulnerability within both these institutions," the federation added.

Nactu has referred the matter to its lawyers.

Alert over attack on Nactu

Sowetan
2/18/88
(143)

COSATU had alerted all its members following the distribution of pamphlets in the Transvaal alleging corruption and misappropriation of funds within the National Council of Trade Unions, a Cosatu official, Mr Frank Meintjies, said in Johannesburg yesterday

He said Cosatu would take further legal steps once the culprits responsible for the pamphlets had been identified

The pamphlets, which created the impression that they had been issued by Cosatu, contained photocopies of Nactu's financial statements as well as cheques allegedly withdrawn or received by the organisation

Alerted

Mr. Meintjies said Cosatu had alerted its members that the pamphlets could have come from the same source "as other extra-legal attacks" being made against Cosatu

The pamphlets, which also claim that Nactu received R75 000 a month from the Confederation International des Syndicates Libres, asked the federation to explain some of its "darker doings"

"Where did this money go, or did it disappear into the pocket of some fat Nactu executive?" the pamphlet asks

Mr Meintjies said Nactu had referred the matter "which raises some serious concern" to its lawyers. — Sapa

2018
103
103

MORE than 60 workers involved in a pay dispute with an East Rand construction company have been dismissed, a spokesman for the Building Construction and Allied Workers' Union said yesterday.

BCAWU official, Mr Andrew Morifi, said the workers were sacked last week after they refused to resume duty at Billhard Construction's site in Tembisa in protest against non-payment of four weeks' wages to them

The BCAWU members employed by the company downed tools early last month, complaining that they had not received their wages since June 6. They said the company had failed to deposit their wages in their building society accounts during that period.

Billhard director, Mrs Bridget Harding, yesterday declined to comment on the matter.

Billhard management earlier claimed that the workforce wanted to be paid for June 16 and for the three-day protest action which was marked by work stayaways countrywide.

The union members have disputed this claim, saying the stayaways had nothing to do with the pay row.

3/8/80 (143) Sowetan

Mwasa strike in Cape

**SOWETAN
Reporter**

MORE than 400 members of the Media Workers' Association of South Africa have downed tools at Allied Publishers' Cape Town plant, Mwasa general secretary Mr Sthembele Khala said yesterday.

The official said the strike followed the failure by the Minister of Manpower to appoint a conciliation board to resolve a three-month-old dispute between the two parties.

Mwasa members, he said, demand the acceptance of a principle of "equal pay, equal work" within the company Allied was a subsidiary of both the Argus and Times Limited companies.

Mr Khala said attempts to resolve the matter through mediation had also failed and that the company had rejected the union's suggestion to refer the dispute to an arbiter.

A spokesman for the company confirmed that Mwasa members were on strike at the Cape Town plant. He said the company would issue a statement today.

...er who
Papers troubled
163 Staff Reporter

DISTRIBUTION of the Cape Times could be disrupted today after industrial action by members of the Media Workers' Association, of S.A. (Mwasa).

Distribution of The Argus was severely disrupted yesterday as more than 500 Allied Publishing employees stopped work in support of wage demands.

Union and management spokesmen said a conciliation board had been appointed.

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DATE 1/14/88
Paper rounds
back to normal

Staff Reporter

NEWSPAPER distribution is expected to return to normal this morning following yesterday's decision by members of the Media Workers' Association of SA (Mwasa) to call off a wage strike

Allied Publishing's provincial manager, Mr John Rayner, said distribution of the Argus and Cape Times had been disrupted by the stoppage, but would be "back to normal" today

Confirming the workers' decision to return to work, the company's managing director, Mr J Mould, said the company and Mwasa had agreed to attend a conciliation board hearing tomorrow.

He added that Allied had adopted a "no work, no pay" policy, but regarded the strike as legal

Handwritten scribbles and the name "Sweft" at the top of the page.

(143)

Nactu and BCMA are criticised

1/18/88

SIR — I would like to add my voice among those who have received the Nactu/BCMA statement with amazement and disappointment

These Black Consciousness oriented organisations, in their joint communique after their Harare get-together, regarded the school boycotts organised by Soweto students under the unwavering banner of the student congress, Sosco as "needless disruption of learning"

These two organisations seem to have completely ignored or have failed to consider

the reasons behind such a boycott I wish to volunteer to them the information that the major demands behind the boycott was the fact that the State has detained more than a hundred students and the students are demanding the release of their fellow students

The statement by Nactu and BCMA only goes to show that these two organisations are not in touch with the education crisis facing our country today

Let these two organisations be reminded that the education of the black child was disrupted when Dr Verwoerd introduced bantu education in this country. If, all of a sudden, Mr James Mndaweni and his BCMA friend think that the struggles we are waging against apartheid education are a disruption of education, as he puts it, then one will begin to wonder whether he is aware of the education crisis or not

In fact, I want to ask Mr Mndaweni and his BCMA friend the following questions

Were those your personal views or were you representing the views of your respective organisations?

Does Mr Mndaweni have any reason to believe that the organised working class of this country which he claims to represent regard the education struggles as "needless disruptions of learning"?

Did he consult with the student representatives and the relevant parent structures back at home before going to the Press to make the needless and uncalled for statements?

I want to believe that these two organisations will have the decency to answer these very simple but important questions

I also wish to inform these organisations that the community of Soweto is already attempting to address the crisis in a very disciplined manner The Ministers United for Christian Co-Responsibility (MUC-COR) has convened a series of meetings in Soweto to try and discuss

not only the boycotts but the cause of these school boycotts with both the students and their parents as well

I believe that any attempt to undermine this important initiative by the priests and the community can only be viewed with suspicion and concern, hence, the understandable anger of our untiring brothers and sisters at schools over the above-mentioned statement by the honourable Mr Mndaweni and his friend

At this stage I deem it necessary to suggest to Mr Mndaweni, on behalf of himself and his friend, to withdraw the statement they made and to afford a well deserved apology to those concerned

While I agree with the Mndaweni-BCMA statement that education is important I, however, think that no individual, no matter how black he may think he is, or organisation for that matter, should lose sight of the unending problems faced by the black child each and every day of his or her life

We must always respect the views of these students and their organisations and if possible, we should lend our unwavering support to student struggles and assist with advice and not with endless Press criticisms, as if our struggle will be won through press releases

Please come down to the masses so that you can start to understand the dynamics involved in the education struggles

JAMES T MASEKO
Wits University
c/o Black Students' Society

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WORD of GOD

Jesus said repent!
And he said, Nay,
father Abraham

BCAWU members go on strike

DOZENS of construction workers have downed tools at Caetano and Le Roux building contractors in the Western Transvaal, complaining about management's alleged failure to attend to their grievances.

An official of the Building, Construction and Allied Workers Union, which represents the strikers, said talks between management and union officials broke down on Tuesday after "the union objected to the presence of police during negotiations."

BCAWU general secretary Mr Vusi Thusi said the talks were convened by the building sector's industrial council.

He said workers' grievances included.

- Retrenchment of their 12 colleagues without consultation between management and the union.
- No provision of protective clothing
- No job description within the company, especially for black workers.
- The company's failure to enter into a recognition agreement with the union.

Mr Thusi said: "Our members were insulted by certain company representatives during negotiations on Tuesday. This happened in the presence of the industrial council officials, who did not question this untoward behaviour."

A director of the company Mr C J Le Roux declined to comment on the matter

400

Mwasa workers strike

By MARTIN
NTSOELENGOE

ABOUT 400 members of the Media Workers' Association of South Africa have downed tools at Allied Publishers' plant in Cape Town after attempts to resolve a wage dispute failed.

The newspaper distributors went on strike this week after three months of negotiations with the publishing company failed to achieve a compromise.

Mwasa demands the acceptance of the principle of equal work for equal pay from Allied, an Argus subsidiary.

Mwasa's secretary-general Sithembele Khala said the strike resulted from the failure of the Minister of Manpower to set up a conciliation board to resolve the dispute.

"After we had made representation to the Minister, and realised he was not prepared to appoint a conciliation board, we informed the workers and they decided to go on strike."

Khala said: "Allied is talking money when Mwasa is negotiating a principle, the two positions are irreconcilable."

Earlier, Mwasa and Allied agreed to have labour lawyer Clive Thompson as a mediator, but this never took place.

Allied rejected the suggestion from Mwasa to submit the matter to arbitration.

"All attempts to resolve the dispute drew a blank as Allied refused to heed Mwasa's call for a conciliation board," Khala said.

1. (143) B/Day 8/8/88

Hundreds gather for Nactu congress

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THE first congress of the National Council of Trade Unions (Nactu) got under way in Johannesburg on Saturday.

About 500 delegates were addressed by the former publicity secretary of the now banned Azanian People's Organisation (Azapo), Muntu Myeza.

Myeza appealed for black working class solidarity, saying the "ruling class" always kept "the oppressed masses divided"

He also stressed the need for workers to be unionised

"Nactu and Cosatu are only a drop in the ocean and, out of millions of black South Africans, only one million of them are unionised"

In his presidential address, James Mndaweni criticised government for allegedly intervening on behalf of employers in the worker struggle and reaffirmed Nactu's opposition to the Labour Relations Amendment Bill.

He said Nactu's attention this year would be focused on establishing local committees, encouraging mergers among unions in the same industry, and fighting for the recognition of "national holidays" as opposed to the "racist" holidays

The union grouping would also have to improve its financial position and become self-reliant

Letters of solidarity from labour federations around the world were read out at the congress.

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Unions group re-elects president

By Adele Baleta

The National Council of Trade Unions (Nactu) re-elected Mr James Mndaweni as president during its first congress to be held in Johannesburg

The two-day congress at the weekend was attended by more than 200 delegates and observers

Resolutions were postponed to August 20

There were messages of support from labour movements, including from the British Trades Union Congress — with its 9 million membership — the General Workers' Union of Spain, and the Norwegian Federation of Trade Unions

A letter from the Pan-

Africanist Congress (PAC) expressed the hope that Nactu would resolve to pursue worker unity

Addressing the congress, Mr Mndaweni, slammed the Labour Relations Amendment Bill which "seeks to take away what the labour movement had achieved in the past decade"

He said that some of

Nactu's guiding principles were "uniting the exploited masses, leading them in their struggle for freedom in the workplace and home, and mobilising them towards repossession of their occupied land"

He said Nactu's financial position would have to improve and the organisation would have to become self-reliant

Stop 143 9/8/58

CAP6 Times 13/8/88

938

JOHANNESBURG. — A group representing employers on labour affairs has expressed regret over the decision by the Minister of Manpower to promulgate the Labour Relations Amendment Act in full on September 1

Mr Bob Godsell, chairman of the the SA Employers' Consultative Committee on Labour Affairs (Saccola), said his organization, as well as Cosatu and the National Council of Trade Unions (Nactu), had agreed to approach the minister to delay the promulgation of six of the 31 clauses in the act.

He said a joint, written motivation of this proposal was also agreed on on Thursday. This was submitted to the director-general of the Department of Manpower yesterday, Mr Godsell said.

"We hope the minister will be able to reconsider this decision in the light of the joint Saccola, Cosatu and Nactu motivation"

Mr Godsell said the detailed discussions between Saccola and the two trade union federations had so far produced significant areas of agreement in principle, as well as proposals to improve the wording of sections of the amending legislation.

Cosatu spokesman Mr Frank Meintjies said the minister was "painting himself in a corner" and the move would "precipitate conflict on the factory shop floor". He described the decision as "reckless".

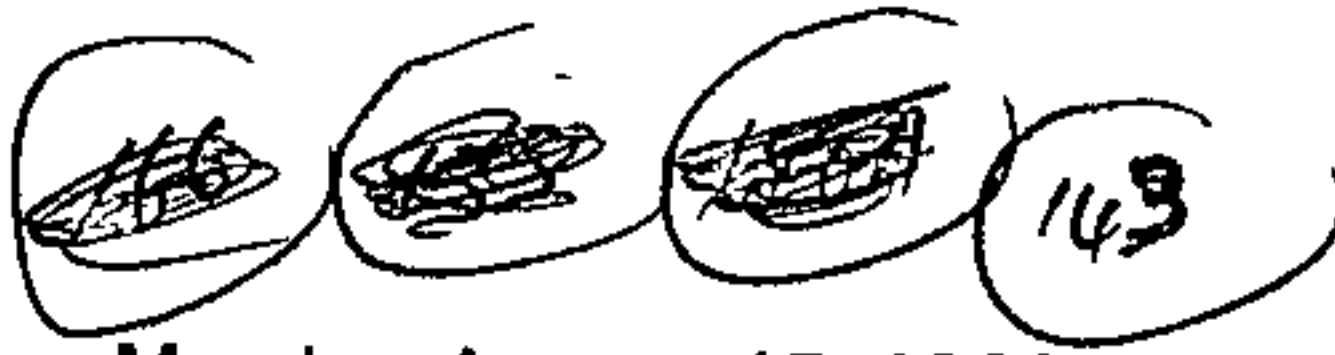
The Labour Relations Amendment Act of 1988 will come into operation on September 1, according to a government proclamation gazetted in Pretoria yesterday.

The Bill, among other issues, led to a massive three-day national stayaway action by workers in June — Sapa

Saccola 'regrets' Labour Bill decision

~~143~~
143
~~143~~





Unions to plead with Minister on new labour Act

Labour Reporter

THE promulgation of the Labour Relations Amendment Act in full with effect from September 1 drew immediate reaction from a leading employer organisation and trade union federation

The Act was promulgated in the Government Gazette on Friday

Expectations had been that the Act, which introduces several changes to labour legislation, would not be immediately promulgated in full and the South African Consultative Committee on Labour Affairs (Saccola), which represents employer interests, said it regretted the Minister's decision

The Congress of South African Trade Unions (Cosatu) said the Act would severely curb the power of unions and generate industrial chaos because of "a lack of forums for negotiation".

Mr Bobby Godsell, chairman of Saccola, said that his organisation, Cosatu and the National Council of Unions agreed at a meeting yesterday to approach the Minister of Manpower, Mr Pietie du Plessis, on the promulgation of six of the Act's 31 clauses.

Unions accuse Govt of bad faith on Bill

By Adele Baleta

South Africa's two major labour federations have criticised the Government for deciding to implement the Labour Relations Amendment Act from September 1.

The Congress of SA Trade Unions (Cosatu) and the National Council of Trade Unions (Nactu) in a joint statement at the weekend threatened to take action against employers who refused to give an undertaking by September 1 not to enforce the Act. The unions said they would consult their members on the issue.

The Act was promulgated in Pretoria on Friday and followed a meeting between the two labour federations and the South African Consultative Committee on Labour Affairs (Saccola).

An agreement was reached with Saccola at the meeting on Thursday that certain sections of the Act should not be promulgated, the federations said.

Cosatu and Nactu said that by promulgating the amendments in full the Department of Manpower was acting in bad faith.

The two federations have however reaffirmed their commitment to the negotiation process provided Saccola recommended to its members not to use the rights conferred on them by the amendments.

Unions blamed for legislation row

Own Correspondent

JOHANNESBURG — The Minister of Manpower and his director-general have blamed the controversy over the implementation of new labour legislation from September 1 on the failure of Cosatu, Nactu and Saccola to keep to pre-arranged deadlines.

They also intimated that union federations' refusal to talk to the minister about a possible delay in implementing certain clauses was partly responsible for his unwillingness to consider such representations.

On Friday Cosatu and Nactu telexed the department, accusing it of bad faith in putting the entire Labour Relations Amendment Act into opera-

tion

Cap Times 15/8/88 (143)
However, in their first ever joint media conference, the general secretaries of the two organizations, Mr Jay Naidoo and Mr Piroshaw Camay, said the negotiation process with Saccola would be kept going provided Saccola recommended to affiliate members not to use the rights conferred on them by clauses which the parties have agreed should be suspended

Cosatu and Nactu have also demanded that individual employers make such an undertaking by September 1. Mandates would be sought for industrial action against those which refused

A Saccola official said at the weekend the union demands

had not yet been discussed, as they had been received only late on Friday

The clauses in dispute relate to unfair dismissals, indirect and intermittent strikes, certain registration provisions, time limits for the resolution of disputes, secrecy of Industrial Court judgments and the presumption of union "guilt" for unlawful strike action by members

Director-General Mr Piet van der Merwe strongly denied any question of departmental bad faith. That they were not ready to submit proposed amendments to be considered in time for the forthcoming parliamentary session, as they had agreed in June, "is their own fault", he said

Police ⁽¹⁴³⁾ question unionists

Two national executive committee members of the Black Allied Mining and Construction Workers' Union (Bamcwu), publicity secretary Mr Mbulelo Rakwena and Mr Monwabisi Vika, have been briefly detained by the Security Police.

The two were detained on Friday, while they were on their way to work with Miss Dawn Neo Sediti, the union said.

The police searched their homes and removed a "video and literature".

They were then taken to John Vorster Square for questioning before being allowed to go home.

The union said it viewed "with utmost disgust and contempt such constant interference with members of its staff".

"It is particularly disturbing to note that, less than three weeks ago, Bamcwu's Pretoria regional office was searched by police and a banner was confiscated. The regional organiser, Mr T Ngalo, was detained for hours."

Nactu re-elects Mdaweni

11-17/8/88
JOHANNESBURG. — Nactu re-elected James Mdaweni as president during its congress held here at the weekend.

The two-day congress attended by about 200 delegates and observers postponed resolutions to August 20.

Messages of support were received from Cosatu, the British Trade Union Council, the General Workers of Spain, and the Norwegian Federation of Trade Unions.

A letter from the Pan Africanist Congress (PAC)

143
Scup
expressed the hope of Nactu pursuing worker unity.

Mdaweni set the tone for the congress attacking the new Labour Relations Amendment Bill which, he said, sought to take away the achievements of the labour movement.

Nactu's financial position would have to improve and the federation should become self-reliant.

In its message Cosatu said there was a public commitment from all to the principle of one federation "based on a merger of unions operating in the same industrial sector, rather than vague arrangements of co-operation and co-existence".

ON THE morning of 25 July 1988, the police of the apartheid state raided my house in Pimville, Soweto

Although we have a more than 2m high burglar fence with an electric bell at the gate, we were woken up by flashes of torches through our windows and banging on the door by the police

After announcing their mission under the State of Emergency regulations, the police swiftly moved into our bedrooms. This was 3am

The State of Emergency had once more woken us and robbed us of our rights and humanity and allowed the police to violate them "legally"

After having gone through the house, the officer in charge informed me that he was leaving part of his unit in the house until they had completed their operation elsewhere. The purpose of leaving them in my house was to make sure we did not communicate with the outside world. They said we were not allowed to use our telephone

The occupation of the house lasted until about 5am

We could not leave the house. We

It's 3am and there's a banging at the door. THIS is the reality

A personal view by FRANK CHIKANE

General Secretary of the SA Council of Churches

were in effect under house arrest for that period. The family would also not go back to bed. Who could do so when a hostile people were occupying one's house?

Two things frustrated me even more seriously. The first is that a few days before this event a handgrenade was planted at my mother's place, threatening the lives of family members.

The police were called at about

11am. By 1.15pm they had not responded

Of course, if the explosive device threatened the regime, its agents or members of the white minority community whose interests the regime is put in power to secure, the police reaction unit would have been there within minutes

It was only after engaging a lawyer to call police headquarters that explosive experts were sent to detonate the

handgrenade. They took statements and promised to investigate

A few days later, whilst the family was looking forward to a progress report of their investigations, they raided my home and occupied it. At the same time, they raided my parent's home, harassed them and detained my younger sister, Salome Chikane

According to the police, they were looking for my younger brother

Khotso Chikane, who is president of the Soweto Students Congress (Sosco)

This is the second frustration Khotso is sought by the police not because he has committed any crime. If this was so, they could have informed our lawyers as we had asked them to do so, so that the case could be taken up accordingly

No, this is not the case. Instead, the police say they have been looking for him for a "long time" to detain him under the Emergency regulations

All of us know that about 1 000 peace-loving South Africans have been in detention now for about two years without charges preferred against them. One thinks of the Reverend M Tsele, V Khanyile, I Mogaase and many others who are languishing in jail for no crime

This is the dilemma of being confronted with what Rollo May in his book, "Power and Innocence: A search for the source's of violence", calls violence from above. The South African racist minority regime, threatened by the resolute intention of the black majority to be free in a just, non-racial, democratic society and in a unitary state, strikes with violence to stave off this threat

The police and army have lost their rightful role of ensuring the security of all South Africans or that of protecting the weak in society. They have been reduced to a force that protects the minority against the majority of South Africans.

To use May's language, the government itself is "reduced to battling on the level of combatants"

This type of state violence, violence from above, is said by students of this field, like Hans Toch, to be regularly "more destructive" than other forms of violence. It leaves its victims completely vulnerable and at the mercy of the perpetrators of this violence

It is legitimised by violent means violence against the humanity of the people of South Africa

This is the reality faced by millions of South Africans

Free yesterday in 'Kei, held today in SA

POLICE refuse to explain how a man allegedly released by Ciskei police is now in custody in South Africa.

In a telexed response to inquiries this week, the South African police public relations division confirmed that Mxolisi Leslie Michael Jayiya, also known as Sodayisi, was being held in terms of Section 29 of the Internal Security Act.

Ciskei police had earlier said they had released him — just hours before an application by his family for an interdict protecting him against police assaults was to have been heard.

The day before the hearing was to have taken place last week, state lawyers offered to settle with the family. The police would give an undertaking that Jayiya would not be assaulted, without making any admissions, and would pay the family's legal costs.

Though both Jayiya's cousin, Pulu Twaku, and his nephew, Daluxolo Jayiya, had seen him on two different occasions at the police station in Mdantsane, this amounted to the first official confirmation that Jayiya was being held

The family refused to accept the offer and were informed he had been freed

Jayiya did not appear, however, and while lawyers were preparing further court action to force Ciskei police to say where and how he had been released, the SAP confirmed they were holding him.

An SAP representative would not comment when asked whether Jayiya had been handed over and said it was not practice to release any further details about a detention.

There have been numerous allegations that detainees are passed backwards and forwards between South Africa and the "homelands", without the benefit of formal extradition proceedings. — Elnews

First National Bank of Southern Africa Limited Registered Bank



A child dies every fifteen minutes. Almost on our doorstep. In many places stark poverty and hunger are the norm. Tragic — yes. But there is real hope. Operation Hunger. An inspired group who have seen the needs as clearly as the opportunity to overcome. Sure, food is being provided, but it goes further. A hand up is better than a hand out. So people are being encouraged to help each other. Work together, so we can all face our growth and development as one. The Gold Rush fund raising schemes, conceived by us at **First National Bank**, have already collected millions. Battles are being won, but the war on hunger must continue. And it will. We, like others, care. We are all **The Family of Africa**. We all belong.

28/8/88
 W. M. M.

Numsa, IMF in dispute on strike

CAPE TOWN 22/8/88

Own Correspondent

JOHANNESBURG — A row has broken out between the National Union of Metalworkers of SA and other affiliates of the International Metalworkers' Federation (IMF) over Numsa's "unilateral" settlement with Seifsa last week of the 15-day wage strike

Mr Tommy Olifant, IMF local president and general secretary of the Electrical and Allied Trades Workers' Union, said on Friday that his union and two others felt betrayed at not having been involved in the negotiations which finally resolved the strike

"Seifsa has won the day. They succeeded in dividing the IMF unions — with Numsa's help," he said. The wage dispute was originally declared jointly by the four IMF unions

A Numsa spokesman said the allegations were without basis. The deal had been negotiated with Numsa because only Numsa members had participated in the strike, he said

Mwasa raided

MEMBERSHIP cards and documents belonging to the Media Workers' Association of South Africa were seized during a police raid on the union's Pretoria offices on Thursday, a Mwasa official said yesterday

Mr Sthembele Khala, Mwasa general secretary, said the raid took place on the eve of a meeting between Mwasa and Perskor management

called to discuss the dismissal of more than 2000 employees of the company

He said "At the industrial council meeting Perskor, after a long time, acknowledged that the council has jurisdiction to settle the dispute Mwasa is now taking the matter to the Industrial Court in pursuance of relevant sections of labour legislation to have these workers reinstated"

Sawefan
22/8/88


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Nactu vows working link with Cosatu

26/8/80
Sawefan
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THE National Council of Trade Unions resolved at its weekend congress to establish working relationships with the Congress of South African Trade Unions in the interests of worker unity.

Addressing a Press conference in Johannesburg yesterday, Nactu president, Mr James Mndaweni, said his federation committed itself to work for "One Country, One Federation" Nactu would continue seeking affiliation to the Organisation for African Trade Union Unity

Issue

On the land issue, Nactu said "Azania belongs to African people and to them alone" Resolutions further stated that the oppressed and exploited would always provide their own spokespersons on matters affecting their liberation

The congress also resolved to substitute the term black working class This was in line with the National Council recommendation on the matter

Mr Mndaweni went on to say that congress felt that the federation should not encourage

By MOKGADI
PELA

differences among workers on ideological grounds Nactu would continue supporting all the progressive liberation movements in the country Non-affiliation to political parties was

also retained as a policy of the federation

Other resolutions included the formation of women committees within the federation, the call for the release of the "Sharpeville Six," the condemnation of media restrictions, the call on the Government to release all its political

prisoners and the vigorous campaign by the federations to publicise itself locally and abroad

The congress was a follow-up to the one held at the Standard Bank Arena on August 6 and 7 which had to be postponed because of time constraints

Nactu resolves to move for closer unity with Cosatu

By KERRY CULLINAN

UNITY between Cosatu and Nactu came a step closer this week when Nactu declared its commitment to establishing communication and working relationships with Cosatu in the interests of worker unity

This was announced at a Press conference held after Nactu's first national congress, which ended in Johannesburg over the weekend

And according to Nactu

general secretary, Piroshaw Camay, there has been a change in mood among Nactu members which will make unity with Cosatu easier

"There are still differences between the two federations, such as Cosatu's decision to adopt the Freedom Charter, but the mood of Nactu members has changed," said Camay

Nactu president James Mndaweni added "Joint co-operation and unity in ac-

tion could eventually lead to one federation"

The union also decided that in future it would refer to the African working class, rather than the black working class as the latter term had racial connotations

However, the Nactu leadership denied that this meant the Africanists within Nactu had become more influential at the expense of the Black Consciousness Movement

"There has been a healthy debate within Nactu, but the leadership is Nactu and not Africanist leadership," said first assistant secretary Cunningham Ngcukana

Although Nactu membership appears to have taken a considerable drop to approximately 150 000 paid-up members, the federation's leadership said this figure was not accurate

28/8/88

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CPress

143 Swetnam
1/9/88

'Forced into silence'

THE trade union movement, together with political organisations, has had to respond to the challenges of apartheid in South Africa over the past ten years, a leading trade unionist said this week.

Addressing the third national convention of the Association of Black Accountants (Abasa), the general secretary of the National Council of Trade Unions (Nactu), Mr Piroshaw Camay, said these organisations have been forced into silence, their leaders detained and others engaged in "mock political trials."

"The trade union movement by definition reflects on the inequalities and injustices between workers and their bosses. It therefore questions the economic inequities and inevitably must also reflect on the political injustices. Not to do so would be an abrogation of our right to represent workers

He urged black accountants to support trade unions and political organisations in their fight against apartheid

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Nactu keeps options open on Act talks

ALAN FINE

NACTU was keeping its options open regarding the future of negotiations with Saccola on the Labour Relations Amendment Act, general secretary Piroshaw Camay said yesterday.

Camay said Saccola's negative response to the Nactu/Cosatu demand — that it recommend to employers that they did not make use of certain rights conferred upon them by the Act and other aspects of Saccola's position — was being discussed within Nactu structures.

He said "We are at the equivalent of a dispute stage with Saccola. It would not be helpful now to close all doors to more talks
"We are waiting for further com-

munication from Saccola on our position and on their detailed proposals for a meeting on September 7"

Camay said a decision would be determined by future Saccola attitudes and by careful consideration of prospects of changing the law.

Nactu's options were to stop talking, continue, or something in between

Meanwhile, affiliates would continue demanding that individual employers made undertakings not to use the disputed aspects of the legislation
Camay said some members of

Nactu's SA Chemical Workers' Union had staged work stoppages this week, and representatives of the Building, Construction and Allied Workers' Union were to meet today with East Rand construction industry employers to hammer out an agreement on the subject

The only widespread industrial action over the issue so far has been reported from the western Cape involving the unaffiliated Garment and Allied Workers' Union.

Cosatu affiliates in, among others, the textile, metal and food sectors

have begun making similar demands of employers

Assoccom's Vincent Brett said he had suggested to affected members to await further developments between Saccola and the union federations

A Seifsa spokesman said members were to be advised to respond by suggesting to the unions that they should encourage their members to return to the negotiating table

An FCI spokesman said his organisation would encourage members not to take any action which would hamper the negotiating process

copy - 7/10/81 2/9/81
Labour Act causes deadlock

(143) Own Correspondent *(143)*

JOHANNESBURG. — Nactu is keeping its options open, regarding the future of talks with Saccola on the Labour Relations Amendment Act, general secretary Mr Piroshaw Camay said yesterday.

Mr Camay said Saccola's negative response to the Nactu-Cosatu demand that it recommend to employers that they do not make use of certain rights conferred upon them by the Act, and other aspects of Saccola's position, were being discussed within Nactu structures.

"We are at the equivalent of a dispute stage with Saccola. It would not be helpful right now to close all doors to further talks," he said.

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Sowetan 2/9/88

'Nactu losing out to Cosatu'

SIR — In reply to Le-bogang Motlasedi's letter in the *Sowetan* dated August 24, 1988, I would primarily pre-prepare him politically.

The National Council of Trade Unions and the Black Consciousness Movement of Azania do not command any support which we can write home about.

Nactu is extremely disorganised. They failed to peruse an overseas invitation exhaustively and landed in West Germany only to be told that the conference will only be held in July 1989 and not July 1988 as they presumed.

On the other hand BCMA is only existing and is totally dilapidated. In some instances, people look questioningly when asked about BCMA.

It is for this reason that Nactu is losing its members to the Congress of South African Trade Unions. Furthermore Cosatu believes that Nactu affiliates will soon cross the board and join Cosatu. Therefore there

prevails no reason why Cosatu organised and confident as they are, should agree to join hands with Nactu.

Without praising itself, Cosatu has played a significant role in contributing towards the progressive processes of the struggle. I need not expound further on this issue as it stands clear for everybody to witness.

Now to quell him down on the subject of school boycott. I wish to point out that Nactu as well as the BCMA, floundered tactically. The action of school boycott is not a political action, but it only serves to strategise tactically political deliberations.

If this fails, another method should be explored. We were disgusted by Nactu and

BCMA's call upon our students to stop with the boycotts.

We in Cosatu understand fully the grievances of the student congress movement more than ever, because we align our actions with those of other progressive organisations.

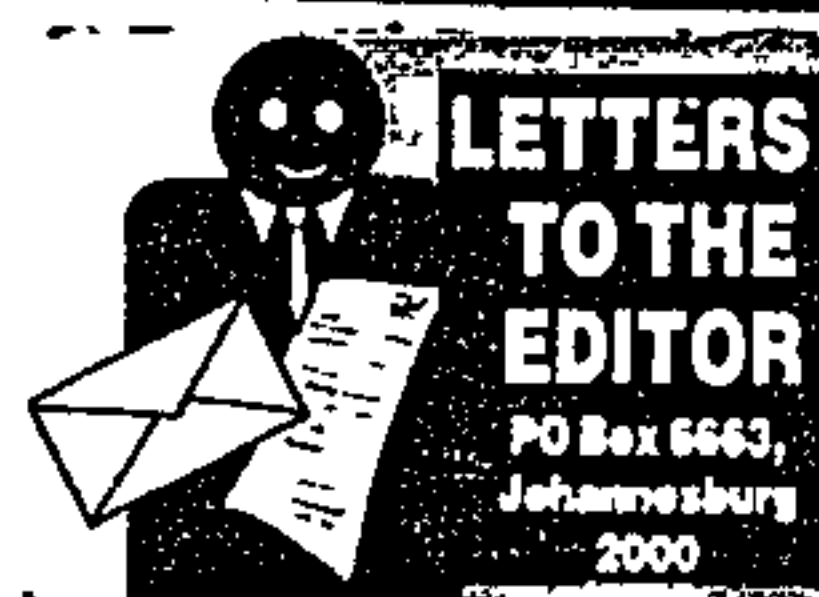
For you to fail, at least, to acknowledge Cosatu's efforts and ongoing participation in the congress structures, steams of declared ignorance.

It is not Cosatu's desire to interfere — unless otherwise invited to intervene — in the internal affairs of other congress structures, as we regard these structures autonomous and capable even though they are an integral part of the entire congress movement.

We regard such interventions as undemocratic, as they only publicise disunity among the structures and we condemn them with the contempt they deserve.

It is surely high time that people of your calibre should take cognisance of these procedures before running to the Press next time

PAUL BOITUMELO
Randburg



COMMUNITY NEWS

cortege leaves for the cemetery at 1pm.

Mr Nkomo, who resided

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Union federations move closer in backing sacked city workers

Labour Reporter *ARGUS 5/1/88*

A FURTHER sign of the increasing closeness of South Africa's two major trade union federations came today when the Western Cape region of Nactu came out in support of members of Cosatu affiliates dismissed during the June stayaway.

The three-day stayaway evolved from combined calls by Cosatu (Congress of South African Trade Unions) and Nactu (National Council of

Trade Unions) for protests against proposed amendments to legislation in the Labour Relations Amendment Bill.

After a shop stewards' council meeting at the weekend Nactu issued a statement strongly condemning the dismissal of employees of Cape Gas and the Town House and Vineyard hotels who stayed away from work and called for their unconditional reinstatement.

Those dismissed were members of Cosatu affiliates.

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6/9/88

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— Sapa —
**Nactu concern
for Mothopeng**

JOHANNESBURG. —
The National Council of
Trade Unions has noted
"with grave concern" the
report from the family of
imprisoned Pan African-
ist Congress Zeph Motho-
peng expressing fears
that his health had dete-
riorated.

"Nactu wishes to re-
emphasize the resolu-
tion taken at its recent
congress, calling for the
immediate release of
both Comrade Motho-
peng as well as Comrade
Mandela.

"The State President
should without further
delay release these per-
sons." — Sapa

Mwasa members injured

THREE members of the Media Workers Association of South Africa sustained serious injuries during an accident near Hammanskraal involving the bus they boarded from the union's annual congress in the Pietersburg area at the weekend.

One person in the other bus died after the accident. Mwasa members affected are. Mr Peter Mphelo and Mr Isaac Nkuna, who were treated and discharged. Mr Shadrack Mabasa had his leg put in plaster. They are all from the Pretoria branch of Mwasa.

A statement by the union officials said the bus used by the injured members had two punctures on the way to Pretoria, just outside Hammanskraal. The driver parked on the roadside while fitting spare wheels, and later another bus rammed into the Mwasa bus.

(143) Smit
6/9/88

Sacked workers claim racial slur

TWENTY-ONE workers dismissed from a Blackheath engineering plant last week claim they were insulted daily by management

The workers were fired last Wednesday after a two-hour work stoppage aimed at persuading management to negotiate with the Electrical and Allied Workers Trade Union

Shop steward Michael Marthinus was fired after the stoppage. The rest of the workforce then went out on strike. They were ordered return to work or leave the premises.

The dismissed workers claim working conditions at Dual Engineering are appalling and that the owner often uses racist insults.

"We are referred to in derogatory terms such as 'kaffirs'

"For the past three months we have not had any hand-cleaner. Our hands are covered with industrial waste when we sit down for lunch," said

"The area where we have our breaks can at best be described as filthy and the toilet has not flushed for the past month.

"When we tried to speak to the boss he said. 'Voetsek, houtkop'."

Another worker, Isaac Nomdoe, has worked for the company for seven years. Two years ago he injured his foot at work.

"The accident could have been averted if I had been wearing safety boots. Things have not improved. We are still without adequate protective clothing."

The workers also complained the tools with which they had to work were unsuitable. Often, they ended up providing their own tools for which they received no allowance from the company

The workers were paid R4,52 an hour. They were regarded as unqualified labourers although they say they had to do the work of qualified artisans.

Dual's owner, Mr P.Kuhn, denied insulting his workers. He said the safety clothing and tools provided were adequate

He admitted that hand cleaner had not been provided saying that this was "a slip up, but not cause for workers to down tools".

"Workers are expected to take responsibility for the condition of the canteen and toilet

"Those workers doing semi-skilled jobs were being paid more than their labour was worth," he said.

Last year workers at the factory went on strike about work conditions

Five of the 26 workers who were fired have been re-employed. The other 21 are demanding that they are reinstated and their grievances redressed

1-7/9/88 Sauth.

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Mwasa slams Govt

THE Media Workers of South Africa has condemned the government at a two-day national congress.

In major resolutions, they condemned the government for restricting people who are opposed to the October municipal elections, called for the unconditional release of ailing African National Congress leader, Nelson Mandela and Pan Africanist Congress leader, Zeph Mothopeng and condemned the death sentences on the "Sharpeville Six" and resolved

They also called for the release of all journalists and media workers from detention, and resolved to call on employers not to enforce six clauses of the controversial Labour Relations Amendment Act.

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Sowetan

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Sowetan
9/9/88

Nactu and Cosatu still poles apart

THE Congress of South African Trade Unions and the National Council of Trade Unions were still far from joining forces to become a single, umbrella federation.

Speaking on Nactu's recent adoption of the principle of "African working class leadership", Mr Mndaweni said the federation had taken this decision "simply because the word 'black' has racial connotations".

He said the change did not signify a shift towards a political position — "Africanism is totally different from the term African".

NUWSAW president, Mr. November Nkosi, said, "there is a distinction between an African and Africanist. An Africanist is someone who believes in a particular ideological position".

Acceptance of the term African does not mean acceptance of Africanism. Therefore, we should not be misled by some individuals misinterpreting the term African for their own interests," the NUWSAW official said.

This was said by Mr. James Mndaweni, Nactu president, when addressing the fourth congress of National Union of Wine, Spirit and Allied Workers (NUWSAW) in Port Elizabeth.

He said the major obstacle preventing the country's two largest federations from joining forces was Cosatu's adoption of the Freedom Charter. This move meant that Cosatu had adopted "a political position", he said.

Nactu, Mr Mndaweni said, remained independent of political positions although it acknowledged the existence of political documents such as the Freedom Charter, Azanian Manifesto and Pan Africanist Manifesto.

The two federations would remain "poles apart" as long as Cosatu continued to uphold the



MR James Mndaweni charter document, Mr Mndaweni said. While Nactu did not involve itself in party politics, members of the federation were allowed to belong "to any school of thought".

Mwasa hits out at detention of journalists

By MARTIN NTSOELENGOE

The Media Workers Association of SA has strongly condemned the government over the detention of journalists and for restricting people opposed to the October elections.

Mwasa held a two-day conference last weekend at

the Lobethal Centre, Hamarishane, near Pietersburg.

Resolutions adopted at the conference included decisions to actively support unity talks between Nactu and Cosatu, condemn the bombing of Khotso House as an act by the forces of darkness, and call on employers to not

enforce six clauses of the Labour Relations Amendment Act, and a call on the government to release political prisoners Nelson Mandela and Zeph Mothopeng, who are ill in hospital.

Mwasa also called on the government to release Zwelakhe Sisulu, and other journalists and detained

Mwasa members.

Guest speaker Charles Tawadzwa of the Zimbabwe Graphical Union, praised Mwasa for uniting workers in Azania.

Messages of goodwill came from nine-million British workers of the Trades Union Council, and the National Graphic Association of Great Britain,

and Ireland.

The International Confederation of Free Trade Unions, representing 87-million workers sent a message of support.

The Pan Africanist Congress of Azania sent greetings and urged Mwasa to further deepen and intensify its identification with the down-trodden masses.

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8/14/91/88 Saph (143)

PATRICIA de Lille was relaxing in the lounge of her Mitchells Plain home after Sunday lunch

"This is my first Sunday at home in more than two months," she said as she rifled through a folder containing documents of the National Council of Trade Unions and the South African Chemical Workers Union

"It's difficult to strike a balance between being a mother, a wife and a trade unionist," said De Lille, 37, recently elected national vice-president of Nactu

Her election made her one of the country's top women in the trade union movement. She also recently became Nactu's Western Cape chairperson and serves on Sacwu's national executive committee

All this meant she would have less time to spend time at home

"My family will have to understand," said De Lille, a laboratory technician at an Epping paint company

"I try to keep my husband and son informed of my activities. I believe one must plan and be disciplined in whatever one does. Unfortunately, it is difficult and, inevitably, the family suffers along the line

"When workers make demands on you, they don't consider that you are a married woman"

She was elected a shopsteward of Sacwu in 1983 when workers at her factory joined the union

Toothless body

"Before that I was on the liaison committee a toothless body. We were told we could talk about anything except wages"

She felt not enough was being done to encourage women to become active in unions

"My view of the role of women in unions is the same as my view of apartheid. I believe we should all be equal. There should be no men, women or children, she says

"More than 50 percent of our population are women. If we think we will get freedom by men fighting alone, we are making a big mistake. We will be leaving 50 percent behind. We should not separate ourselves"

She believed women were not to blame for their lack of involvement in unions

"It's not that women do not want to be involved. Unions should make it easier for them to be involved

"Most meetings are held after working hours when women cannot find baby-sitters for their children. Unions should organise creches or baby-sitters at their congresses

"Women find it difficult to get into the leadership of unions because they are not able to be active

"Some women are scared to attend union meetings because they fear being ridiculed by the men

Accuse wives

"Many husbands are silly and accuse their wives of having affairs when they have to attend union meetings. This situation has to be rectified in the home

"I sometimes organise meetings at the homes of women workers, to give the husbands an idea of what is going on"

Her election as Nactu's vice-president was, she believed, an attempt by her union to address this issue

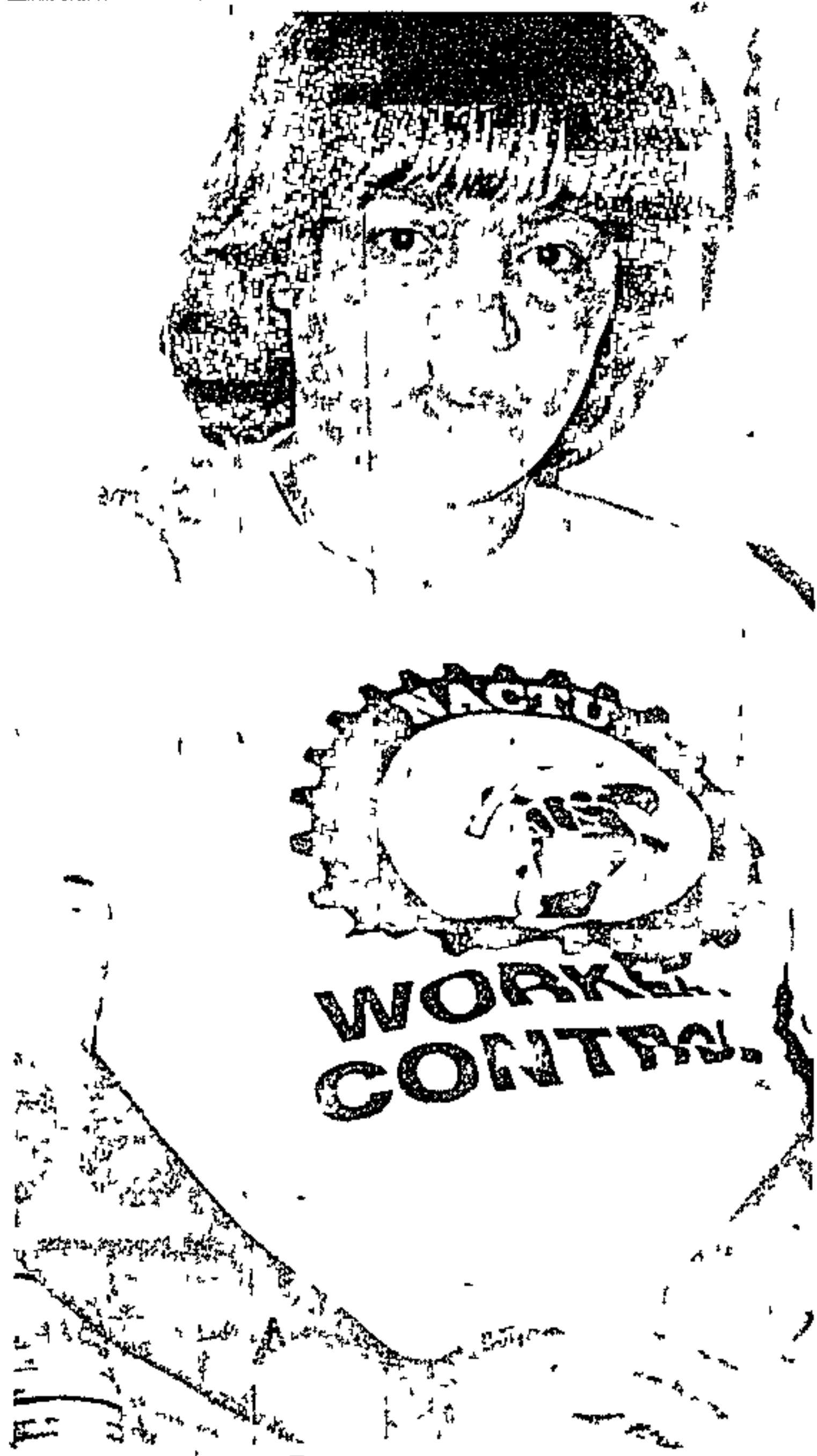
Nactu took several resolutions on women at its recent congress. They will form women's committees to ensure women participate in decision-making in all union structures

They will also campaign for National Women's Day, August 9 to become a public holiday

De Lille felt positive that Nactu will eventually merge with the Congress of South African Trade Unions (Cosatu)

"My personal view is that we

Patricia de Lille is of the the country's top women in the labour movement. Recently elected Nactu's national vice-president, she believes unity between Cosatu and Nactu is possible. RYLAND FISHER spoke to her



Patricia de Lille

'Cosatu, Nactu unity is possible'

should strive towards one federation which will benefit the working class," she said.

"We have more things in common than we have differences. There is enough basis for us to come together

"We should work together on issues affecting workers. The success of the recent three-day stayaway is a good example of this

"To make unity possible we need to put the principle of worker control into practice and not only talk about it.

"There is very little worker-control in both federations. Nactu is now making an attempt to address this. Two-thirds of our new executive are workers."

Apart from her trade union activities, De Lille is also Western Cape chairperson of the African Women's Organisation which, she says, has branches all over the country

"I'm trying to implement my experience as a trade unionist in the women's organisation. I want to make women aware as mothers and workers and encourage them to join unions"

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CPPL 7, 21/12 23/9/88

Workers to vote on strike

WORKERS at Mossop Leather in Epping this week resolved to prepare for a strike ballot after a month-long wage dispute with the company

A South African Chemical Workers' Union (Sacwu) spokesman, Mr Peter Roman, said yesterday that the 140 Sacwu members at Mossop Leather initially demanded a R75 across-the-board increase

Mr Roman said that after negotiations with management failed, the workers decided to ask for a R50 increase which the company still refused to give

He said the company instead offered an 18,5% increase for workers earning below R100 and 15,5% for those earning above R100.

Sometun

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26/9/88

Union members sacked by firm

NINE members of the Steel, Engineering and Allied Workers Union were dismissed by a Pietersburg firm last week following the union's victory at an industrial council hearing.

The nine, all active members of the National Council of Trade Union (Nactu) affiliated union, were employed by NYT. They were allegedly told they were given "special pension".

The dismissal came a day after the company lost a case in the industrial council where it alleged that stop order forms submitted by the union bore forged signatures.

Spy

The industrial council ruled that the company should recognise the union and implement the stop order. New stop order forms could also be handed to the workers to sign should the need arise, the council ruled.

The company was in the news recently when a worker was dismissed for renegeing on an alleged contract to spy and inform for the police.

Nactu regional organiser, Mr Theo Ramalama, said union had declared a dispute at the industrial council because of its conviction that the dismissals were an unfair labour practice.

Soweto

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29/9/88

THE Soweto Divisional Commissioner of Police this week gave an assurance in the Rand Supreme Court that no member of the South African Police would act unlawfully against a Nactu legal unit official.

The undertaking follows an incident in Dlamini 1, Soweto where the homes of Mr Thami Mcerwa and that of Miss Thenjiwe Leeuw, a former secretary of the Azanian Students Movement were attacked by five white men at about 11.20pm on Monday last week.

After the attack, the Leeuw family reported the matter to the Moroka police station while the Mcerwa family sought legal advice.

Interdict

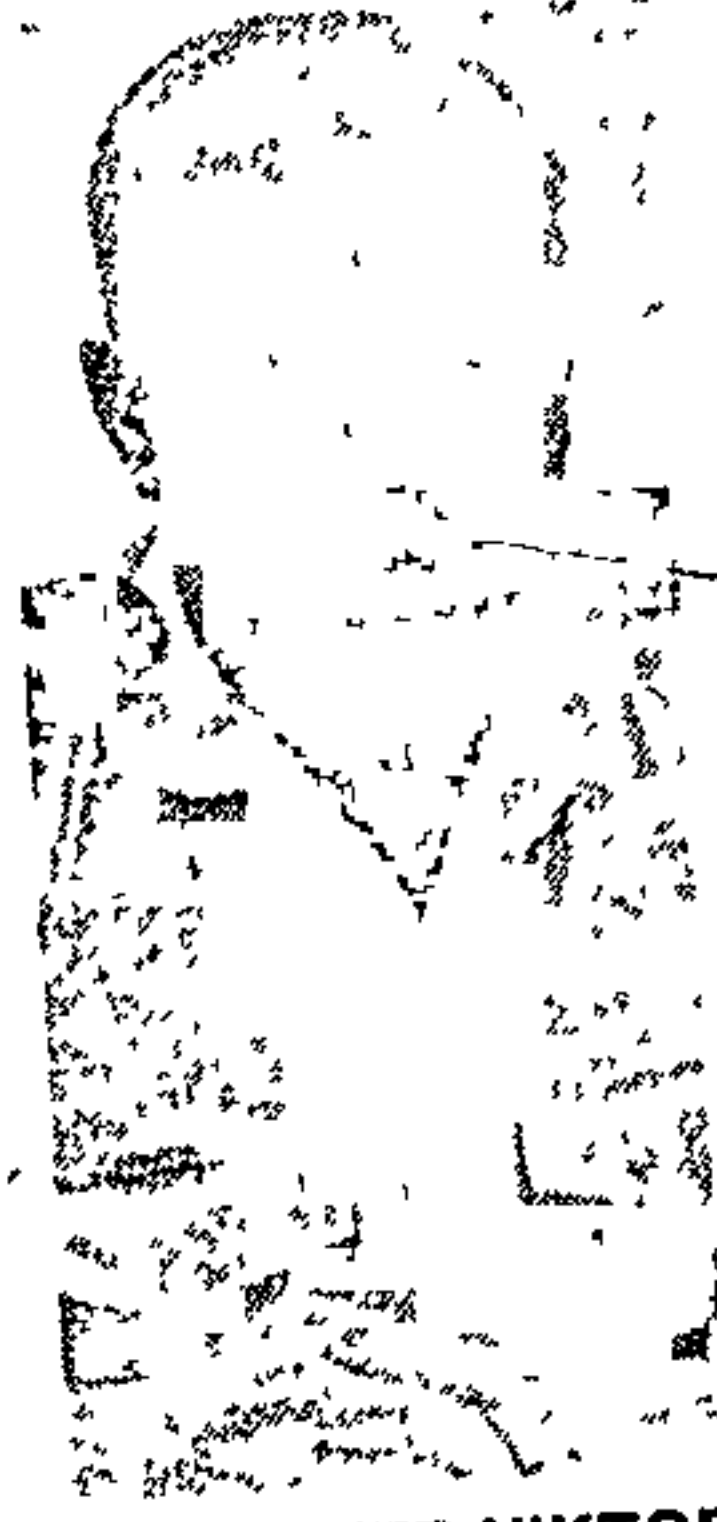
Because of the undertaking from the Divisional Commissioner, Nactu, through its lawyers, S V Khampepe, decided not to proceed with the intended interdict.

Commenting on the matter, Nactu general secretary, Mr Piroshaw Camay, said: "The fact that the undertaking is given implies that the

Police chief gives his word

commissioner was satisfied that we would expose these actions in a court of law."

The commissioner, said the matter was in the hands of the State attorney, Mr P Kleynhans. However, Mr Kleynhans was not in his office to comment on the issue.



BRIGADIER VIKTOR

Official resigns from steel union

THE general secretary of the Steel Engineering and Allied Workers' Union has resigned from the union, a spokesman for the union said yesterday.

Mr Warton Mbaduh, Seawu's president, said Mrs Jane Hlongwane's resignation came in the wake of an internal rift within the union.

"She tendered her resignation days after union members, attending Seawu's fifth annual congress recently, questioned the financial position of the union," Mr Mbaduh said.

143 sawelan
Peace 7/12/88

He said peace had now been restored within the union following the election of a new national executive committee. The newly elected executive included Mr Louis Mdlalose (vice-president), Mr Elijah Mazibuko (treasurer) and Mr Khotso Kodisang (general secretary).

"We have had problems with the previous leadership and, as a result, it was difficult for union members to assume their rightful place in the labour movement," the Seawu official added.

He added that the union was being restructured to ensure that workers took control of the union.

Mrs Hlongwane could not be reached for comment yesterday.

Security guards' plight

THE security industry comes to mind when one talks about sectors that are difficult to work in.

This is one sector in South Africa that is also characterised by abnormal working hours, low wages and management brutality on the workers, sometimes in the form of assaults.

When the struggle for May Day started more than a hundred years ago in Europe, workers committed themselves to shorter working hours which would culminate in 40 hours a week.

In many sectors today companies observe what May Day vigorously fought for.

Perhaps in line with the saying that to every general rule there is an exception the security industry refuses to respect May Day.

In terms of the Wage Determination which governs the security industry, employees are supposed to work for a minimum period of 60 hours a week. Most of them work for 12 hours a day to satisfy the required number of hours.

Their job covers mainly guarding premises in the middle of the night — unarmed. They look after cars at parking bays. Briefly, being a security guard means death is always looming because thieves perceive you as an obstacle and the object they want to steal.

Experience has shown that robbers and thieves will waste no effort to remove the security guard from their way.

BY MOKGADI PELA

even if it means taking his life.

Wages are very low. The minimum salary in the industry stands at R280. Management hides behind lack of education to justify the 'slave wages.' Mr Ndou remarked.

The workforce is usually drawn from the Bantustans because "Golden City" boys feel it as a low class job.

Another aspect adding to the plight of the security guards is unfair labour practice they have to endure daily. According to officials of the Vukani Guards and Allied Workers Union, Mr Sam Ndou and Miss Tshidi Boikanyo, some people are dismissed for simply belonging to the union.

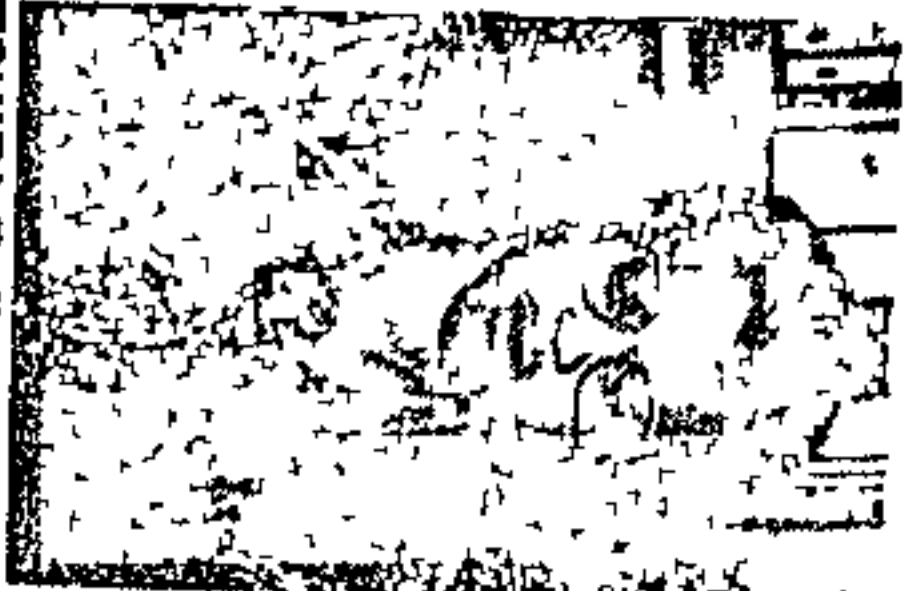
Mr Ndou said some company officials even assault their black employees. On December 1 last year the Rand Supreme Court ordered a Callguard Security Services manager and supervisor not to assault or victimise workers who had joined VGAWU.

The Rand Supreme Court also ordered Mr K Jeacocks and Mr E Nel to show cause by February 16 why the interdict should not be made final. Union officials alleged that the two had severely assaulted Callguard employees who had been distributing union

membership forms. To this day the sector does not have an Industrial Council. This is the machinery through which disputes in the industry would be legally resolved. Mr Ndou

explained that his union pulled out of talks that were aimed at establishing the Industrial Council because of the attitude of the employers body, namely South African National Security

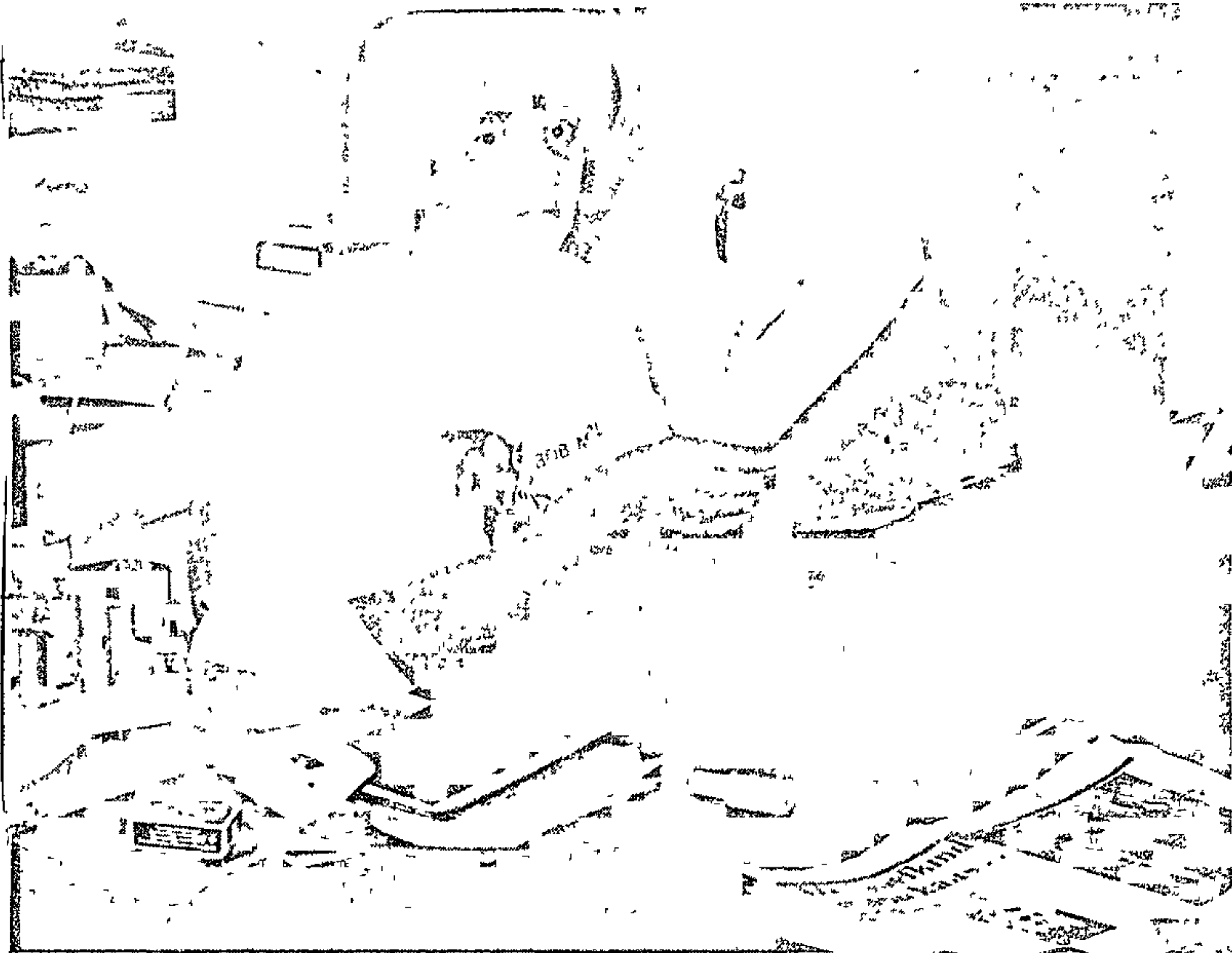
Employers' Association (Sansa). He said Sansa refused to commit itself to the principle of negotiations at plant level between its members and the union for the purpose of collective bargaining.



TSHIDI BOIKANYO
Vukani typist and official looking after workers' interests



MR SAM NDOU
black security guards work under terrible conditions



15-19/12/88

Patricia de Lille at the Nactu office this week

(113) ~~225~~ South

Nactu VP appeals dismissal

THE vice-president of the National Council of Trade Unions (Nactu), Mrs Patricia de Lille, has appealed against her dismissal from Plascon-Evans Paints

De Lille, an executive member of the South African Chemical Workers' Union, was dismissed following a disciplinary hearing last Tuesday

The company alleged she stayed away without leave.

De Lille missed five days work when she was delayed while visiting France last month

She claims she sent a telex to the company informing them of her delay, but did not receive official acknowledgement

De Lille has worked at the company for 14 years as a laboratory assistant.

The appeal was postponed to allow De Lille more time to provide further information

Unionist sacked for missing work

Star 21/12/85 By Adele Baleta (116)

The vice-president of the National Council of Trade Unions (Nactu), Mrs Patricia de Lille, has been dismissed by Plascon Evans Paints in Cape Town for being absent without leave, Nactusaid.

The general secretary, Mr Piroshay Camay, said Mrs De Lille was dismissed on Monday after she missed five days' work last month.

She had been invited to a conference in France by the French Socialist Federation. She was given leave until November 28, but was unable to return on that date as she was delayed in Euppe.

Plascon's managing director, Mr RP Johannsen, said that at a disciplinary inquiry and at subsequent appeal hearings it was found Mrs De Lille's "reasons for her unauthorised absence from work were not borne out by the facts established by the company".

"Mrs De Lille's conduct justified dismissal in terms of the disciplinary procedures. However, she has been offered re-employment from January next year under the same conditions as before."

PEOPLE FOR SOWETAN COMMUNITY

Sowetan 30/12/88

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THE future of South Africa is indeed in the hands of her children. Wishing all Sowetan readers a happy and prosperous New Year are (from left) Nkosana Nkosi (6), Letatsu Moodley (5), Fizah Zamar (7) and Nondumiso Nkosi (5)

By THEMBA MOLEFE and MOKGADI PELA

UNITY among blacks and peace in South Africa should be a priority in 1989, various leaders and organisations said in their New Year messages yesterday.

The National Union of Mineworkers said "It is only through a united action of all democrats and the workers in their different formations that we can face up to the challenges ahead. "No ruling bloc in history has ever handed power to the oppressed without struggle

Struggle

The Black Allied Mining and Construction Workers Union said The black working class will have to truly lead the liberation struggle in its totality based on solid principles and discipline

This leadership must be used to root out unnecessary confrontation in its ranks

The editor of *Tribune*

• To Page 2

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

Matric results move

THE matric results of 173 000 private candidates who wrote the Department of Education and Training examinations will only be available at the centres where the candidates wrote

Mr James McNeil the DET's public relations officer in Pretoria told the *Sowetan* yesterday

By NKOPANE MAKOBANE

that they were still working on the results and hoped to have them ready in the next 10 to 14 days

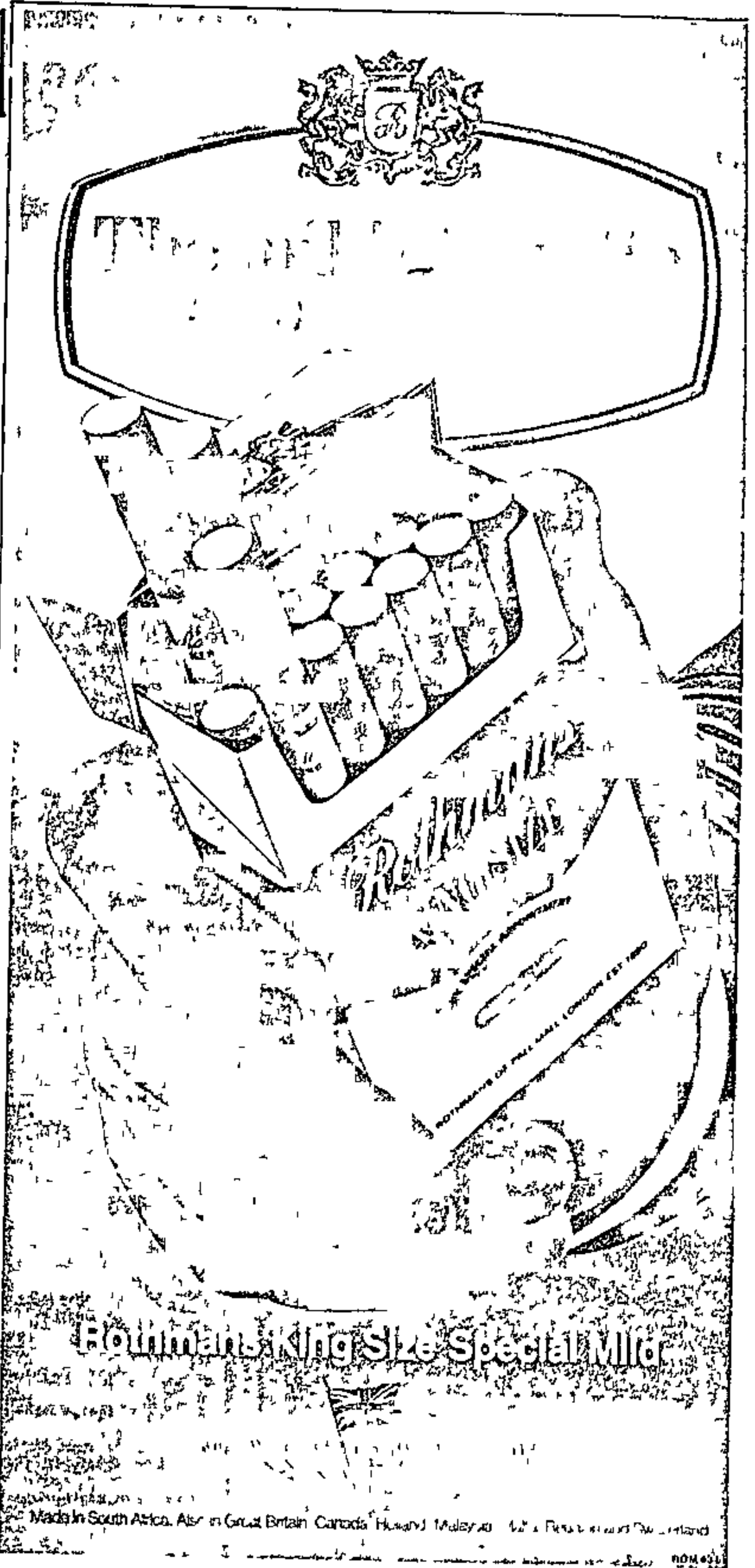
Mr McNeil explained that the Press would find it difficult to publish such a volume of results

because different candidates had written different numbers of subjects. As a result he said the DET would have to print the subject next to each name

"It is meaningless for the department to get a percentage pass because not all private candidates

• To page 2

Editors of Sowetan wish all readers a happy and prosperous New Year



Rollman's No. 5 Special Mill

Made in South Africa. Also in Great Britain, Canada, Hawaii, Malaysia, New Zealand

Sowetan 30/12/88

New Year plea

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● From Page 1

magazine, Mrs Maud Motanyane, called for an end to inter-organisational conflict

She said. "I wish to encourage reconciliation between differing groups and hope that they would get down to redefining the enemy, and the goal — which is liberation — and understand that whatever differences there are should not be allowed to stand in the way"

The exiled Black Consciousness Movement of Azania also hoped for tolerance of the different thinking that, exists between liberation organisations

The BCMA said. "It would appear that in the heat of the struggle we at times become intolerant of one another to the extent of denying each other the right to hold different views. The democracy and justice we seek to bring about require that we grant each other the right to think and express ourselves without fear."

The manager of the top professional soccer club Moroka Swallows, Mr Stanley "Screamer" Tshabalala, said. "I pray that 1989 should see better political, social and economic unity among all our people. Let us get into the New Year prepared to stand together against our main enemy — division and discrimination".

● Leaders and spokesmen of business, church, education and various other political and community organisations could not be reached as they were said to be on holiday.

● The Lusaka headquarters of the African National Congress said a message would be released in the new year.

INDUSTRIAL RELATIONS - NACTU

1989 - MARCH - JULY

NEW UNION IS LAUNCHED

(143)
Soweto 29/1/89



Mandla Seleane . . .
guest speaker.

THE new 110 000-strong Metal and Electrical Workers' Union of South Africa was launched in Johannesburg at the weekend.

Thousands of workers turned up from all over the country to inaugurate their union which is a merger of four unions

An official of the Electrical and Allied Trades Union of South

By MOKGADI
PELA

Africa, which is one of the merged unions, Brian Williams, outlined talks which the new union is already engaged in with employers

This included that workers be paid during periods of detention, recognition of March 21, May 1 and June 16 as public holidays Williams said employers acceded to none of their demands

The union's new executive consists of Ray Khoza (president), Enos Ngobe (vice president), Tommy Oliphant (secretary general) and Zithulele Cindi (assistant secretary general)

Mewusa received messages of support from the International Metal Federation, United Steel Workers of America, Trade Union Congress in Britain, Black Consciousness

Movement of Azania and several Nactu affiliates.

Nactu president James Mndaweni pointed out that other Nactu affiliates that were not at the launching congress promised to join Mewusa at a later stage

Labour expert, Mandla Seleane told the congress that unity in the metal industry would only be achieved once Numsa and Mewusa have come together Further that worker unity would only be achieved once Cosatu and Nactu have come together.

"Events like the workers' summit and joint actions against the Labour Relations Amendment Act by both federations have proved that unity is possible," he said.

According to Khoza, Mewusa will have 69 000 paid-up members and 110 000 signed up members

1173

From MONO BADELA

JOHANNESBURG — A new giant union for metal and electrical workers was launched last weekend in Johannesburg following the merger of four unions affiliated to the National Council of Trade Unions (Nactu).

The new union, the Metal and Electrical Workers' Union of South Africa (Mewusa), has 110 000 members, making it the largest Nactu affiliate and one of the largest unions in the country.

And, according to Nactu president James Mndaweni, more

NEW SUPER UNION

Nactu affiliates are likely to join Mewusa

The union's inaugural congress, attended by thousands of workers from throughout the country, decided its philosophy would be based on worker control and democracy.

The congress resolved that Mewusa should strive tirelessly to place unity of workers above the narrow ideological interests of competing political factions

It also resolved that workers' political independence should be promoted and that there would be no political affiliation to any group, but that Mewusa should actively support all progressive pro-worker and socialist groups.

The union intends to implement programmes directed at building working class links and unity between factory-based and community-based struggles.

Mewusa resolved that it negotiated

settlement with the South African government under the present set of circumstances would only lead to a betrayal of the working class and should be rejected in the strongest terms

Mewusa also resolved to act in support of any progressive initiatives directed at opposing the Labour Relations Amendment Act in defence of the rights of the workers.

Mewusa also called for the immediate abolition of imprisonment

without trial and called upon all companies to grant full pay for all workers detained in terms of security legislation, to ensure that such workers did not lose any benefits and to agree not to terminate the services of such workers

Former Electrical and Allied Workers' Trade Union acting general secretary Brian Williams outlined the new union's demands in negotiations with employers

These include that workers be paid during periods of detention and recognition of March 21 and June 16 as public holidays

Mewusa received messages of solidarity from the International Metalworkers Federation (IMF), United Steel Workers of America, Trade Union Council Movement of Azania and several Nactu affiliates

Seawusa denies part in merger

ONE of the unions listed for merger with three others to form Nactu's Metal and Electrical Workers Union of South Africa yesterday said it was not part of the merger which takes place at Nasrec showgrounds in Johannesburg at the weekend.

General secretary of the Steel, Engineering and Allied Workers' Union (Seawusa), Mr Khotso Kolisang, yesterday said "We are definitely not part of the merger. We wrote letters to the other unions in the merger and also sent one to the Nactu officials."

Democratic structures

One of the officials in the merging unions, Mr Zithulele Cindi, acknowledged having received a letter from Seawusa which stated the union will not participate in the launch as.

Mr Kolisang said the democratic structures of Seawusa had decided during the union's congress in November last year not to participate in the merger

Sowetan 24/5/89

143

New metal union will be second biggest

143

South Africa 1987

THE second largest metal union in South Africa will be formed when affiliates of the National Council of Trade Unions merge at a two-day launching ceremony at the Nasrec show-grounds in Johannesburg on May 27.

By MOJALEFA MOSEKI

on May 27. The decision to join forces with the new, bigger union is reportedly favoured by most members and affiliates.

The union, to be formed from the merger of four Nactu affiliates, will be called the Metal and Electrical Workers Union of South Africa (Mewusa). The four unions are: Electrical Allied Workers, Trade Union of SA, Black Electrical and Electronics Workers Union, Electrical Allied Workers Union and Steel Engineering Allied Workers Union of SA. The fifth union — United African Motor and Allied Workers Union — is expected to take a decision during its shop stewards' council

At a Press conference in Johannesburg yesterday the president of EAWTUSA, Mr Raymond Khoza, said Mewusa will have 69 000 paid-up members and 110 000 signed-up members, thus boosting 179 000 members. It will be the second largest

Numsa, which has 80 000 paid-up members and 130 000 signed-up members who make it the 210 000 giant. It is Numsa, the second largest union in South Africa after the mining giant, the National Union of Mineworkers.

Payout for unused sick leave under union agreement

Labour Reporter

A. CAPE TOWN electronics manufacturing company has signed a union agreement that includes a "bonus" sick-leave clause.

Workers will be paid at the end of the year for the unused portion of their sick leave.

The agreement between Renak and the Electrical and Allied Workers' Trade Union was also claimed to be the first in the region's metal industry to be negotiated solely by shop stewards.

DISTRESS FUND

It provides for a R920 a month minimum wage, paid public holidays on March 21, May 1 and June 16, and a service increment of 5 cents an hour after the first six months' service, a further 5 cents for the next six months and 5 cents an hour for each subsequent year of service.

It also establishes a company distress fund from which staff may take interest-free emergency loans repayable over 12 months.

Papers served on company

City Times Staff Reporter 7/16/89 (143) (187) (32) (123)
PAPERS have been served on Premier Wire and Steel Products following the dismissal of 143 workers over a June 16 stay-away controversy

The papers were served yesterday by Bernadt, Vukic and Potash, attorneys for the Electrical and Allied Trade Workers' Union of which the 143 are members

They were dismissed on June 15 this year and seek an Industrial Court order directing the company to reinstate them on the same terms and conditions as prevailed at the time of their dismissal

According to an affidavit filed by shop steward Mr Ivan Daniels, he and

his colleagues had several meetings with the management regarding the issue of June 16 during that week

Initially, shop stewards had suggested that employees work either on October 10 or two Saturdays as an alternative to June 16

In addition, workers requested that they be paid on June 15 and not the following Monday, as this would cause them severe financial hardship

On June 13 management rejected their proposals and "was not prepared to enter into an agreement"

Mr Daniels said the entire workforce reported for duty on Thursday, June 15, but found the company's front gates locked Wages were paid after 9am

country's banking sec-
tor stood at almost R20bn at March

Nactu affiliates to merge into single union

ALAN FINE 143

FOUR Nactu metal sector affiliates are to merge into a single union on May 27, it was announced yesterday.

Electrical and Allied Workers' Trade Union of SA (EAWTUSA) president Raymond Khoza, whose union is the largest of the four, said the new union — the Metal and Electrical Workers' Union of SA — would have a paid-up membership of 69 000.

Other participants in the merger would be: the Engineering and Allied Workers' Union, Black Electronics and Electrical Workers' Union and the United African Motor and Allied Workers' Union.

He said the new union would desire co-operation with the larger Numsa, particularly through the International Metalworkers' Federation, but this depended on a change of attitude by the Cosatu affiliate, which had taken a stance against united action.

Khoza said the new union would target the large numbers of unorganised workers in the different parts of the metal industry.

UNIONS REPORT BACK

MEMBERS of the Engineering and Allied Workers' Union, Steel Engineering and Allied Workers' Union and Electrical and Allied Trade Union are invited to attend a report-back meeting in Johannesburg on Saturday at the Cathedral at 3 Saratoga Avenue, Berea

(143)

Sowetan 20/4/89

Employer's challenge rejected

by DICK USHER (163)

A CHALLENGE in the Supreme Court against the reinstatement of 11 workers ordered by the Industrial Court has been rejected

The reinstatement was ordered after the workers were dismissed from Photocircuit, a Cape Town photographic processing concern, last May

They had gone on strike in an attempt to force recognition of their union

In September the Industrial Court made final a temporary reinstatement determination

Mr Horst Peschkes, director of Photocircuit, sought review of the Industrial Court decisions on technical grounds. He claimed the court was not competent to hear the case because the industrial council agreement was not applicable to his company.

In November the Electrical and Allied Workers' Trades Union, to which the dismissed workers belonged, secured a writ of execution against company assets worth about R4 000 to secure payment of all amounts owing to the dismissed employees

'Unholy alliance' in unique case

143
South
27/4-3/5/89

A COMPLICATED legal battle between a small electronics company and the Electrical and Allied Workers' Trade Union (Eawtu) could have far-reaching implications for the metal sector, South Africa's second-largest industry.

The lawsuit, which has been waged for more than a year, resulted in a Supreme Court hearing last week.

The company, Photocircuit, argued that the Supreme Court should overrule an industrial court finding last year, because it fell outside the jurisdiction of the industrial council and court.

Opposing Photocircuit was an "unholy alliance" of the industrial court, the industrial council and Eawtu.

The case, unprecedented in the industry, stems from Eawtu's first legal strike in the Western Cape last year.

At the time, 11 Photocircuit employees went on strike after an industrial council hearing failed to resolve a dispute over the company's refusal to allow Eawtu stoporder facilities.

The strikers were fired, following which Eawtu applied to the industrial court on the grounds of unfair dismissal.

The court reinstated them with full backpay in terms of section 43, but the company refused to comply with the ruling.

The court again declared them reinstated, this time in terms of Section 46(9).

The company again refused to comply and instituted proceedings for a review of the industrial court decision on the grounds that the company fell outside the jurisdiction of the industrial council and was not party to the industrial council agreement.

Meanwhile, Eawtu obtained a

Supreme Court writ for the company's assets to be attached to cover the workers' pay and benefits.

In court this week, Photocircuit argued that the strike was illegal, because the industrial council agreement contains a clause which states that non-parties to the agreement cannot make trade union deductions.

Consequently, it would be unlawful for the company to agree to provide stoporder facilities.

Eawtu argued that this clause was unlawful since it contradicted the Basic Conditions of Employment Act and the main agreement of the industrial council, both of which state that trade unions' deductions may be made upon presentation of the written authorisation of an employee.

The company also argued that the dispute should have been referred to the industrial court by the industrial council and not Eawtu, which is a party to the dispute.

Legal representatives for the industrial court argued the strike was legal and defended the court's decision.

The council's legal representatives argued that Photocircuit was subject to the industrial council and had been referred to the court in the correct way.

Should the court find in the company's favour, it would seriously hamper unions' attempts to organise in the sector, where many of the companies are small and not party to the industrial agreement.

Almost forgotten in the complex web of argument are the 11 dismissed workers, lending strength to unionists' claims that labour relations have been "over-legalised".

(143)

Reinstatement of workers challenged

ARCAS 19/4/89
Labour Reporter

THE reinstatement of 11 workers by the Industrial Court, dismissed after they went on strike last year, has been challenged in the Cape Town Supreme Court

Mr D van Reenen, appearing for Photocircuit, the company from which they were dismissed, claimed that the Industrial Court did not have jurisdiction in the case, had not applied its mind to the matter and the reinstatement was invalid

He argued that the dispute procedures for the Iron, Steel, Metal and Engineering Industries Industrial Council promulgated in 1987 had not been extended to non-parties such as Photocircuit

The council had no jurisdiction in the matter and could

not refer it to the Industrial Court and it had been improperly referred there by the union

The dismissed workers went on strike and were dismissed in May last year after Photocircuit had refused to recognise the Electrical and Allied Workers Trades Union or to implement stop orders for union dues

They were reinstated by the Industrial Court on the grounds that their dismissal was unfair

Mr A Oosthuizen, appearing for the Industrial Council, said the problems which led to the strike were very much wider than the question of stop orders and Mr Horst Peschkes, director of Photocircuit, had consistently refused to negotiate with the union

(Proceeding)

Metal industry

union proposals

met with

GPE Time 143
15/2/89

Seifsa demands

EAWTUSA and Numsa have previously been among a number of unions to operate jointly under the auspices of the local council of the International Metalworkers' Federation. It is understood this arrangement fell apart because of anger that Numsa last year negotiated a separate strike settlement with Seifsa.

Seifsa has proposed that small businesses be exempted, if they wish, from the terms of the agreement. The term "small" is not defined in the initial proposal.

Employers have also proposed that the statutory prohibition on the employment of artisans who do not have formal qualifications be removed, and that non-qualified but sufficiently skilled persons be permitted entry to these occupations.

Seifsa has further proposed a clause protecting employers from be-

ing compelled by unions to negotiate company-level agreements — a legacy of last year's strike where numerous employers entered private agreements with Numsa.

Employers have also proposed removing the 10 hour a week limitation on overtime work, in contrast to Numsa which has proposed the limit be reduced to five hours.

Numsa has also proposed a five-hour reduction in the working week, improved shift allowances, restrictions on temporary labour, new retrenchment provisions, fully-paid maternity leave for six months, improved sick pay and structures to eliminate sex discrimination.

The CMBU has proposed improved overtime and sick pay and annual leave, improved shift allowances and a system of service increments.

NUMSA

CMBU

143

Plessey workers in wage face-off

Labour Reporter

ELECTRONICS manufacturer Plessey SA will today legally lock out more than half of its Retreat workforce of 700 unless workers accept the company's final offer on wages, managing director Dr John Temple said yesterday

About 400 workers, all members of the Electrical and Allied Workers' Trade Union of SA (Eawtusa), will be affected if they do not accept the average 17% increase offered by the company for 1989-1990, he said

A union spokesman yesterday said the company had acted unfairly by trying to impose a settlement which was unacceptable to the majority of workers

Management is offering a 71-cent raise on the minimum hourly wage of R4,02, while workers are demanding 26% or R1,05 on the minimum

Apart from the graded increases, the company had offered a one-hour reduction in the working week to 44 hours with a commitment to 43 hours on July 1, 1990, improved service and leave bonuses, a new housing scheme and a legal counselling service

The lockout follows a dispute declared by Plessey in late June and the union soon after declaring a separate dispute

182.45 25/7/89

Pay dispute sparks factory lock-out

193

By DICK USHER, Labour Reporter

SEVERAL hundred employees of Plessey at Retreat were locked out today in the wake of a wage dispute with their union.

Management claimed about 400 workers were affected while the Electrical and Allied Workers' Trade Union said about 500 were involved.

Plessey managing director Dr John Temple said the dispute was over a company wage offer of 17 percent on the minimum against which the union had demanded about 25 percent.

A union spokesman said it had not tabled a demand but had been made an offer of increases at the industrial council rate.

Dr Temple denied this and said union demands were documented.

He said in addition to being already the highest payer in the industry, Plessey had offered a one-hour reduction in the work week to 44 hours with a commitment to another one-hour reduction in 1990.

He said the one-hour reduction alone represented a further 2.25 percent wage increase.

The union spokesman accused Plessey of using the wage issue to break the union at the plant, which Dr Temple denied.

Plessey staff face lockout

143
LESLEY LAMBERT

CAPE TOWN — More than 400 factory employees at electronics manufacturer Plessey SA face a legal lockout today if they do not accept a final offer of an average 17% annual wage increase

Up to 450 of the 700 workforce at Plessey's factory in Retreat, all members of the Electrical and Allied Workers' Trade Union of SA (EAWTUSA), could be affected.

Their demands, which Plessey has not acceded to, are for an average 25% increase in basic minimum wages. This means the lowest paid employee with five years' service will earn R955 a month on a 44-hour week, and a technician, also with five years' service, R3 000 a month

The offered increase compares with the average 13% and 14% already granted in related sectors of industry

Plessey has also offered a one-hour reduction in the work week to 44 hours and a commitment to 43 hours on July 1 1990, improved service and annual leave bonus provisions, a new housing scheme and a legal counselling service

These conditions have been accepted by

120 non-union and union employees belonging to unions affiliated to the Confederation of Metal and Building Unions. Others belonging to the Radio and Television Electrical and Allied Workers Union and EAWTUSA have accepted the conditions individually

The legal lockout of EAWTUSA members comes after weeks of wage negotiations which ended in deadlock a month ago, and failure to reach settlement over a subsequent 30-day period provided for in terms of the Labour Relations Act.

Plessey SA MD John Temple said yesterday the company had gone as far in the negotiations as it was prepared to in an environment of economic downturn

More difficult trading conditions expected by the electronics industry would be worsened by the severe spending cutbacks being introduced by its major customer, SA Posts and Telecommunications. The cutbacks had already forced several other suppliers to close down or lay off employees

Plessey SA

workers ^{CAT TMD}

'trickle back' ^{28/7/57}

Labour Reporter

LOCKED-OUT workers at Plessey SA were "slowly trickling back" to work to accept the electronic manufacturer's average increase of 17% on the minimum wage, company managing director Dr John Temple said yesterday.

About 330 workers, all members of the Electrical and Allied Workers' Trade Union of SA, still stood by their demand for a R1,05 (26%) increase on the minimum hourly wage of R4,02.

Union charges that Plessey SA was trying to "smash" the union were "absolute nonsense", Dr Temple said.

Production had been affected, but the company had embarked on an "internal" recruitment drive to appoint temporary labour.

11 Nactu affiliates defy council decision

Own Correspondent

JOHANNESBURG. — The controversy within Nactu over participation in this weekend's worker summit took a new turn yesterday with the announcement by eleven affiliates that they planned, contrary to Nactu's policy decision, to attend the gathering.

The Nactu national council last week asked Cosatu for the postponement of the joint summit so as to provide further preparation time. However, the view has been widely expressed that the reluctance to participate is based on a desire by strong elements in Nactu to maintain an ideological distance from Cosatu.

The 11 unions represented at a media conference yesterday are believed

to represent just over one-third of Nactu's 150 000 total membership.

Among the largest were the Food and Beverage Workers' Union, the Electrical and Allied Workers' Trade Union, the National Union of Public Service Workers' and the Black Allied Mining and Construction Workers' Union (Bamcwu).

A Nactu (Western Cape) branch spokesman reacted with surprise yesterday when told of the move by the Nactu affiliates, adding that the local branch executive had decided at the weekend not to send any representatives to the summit.

Welcoming the participation by the Nactu unions, a Cosatu (Western Cape) spokesman said about 40 members of local Cosatu affiliates would attend the summit.

C.M.F. Times 1/3/89

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Eleven unions defy Nactu

By Mike Siluma, Labour Reporter

Eleven trade unions affiliated to the National Council of Trade Unions (Nactu) will attend this weekend's "workers' summit", despite a decision by their federation not to attend

Addressing a press conference yesterday attended by representatives of some of the unions, spokesman Mr Mbulelo Rakwena said the 11 would attend the summit because they believed that Nactu's decision was not "in the broader interests of the working class, but serving exclusivist organisational interests"

ALL AFFECTED

"The daily harassment of workers by both the State and capital, (including) mass dismissals, detentions and the rising cost of living" affected all black workers, irrespective of their organisational or ideological leanings

"We believe that the question of working class unity is central to any protracted struggle for a society free of oppression and exploitation. In this regard, we took a joint decision to attend the forthcoming workers summit, (which is) a manifestation of maximum unity among the working class," said Mr Rakwena

He added that the decision of the 11 was in keeping with Nactu's principles, including the independence of unions within the federation. Nactu and other affiliates had been informed of the decision

Stressing that the 11 were still "fully committed to Nactu", Mr Rakwena strongly denied that the decision to attend the weekend meeting signified political differences between Africanist and black consciousness factions within Nactu

The Congress of SA Trade Unions, which is hosting the summit following Nactu's pullout, said the decision by the 11 was "a significant breakthrough in the struggle for the unity of organised workers". It repeated its call for other Nactu affiliates and independent unions to attend

Repeated attempts to get Nactu comment were fruitless. However, Nactu, which has asked for a postponement of the summit, said in an earlier statement that it was committed to the idea of a workers' summit. It needed time to discuss the matter within its ranks

Nactu affiliates which will attend the weekend meeting are the Food and Beverage Workers' Union, the Black Electronics and Electrical, the Brushes and Cleaners, the Banking, Insurance, Finance and Assurance, the Black Domestic Workers, the Laundry, Dry Cleaning and Dyeing, the Textile Workers, the Natal Liquor and Catering, the Electrical and Allied, the Public Service and the Black Mining Allied and Construction Workers' unions

The two-day summit is to discuss the new Labour Relations Act

143

11 unions defy Nactu ruling

B/Dum 11/3/87
THE controversy within the National Council of Trade Unions (Nactu) over participation in this weekend's worker summit took a new turn yesterday with the announcement by 11 affiliates that they planned, contrary to Nactu's policy decision, to attend the gathering.

The Nactu national council asked Cosatu last week for the postponement of the joint summit to provide further preparation time

However, the view has been widely expressed that the reluctance to take part is based on a desire by strong elements in Nactu to maintain an ideological distance from Cosatu.

The 11 unions at a media conference yesterday are believed to represent just over one-third of Nactu's 150 000 total membership.

143
ALAN FINE

Among the largest were the Food Beverage Workers' Union, the Electrical and Allied Workers' Trade Union, the National Union of Public Service Workers' and the Black Allied Mining and Construction Workers' Union (Bamcwu).

Bamcwu's Mbulelo Rakwena, speaking on behalf of the 11, insisted that the unions' decision was not divisive and was in line with Nactu policy on working towards union unity

Despite the differences over the summit, the 11 unions remained committed to Nactu

Nactu head office staff yesterday declined to comment on these developments, and president James Mndaweni could not be reached for comment.

Nactu split on summit ^{Sowetan} 1/3/89 143

ELEVEN affiliates of the National Council of Trade Unions yesterday indicated that they would be attending the workers' summit scheduled to take place this weekend — a move that has highlighted division over the issue within Nactu's ranks.

The union's decision is in direct conflict with that of Nactu's national council, which has requested an indefinite postponement of the summit so that it can formulate its position on the proposed unity talks with the Congress of South African Trade Unions (Cosatu)

The summit, scheduled to take place at the University of Witwatersrand on March 4 and 5, has been called to discuss State repression, the controversial Labour Relations Bill and unity.

They said the concept of unity, — unlike the

mechanism of achieving this, did not need more time to be addressed and that Nactu's decision to postpone the worker summit was not "in the broader interests of the working class, but as serving exclusivist organisational interests"

The pro-summit Nactu unions — who have expressly declared their

total allegiance to the federation — include the Black Allied Mining and Construction Workers' Union, Food Beverage Workers' Union, National Union of Public Service Workers, Black Electronics and Electrical Workers' Union and Banking Insurance Finance Assurance Workers' Union

'Workers summit' on after teething trouble

By Mike Siluma,
Labour Reporter

Plans for a "summit" of South Africa's black labour movement forged ahead yesterday

The Congress of SA Trade Unions (Cosatu) and 11 affiliates of the National Council of Trade Unions (Nactu) announced they would go to the "workers' summit"

840 2/3/89 143
this weekend despite Nactu's decision not to attend

Yesterday's developments came after some Nactu affiliates announced that they would attend

REJECTION

This pointedly rejecting Nactu's position that the summit be postponed

to allow for more discussion

Nactu said it noted with "regret the statement signed by 10 general secretaries of affiliates. One of the 11 unions had not signed the statement, it said

"(The decision) goes against that of the national council and the workers. We have never been opposed to unity and have stated our commitment (to) unity on several occasions"

Nactu wanted to call a national workshop to develop guidelines on unity before going to a summit

In addition to Cosatu

and the Nactu affiliates, 14 independent unions will attend the summit

In a joint statement, the unions attending the summit said the meeting was "a watershed" for South African workers

"The summit is historic in that it draws together the broadest range of unions from different backgrounds and traditions," said the statement

MORE IMPORTANT

"We have chosen to join forces to address the diverse attacks facing organised workers. We believe the principle of

working class unity is more important than our differences

"Workers will be discussing how to defend (themselves) and how to consolidate and advance the struggle for total liberation"

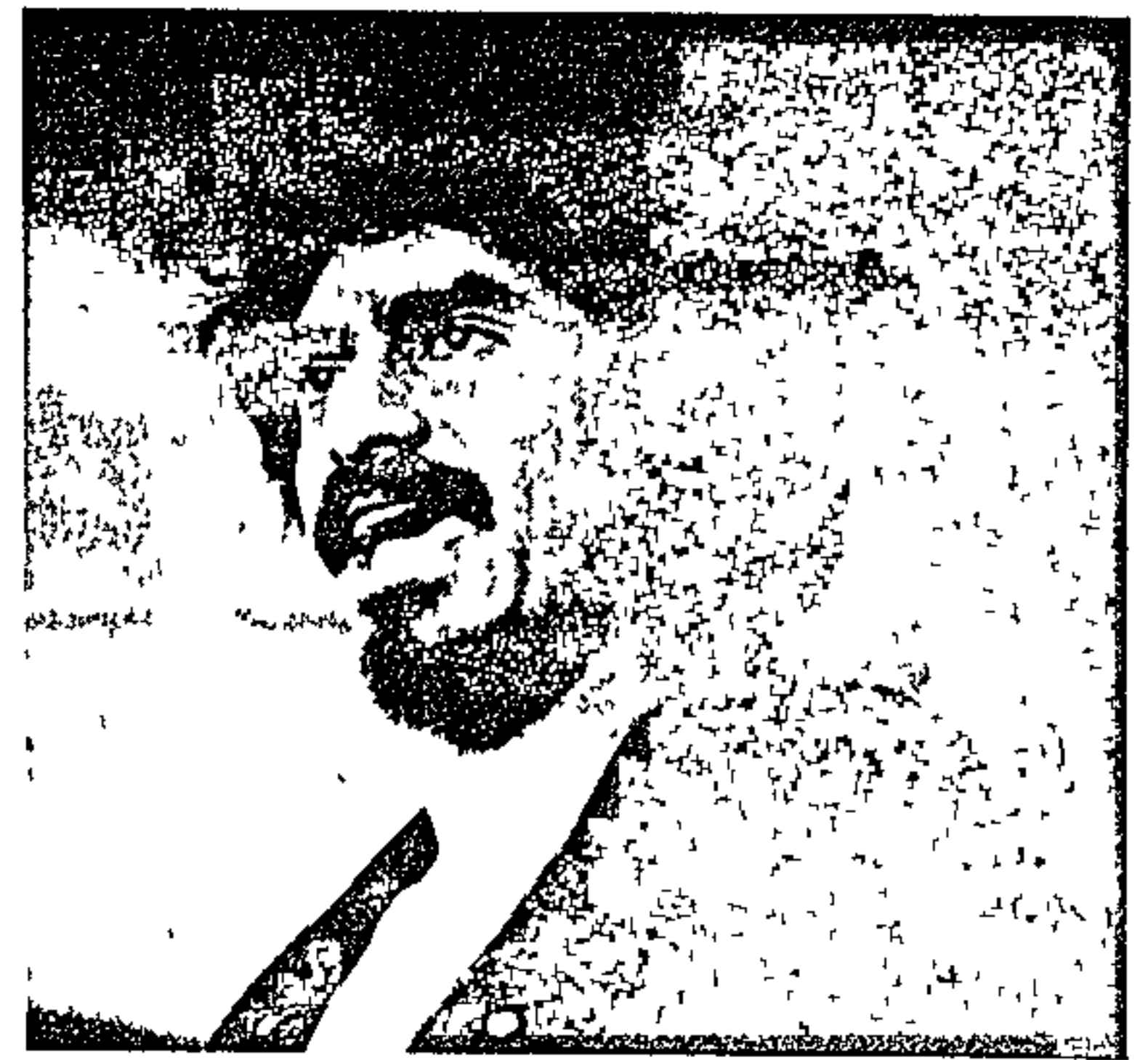
Announcing their decision to attend, 11 Nactu unions said yesterday they believed that Nactu's decision was not 'in the broader interests of the working class, but serving exclusivist organisational interests"

The 11 were still "fully committed to Nactu" and hoped to persuade other affiliates to attend



Pullout not end of road for unity

The decision by the National Council of Trade Unions (Nactu) to withdraw from a major worker summit this weekend will not seriously affect trade union unity plans, Congress of South African Trade Unions general secretary Jay Naidoo, told CHIARA CARTER:



Jay Naidoo

STEPS to build trade union unity will continue despite the last-minute withdrawal by the National Council of Trade Unions (Nactu) from this weekend's worker summit, said Congress of South African Trade Unions (Cosatu) general secretary Jay Naidoo.

Defending the federation's decision to go ahead with the summit without Nactu, Naidoo said:

"The summit is the culmination of growing co-operation between the two federations since last year.

"It was first proposed by Nactu as a means to forge a programme of worker action against the Labour Relations Amendment Act (LRAA) and attacks on workers. Nactu pulled out of the summit at the last minute leaving us with no choice

but to continue.

"Many independent unions had already been contacted by the time Nactu withdrew and we believe it is very important to bring these unions into the campaign to defend workers' rights.

"We note that Nactu withdrew at the last minute from the Anti Apartheid Conference. It seems we have to move towards broader unity despite the doubts and fears of certain groups."

But Nactu's decision is not the end of the line for unity, said Naidoo.

"Yes, the withdrawal was a severe blow. Nactu represents a significant section of organised labour and it is important that we consolidate unity to prevent employers from attempting to drive a wedge between us.

"However, we have invited all Nactu affiliates to attend and the indications are that several will be there.

"The summit will have to decide

whether we continue to co-operate with Nactu.

Inevitably within Cosatu a position will emerge which will oppose further co-operation on the grounds that it seems to lead nowhere. But I would anticipate the majority view will be on the side of continued co-operation.

The reason Nactu gave for seeking indefinite postponement of the summit was that it needed time to discuss unity.

Naidoo denied that Cosatu had moved too fast in its eagerness to create unity.

"Nactu agreed that ideological positions should not be a stumbling block in the process of formulating a programme of worker action. Nactu has broached these issues before.

"The summit is not about one federation, one country. It is a gathering of workers which might result in greater unity between or organised workers.

"The need to have consensus

means it is unlikely that any grouping would be able to move too far ahead of the others.

"But Cosatu believes that unity is a principle and all obstacles in the way of such unity must be removed.

The participation of independent unions representing more than 300 000 workers in the summit is a move towards realising this principle.

"These unions realise that Cosatu affiliates are either the dominant union within their sector or contain a reservoir of experience which they could share. It is therefore in their interests to consolidate within the sectors and avoid growing isolation."

Naidoo believes that workers see the importance of unity against common enemies.

"We don't underestimate the differences between unions which have a different history and tradition. The divisions are especially clear at leadership level.

"At a grassroots level, these

differences become less apparent. Our experience in Cosatu is that mergers which seemed impossible because of different positions held by the union leadership were facilitated when workers came together.

"Workers face the same enemies — apartheid and capitalism — and this gives them direction and purpose."

According to Naidoo, Cosatu is willing to make compromises in the interest of unity.

"In order to defend the gains of workers it is possible and vital to find common ground. The creation of broader unity means that different forces within the liberation struggle share ideas, learn from each other and take in to account each others fears.

Two principles remain paramount. These are democracy and worker control. All Cosatu's action are aimed at advancing these principles.

Cosatu hopes the summit will advance the goal of building a united working class.

"We hope to see closer relationships between unions operating in the same sector and to build solidarity and united action.

There are huge sectors of workers who are denied trade union rights and who are not yet organised. We hope that further initiatives will lead to greater efforts in this direction.

We anticipate that the summit will result in a co-ordinated programme of action against the LRAA which is an attempt by the state and capital to curb worker militancy and cripple campaigns such as the living wage campaign.

The state and employers hoped that the trade union movement would serve to contain the growing militancy of workers in the 1970s.

When it became obvious that workers were making great gains despite labour laws which were not favourable to them, the LRAA was drafted in order to confine and restrict organised labour.

Obviously workers are very angry about the LRAA. Unions are now feeling the effects of the act which employers are using with great enthusiasm.

Several unions have been threatened with civil suits regarding loss of production and thousands of workers have been locked out.

Negotiations with the South African Consultative Committee on Labour Affairs (SACCOLA) did not lead anywhere. Instead employers chose an alliance with the state.

While not ruling out any further discussion with business, the possibility of such negotiations seems remote at present.

Employers will, however, be invited to state their case before the Board of Inquiry which Cosatu is setting up.

The government has acknowledged but not replied to a letter from the United Nations requesting that South Africa accept the jurisdiction of the International Labour Organisation following a complaint to the ILO by Cosatu.

Setting the pace for sports

THE challenges facing the powerful South African Rugby Union (Saru) in the coming year are indeed formidable.

Beside ensuring that a suitable infrastructure exists to cater for its ever-growing membership, Saru will also be expected to build on the initiatives of last year, which included historic meetings with the African National Congress and the South African Rugby Board.

And when more than 80 delegates from 22 affiliate unions meet for the organisation's annual general meeting in Port Elizabeth this weekend, these are but some of the issues that will fall under the spotlight.

What is abundantly clear is that the discussions, debates and ultimately the decisions of the weekend will not have implications for Saru alone.

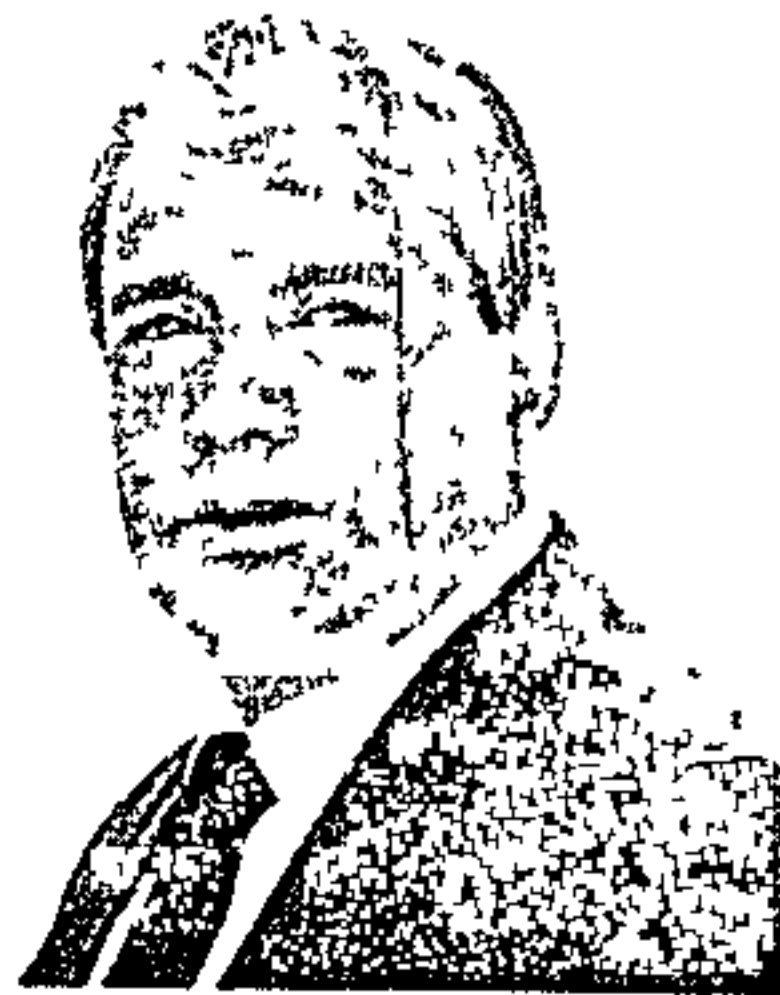
Clearly formulated positions will impact on the nonracial sporting fraternity as a whole and indeed on the entire mass democratic movement.

As Sacos's largest affiliate, Saru's future approach to the racial South African Rugby Board will influence the direction of other sporting codes as they grapple with the serious question of bringing about transformation on the sporting front.

Saru's attitude to the National Sports Congress (NSC), set up last year but still not formally constituted, will also have significant implications.

Although the NSC has publicly stated that it recognises Sacos as the authentic anti-apartheid sports body in South Africa, underlying tensions between the two bodies appear to have come to the fore in recent weeks.

Delegates to the AGM of the SA Rugby Union will be deciding Saru policy. But their decisions will impact on the entire mass democratic movement.
MANSOOR JAFFER examines some of the issues which will come up for discussion:



Ebrahim Patel, Saru's president

Anyone who is serious about nonracial sport will realise the folly of exacerbating these tensions. The relentless attack on the democratic movement by the state means that all efforts must be made to achieve maximum unity.

The NSC, which has yet to deliver the goods, has committed itself to forging closer links with the nonracial democratic movement as a whole and developing staunch grassroots sports structures in the townships.

Sources within Saru have indicated that there is very little likelihood of the organisation emerging with a clear cut position on the NSC. There will be more rigorous discussion closer to the formal launching.

Well aware of its overall political responsibility, Saru also knows that its first loyalty is to the thousands of players without whom there would

be no union.

The issues of sponsorship and facilities do require thorough discussion.

While some of the bigger units generate enough money to pull through the season, there are those, especially in outlying rural towns, who constantly face an uphill battle.

Transport costs for away matches are usually exorbitant and with sponsorship hard to come by, players in the smaller unions sometimes have to dig into their own pockets.

It is to their credit and an indication of their commitment to nonracial sport that they in fact do so, season after season.

Saru has in recent years shown a keen interest in sending some of its key players on coaching courses abroad. Currently three top Saru men are in Britain on a three-month coaching course.

The AGM will consider how Saru players can benefit from these coaching courses on a more regular basis.

Observers believe this not to be in conflict with the international sports boycott.

The application of the Zwide Rugby Union, a sub-union of Eastern Province, for affiliate status, is likely to be the focus of intense discussion.

Zwide RU broke away from Kwazakhele Rugby Union following internal strife which in the early eighties threw nonracial rugby into total disarray.

Saru has always pressed for the reunification of the two groups so it will be interesting to see at what decision the meeting arrives.

Saru's commitment to root itself even deeper in the community will be put to the test this year as it tries to incorporate teams from South African mines into the union.

Last year Saru met with the National Union of Mineworkers and there was mutual agreement that miners should form part of nonracial structures.

In the past Saru has drawn a great deal of support from the rural areas, ensuring that the organisation's presence was widely spread. However, for Saru to be truly nationally based it is imperative that nonracial rugby be significantly expanded in Transvaal and Natal.

The growth of nonracial rugby on the mines will do a lot for rugby in the Transvaal region.

For Saru the year holds many challenges. These are exciting challenges which need to be met with thorough discussion, firm decisions and decisive actions.

The delegates at the AGM bear the responsibility of laying a firm foundation.

40 trade unions to attend workers' summit

A BROAD spectrum of at least 40 trade unions representing well over a million organised employees will attend the workers' summit scheduled for this weekend at Wits University

A media conference was told yesterday 700 delegates representing the 15 Cosatu affiliates, the 11 "rebel" Nactu unions and at least 14 unaffiliated organisations had confirmed their attendance. Another nine independents were still to clarify their positions, Cosatu vice-president Chris Dlamini said.

ALAN FINE 1143

Of the larger independents to accept are the 100 000-strong Garment and Allied Workers' Union and the 45 000-member SA Boilermakers' Society.

The summit is to discuss the Labour Relations Act, union unity and state repression against unions

Meanwhile, Nactu assistant general secretary Cunningham Ngcukana yesterday expressed regret at the decision "by the general secretaries" of some

affiliates to go against the grain of the Nactu general council decision

He said Nactu was not opposed to unity. However, "the question of unity is a political issue in the variegated national political spectrum" and the decision to request a postponement of the summit had not been taken lightly

Division over the summit also emerged yesterday in a Cosatu affiliate, the Food and Allied Workers' Union (Fawu). Fawu's eastern Cape branch issued a statement opposing the summit and the head office repudiated it

10/11/87

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Union summit to go ahead

By LEN MASEKO

THE WORKERS' summit was going ahead as scheduled in spite of the decision by the National Council of Trade Unions not to participate in it, unions involved in the planning of the two-day meeting said yesterday.

These unions included the Congress of South African Trade Unions (Cosatu), 11 Nactu affiliates and 14 independent unions. More unions — about 10 — are expected to confirm their intention to attend the meeting, scheduled to take place this weekend, before Saturday.

In a joint statement released at a Press conference, the unions said more than 40 trade unions had so far

indicated their intention to participate in the summit.

"The summit is historic in that it draws together the broadest range of unions from different backgrounds and traditions," the statement read.

The Nactu affiliates, Cosatu and independent unions believed the principle of working class unity was more important than "our differences". They said the issue of "broad trade union unity" became more urgent last year when it became clear that

the State and employers were intent on overriding union objections to the Labour Relations Amendment Act.

Defence

The unions added "Workers will be discussing how to defend ourselves and how to consolidate and advance our struggle for total liberation. We regard the summit as urgent because the employers are using the new laws to roll back worker rights and to undermine demands for a living wage."

The 11 Nactu unions' decision to participate in the meeting is contrary to the position of Nactu's national council, which requested an indefinite postponement of the summit so that it can formulate its stance on the proposed unity talks with Cosatu.

Nactu unions participating in the meeting include the Black Allied Mining and Construction Workers' Union, Food Beverage Worker's Union, Black Domestic Workers' Association and National Union of Public Service Workers.

Students hail workers' summit as forward step

SA 7/3/89

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This weekend's "workers' summit", involving a wide spectrum of black unions representing more than a million workers, has been welcomed by the Azanian Students' Movement (Azasm)

In a statement yesterday, Azasm said the summit was long overdue and praised unions attending the meeting

Azasm said co-operation between the Congress of SA Trade Unions (Cosatu) and the National Council of Trade Unions

(Nactu) during their campaign last year against the Labour Relations Amendment Act was "a crucial achievement for the black working class in the long road towards unity"

"All that is now left for the two federations is to finish what they initiated. An initiative towards unity should not depend on mere reaction politics"

The meeting is expected to be attended by about 40 unions
— Labour Reporter

Nactu move on summit highlights

union row

ELEVEN Nactu affiliates, Cosatu and a number of independent unions meet at the University of Witwatersrand this weekend to discuss unity, the controversial Labour Relations Amendment Act and State repression. The talks have suffered a setback with Nactu's decision not to participate in the proceedings, though some of its affiliates have indicated that they would be attending the summit. The summit takes place against the backdrop of tension in the labour movement . . . Labour Reporter, LEN MASEKO reports.

FOCUS

THE controversy surrounding the National Council of Trade Unions over this weekend's summit places a question mark on how the federation's national council arrived at a decision not to participate in it

Eleven of Nactu's affiliates, constitutionally represented in the council, have gone against the organisation's position that the summit be indefinitely postponed so it can formulate its stance on the proposed unity talks with the Congress of South African Trade Unions (Cosatu)

The request, according to Nactu, stemmed from the seriousness of the issue of "building unity" between the two federations — part of the summit's agenda

"The issue of unity needs clear organisational clarity and workers who attend the summit will attend it coming



OFFICIALS of some of the 11 Nactu affiliates address a media conference this week. They are (from left) Mr Zithulele Cindi, Mr John Rakau, Mr Siphon Radebe, Mr Fanle Skozana, Mr Mbulelo Rakwena, Mr Longway Khwelemlhini

from an organisational base and, therefore our members need to discuss the issue of unity from a common understanding," Nactu said

Uneasiness

The disagreement within Nactu about whether or not to attend the summit has highlighted division over the issue within its ranks

Sources say this disagreement stems from uneasiness within the Africanist circles in the federation over closer cooperation or the question of "building unity" with

Cosatu "There is uneasiness in these circles mainly over the fact that Cosatu has publicly adopted the Freedom Charter — a move that brings it closer to the ANC," the sources say

The 11 Nactu unions participating in the summit have stressed that they were not necessarily from a "black consciousness bloc within Nactu nor they added, were other affiliates — who would not be attending the meeting — necessarily part of the "Africanist clique"

They said "We have taken a joint decision to attend the forthcoming worker summit as we see in its realisation a manifestation of maximum unity of the working class in our country. Though fraught with difficulties, we believe that the road to unity can, at worst, be blocked by ourselves as we form part of the central working class movement in this country"

Mechanism

The 11 unions include the Black Allied Mining and Construction Workers' Union, Food Beverage Workers Union, Banking Insu-

rance Finance Assurance Workers Union, Black Domestic Workers' Association, Black Electronics and Electrical Workers Union, National Union of Public Service Workers, Textile Workers' Union (Transvaal) and Electrical Workers' Trade Union

These unions believed that the concept of unity, unlike the mechanism of achieving it, did not need more time to be addressed

"We, therefore, do not see Nactu's decision to postpone the worker summit as being in the broader interests of the working class, but as serving exclusivist organisational interests," they said

Action

Speaking on behalf of the 11, Bamcuw official Mr Mbulelo Rakwena said their move should not be interpreted as divisive but "as being pursuant to the interests of the larger working class struggle for maximum unity and hegemony in society"

He added that their decision to attend was based — among other things — on Nactu's principles of 'independent action of unions within the federation'. Significantly the

unions "independent action" is most likely to have serious implications on the unity of Nactu and its future relations with Cosatu. Whatever the outcome of the summit the Nactu affiliates could find themselves in a precarious position of either implementing or reporting back resolutions taken at the meeting to the federation

Some Nactu affiliates, mainly those who have indicated that they would not be attending the summit, have hinted that they would demand "the disciplining" of the 11 affiliates

Decision

It is noteworthy that Nactu is not opposed to the idea of the workers' summit, but that it has asked for more time to draw clear guidelines and have full discussion" within its ranks

"We have never been opposed to unity and we have stated our commitment on the issue of unity in the past and the national council decision (not to attend the summit) is in no way anti-unity" Nactu said

Since its formation in 1986 Nactu has said that it had made approaches to Cosatu over the issue of worker unity. It also accepted an offer last year from the Organisation of African Trade Union Unity (OATUU) to host unity talks between the two federations — a move that ironically gave the impression that it was ready by then to discuss the matter

The controversy that has surrounded the summit clearly shows that the road to 'one country one federation' is still long



Political comment in this issue by Aggrey Klaaste and Sam Mabe. Sub-editing headlines and posters by Sydney Mathaku. All of 61 Commando Road, Industria West, Johannesburg

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Nactu denies move

Southern 7/3
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THE National Council of Trade Unions is adamant that none of its unions will attend this weekend's labour summit — despite widespread reports that 11 'rebel' unions from the council are to attend.

A broad spectrum of at least 40 trade unions will attend the summit to discuss the Labour Relations Act, union unity and the State repression against unions. The summit is scheduled for this weekend at the University of the Witwatersrand.

Nactu assistant general secretary, Cunningham Ngcukana, yesterday denied that the 11 'rebel' unions from Nactu will attend the summit.

• See Page 6

Zebediela will never be the same

WHEN Afrika cries, she sings, or so the old saying goes. But when Afrika is happy, she dances and gyrates with a fervour and joy that is a marvel to watch.

And so it was last Tuesday when hundreds of workers from the Zebediela Citrus Estate, who had been on a historic farm workers strike that lasted 20 days accepted an agreement to settle the dispute.

By MATHATHA TSEDU

tion, assistance and experience of the federation's staff and its allies.

It was a consideration that management obviously overlooked when the first 300 pickers downed baskets and bags on Wednesday May 3 and demanded a wage increase.

When on the Friday, the entire black labour force stopped working, management's reaction was that those who did not immediately return to work were dismissed and should collect their dues the following Monday.

When Monday came and the over 1200 workers gathered at the company's administrative offices singing praises to the labour movement leaders, management called in the police who allegedly let loose dogs that bit many people, with some of them hospitalised.

Fifteen workers were arrested and charged with failing to disperse when ordered to do so. The others were told to evacuate their company houses in six days, including children who attend school on the estate.

Many of the workers were scared of returning to the houses after the confrontation with the

Shouts of "Viva Nactu" and "Amandla" filled the Moletlane Hall as the workers ululated, sang, danced and chanted slogans of the worker struggle. Having been covering the strike since it started on May 3, one was convinced that the workers indeed had reason to celebrate.

For, have they not taken on the might of the world's largest orange estate and come out on top? With their stoppage declared illegal and mass dismissals having followed swiftly thereafter, the workers were all going back to their jobs, with a minimum increase of R30 and an undertaking by management to negotiate new working conditions within three months.

Workers said never in the history of the estate had they seen management cowering as they did. There had been shortlived work stoppages in the past which fizzled out at the threat of dismissal, eviction, the arrival of police or a combination of all.

All the above factors were thrown in by management but this time round things were different.

The workers are now members of the Nactu affiliated National Union of Farm Workers (NUF) and were having at the disposal the sophistica-



We must remove fear from our vocabulary... this was the message 74-year-old James Nthane personalised to striking Zebediela farm workers.

FOCUS

police and many slept under trees, union organiser Mr Moss Mphahlele said.

The plight of these workers was relayed to the Black Lawyers Association (BLA) which immediately swung into action, dispatching a top team of advocates on a "fire brigade" mission to restore the people to their compounds.

Dispersed

Workers waiting for the legal team at the Moletlane chief's kraal, were dispersed by Lebowa police. The police later returned, but with the legal team comprising of Mr Dikgang Moseneke, Ms Francis Davis, Mr MC Motimele — all advocates — and BLA litigation officer Mrs Dolly Mokgatle, in attendance.

The police withdrew after speaking to the team.

It was from this consultation that a decision to interdict the company from evicting the workers and the police from repeating their "unlawful assaults" was taken, according to Mokgatle.

Telexes were dispatched to the two, giving them up to noon that Friday to respond or face a Supreme Court application. Both declined to give the undertaking sought and this set

the stage for the historic Supreme Court application on May 15.

In their papers, workers argued that the company had unilaterally changed conditions of service by introducing bigger bags for pickers without a corresponding wage increase.

This action was illegal and they had been entitled to stop working, the workers added. The workers then requested the court to rule that their dismissals were illegal and order their reinstatement.

The application was postponed to three days later but the company undertook not to evict the workers or call in the police.

But even more significant, the company requested a meeting with the legal representatives of the workers to negotiate about the problem. Clearly it must have dawned on the company at this stage that things had changed at the farm.

With the strike having been timed to start on the first day of the orange season, oranges were falling to the ground in their thousands and beginning to rot.

The damage was beginning to tell and it was clear that the workers were united in their resolve and were highly organised.

Negotiations between the two teams of lawyers began at a hotel in Potgietersrus on Wednesday night, May 17, and continued until the early

hours of Thursday. A working document was agreed upon as a basis for negotiations.

The negotiations broke down the following day when management's lawyers insisted that the returning workers would have to sign a new employment contract, among other things, Mphahlele said.

The Supreme Court hearing of the initial application was postponed to eight days later as both groups agreed to meet over the weekend to break the deadlock.

Agreement was reached late on Saturday night in Pretoria where a worker delegation appended its signature. It had been hard and trying but the workers had gained a R30 across the board increase.

Negotiate

A minimal sum by all means but for some of them who had a net monthly pay of R60, this was a fifty percent increase.

Farmworkers are not covered by the Labour Relations Act and their unions have no legal standing. The company has undertaken to negotiate with the legal representatives and not the union, according to both Mokgatle and Mphahlele.

During the strike, Manpower director general, Mr J Fourie, announced that the Government was drafting legislation to cater for the unionisation of farm labourers. He also said farmworkers were free to form unions of their choice.

Most people felt that the timing of the announcement was not a coincidence.

Worth

But be that as it may, for the 1200 Zebediela workers, the union is already a reality and had proved its worth in more ways than one.

As they lined up at the Koring Punt shop, each carrying a 12,5kg bag of mealie meal, it was evident that they truly appreciated the role that their union played in the stoppage.

It was also quite clear that the victory has whetted their appetite for more improvements in their almost slave-like working conditions.

And in this regard, the winter of discontent that rocked the estate and threatened the supply of oranges both nationally and internationally, might prove to be the prelude to one long summer season for the company.

Whether the widely publicised strike and its seeming victorious end will spark a wave of

A challenge to join up unions

Southam 1/6/89

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By MOKGADI PELA

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

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

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

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

Practical

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

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

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

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

Fight

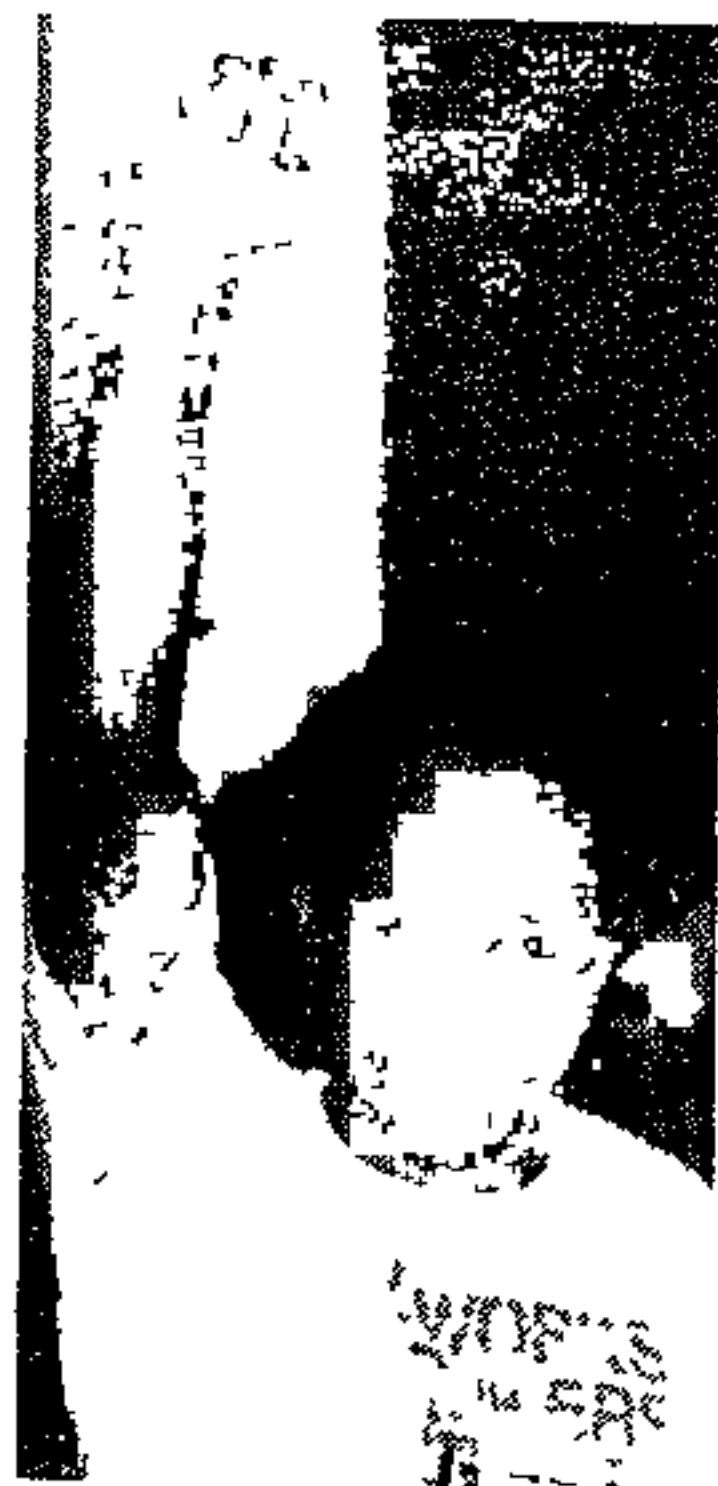
"We encourage Numsa and Mewusa to come together in the fight against the capitalist and exploitative system under which we live"

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

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

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

Three figures in the debate



MANDLA SELEOANE

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

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

Engaged

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

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

"As far as bringing Nactu and Cosatu



ZITHULELE CINDI

together, Cindi said they saw themselves as catalysts in that direction

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

Strength

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



MOSES MAYEKISO

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

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

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

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

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

Task

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

Mewusa still has a big task in convincing other Nactu affiliates who have not yet joined to do so. The Steel Engineering Allied Workers Union comes to mind. The unions said it was not part of the weekend merger. In his opening address Nactu president, James Mndaweni answered a crucial question as to what would happen to other unions in the metal industry and are affiliated to Nactu but

SOME STORES MAY LIMIT

Bitter and sweet

Against the backdrop of an increasingly violent strike at SA's largest citrus plantation, SA's Citrus Exchange became the country's third agricultural co-operative to throw its weight behind the Rural Foundation (RF)

Like the wine and deciduous fruit industries before it, the Citrus Exchange may be hoping its R250 000 gift to the foundation will stall an expansion campaign by the National Union of Farmworkers (NUF) while bolstering its PR battle against European boycotters of SA fruit

At a quiet ceremony marking the donation last week, exchange officials and RF organisers explained that the foundation's training programmes — which aim to forge an effective rural work force — would help local agriculture fight high inflation

Ironically, while good weather has given wheat, maize and grape growers their first bumper crops since 1982, the farming sector has been thrust into battle against its more efficient European and North American

FINANCIAL MAIL JUNE 2 1989

counterparts Agricultural economist Koos du Toit points to a drop in farm equipment and fertiliser sales as symptoms of a growing crisis which may ultimately overpower the preference now given to SA produce on foreign markets because of the falling rand

Bad labour relations are clearly an inconvenience farmers are now finding unaffordable

Six years after its foundation, the RF is busy training more than 16 000 farmers and farmworkers annually in the latest techniques of export-quality production But most interesting for SA's agricultural associations is the RF's success in setting up labour negotiating channels on more than 2 500 farms across SA — most not unionised.

"The great asset of the foundation is that it involves farm people from grassroots up, not from the top down," says Louis Kriel, GM of the deciduous fruit co-op Unifruco, which in 1984 began urging its farms to use RF programmes

The organisation oversees the election of a workers' committee which then meets the farm owner to discuss employees' working and living conditions RF officers teach both sides of the table how to conduct effective negotiations. So far few farms involved in the programme have had serious labour difficulties

Du Toit adds that RF-style negotiations often result in longer-lasting agreements than, say, the wine-for-wages *dop* system

Such programmes have mainly focused on individual farms — the RF is proud of its success on farms in heavily conservative areas — rather than entire industries But industrial associations like the Citrus Exchange are now taking notice of the foundation's record and its campaigning to involve all of SA's 23 marketing boards in its growing network

Du Toit explains that farmers are now operating on the assumption that unions will attempt to organise their workers Though some RF farms are already organised, better working conditions and closer relations between rural employers and employees on as-yet non-unionised farms may "solve the problem of unionisation," he says "There will be attempts by organised labour to enter agriculture on a larger scale within the next few years and we don't want to be caught with our pants on our knees"

Kriel adds RF programmes could take the bite out of a crippling European boycott of SA produce "Foreign visitors to our deciduous fruit farms have been impressed with what we're doing. Sincere Europeans will also react positively," he says.

But a three-week old strike by 1 200 orange pickers at the State-owned Zebediela Citrus estate, in the northern Transvaal, typifies the kind of tension which could ultimately stand in the way of the RF Strikers at Zebediela are demanding a 45% pay hike and recognition for their branch of the NUF Twelve were treated in hospital after allegedly being attacked by police dogs

The RF stresses that it is not anti-union

But SA's farmers are bound to discover that the foundation offers no sure cure for their workers' discontent

FINANCIAL MAIL JUNE 2 1989

250 Sacwu members fired ¹⁴³



About 250 South African Chemical Workers' Union (Sacwu) members were dismissed this week at East Rand Plastics in Brakpan. The union says this followed the dismissal of a shop steward, Mr Sam Mchunu, without an inquiry into alleged damage of company property caused by him.

There was a work stoppage followed by the dismissal on Tuesday of the entire workforce. — Sapa.

Star 2/16/89

Shop steward charged with intimidation

Lowefan 2/6/84

143

A SHOP steward of the Hotel Liquor and Catering Union near Pilgrim's Rest in the Eastern Transvaal was arrested at the Blypoort holiday resort yesterday morning on a charge of intimidation, a union official announced yesterday.

He is Mr Nelson Mashile Nactu's regional organiser in Tzaneen, Mr Moss Mahasha, said Mashile, who is the chairman of the shop steward committee at the resort, had signed a letter requesting use of the local church hall for a worker meeting. The church had turned down the application, he said.

He said police arrived at the resort yesterday morning and left with Mashile. He said a policeman had later told him that Mashile would appear in the local periodic court to face charges of intimidation.

The resort manager, Mr Oosthuizen, was said to be out and not available for comment. The local station commander was also said to be out.

Labour giants send demands

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

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

By LEN MASEKO

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

The federations, which represent more than 1.5 million workers country-

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

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

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

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

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

To Page 2

Giant demands

• From page 1

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

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

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

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

Gunmen attack strikers

bowen 26/6/87
GUNMEN attacked the homes of two striking Plascon workers in separate shootings on the East Rand, the SA Chemical Workers' Union said yesterday.

The union said in a statement the attackers opened fire from a moving minibus at Mr Joseph Kubheka's house in Natalspruit and Mr Lucas Maseko's house in Katlehong. — Sapa.

Labour renews protest

S/Time 11/6/87
LAST year's three-day stayaway in June has left an indelible impression on employers, apart from costing the economy an estimated R500-million

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

Now employers are faced with

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

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

national dispute with yourselves"

The demands include

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

of racism and minority union rights must be established

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

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**Mwasa
worker
held
in raid**

AN educator of the Media Workers' Association of South Africa, Southern Transvaal region, Ms Miranda Ebenezer, was arrested in a police raid at the union's Johannesburg offices on Saturday.

Witwatersrand police Press liaison officer, Colonel Frans Malherbe, yesterday confirmed a raid was conducted at Lekton House which houses Mwasa, the Azanian People's Organisation and trade unions affiliated to the National Council of Trade Unions

Routine

Although Col Malherbe said the raid was routine police duty they had received information about the presence of undesirable material in the building

He said a woman was arrested during the search and would be charged with possession of banned literature

The raid on Azapo alone was the sixth this year. However, the restricted organisation's offices were locked on Saturday



Police release union official

Star 13/6/84

By Montshiwa Moroke

143

The national research and information officer of the Media Workers' Association of South Africa (Mwasa), Ms Miranda Ebenezer, was released yesterday following her detention in Johannesburg on Saturday

She was held at John Vorster Square after a raid on the offices of the National Council of Trade Unions and its affiliates

Other offices raided by a large contingent of policemen included those of the restricted Azanian People's Organisation, Azanian Students' Movement and Azanian Youth Organisation

Police arrested Ms Ebenezer for allegedly being in possession of banned literature

End harassment, pleads Mwasa

Monday 14/6/89
SIPHO NGCÖBO 143

THE Media Workers Association of SA (Mwasa) yesterday wrote an open letter to security police asking to be left in peace.

This followed a series of raids on its offices country-wide, culminating in the arrest at the weekend of its research officer Miranda Ebenezer.

Ebenezer was arrested at the union's head office in Johannesburg on Saturday and released on Monday without being charged. She told Business Day she was questioned about Mwasa's activities.

A spokesman for the Police Public Relations Directorate in Pretoria denied harassment of Mwasa. Any action taken was against specific individuals, he said.

In a statement, Mwasa said it had resignedly accepted raids on its offices and "confiscation of property by security police" in the absence of its officials.

New labour act under spotlight

CPM 7/11/1968

143
Staff Reporter

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

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

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

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



Workers back on job



AFTER losing their jobs last Thursday, 135 Paarl workers returned to work this week

The workers, members of the Steel, Engineering and Allied Workers' Union (Seawu), were retrenched from Satchwell Control

Following urgent meetings with the union, the company agreed to take the workers back and to negotiate a full retrenchment package

The company also agreed to attempt to find alternative employment for the workers, who will now be retrenched next month

South 15-21/6/89.

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

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

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

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

Selfsa Wage Settlement in the Offings

BY LEN MASEKO

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

Increases

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

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

The two parties are scheduled to meet for white workers, has offered to recommend to

another round of talks on June 27, three days

before the expiry of the 1988/89 agreement

Scisetteen 15/6/89

143



Saccola to meet unions for talks on labour Act

~~143~~ ALAN FINE ~~143~~

The SA Consultative Committee on Labour Affairs (Saccola) decided on Friday to contact Cosatu and Nactu to arrange a meeting soon with the unions on their proposals regarding the Labour Relations Act, Saccola secretary Frieda Dowie said. *By Dowie 19/6/89*

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

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

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

Dowie declined to give any further detail on the employer position

~~143~~ 143
Mar 21/6/89 ~~143~~

Labour Act due to be discussed

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

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

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

Labour talks

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

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

Sowetan 21/6/89.

Unions meet over Act

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

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

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

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

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

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

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

Liquor industry dispute settled

Star 22/6/89 (143)
A liquor industry wage dispute affecting about 6 500 workers has been settled, according to Mr November Nkosi, president of the National Union of Wine, Spirits and Allied Workers (Nuwsaw)

Negotiations with the Liquor Manufacturers' Industry of South Africa started in February. The wage increases will be backdated to April 1 (143)

Wage agreement

By LEN MASEKO ¹⁴³ minimum pay of R762,51
THE National Union of a month effective from
Wine, Spirits and Allied April 1 this year
Workers has reached a
wage agreement with
employers in the liquor
industry. ^{some from} The two parties have
^{23/6/89} also agreed on the
recognition of June 16 as
a paid holiday and the
payment of a meal
allowance to employees
who work overtime
In terms of the
agreement, Nuwsaw
members will receive a

23/6/87

Final warning for workers

143

TWENTY-FIVE members of the Food and Beverage Workers Union employed at Sasko Bakery in Tzaneen were given final warnings on Monday for not coming to work on June 16, a union official said yesterday.

Management first dismissed two of the workers but reinstated them after other workers downed tools and the intervention of the union. Mr Moss Mahasha, regional organiser of the National Council of Trade Unions (Nactu), said

According to Mahasha, the company claimed the workers were in breach of their contracts. A company spokesman, a Mr Coetzer, said he had no comment on the matter. "You can speak to the Food Beverage Union about that," he said.

Mahasha also made an appeal to all union shop stewards in the Tzaneen area to attend a meeting at the Nactu offices on Saturday. The meeting to elect an executive committee for Tzaneen, will start at 12 30pm. Mahasha said

...murdered
in a trench near Church
Street West, a few days
after he and his cousin,

yesterday said they were
following certain leads in
the murder and attempt-
ed murder cases

African group *Sowetan 27/5/89* accepts Nactu and Cosatu 143

THE National Council
of Trade Unions and the
Congress of South
African Trade Unions
have been accepted into
the Organisation of
African Trade Union
Unity

In a communique
received by Nactu
yesterday, Oatuu, the
labour wing of the
OAU, said "In con-
sideration of the
application for affiliation
to Oatuu submitted by
Nactu, the secretariat of
the twelfth session of the
general council of Oatuu
held in Accra, Ghana in
April, accepted the
affiliation of Nactu "

"It was the decision of
the general council that
both Nactu and Cosatu
should be accepted into

By ISMAIL
LAGARDIEN

the midst of the Oatuu
family owing to their
unique position and role
inside South Africa
Therefore the council
decided that both
organisations should
take up their rightful
places in the family of
African labour "

The move is consistent
with the Oatuu constitu-
tion "Therefore from
the date of that decision
you are expected to play
your role as a member-
affiliate of Oatuu," the
message concluded

Nactu was welcomed
into the fold and
congratulated by the
labour body.



Unions bid to review new Labour Relations Act

Journalism 28/6/84

(KDA) (S) (H)

143

EMPLOYERS and representatives of two labour federations yesterday agreed to seek a meeting with the National Manpower Commission to discuss — among other issues — the review of certain contentious clauses in the Labour Relations Amendment Act

The parties to yesterday's talks were the employer body, South African Consultative Committee on Labour Affairs (Saccola), Congress of SA Trade Unions (Cosatu) and National Council of Trade Unions (Nactu)

The two parties said they hoped to meet the NMC on July 7 and 8, as part of fresh attempts to address objections raised by Cosatu and Nactu

They also agreed to invite to the talks the SA Agricultural Union (SAAU), SA Transport Services (Sats) and the Commission for Administration. The inclusion of the three organisations in the forthcoming negotiations emanated from the two federations'

By LEN MASEKO

demand that the provisions of the labour legislations should be extended to workers in the farms, railways and various public sectors

The two federations said in a statement: "We wish to appeal to the three employer organisations and/or their representatives to attend the next meeting as we believe that their presence is indispensable to the resolution of the rights of workers in these sectors."

Conflict

The federations said the conflict between them and Saccola remained. The conflict centred on the unions' demands that employers disregard controversial clauses in the labour legislation as well as support efforts to have them scrapped.

Nactu and Cosatu are scheduled to meet community organisations in Johannesburg tomorrow, to discuss developments in the whole saga

The unions are also preparing for the second round of the workers' summit scheduled to take place on August 5 and 6. The meeting will focus on future action in the event of the negotiations reaching a deadlock

The NMC, an 18 person advisory body to the Minister of Manpower, began its review of the labour law last month. It is expected to complete its work in two years' time

THE National Union of Wine, Spirits and Allied Workers (Nuwsaw) is waging a vigorous campaign to organise Boland workers.

The union, which has about 4 000 members in the Western Cape, is concentrating on signing up workers at co-operatives in the area.

This year it has organised workers at 45 wine co-operatives and has targeted more, said a Nuwsaw spokesperson.

Nactu

Nuwsaw, an affiliate of the National Council of Trade Unions, is this week meeting with the management of seven co-operatives to sign recognition agreements

Earlier this month, the union concluded recognition agreements with four co-operatives — Bree River, De Wet, Franschoek and Koelenhof.

Nuwsaw hoped to conclude a collective wage agreement with the co-operatives this year, said the Nuwsaw spokesperson.

He said a national agreement concluded with KWV this week would further encourage workers to join the union.

Liquor

143

union

makes

inroads

in Boland

In terms of the agreement, the minimum wage is hiked by R26 to R144,90; workers get three weeks' bonus pay instead of 6 percent of their annual income; the night shift allowance is 12,5 percent; and all workers get a R5 meal allowance.

The company also agreed to give all workers May 1 and January 2 as paid holidays.

More than 1 000 delegates attended the

Western Cape Nuwsaw annual general meeting last Sunday.

The meeting agreed to implement joint action with Cosatu and independent unions against the Labour Relations Amendment Act and to encourage unity with other organisations based on the "principles of the African masses, not individuals".

Nuwsaw is to open an education unit for shop-steward training next month.

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No indaba for union

THERE was no reason for Africans to participate in the campaign for a negotiated settlement with those who occupied their land

This was one of the resolutions adopted by about 1000 delegates at the annual general meeting of the National Union of Wine, Spirits and Allied Workers (Western Cape branch) in Worcester near Cape Town

The union also resolved to form an education unit

Sowetan 30/6/89

More major employers enter labour law talks

Labour Reporter

FURTHER major employer organisations have agreed to take part in tomorrow's round of talks with trade unions about the Labour Relations Act.

According to Mr Bobby Godsell, chairman of the South African Consultative Committee on Labour Affairs (Saccola), the South African Agricultural Union and the National Manpower Commission will be represented at the talks with the Congress of South African Trade Unions (Cosatu), the National Council of Trade Unions (Nactu) and several independent unions.

The talks are a response to union demands about contentious aspects of the Labour Relations Amendment Act, promulgated in September last year.

They have threatened to declare a national dispute with employers over the issue if satisfactory progress towards resolving problems with labour legislation is not made.

A first round of discussions took place in Johannesburg last week.

Mr Godsell would not comment further on the talks except that both sides were keen to make progress.

But an employer source involved in the negotiations said they had been given added impetus by employers.

"There are parts of the Act with which employers are now unhappy because they are not working out in practice and causing more conflict and we would like to see these changed," he said.

Other sources said it appeared as though the talks could lead to a two-tier arrangement with joint employer/union representations to government on issues such as cover for state employees and the agricultural sector under labour legislation, and unions taking up other issues with employer organisations at a second level.

The next round of talks is scheduled for July 7 and 8 in Johannesburg.

Worker dies after assault by 'wolves'

App Times 7/7/89

143

JOHANNESBURG — A South African Chemical Workers' Union member died in hospital this week after four white men allegedly physically attacked him saying "Wolwe slaan dood"

In a statement issued yesterday, SACWU said that Mr Stanford Mazikwana, 52, died at Baragwanath Hospital on July 1

Mr David Mapuna allegedly saw "four white boys" assaulting Mr Mazikwana on the morning of Saturday, July 1 in Iondale, east of Johannesburg

"When they saw me, two of them advanced towards me I heard them saying 'Wolwe slaan dood'"

Mr Mapuna said he escaped by waving down a passing motorist. When they returned to the scene they noted down the number of the white youths' car

It was then that they realised who the victim was, the statement said. Mr Mazikwana was taken to hospital but died the same day

The 5 000-strong Modderfontein branch of SACWU, to which Mr Mazikwana belonged, subsequently sent a delegation to SACWU head office, saying that right-wing intimidation had

been occurring in the area for some time

A Mr Kaiser Maila and a Mr Mazelele Momo were also allegedly assaulted and the incidents had been reported to Edenvale police station but "nothing happened"

SACWU general secretary Mr Humphrey Ndaba said the situation was extremely tense

SAP East Rand Division spokesman Colonel Danie Koen said the assault on Mr Mazikwana was being investigated and their information was that four whites had been involved

He said he could not comment on the other two alleged assaults until dates were supplied but the information available was being investigated

AECI group communications manager Mr Mike Blizzard said the company knew nothing about the alleged incidents as yet, but they were being investigated

A company statement expressed condolences to the family of Mr Mazikwana, described as "a valued employee of Modderfontein Factory since September 1973"

SACWU has called on its members to remain peaceful while police investigate the matter — Sapa

Trade union groups expand on submissions to Saccola

143 ~~143~~ ALAN FINE ~~143~~

COSATU and Nactu tabled a document on Friday expanding their views on submissions to Saccola on the Labour Relations Act, a Saccola spokesman said.

National Manpower Commission chairman Frans Barker, SA Agricultural Union and Sats representatives attended talks as observers for the first time.

The employer federation said the document raised several new issues. *By Day 10/7/89*

Chairman Bobby Godsell said the discussions were encouraging insofar as the parties had got back to discussing the Act and how to change it.

Many of the issues under discussion were also on the agenda of the NMC and Saccola intended, therefore, to explore ways of co-ordinating the two sets of discussions. It was hoped to resume talks at the end of this month.

Union spokesmen were not available for comment.

UNIONS FIGHT TAQT

Protest action is planned

A MAJOR confrontation over the Labour Relations Act is looming. Protest action is being planned by the country's two labour federations and unaffiliated trade unions

Details of the national action to "destroy" the Act will be finalised at a workers' summit planned for August 4.

Meetings to discuss the LRA were hosted by the National Congress of Trade Unions (Nactu), African Trade Unions (Cosatu) and independent unions at joint rallies yesterday

At a meeting attended by about 2 000 worker representatives at Sharpeville yesterday a time-table which could culminate in the second worker summit on August 4 and 5 was endorsed. It entails

- The declaration of a dispute with the South African Co-ordinating Committee on Labour Affairs (Sacco), South African Agricultural Union and State departments of the public sector if no progress is made on demands submitted by the labour movement in writing on June 1,
- The canvassing of workers' views nationally on what action to take,
- The second workers' and

By THEMBA MOLEFE

summit on August 4 and 5 to decide on appropriate action and complete the agenda of the first summit held in Johannesburg on May 4 and 5.

Differences

The federations and independent unions, brought together despite ideological differences by their opposition to labour laws, emphasised at the Sharpeville rally that the Labour Rela-

tions Amendment Act needed to be destroyed because it was being used by the Government and employers to

- Sue unions for damages,
- Interdict legitimate industrial action and lock out members,
- Curtail the right to strike, and
- Undermine job security

The Act also excluded farmworkers, domestic servants and the public sector, the meeting said

Mwasa will take part

THE Media Workers' Association of South Africa reiterated its stance at the weekend that it will participate in the workers' summit to be held early in August

A unanimous decision, to endorse a resolution taken in Johannesburg in March, was taken at the union's national council meeting in Durban

Mwasa's deputy president, Mr Sam Mabe,

**SOWETAN
Reporter**

yesterday said earlier reports that the March resolution was unconstitutional were incorrect

Summit 143

"There were some members who were not sure whether or not Mwasa should participate in the summit. But after discussing the matter again, Mwasa's

five regions supported participation

"A point that was accepted by our members was that an opportunity for workers to meet fellow workers to discuss common problems could not be missed," Mabe said

Mabe rejected an earlier news report that not all Mwasa members had been party to the decision to take part in the summit

Sowetan 11/7/89

COURT WILL DECIDE

THE dispute between Perskor and the Media Workers Association of South Africa will be determined next month by the Industrial Court in Pretoria.

An attempt to reconcile the two parties at the Industrial Court early this month had failed.

The source of discontent between the two groups was Perskor's refusal to re-employ some of the workers who were dismissed after the June 1988 seven-day strike.

Wages

Mwasa successfully applied for temporary re-employment of the workers early this year but Perskor interdicted the decision with a proviso that workers' wages be paid to a trust

Source
account to be monitored by Mwasa lawyers. Perskor's application was however dismissed with costs and Mwasa workers were granted re-employment for six months.

Mwasa's general secretary Sithembele Khala

12/3/89
said the union was gearing itself for a major confrontation with the company.

He said Perskor wanted to settle the matter financially. The offer was however ridiculous and an insult to workers, Mr Khala said.

Cosatu warns Government

Sowetan 13/7/89

By LEN MASEKO
and SAPA

President of the Congress of South African Trade Unions, Mr Elijah Barayi, yesterday gave the Government six months to negotiate with the ANC. (143)

Addressing Cosatu's third annual conference in Johannesburg, he said however the Government needed to create a climate and framework that would make negotiations possible.

Speaking on the controversial Labour Relations Amendment Act, the Cosatu official warned that employers faced the biggest possible action from "an angry labour force" if the dispute over the labour law was not resolved.

He said the federation and National Council of Trade Unions (Nactu) had made it clear that the labour legislation would never work as long as the two organisations were unhappy about it.

"Employers can call it 'an unhealthy threat of dispute' if they want, but that is what we intend doing", the Cosatu official said, referring to the threat of national strike action contemplated by the unions.

The two federations' approach to the next Workers' Summit, scheduled to be held on August 4 and 5, was to mobilise "the broadest possible resentment to the labour law".

The conference, which started yesterday and ends on Saturday, is being attended by about 1 800

union delegates as well as representatives of the International Labour Organisation, United Nations, Nactu, International Confederation of Free Trade Unions and Organisation of Trade Union Unity.

The conference is focusing on - among other things - new strategies to be used to pressurise the Government and employers accede to unions' demands. The unions have demanded the repeal of sections in the labour law that curtail workers' right to strike, such as the clause which allows employers to sue unions for damages emanating from strike action.

Cosatu's review of action against the LRA comes at a time when there is a re-think over the issue within the Government, which has asked the National Manpower Commission (NMC) to look into the issue. The NMC has informed the two federations, independent unions and the SA Consultative Committee on Labour Affairs (Saccola) that it intended to advise the Government to change certain aspects of the law.

On the ANC constitutional guidelines, Mr Barayi said: "Discussions on the guidelines must not induce in us a false sense that freedom is around the corner. They provide the basis for the formulation of an alternative democratic constitution."



Cosatu president Elijah Barayi addressing the congress yesterday. See Page 4.

Sangoma 'smells' unionists

143

A MAJOR food processing company near Tzaneen has suspended two workers with full pay after a sangoma hired by the firm had allegedly pointed them out as witches, it was revealed yesterday

The workers, Mr Wilson Sambo and Mr Daniel Chauke, both

By MATHATHA TSEDU

members of the Nactu affiliated Food Beverage Workers' Union, are employed by Landberg Foods, which processes canned foodstuffs

The company's manager, Mr H A Kleynhans, said yesterday that the

two had not been fired. Other workers were, however, refusing to allow them back on duty following the visit by the sangoma in June, he said

Kleynhans said he had approached a Major Dolfi, head of the Security Police in the area, for assistance in locating a sangoma after

he had been approached by workers complaining of witchcraft in the compounds

Asked why he had gone to Dolfin, Kleynhans said "Major Dolfin is the contact person for the sangoma. If you want the sangoma you leave

• To Page 2

Firm hires sangoma

Sowetan 13/7/89

• From page 1

the message with the major and he tells the sangoma. Yes, that is how the sangoma came here," Mr Kleynhans said

Dolfin was said to be on leave when the Sowetan phoned his office yesterday. A Lieutenant Eloff said he had no information about the involvement of Dolfin in the witchcraft wrangle. He said security police did not operate that way.

Nactu regional organiser Mr Phosakuwa Mashele, said the union was surprised "and puzzled by the security police involvement in this matter. When it suits them witchcraft is evil"

"But now we see

another side where a senior policeman actually arranged the whole thing. We are very concerned at this," he said

Mashele said tension had gripped the plant where union members are now pitted against fellow members. "Our information is that the sangoma was from Xihoko near Letsitele

"The two men have said they were no witches and insist that even the sangoma did not say they were

"We have been insisting that management calls the sangoma again to come and say what his findings are in an open meeting," Mashele said

He added that another company had also hired the same man in March this year — resulting in the expulsion of one worker who is a member of the National Union of Farmworkers

JOMA

Plein and Wanderers Streets,
1st Floor Darragh House

S 1148

Worker killed by the 'wolwe', says union

THE killing of union member Stanford Mazikwana by four white men followed conflict between black unionists and members of the far right-wing Mine Workers Union at his place of work, according to the SA Chemical Workers' Union (Sacwu)

Sacwu general secretary Humphrey Ndaba said there was a history of friction at AECI's dynamite factory in Modderfontein, on the East Rand. White workers resented Sacwu's strong presence in the plant, he said.

He claimed that earlier this year, white workers from the factory had attacked two black employees, Mazikele Momo and Kaizer Msila, in the nearby white suburb of Iondale.

However, the industrial relations manager of AECI, André Botha, told the *Weekly Mail* that Mazikwana's death was an unfortunate incident which had happened in the community and was not linked to worker rela-

143 Weekly Mail Reporter

tions within the firm 14-20/7/89
He said AECI "abhorred the increase of these sorts of crimes" and urged the police to find the perpetrators.

At a memorial service for Mazikwana in Modderfontein this week, National Council of Trade Unions' (Nactu) president James Mdaweni likened the killing to the bloody rampage of "Wit Wolf" Barend Strydom in Pretoria last year.

Speakers at the service, attended by almost 500 Sacwu members and other Nactu affiliates, condemned "the suffering of African people at the hands of the white settler, the dispossession of the Azanian land".

Mazikwana (52) was on his way to work on July 1 from Iondale when he was attacked by four white men, ac-

ording to Sacwu's Ndaba.

Another worker, David Mapuna, heard the men screaming they were "wolwe" as they assaulted Mazikwana, Ndaba said.

Mazikwana died in the Baragwanath Hospital later that day. Mapuna, however, managed to escape and enlisted the help of a passing motorist. When the four saw the car, they fled.

Captain R Bloomberg, of the police public relations division in Pretoria, commented "On each occasion when the term 'wit wolwe' was used the South African Police conducted thorough investigations. To date no evidence can be found that such an organisation exists. It would appear that the term 'wolf' is being used purely for sensation."

"We confirm that the death of Mr Stanford Mazikwana is being investigated. Everything possible is being done to apprehend the culprits."

Cosatu to draft charter for workers

JOHANNESBURG — A Workers' Charter, based on the principles of the Freedom Charter, is to be drafted by the Congress of South African Trade Unions, the union group announced yesterday

The largest union within the group, the National Union of Mineworkers, resolved at Cosatu's national congress here yesterday to spearhead a Workers' Charter campaign among the "oppressed and exploited" masses of the country

A statement from Cosatu said its constitutional guidelines provided for the incorporation of a Workers' Charter into the constitution of a "post-apartheid South Africa"

Cosatu would have to canvass the views and opinions of the masses on the concept of "a constitution of a people's government"

The congress said a special national congress, to be attended by Cosatu, the National Council of Trade Unions and formations of the "mass democratic movement", would be called to draft the Workers' Charter after working-class demands had been discussed

The NUM also resolved that discussions, in line with the ANC's constitutional guidelines, should be intensi-

fied with a view to shaping a constitutional model of a future democratic South Africa

The congress claimed that the "panic-stricken white minority ruling clique" was at present experiencing the worst crisis since the National Party came into power in 1948, adding that apartheid and capitalism could be destroyed if a restructuring process of the state based on the Freedom Charter could begin. This would be aimed at achieving a non-racial society and provide a firm basis for national reconciliation and co-operation between the different communities

The Transport and General Workers' Union (TGWU) resolved to develop a clear understanding of how the South African economy worked and decided to formulate a plan on how to restructure the economy to meet the needs of people in a non-racial democratic South Africa

A resolution on the process of political settlement, proposed by the National Union of Metal Workers (Numsa), aimed to reject government's attempt to impose reformist solutions which, it said, did not address fundamental social and economic demands and needs in a non-racial unitary and democratic South Africa — Sapa

143
Mwasa
16/7/89

Mwasa in battle with Press giant Perskor

By MARTIN NTSOENGOE

THERE is no light at the end of the tunnel for 200 Perskor shop stewards who were fired after a strike by 2 000 workers earlier this year

At the end of May the Media Workers Association of South Africa declared a dispute with the company after a deadlock over wages

More than 2 000 Perskor workers went on a nationwide strike, but after seven days the strike was called off.

All the workers were taken back – except for 228 shop stewards

After the company refused to re-instate the shop stewards, the union went to the industrial court which ruled that the 228 also be re-instated

After the court ruling, 28 of the shop stewards were re-instated but Perskor refused to take the other 200

The company was not happy with the court's decision and decided to take the matter to the Supreme Court and brought an interdict before the Pretoria Supreme Court against the Industrial Court ruling

But Judge Daniels dismissed Perskor's case with costs

The judge also made a proviso that Perskor pay the shop stewards, pending the outcome of a second Supreme Court case.

The money will be put in a trust account and will be monitored by Mwasa's lawyers

In the second case, Judge Curlewis dismissed Perskor's case with costs

Mwasa then successfully applied for the extension of the Section 43 Order for six months – which means that workers who were not re-instated should be paid pending Perskor's appeal in the Industrial Court in August

Perskor then offered to pay R1 500 to each shop steward plus one month's pay to those who had been with the company for five years

Mwasa's secretary-general, Sthembele Khala, said Perskor's offer was an insult to the workers

Khala added: "We are gearing ourselves for a major confrontation with the giant newspaper company

"So far we have been successful in tackling the company measure-for-measure, and we are prepared to take the fight to its logical conclusion, whatever it takes"

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WILL STATE VISTA UNIVERSITY

of their lives. number of smaller firms tractors

Seifsa and unions reach agreement after 4 months

Star 17/7/89
Labour Reporter 143

The Steel and Engineering Industries Federation (Seifsa) and metal industry unions have reached a wage agreement after four months of talks, guaranteeing increases of between 15,2 and 18,5 per cent for the industry's 350 000 workers.

Announcing the settlement, Seifsa said the increases would raise the hourly minimum rate for labourers to R3,56 and R8,31 for artisans. The increases would be effective retrospectively to July 1.

Regarding public holidays, the parties will, through the Industrial Council, make representations to the Govern-

ment to revise the Public Holidays Act generally and "specifically to introduce May 1 (May Day) and June 16 as public holidays".

In the interim the parties would regard May 1, Workers' Day, and June 16 as public holidays.

Other aspects of the agreement include:

- The conversion of the industry's pension fund into a flexible benefit fund and the restructuring of the Sick Pay Fund.
- That Seifsa would not object to the payment of the salaries of workers detained under the state of emergency.

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Workers plan week-long action against labour laws

ARGUS
17/7/89
143

The Argus Correspondent
JOHANNESBURG — Employers and the State face a week of worker action at the beginning of September in protest against labour laws and the general election, the Congress of South African Trade Unions has warned

After a three-day congress of the country's biggest labour federation, general secretary Mr Jay Naidoo said Cosatu had decided to recommend to next month's workers' summit that workers take "sustained" action if their demands regarding the Labour Relations Amendment Act were not met by September 1

This action would coincide with the "racist elections on September 6" which Cosatu believed would not contribute to peace. Mr Naidoo would not specify the kind of action envisaged.

In related resolutions Cosatu decided to initiate discussions on a future democratic constitution for South Africa, revolving around the African National Congress's constitutional guidelines. This would be coupled with the "urgent" drafting of a "workers' charter" reflecting workers' specific interests.

Coalition

Cosatu committed itself to taking part in building an anti-apartheid coalition of organisations supporting a political democracy and freedom of the Press and of association in a unitary South Africa.

Regarding a negotiated political settlement, Cosatu rejected "reformist solutions" as those failed to address "our fundamental social and economic needs".

It said it was imperative for government to create a suitable climate for negotiations, by, among other things, lifting restrictions on banned organisations, freeing all detainees and political prisoners unconditionally and confining the police and army to barracks.

The international community, including the Organisation of African Unity and the front-line states, would be urged to increase pressure to force the government to create conditions for negotiations.

Against violence

Other resolutions adopted by the more than 1 800 delegates included:

- Steps be taken to heal the split in the Cosatu-affiliated Commercial, Catering and Allied Workers' Union by November.

- The death penalty be abolished and that armed anti-apartheid cadres be accorded prisoner-of-war status.

- A campaign be launched against violence against and among workers.

- A timetable be agreed to between Cosatu, the National Council of Trade Unions and independent unions for the establishment of a single national federation and one union for each industry.

(News by M Siluma, 47 Sauer Street Johannesburg)

5 The case is to be held in camera and has been postponed to August 30.

Union gets recognition

Simon 20/7/89
THE Vukani Guards and Allied Workers' Union of South Africa, a Nactu affiliate, yesterday signed a recognition agreement with the Noordval security company in Tzaneen, a spokesman for the union, Mr Simon Mahasha said.

Mahasha said it was for the first time in the Far Northern Transvaal this union signed a recognition agreement. He said stop order facilities would be granted as from the end of July. (143)

"It is a historic agreement because our members in the Far Northern Transvaal are to be covered by labour laws at their workplace," Mahasha said.

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ZORBA OYZO

A TASTE OF EUROPE IN EVERY GLASS

Union gets *somehow 2017/18* recognition

THE Vukani Guards and Allied Workers' Union of South Africa, a Nactu affiliate, yesterday signed a recognition agreement with the Noordval security company in Tzaneen, a spokesman for the union, Mr Simon Mahasha said.

Mahasha said it was for the first time in the Far Northern Transvaal this union signed a recognition agreement. He said stop order facilities would be granted as from the end of July. (143)

"It is a historic agreement because our members in the Far Northern Transvaal are to be covered by labour laws at their workplace," Mahasha said.

The "Archbishop" launches his anti-sanctions campaign ... now it emerges he was a killing machine, in his own words, and a notorious convict

who ... took part in a

Unions on course for mass action

TRADE unions representing over a million workers are on course for national strike action which would form a turbulent backdrop to the tricameral elections

Worker action has to be finally endorsed by a labour summit involving the Congress of SA Trade Unions, the National Council of Trade Unions and non-aligned unions. At its congress, Cosatu resolved to recommend to this meeting a week of "co-ordinated and sustained" worker protest from the beginning of September.

Cosatu wants the protest to focus on the controversial Labour Relations Act (LRA), the "racist" elections and

By DREW FORREST

general state repression.

Although unionists refuse to preempt the summit by speculating on its outcome, sources say a national stay-away is a distinct possibility. They say employers are unlikely to meet union demands in time, and point out that the campaign urged by Cosatu is directed at more than just the LRA.

Responding to the threat of large-scale industrial action, a key employer spokesman warned of the possibility of a tough management response. SA Consultative Committee on Labour Affairs (Saccola) deputy chair-

man Anton Roodt added that such action could jeopardise ongoing negotiations between the unions and the employers on the restructuring of the LRA

And in related developments, the government announced yesterday that it had asked the National Manpower Commission to investigate the LRA — and particularly its contentious section 79 (2), which broadens unions' liabilities for damages in illegal strikes — while Saccola and the union movement are to meet for a third negotiating session over the legislation in Johannesburg today.

●To PAGE 2

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wmail
2-27/89

Workers take first steps to election stayaway

Two meetings have already taken place between the employer body and representatives of Cosatu, Nactu and independent unions. South African Transport Services and the National Manpower Commission were also represented at the last meeting

The unions announced earlier this year that unless there was "significant progress" in the talks, a ballot of their members and national protest action would follow

Warning that massive industrial action on the LRA could draw "tough action" from management, Saccola's Roodt said it could also "lead employers to consider further discussions with the unions fruitless"

"It would be a pity if a promising process was upset, not on issues of principle, but because of time considerations," he added, arguing that Saccola's success in drawing Sats and the NMC into talks had been an im-

●From PAGE 1

portant step forward

Nactu general secretary Piroshaw Camay confirmed his federation would attend the proposed workers' summit, although its date had not been settled. In terms of the unions' original timetable, the summit was set for August 5, but Cosatu is understood to have asked for an extension to the 18th

Asked what they would consider "significant progress" in the Saccola negotiations, Camay said the unions wanted a written commitment that employers would uphold the principles listed in a letter of demand to the Saccola on June 1

These embraced one labour Act covering all workers, including those in the homelands, the right to strike, picket and stage sympathy strikes, statutory protection from unfair dis-

missal, and the scrapping of provisions undermining job security, democracy and non-racism in the union movement

Other demands were that unions and employers should submit joint recommendations to the state on legislation in keeping with these "basic freedoms" and that management undertake not to use contentious sections of the present legislation

Dismissing the NMC inquiry into the LRA as "tinkering", Cosatu's assistant general secretary, Sydney Mufamadi, said it did not address the full gamut of the unions' concerns

"We have lived with the Act for nine months now — this explains the anxiety of our members," he added

Union spokesmen said that whatever the employer response, the ballot of union members would go ahead, with Cosatu proposing that it take place between July 24 and August 15

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ACT UNDER SPOTLIGHT

BY LEN MASEKO

THE Labour Relations Amendment Act will come under the spotlight at rallies to be held at several

Transvaal areas this weekend.

The meetings are organised jointly by the Congress of South African Trade Unions (Cosatu) and National Council of Trade Unions (Nactu).

The rallies are a forerunner to the second Workers Summit which is scheduled to take place on August 4 and 5.

Nactu's president, Mr James Mindaweni, and Cosatu's president, Mr Elijah Barayi, will address the main rally at Shareworld, Johannesburg on Sunday (10am).

Resolutions adopted at these meetings will be taken to the Workers' Summit. Cosatu is to propose to the summit that affiliates of the two federations and independent unions, take part in "sustained industrial action" to protest against the controversial labour law.

The two federations will host another rally at

the following venues: Gamatlabe Hall, Potchefstroom (noon); and Jouberton Social Centre, Klerksdorp (9am).

Transport has been organised for union members wishing to attend the Shareworld rally. Buses will leave from the following points at 8am:

- Duduza Centre, Sonap Garage, KwaThema Civic Centre, Actonville Hostel, Natsapruit Hospital, Heidelberg Roman Catholic Centre, Tembisa Shopping Centre and Baragwanath Hospital

ELIJAH BARAYI

Mphatlalatsane Hall, Zone 14, Sebokeng tomorrow
Other meetings will take place on Sunday at

garage behind, for several days.

at most weekends and after hours, a spokesman said
● See Page 11.

Unions to meet over labour Act

By Mike Siluma,
Labour Reporter

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Star
26/7/89

The banning of trade union mass meetings to discuss the Labour Relations Amendment Act (LRAA) is to be discussed on Thursday by the National Council of Trade Unions (Nactu), the Congress of SA Trade Unions and unaffiliated unions

This comes after the decision by police to prevent a meeting of about 3 000 workers from taking place in Sebokeng, Vereeniging, last weekend

Nactu's general secretary, Mr Piroshaw Camay, said the federation's members had suggested a number of ways to obviate the problem of the banning of meetings

"The banning of meetings means our members will not be able to deliberate on the (Act)," said Mr Camay

The banning of the Sebokeng meeting, called jointly by the unions, represents the first incident of direct State intervention in the dispute over the Act

The meeting was one of several called to protest against the Act and to gauge workers' feelings on the new labour legislation

One of the organisers, Mr Abie Mbangeni, said police prevented workers from entering the Mphatlatsane Hall on the grounds that the meeting was banned, even though no objections had been raised when the hall was initially booked for the meeting. He said police ordered about 3 000 workers who gathered outside the hall to disperse.

A statement by police said "The local magistrate issued an order in terms of the Criminal Procedure Act prohibiting the meeting. The order was served on the organiser of the meeting"

● The Government said at the weekend that it would investigate the threat by Cosatu that it would recommend to the forthcoming Workers' Summit that workers embark on "sustained action" in September if union objections to the Act were not satisfactorily addressed

Transport union members charged

PIETERSBURG — Two members of the Transport and Allied Workers' Union appeared in the Pietersburg Magistrate's Court yesterday (143) *See 27/11/87* on charges of unlawful strike at Lebowa Transport in 1987. The case was postponed until December 4. The two allegedly participated in a strike where workers demanded wage increases and the reinstatement of nine co-workers who were fired — Sapa

Parts of factory may close

(2/11/75) 27/7/75

Labour Reporter

(143)

ELECTRONICS manufacturer Plessey SA may be forced to close certain sections of its Retreat factory if between 300 and 400 locked-out workers do not accept the British-owned company's final wage offer.

Company M D Dr John Temple yesterday said Plessey SA had gone as far in the negotiations as it was prepared to in an adverse environment, where products such as components were becoming uneconomic even at current wage levels.

But Electrical and Allied Workers' Trade Union of SA (Eawtusa) branch secretary Mr Brian Williams earlier this week said the company had registered its highest profits in many years.

Thousands to protest

THOUSANDS of trade unionists will meet next month to protest against the Labour Relations Act (LRA).

The Congress of SA Trade Unions (Cosatu) and the National Council of Trade Unions (Nactu) say the second workers' summit will be held on August 26 and 27.

Observers fear that the summit may not happen because of warnings by Law and Order Minister Adriaan Vlok to the Mass Democratic Movement (MDM) and the halting of similar rallies in regional areas.

Mr Vlok claims that a draft resolution put forward

By Robyn Chalmers

at the Cosatu national congress this month called for action preceding the September general election.

He warned the MDM, of which Cosatu is a part, to desist from violence and intimidation, or face the consequences.

Cosatu denies that the MDM plans violent rallies. It says: "Insofar as the MDM has planned any actions, these have been openly canvassed and are non-violent in their nature."

One of these actions is the

second workers' summit to discuss plans for action against the amended LRA.

Cosatu says: "We resolve to fully participate in implementing the recommendations of the workers' summit and to propose co-ordinated and sustained industrial action in line with the demands put forward by Cosatu, Nactu and the independent unions."

"Cosatu will recommend to the workers' summit that the sustained action begin on September 1."

Acting Manpower Minister Eli Louw has invited submissions to the National Manpower Commission.

AP/ELC
30/7/80
COSM/15

LACK trade union thinking on political policies and strategies has come a long way since unions were simply divided into "workerists" and "populists".

The former were perceived as interested in achieving only better wages and working conditions. The latter, in contrast, were throwing themselves wholeheartedly in the township struggles which had begun in Soweto in 1976.

Today there is not a single, credible, mainly black union which chooses to distance itself from the political arena. Rather, the debate hinges on the nature of that political role.

The traditional view has been that unions should be just another, if important, component of the "mass democratic movement" (MDM) — the effective successor of the Congress movement which devalued the Freedom Charter in the Fifties.

Adherents of this view do not want the Freedom Charter tampered with. They want to keep on their side the professionals, small black businessmen and white liberals whom they fear may be alienated by too much talk of socialism.

The leading supporter of this argument within Cosatu — the largest trade union federation — is the National Union of Mineworkers (NUM).

Growing in strength is the counter argument that unions should maintain a relative independence from existing political organisations, allowing their policies to reflect narrower "working class", pro-socialist interests.

Proponents believe that having to compromise with the other elements of a broad anti-apartheid alliance weakens the move towards a socialist society.

They have doubts that the Freedom Charter adequately states socialist policies and would like it augmented by a "Worker Charter", setting out specific worker rights. Adherents of this view include two other Cosatu affiliates — the National Union of Metalworkers (Numsa) and the Amalgamated

Worker Charter debate divides SA's black unions

ALAN FINE

Clothing and Textile Workers' Union (Actwusa)

Actwusa began building the basis of a "Worker Charter" at its last congress. It adopted a resolution detailing its views on, among other things, the right to strike and industrial democracy — a West German-type system of employee representation on corporate boards.

A Cosatu union's attitude to the drafting of a "Worker Charter" has become a critical symbolic indication of where it stands in this debate. The symbolic significance lies in the fact that the adoption of a "Worker Charter" is an explicit assertion that the Freedom Charter — the basic policy document of an anticipated future ANC government — is an inadequate, if historically important, statement of workers' rights and interests.

The content of the debate may, at times, appear arcane to outsiders. But its implications and outcome are as important as any other part of the political debate in SA.

Last weekend's congress of another Cosatu affiliate — Numsa — placed the union firmly in the "Worker Charter" camp and part of the growing group of Cosatu affiliates determined to stamp its perspective and leadership on the "line" propounded by adherents of the Congress tradition.

Supporters of this view are prepared to contemplate an alliance with other groups, but only if and when their approach is allowed to dominate.

The contrasting, traditional, view was provided at the congress by two guest speakers — Cosatu assistant general secretary Sidney Matumadi and ANC veteran Harry Gwala.

Gwala spoke out against the concept of a Worker Charter. Those who found the Freedom Charter inadequate, he said, were taking a "myopic" approach.

In spite of this urging, Numsa went ahead and resolved that there was a need to develop a "working class political programme".

But unions like Numsa, while they desire a strong element of political independence to determine their own path, cannot — even if they wanted to — dispense with the MDM. Their goal is to adapt MDM strategies to meet their own interests.

The opening address by Numsa president Daniel Dube, a shop steward at SKF in Uitenhage, was as significant for what it did not say as for what it did.

He carefully avoided harrowing the parameters of political debate by eliminating from his speech the sloganising which is a normal feature of such speeches. His calls for organisational loyalty went only as far as Cosatu and Numsa itself.

Also, while stressing the need to eliminate the fragmentation existing between Cosatu and Nactu and their respective affiliates, Dube urged delegates to be patient so as to avoid imposing prematurely an artificial unity which would only create a divided single organisation.

Numsa general secretary Moses Mayekiso placed a commitment to socialism on the agenda and — in an implicit critique of MDM policy favouring a broad anti-apartheid front — warned that any alliance would have to be led and directed by the "working class".

Matumadi, on the other hand, used his speech to invoke the names of the banned and restricted UDF, ANC and SACP. And, in obvious response

to the views expressed by Mayekiso, he asserted that "the unity of all progressive sections of our society is an indispensable condition for victory".

Whether the less radical sections of the anti-apartheid alliance would not be frightened off by mention of the SACP is an unanswered question. Dennis MacShane, guest speaker from the International Metalworkers' Federation, put his own oar in by warning against the "vanguardism" of political parties which superseded labour movement priorities. He argued that it was crucial for the labour movement to maintain its independence from the State.

He cited worker struggles in Poland as a heroic example of this — a view which does not sit easily with those who see the Polish union Solidarity as little more than a CIA plot designed to destabilise the Polish government.

What Numsa means when it talks of socialism remains uncertain — but also crucial if it and its union allies are going to have a say in the nature of a post-apartheid South African economy.

If the views of speakers at the opening session are anything to go by, the options range from northern European social democracy to pre-perestroika Eastern bloc systems.

How these issues were reflected in debates from the floor are difficult to ascertain, as Numsa — in line with the rest of the black labour movement — maintains the unusual approach of excluding the media from all except the opening speeches at their congresses.

One foreign guest expressed puzzlement at this approach, international norms dictate that union conferences are open affairs.

Union politics in the melting pot

When an estimated 700 delegates, representing more than a million workers, meet this weekend they will be taking a major step in the long and tortuous battle to unite South Africa's black workers

The question of uniting black trade unions has emerged, since the legislation of these unions in 1979, as the most pressing strategic goal for organised black labour

Moves started in earnest in 1981 and were followed by nearly five years of what were to become known as "the unity talks", involving major groupings — the Federation of SA Trade Unions (Fosatu), the Council of Unions of SA (Cusa), the Azanian Confederation of Trade Unions (Azactu) A number of unions affiliated to the United Democratic Front, as well as some independents, also took part in the protracted negotiations

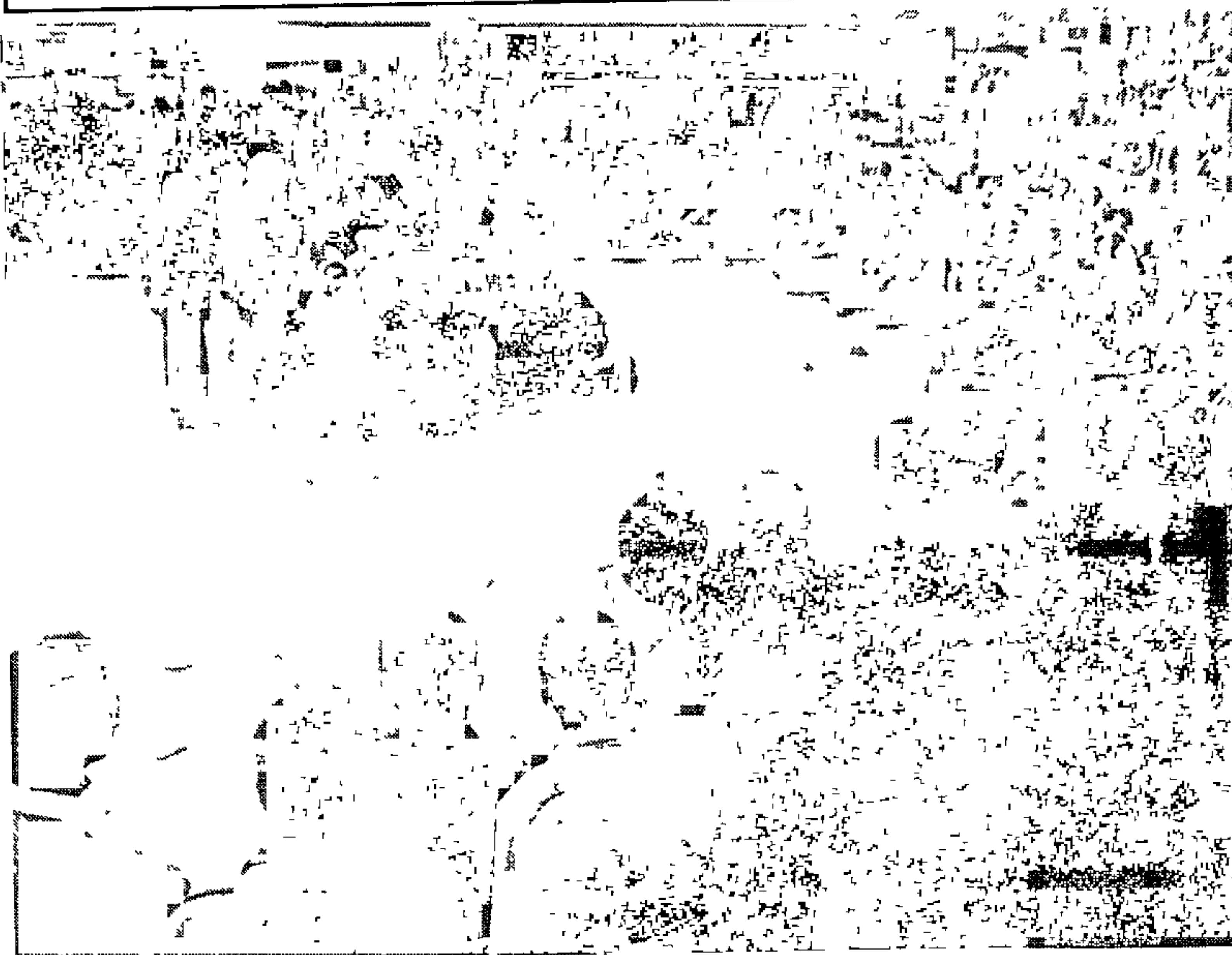
THREE GROUPS

With the formation of the Congress of SA Trade Unions (Cosatu) in 1985, which incorporated Fosatu, three main groupings became identifiable. These were Cosatu, which was later to adopt the Freedom Charter as the basis of its political policy and establish itself as the biggest SA labour centre, Cusa, which tended to take a middle ground in black extra-parliamentary politics, and Azactu, which fell in the black consciousness camp

By the end of 1986, Cusa and Azactu had merged to form the National Council of Trade Unions (Nactu)

Although areas of co-operation existed between the three, it was, ironically, the introduction of the Labour Relations Amendment Act that gal-

Representatives of about 40 unions with nearly a million members meet this weekend in Johannesburg in a summit that could signal the beginning of a break with traditional political divisions among South Africa's black workers and the forging of a greater unity, writes Labour Reporter MIKE SILUMA.



A union-management indaba. The question of union unity has become the most pressing strategic goal for organised labour — but it is beset by several problems, mostly political.

vanised Nactu and Cosatu into seriously pursuing the unity issue again

They found common ground in their opposition to the Act, which they still regard as detrimental to workers' rights, and jointly mounted a protest which saw black workers staying away from work for three days last June

In subsequent discussions Cosatu and Nactu agreed to a "workers summit" on March 4-5 1989 to discuss the Labour Relations Act, union unity and "State repression"

Then came Nactu's proposal that the summit be postponed indefinitely to give Nactu members

time to discuss the question of unity. Cosatu was emphatic, however, that the meeting could not be postponed "because of vague tactical considerations"

UNACCEPTABLE

"We cannot accept this because we believe the apartheid State and its allies in big business will not wait for us to prepare our blueprints. Thousands of our members are being dismissed, unions are interdicted, locked out and threatened with damages claims which aim to bankrupt us (in terms of the new Act)," said Cosatu, pointing out that the idea of a summit was initiated by Nactu in

the first place

Hot on the heels of the Cosatu statement came the announcement by 11 Nactu affiliates that they would attend the summit, despite Nactu's decision. Cosatu, the Nactu affiliates and some independent unions then jointly declared that the summit would go ahead this weekend as scheduled

Explaining their decision to attend the summit, the 11 Nactu unions said "The State and capital have gone into their historical laager and this demands the same of us. The growing repressiveness of the State and the arrogant attitude of capital can only be effec-

tively challenged by the black working class if it is united"

REJECTED

Nactu's decision, they added, was not "in the broader interests of the working class". While pledging their continued allegiance to Nactu, they rejected that federation's plea for postponement

The Nactu unions' spokesman, Mr Bulelo Rakwena, conceded that the stance of the 11 would be questioned within Nactu but maintained that the 11 had acted in accordance with Nactu's principles of worker unity and the independence of affiliates

That tensions are running high within Nactu over the matter cannot be denied, however

Nactu assistant general secretary Mr Cunningham Ngcukana was adamant that the decision of the 11 unions was "against the grain of that of the Nactu national council and the workers", but insisted that Nactu still supported unity

Mr Ngcukana said the decision "by the 10 general secretaries of affiliates" to attend the summit was a domestic issue to be dealt with through the structures of the federation and affiliates. He would not say if this meant disciplinary action would be taken against those attending the summit

POLITICAL

Although Nactu says it wants a postponement to give members time to discuss unity, there is little doubt that its position has political undertones. Mr Ngcukana himself said "The question of unity is a political issue in the variegated national political spectrum that permeates the labour movement of our country"

Interestingly, Cosatu appears to have bent over backwards to eliminate obstacles. It has agreed that delegations from Nactu (now its 11 affiliates) and Cosatu be limited to 250 each, despite its membership being about seven times that of Nactu. It is also understood to have gone along with a number of changes to the summit agenda introduced by Nactu

Despite its problems, the summit could turn out to be a turning point in the politics of black labour, long plagued by divisions along political lines

Independent unions pull out of summit

CMLU TUNKS 4/3/89

1503 1143

Staff Reporter

IN a surprise move, 11 independent trade unions yesterday pulled out of the two-day worker summit amid accusations that invitations had been selective and that they had not been consulted by Cosatu or Nactu

The withdrawal by the unaffiliated unions came four days after 11 National Council of Trade Unions (Nactu) affiliates broke with a national council policy decision and opted to attend the gathering

And in a sharp attack on the 11 dissenting Nactu unions, a senior Nactu official yesterday accused the unions' general secretaries of embarking on a "publicity stunt"

"The general secretaries of the unions — not the workers — signed the statement announcing their attendance of the summit. As far as the national council is concerned, no Nactu unions will be attending," Nactu first assistant general secretary Mr Cunningham Ngcukana said yesterday

While Nactu remained committed to the principle of worker unity and a worker summit, it believed that the current summit was premature, he added

By late yesterday 15 unions affiliated to Cosatu, the 11 Nactu affiliates

and about 19 independent unions, together representing more than one million workers, were poised to send a combined total of 700 delegates to the summit

The gathering, to be held at the University of the Witwatersrand, will focus on workers' responses to the controversial Labour Relations Amendment Act, trade union unity and state oppression, Cosatu said yesterday

Meanwhile, the 11 unaffiliated unions who have withdrawn said the summit organisers had failed to give certain unions "reasonable time for drawing up mandates" and "failed to reveal the source of funding"

The statement, signed by the general secretaries of Fedcrow, SA Black Municipal and Allied Workers' Union, Zakhem Transport and Allied Workers' Union and the SA General Workers' Union, said "We suspect that this summit has a hidden agenda determined by the sponsor and has nothing to do with trade unions, let alone workers"

The idea of a worker summit was first mooted by Nactu in 1987. This was strengthened by close co-operation between the federations during last year's three-day stayaway protesting at the Labour Relations Amendment Act and ensuing joint negotiations with the Saccola employers group

6/3/89
Cape Times, Monday, Ma

Summit a success, says Cosatu

Own Correspondent

JOHANNESBURG. — A joint committee representing Cosatu, I1 Nactu and about a dozen independent unions has been established to carry on the work of the weekend workers' summit here.

Cosatu president Mr. Elijah Barayi said the meeting at Wits University had gone well but he and other leaders declined to divulge further information until a press conference today.

Sources said the meeting had planned no immediate action to oppose disputed sections of the Labour Relations Act. Discussion of other items on the agenda — state repression and building unity — was apparently not completed.

They said certain proposals were made on the act and the committee would discuss these after partici-

pating unions had reported back to members

It is understood these do not include immediate plans for work stoppages like those of last June

Representatives of the I1 Nactu unions which defied their federation's decision not to attend the summit said they had no regrets

One said that, as far as working towards greater unity of the the labour movement was concerned, the summit, attended by more than 700 delegates, "was only the beginning".

It has, however, caused tension in the labour movement and Nactu has postponed indefinitely a meeting between the two federations.

Nactu sources said the rebellion of the I1 unions was a result of long-standing disagreements between the Africanists, who hold sway at Nactu, and

the Black Consciousness (BC) movement

At last year's congress the BC leadership lost control of Nactu

The defiance of the unions, all said to have sympathies with the Black Consciousness camp, is believed to be an attempt by the BC to embarrass the Africanists.

Mr Barayi said Nactu and Cosatu differences were nothing compared with the federations' commitment to working-class unity.

"Issues facing all sectors demonstrate clearly the need for workers to act jointly to defend our interests"

Issues he cited were the public-sector wage freeze, Eskom lay-offs, proposed privatisation of SATS, anti-living wage policies by employer organisations and companies and the Labour Relations Act.

Summit tackles the Labour Act

ALAN FINE and SIPHO NGCOBO

A JOINT committee representing Cosatu, 11 Nactu and about a dozen independent unions has been established to carry on the work of the weekend workers' summit in Johannesburg

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● To Page 2 →

Worker summit scrutiny on Labour Act

immediate plans for work stoppages like those of last June

The summit of more than 700 delegates was seen by many as a step towards labour movement unity

It has, however, caused tension in the labour movement and most Nactu unions did not attend

Nactu has postponed indefinitely an indaba between the two federations

In defiance of the Nactu leadership, 11 affiliates attended after arguing a postponement was not necessary

Nactu sources said the rebellious attitude was a result of long-standing dis-

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agreements between the Africanists, who hold sway at Nactu, and the Black Consciousness movement

At last year's congress the movement's leadership lost control of Nactu.

Barayi told the summit Nactu and Cosatu differences were nothing compared to the federations' commitment to the principle of working class unity

"Issues facing all sectors demonstrate clearly the need for workers to act jointly to defend our interests," he said

MONDAY, MARCH 6, 1989

MORNING FINAL

RSA 40c (36c + 4c GST)

OUTSIDE 40c



OFFICIALS of Cosatu and Nactu affiliates join in the singing of the National Anthem at the summit.

See front 6/7/89

Strike Day Follow talks

By LEN MASEKO

THE two-day workers' summit, which drew about 700 delegates representing more than 40 trade unions, ended yesterday with indications that strike action against the controversial Labour Relations Amendment Act could be on the cards.

Delegates to the summit, which was closed to the Press except the opening session,

resolved to formulate "their own manifesto" which would serve as the long-term alternative to the contentious labour legislation

This manifesto, the *Sowetan* learnt, would also cover all those workers who did not enjoy the protection of the LRA such as those in

the public sector and farms. Details of fresh action against the labour law — perceived by unions as seeking to curtail workers' rights to strike — are expected to be announced today by the Congress of South African Trade Unions (Cosatu), 11 affiliates of the National Council of Trade Unions (Nactu)

• To Page 2

Union talks

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• From Page 1

and independent unions which participated in the summit

The summit — rocked by the 11th hour pull-out by Nactu and some independent unions which criticised the manner in which it was organised — was called to discuss the LRA, State repression and worker unity. It is understood, however, it focused only on the labour law during the two days of the meeting while the two other issues were shelved for another summit to be held in the near future.

Opening the summit at the University of Witwatersrand, Cosatu president Mr Elijah Barayi said "Today the demand from workers for joint responses and joint action is getting stronger all the time. As unions, we cannot deny the fact that the actions by management affect all workers."

He said it was this drive for unity among rank-and-file workers that precipitated the summit "which represents an important consolidation of the labour movement."

"This summit has the potential to end the unnecessary division and lays the basis for greater cohesion within the democratic labour movement," Mr Barayi said.

6/3/89
Sowetan

Star 6/3/89

(143)

Unions make plea for greater unity

Join our struggle, workers are urged

By Mike Siuma, Labour Reporter

Leaders of about 40 black trade unions have called for greater unity between South Africa's workers because they faced common economic and political problems

The call was made at a two-day "workers' summit" in Johannesburg at the weekend attended by several hundred delegates from the Congress of SA Trade Unions, independent unions and affiliates of the National Council of Trade Unions

UNITY

Eleven Nactu unions attended the meeting despite Nactu's decision not to attend. It had asked for an indefinite postponement of the meeting on the grounds that it needed more time to discuss the issue of unity within its ranks

Cosatu president Mr Eljiah Barayi said workers should concentrate on "the many things which unite us as workers"

"There are many things which have kept us apart but our very coming together is a powerful statement that our differ-



Some of the hundreds of delegates who attended the "workers' summit" in Johannesburg sing freedom songs just before the start of proceedings. Nearly 40 trade unions of various political persuasions attended the meeting

ences are nothing compared to our commitment to the principle of working-class unity"

Mr Barayi urged workers to intensify the fight against "starvation wages" and to build strong union structures and solidarity between unions attending the summit

"We appeal to other trade unions, who should be here but are absent, to

join our struggle against the Labour Relations Act and the repression of the apartheid State"

Speaking for the Nactu affiliates, Food and Beverage Workers Union president Mr Longway Kwelemtini said "the Nactu delegation consists of workers deeply committed to the unity of workers and worker control" who had attended

the summit on principle. He said worker unity went beyond unity between Cosatu and Nactu. Delegates had to ensure their decisions became "a vehicle of liberation, not the (ideological) imprisonment of workers"

Saying SA's labour laws had always favoured employers, Mr Kwelemtini warned that worker unity would not

be achieved easily and that it could happen only when workers fought their battles together

"Today we are witnessing the beginning of a programme (Because) political organisations have so far campaigned for bourgeois democratic rights, workers have to formulate their own independent demands, which tran-

scend democratic rights" and union unity

Mr Chris Dlamini said that while workers disagreed on certain issues, their ultimate goal of "removing the yoke of exploitation and regaining control of the country" was the same

The meeting was called to discuss the Labour Relations Amendment Act, "repression"

● Picture by George Mashini

Fourteen independent unions, including the Federal Council of Retail and Allied Workers and SA Black Municipal and Allied Workers Union, criticised the organisers of the meeting, saying they had not been properly consulted. Some of the unions attended the meeting nonetheless

the meeting nonetheless

Chf. Times 2/3/89 (156) (143)

Unions draft new LRA

Own Correspondent

JOHANNESBURG — A committee appointed by the worker summit at the weekend is to co-ordinate the drafting of a new Labour Relations Act (LRA) to be submitted to major employer groups by May 2 for their consideration

Union leaders told a media conference that if employers failed to make positive progress towards meeting demands contained in the draft within 30 days of receipt, a national dispute would be declared. This would be followed by a national strike ballot

All Cosatu affiliates, 11 Nactu and 16 independent unions were listed as having attended the gathering

It decided the draft LRA should be submitted to the SA Co-ordinating Committee on Labour Affairs (Saccola) other employer organisations and individual employers

The union-initiated draft LRA would extend bargaining rights to public sector, agricultural and domestic employees.

It would also address disputed sections of the LRA including the

right to strike, the right to a proper hearing before dismissal, recognition of majority unions, retrenchment procedures and sympathy strikes

While not happy with the threat of disputes and ballots, Saccola chairman Mr Bobby Godsell said that to the extent that the statement represented a willingness to return to discussions on labour legislation, Saccola welcomed it.

"We will approach discussions in a constructive spirit, and hope they come to the table in the same way"

Mwasa yes to summit

THE Southern Transvaal region of the Media Workers' Association of South Africa resolved at its congress on Sunday that the union should attend the next round of the Workers' Summit.

This decision was reached after heated debate in which those who were part of the Nactu decision to postpone the talks indefinitely, were criticised for acting without a mandate and ignoring a 1987 Mwasa national congress resolution. ^{South African}

The resolution calls for unity between the National Council of Trade Unions and the Congress of South African Trade Unions.

The Workers' Summit, which was also held at the weekend, was adjourned to June 11/3.

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The Workers' Summit, which was also held at the weekend, was adjourned to June *1987*



NATIONAL

Unions warn of national strike

The Argus
Correspondent

JOHANNESBURG — Employers face a national strike if agreement is not reached with trade unions over the Labour Relations Amendment Act

A warning was sounded yesterday by leaders of about 40 unions with more than a million workers

ALTERNATIVE

At a Press conference called after decisions were taken by the "workers' summit" here at the weekend, Cosatu vice-president Mr Chris Dlamini said delegates had recommended workers countrywide to

- Formulate an alternative to the LRA to cover all workers, including those in the agricultural, domestic, forestry and public sectors,
- Revise existing recognition agreements with employers "to circumvent offensive clauses of the LRA",
- Find ways of not using the industrial court, "which tends to favour employers", and
- Submit demands regarding the Act to the SA Consultative Committee on Labour Affairs and individual employers by May 2

DEMANDS

The list of demands would include the right to strike and picket, the right to fair dismissals, the recognition of majority unions and the right to engage in sympathy strikes. Demands put to the consultative committee during last year's talks would be included

Mr Dlamini said workers would "give employers 30 days to respond to our demands and (will) declare a national dispute if employers refuse to make progress in meeting the demands"

It was possible that a national strike would follow if no solution was found.

"LIBERATION"

In addition, workers and communities would be "mobilised around" the LRA demands and those related to the Living Wage Campaign and the struggle for unemployment benefits for all

The "summit" also decided that meetings be held involving "all forces that are fighting for liberation" and to continue discussions with the National Council of Trade Unions and non-affiliated unions on the LRA

"DIVIDE WORKERS"

Delegates to the weekend "summit" felt that the LRA was "intended to divide workers and destroy the labour movement"

Consultative committee chairman Mr Bobby Godsell said his organisation looked forward to receiving written proposals

Nactu

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turns
sawel an 8/3/89
back on
'rebels'

By MOJALEFA
MOSEKI

THE National Council of Trade Unions yesterday said people who were said to represent 11 of its affiliates at last week-end's Workers Summit attended the summit as individuals because they had no mandate from their respective unions.

In a telephone interview, Nactu's first assistant general secretary, Mr Cunningham Ngcukana, said he stood by his earlier statements that "no Nactu affiliate" attended the summit.

208-38-110

Report was misleading - Mwasa

Sowetan 8/3/84

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A REPORT in the *Sowetan* newspaper yesterday gave the impression that the Media Workers Association nationally had agreed to participating in the workers' summit.

The position is that a meeting of the Southern Transvaal region of Mwasa discussed the issue at the weekend and decided that it would recommend to the union to take part in future summits.

General secretary

Mwasa's general secretary, Mr Sithembele Khala said that on February 27, the Mwasa National Executive Committee met to discuss Mwasa's mandate at Nactu national council.

The NEC agreed to abide by the Nactu council decision of postponing the summit and that any future Mwasa positions regarding the summit would be discussed at Mwasa National Council which is due on March 11 and 12.

Turbulent times loom over labour

Recommendations from last weekend's "workers' summit", where one million workers were represented, have shown that black workers still feel very strongly about the Labour Relations Amendment Act, passed by Parliament last year

By Labour Reporter MIKE SILUMA.

South African industrial relations could be heading for turbulent times over the Labour Relations Amendment Act (LRA) following a recommendation by the weekend "workers' summit" to step up labour's campaign against the Act

At the end of two days of deliberations, which were closed to the media, several hundred delegates concluded that the LRA served "the interests of the capitalists and the racist regime" and was intended to "erode the legitimate rights of workers"

The LRA was also criticised for not protecting the rights of workers in the agricultural, domestic, forestry and public sectors

Referring to last year's abortive talks over the Act between employers, the National Council of Trade Unions (Nactu) and the Congress of SA Trade Unions (Cosatu), delegates accused employers of "shrewdly trapping (unions) into fruitless negotiations" while at the same time supporting the enactment of the law

Recommendations from the summit included a call on workers throughout the

country to formulate an alternative to the LRA to cover those sectors excluded by current labour legislation

In the short term, recognition agreements with employers are to be revised to "circumvent the offensive clauses of the Act"

NATIONAL STRIKE

A set of demands regarding worker rights is to be submitted to the employer body, the SA Consultative Committee on Labour Affairs, which last year held talks with the unions on the LRA.

Failure to reach agreement on these demands within 30 days of their being tabled would lead to a declaration of a dispute and, possibly, national strike action, said a worker spokesman.

While the LRA took up most of the deliberations, the other contentious agenda items — worker unity and State "re-

pression" — were not discussed because of time constraints

The unity issue was the most controversial before the weekend meeting, especially with regard to the participation of Nactu members in the meeting

Representatives of at least 10 Nactu affiliates, having rejected the Nactu decision not to attend on the grounds that it needed more time to discuss the unity issue, took part in the deliberations

Nactu's position, they said, was "not in the interests of the working class"

Nactu, on the other hand, denied that its affiliates had attended the meeting

Clearly unhappy with those who did attend, in defiance of its ruling, Nactu insisted that only individuals went to the meeting, and without a mandate

Those attending would be "dealt with by the structures of the federation and (its) affiliates"

However, representatives of those attending were confident that they had not violated Nactu principles, which included the autonomy of affiliates and committed Nactu to working towards the unity of black workers

They were confident that, if called upon to do so, they could satisfactorily explain their participation in the weekend talks

Publicly, Nactu and the dissenting unions have rejected a persistent belief that the difference in approach was due to political tensions between followers of Pan Africanism and the Black Consciousness movement

Besides Nactu, 13 smaller unions expressed unhappiness with the way the meeting was organised and declared they would boycott it

Some of them did, however, attend

Despite being beset with problems, the meeting was significant for a number of reasons

It indicated how strongly organised workers feel about the LRA and it provided the basis and timetable for action

For the first time, decisions were not left only to Cosatu and Nactu, respectively the biggest and the second biggest union groupings

Also, those attending were drawn from different schools of political thought in the anti-apartheid movement, with different positions crystallising within some unions

POLITICAL RIVALRY

Even Cosatu's Commercial, Catering and Allied Workers Union, plagued for some time by internal political rivalry, is understood to have sent a delegation

If anything, the events of the past week showed that the unification of the black labour movement will not be an easy task

Observers have pointed out that the formation of Cosatu itself took more than four years of painstaking negotiations between unions with diverse histories and political approaches

ACT

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SOUTH LABOUR

SOUTH, March 9 to March 15 1989 5

Summit delegates 'mischievous' — Nactu

By CHIARA CARTER

THE National Council of Trade Unions (Nactu) has reacted angrily to some of its members attending the workers' summit in Johannesburg at the weekend.

Nactu's first assistant general secretary, Ngcukana Njokuken, said those who attended were "mischievous and divisive rebels" who had no mandate

Eleven Nactu affiliates attended the summit in defiance of a decision by its national council.

Njokuken denied the federation faced a crisis and said those who attended the summit did not represent Nactu affiliates.

Nactu unions which attended included the Food and Beverages Workers' Union, the Electrical and Allied Workers' Union and

the Black Allied Mining and Construction Workers' Union.

The 11 unions last week issued a statement which said that the council decision not to attend the summit was based on political considerations and contradicted the principle of building working-class unity.

Njokuken said the statement issued by the 11 was

fraudulent because several of the signatories did not support it.

These included the Textile Workers' Union and the Natal Liquor and Catering Trades Employees' Union.

Njokuken said that one of the moving forces behind the rebellion — the Black Allied Mining and Construction Workers' Union — was suspended from Nactu last year.

He also denied that Electrical and Allied Workers' Union acting general secretary Brian Williams had signed the statement.

Njokuken refuted accusations that Nactu's decision was based on political considerations with Africanists unwilling to attend the summit lest they be swamped by char-terists.

"Nactu is serious about

worker unity," he said.

"The council decided not to attend the summit to allow time for us to explore the issue more deeply. We are planning a workshop about unity building."

"But certain unions are using unity as a publicity stunt."

"South Africa is permeated by political considerations. Cosatu affiliates are not free of this.

"It is a gross misrepres-

entation to say that the council decision was motivated by Africanists in the federation and that the rebels represent the Black Consciousness supporters."

Njokuken said Nactu intended to continue meeting with Cosatu to discuss issues of mutual interest.

The federation also intended to meet with several independent unions which did not attend the summit

A WORKERS' meeting, attended by 700 union members, is likely to have far-reaching repercussions.

Important decisions were made by labour leaders at the meeting. They include the formation of a committee to co-ordinate the drafting of a new labour relations act (LRA) and a move to greater unity among Cosatu and Nactu affiliates and independent unions.

Although Nactu refused to attend the meeting, 11 of its affiliates joined 16 independent unions in a bid to bury differences through negotiation.

Unions in bid for unity

5/Tues 12/3/89
Opening the meeting at the University of the Witwatersrand, Cosatu president Elijah Barayi said "The demand from workers for joint responses and joint action is getting stronger all the time"

UNITY

He said the drive for unity among rank-and-file workers had brought the meeting about and it was an important step in the consolidation of the labour movement.

"This summit has the potential to end the unnecessary division and lays the basis for greater cohesion within the democratic labour movement"

The meeting was originally called to discuss issues such as worker unity and alleged State repression, but the overriding call was for a new labour relations law.

Union representatives said it was hoped to bring in legislation which did not merely serve the interests of capitalists and the Government.

The proposals will be handed to the South African Coordinating Committee on Labour Affairs (Saccola), employer organisations and employers by May 2. Workers have been called on to formulate their own suggestions.

EXCLUDED

Areas which will receive attention are the sectors excluded from the Act — public sector, domestic, farm and forestry.

Union spokesmen said the

submission should include "The right to strike and to picket, no dismissal without a proper hearing, retrenchment to be negotiated with representative unions, recognition of majority unions and the right to sympathy strikes."

"Employers be given 30 days to respond to demands, a national dispute be declared with those who refuse to make positive progress towards meeting the demands and that national ballots be conducted on all these demands, in all industries."



Historic summit shows way to workers' unity

LAST weekend's workers' summit defied critics' speculation that workers were not yet ready to discuss their differences and seek ways to achieve unity

The historic summit brought together 700 representatives from the Congress of South African Trade Unions (Cosatu) National Council of Trade Unions (Nactu) and the independent unions to map out a common strategy to defend their rights.

Although the meeting did not exhaust the issues on the agenda and no final blueprint was drawn up, the meeting represented a major step towards enabling a unified working class to defend itself against the State and big business

The summit was called to address the most pressing problems facing the labour movement the Labour Relations Act, increasing repression against trade unions and the need to build unity

The summit made history in that it transcended the differences between participating unions - while they recognised their different histories, traditions and policies, the overriding objective was unity in action

In rejecting the Labour Relations Act the summit stressed the need to regain the rights removed by recent amendments to the Act and criticised the denial of trade union rights to millions of farmworkers, domestic workers and public sector workers

The opening presidential addresses set the mood for discussions and emphasised that what brought workers together was their common problems, which by far outweigh their differences

The differences stem mainly from which political programme each union follows

Some unions adopt the Freedom Charter as the minimum programme of demands for workers, whereas others dispute the adoption of the Charter, arguing that workers need an independent programme that does not bind them to a particular political policy

The president representing the Nactu unions present, Mlindelwa Kwelemtini, said working class unity



On this page **CITY PRESS** CONNIE MOLUSI looks at the historic workers' summit and weighs the issues.

discriminate between which organisation workers supported

The State and employers were uniform in their attacks perhaps because they knew what they wanted and thus had their priorities right, whereas workers were concerned with projecting and defending the hegemony of their particular organisations and not their collective interests emanating from their daily experiences on the factory floor

Cosatu president Elijah Barayi pointed out that the meeting was called in terms of the principle that binds workers together in the common struggle against exploitation, on the one hand, and racist oppression, on the other

The call for labour unity has important implications for political organisations which, in the past, have been at each others throats in a spiral of internecine warfare that has threatened to derail the struggle of the oppressed

With increasing repression, we have witnessed the trade unions moving to centre stage in the political arena

Trade unions have become the only structures that still have some way to articulate the problems in the community and mobilise people for campaigns around issues such as rent increases

The political scenario could be drastically changed by campaigns such as the one in Carletonville

The mobilisation of the community by trade unions could mean the end of sectarian and petty political point-scoring that characterised mid-1980s mass protests

With a united and organised workers' movement, the political organisations might find it difficult to



From left: Cosatu president Elijah Barayi, independent unions representative Lawrence Phatlhe, and Nactu unions representative Longway Kwelemtini during the workers' summit.

Previous efforts such as the formation of the United Democratic Front and the National Forum, although important, tended to reinforce political sectarianism because they reasserted a divided response to oppression

No one, surely, is so naive as to believe there are no differences among trade unions when there are, at times, more than three unions organising workers in the same industry

Despite the differences, the attacks on trade unions come from the same employers and affect all workers alike. This factor should motivate workers to act jointly to defend and advance their interests

The most important thing that emerged from the summit and its commitment to unity was that unions have at last started to acknowledge their differences and begin a process whereby these can be resolved

This could set the basis for an end to rivalry and open clashes which have claimed lives as happened during the metal industry strike

It also makes possible solidarity

than 30 percent of the country's labour is unionised

Lawrence Phatlhe, representing the independent unions, captured this point well in his opening address

The summit addressed the repressive character of the Act while there are millions of workers who enjoy no protection at all and are left to the mercy of their employers

Despite their differences, unions have to accept that everyone has a right to be heard, as well as a duty to listen to the views of others

Admittedly, it is only when people are prepared to openly debate issues that differences can be resolved or shelved in favour of programmes which attempt to solve real bread-and-butter issues

The summit has set the foundation for better co-operation between unions at local and regional level whereby shopstewards with different affiliations can come together and develop a common perspective on issues affecting them

Although the meeting did not exhaust the issues on the agenda and no final blueprint was drawn up, the meeting represented a major step towards enabling a unified working class to defend itself against the State and big business.

The summit was called to address the most pressing problems facing the labour movement: the Labour Relations Act, increasing repression against trade unions and the need to build unity.

The summit made history in that it transcended the differences between participating unions - while they recognised their different histories, traditions and policies, the overriding objective was unity in action.

In rejecting the Labour Relations Act, the summit stressed the need to regain the rights removed by recent amendments to the Act and criticised the denial of trade union rights to millions of farmworkers, domestic workers and public sector workers.

The opening presidential addresses set the mood for discussions and emphasised that what brought workers together was their common problems, which by far outweigh their differences.

The differences stem mainly from which political programme each union follows.

Some unions adopt the Freedom Charter as the minimum programme of demands for workers, whereas others dispute the adoption of the Charter, arguing that workers need an independent programme that does not bind them to a particular political policy.

The president representing the Nactu unions present, Mlindelwa Kwelemthini, said working class unity had always been marred by the different programmes of the liberation movements.

Workers on the factory floor were faced with the same problems, but the State and employers did not

and weighs the issues.

discriminate between which organisation workers supported.

The State and employers were uniform in their attacks perhaps because they knew what they wanted and thus had their priorities right, whereas workers were concerned with projecting and defending the hegemony of their particular organisations and not their collective interests emanating from their daily experiences on the factory floor.

Cosatu president Elijah Barayi pointed out that the meeting was called in terms of the principle that binds workers together in the common struggle against exploitation, on the one hand, and racist oppression, on the other.

The call for labour unity has important implications for political organisations which, in the past, have been at each others throats in a spiral of internecine warfare that has threatened to derail the struggle of the oppressed.

With increasing repression, we have witnessed the trade unions moving to centre stage in the political arena.

Trade unions have become the only structures that still have some way to articulate the problems in the community and mobilise people for campaigns around issues such as rent increases.

The political scenario could be drastically changed by campaigns such as the one in Carletonville.

The mobilisation of the community by trade unions could mean the end of sectarian and petty political point-scoring that characterised mid-1980s mass protests.

With a united and organised workers' movement, the political organisations might find it difficult to resist workers' demands to come together to reassess their policies and strategies.

The unity of workers around common issues could set the basis for a united front to challenge the State



From left: Cosatu president Elijah Barayi, independent unions representative Lawrence Phatle, and Nactu unions representative Longway Kwelintini during the workers' summit.

Previous efforts such as the formation of the United Democratic Front and the National Forum, although important, tended to reinforce political sectarianism because they reasserted a divided response to oppression.

No one, surely, is so naive as to believe there are no differences among trade unions when there are, at times, more than three unions organising workers in the same industry.

Despite the differences, the attacks on trade unions come from the same employers and affect all workers alike. This factor should motivate workers to act jointly to defend and advance their interests.

The most important thing that emerged from the summit and its commitment to unity was that unions have at last started to acknowledge their differences and begin a process whereby these can be resolved.

This could set the basis for an end to rivalry and open clashes which have claimed lives, as happened during the metal industry strike.

It also makes possible solidarity actions which could divert unions from rivalry and poaching of membership and concentrate their efforts on organising unorganised workers.

There seems no reason for competition over membership when less

than 30 percent of the country's labour is unionised.

Lawrence Phate, representing the independent unions, captured this point well in his opening address.

The summit addressed the repressive character of the Act while there are millions of workers who enjoy no protection at all and are left to the mercy of their employers.

Despite their differences, unions have to accept that everyone has a right to be heard, as well as a duty to listen to the views of others.

Admittedly, it is only when people are prepared to openly debate issues that differences can be resolved or shelved in favour of programmes which attempt to solve real bread-and-butter issues.

The summit has set the foundation for better co-operation between unions at local and regional level, whereby shopstewards with different affiliations can come together and develop a common perspective on issues affecting them.

It could also make the principle of industrial unionism functional at the local level, in that workers from the same industries can come together and formulate common strategies in their negotiations at the factory floor.

Demands may lead to confrontation



Jubilant workers mass together joyfully for the worker summit in Johannesburg last weekend.

THE workers' summit could spell confrontation between the labour movement and employers as workers reject the Labour Relations Act and opt for an alternative means of resolving industrial disputes.

The summit, held at Wits University, deliberated extensively on the Act and concluded that it was aimed at protecting the interests of employers and the State, and reversed the gains made by workers over the past decade.

Workers will embark on a country-wide campaign to draw up an alternative the Act that will cover workers in all sectors of the economy, such as farm workers, domestic workers, forestry workers and public sector workers.

The Industrial Court has been seen as serving the interests of employers, so forcing workers to choose alternative methods of dispute resolution such as arbitration and mediation.

Employers will come under tremendous pressure as workers campaign for the revision of recognition agreements that include offensive clauses of the Act, and isolate employers who continue to use the offensive clauses.

The demands of the summit will be submitted to the South African Employers Coordinating Committee on Labour Affairs (Saccola) and other employer organisations.

The demands include:

- The right to strike and picket,
- No dismissal without proper hearings,
- Retrenchments should be negotiated with representative unions and should be based on the Last In First Out (Lifo) system,
- Recognition of majority unions, and
- The right to sympathy strikes.

Employers will have 30 days to respond to the demands, which will be submitted on May 2. Employers' failure to respond positively to these demands will lead to the declaration of a national dispute, which will be followed by a national ballot in all industries.

May Day rallies this year will be the main rallying point to mobilise workers around the demands of the summit.

The campaign against the Labour Relations Act will be linked to the campaign for a living wage and a living Unemployment Insurance Fund benefit for all workers.

Union to attend Cosatu summit

(143)

Mwasa decision creates further division in Nactu

B/Dam
14/3/89

FURTHER division emerged within Nactu yesterday when it was disclosed that the Media Workers' Association of SA (Mwasa) had resolved to participate in the next Cosatu-organised worker summit.

Mwasa's resolution was taken at its national council meeting in Johannesburg at the weekend.

Mwasa's resolution makes it the 12th Nactu affiliate to opt for participation in the summit against the federation's decision to postpone the matter indefinitely.

However, Mwasa's resolution was carried by 34 votes to 15 at a meeting attended by only 60 people. Some Mwasa members and Nactu leaders yesterday referred to the resolution as "a constitutional joke".

They said the union had about 600 shop stewards country-wide, all of whom had to attend the national council meeting if any decision was to be taken seriously.

Fewer than 40 shop stewards attended the week-end meeting.

SIPHO NGCOBO

Mwasa initially rejected participation in the summit, which was held at Wits University about a week ago and postponed to a later date.

Delegates from five Mwasa regions — far northern Transvaal, northern Transvaal, southern Transvaal, Natal and the western Cape — overturned the earlier decision by the union not to attend the summit.

Delegates argued that the decision not to attend the summit was not representative of the workers' wishes and negated Mwasa's principle of worker control.

They said the national leadership had misrepresented them at the Nactu meeting where a decision not to attend was taken.

Most who voted for participation came from the western Cape, far North, northern Transvaal and Natal, while a few southern Transvaal delegates voted against their own regional delegates who opted for non-participation in the summit.

Wineries workers in wage strike

Capt. T. 14/3/89.

Staff Reporter

HUNDREDS of workers downed tools at two major Western Cape wineries yesterday in support of wage demands during industrywide negotiations.

The stoppages at the Distillers Corporation Epping factory and Stellenbosch Farmers Winery (SFW) followed workers' rejection of management's final wage offer, a spokesman for the National Union of Wine, Spirits and Allied Workers (Nuwsaw) said last night.

About 800 workers at the Distillers' Epping plant yesterday voted in favour of industrial action after rejecting the company's offer of a R28 across-the-board (ATB) weekly increase, the spokesman said.

Workers at the Epping plant were demanding a R45 ATB weekly increase over and above the minimum weekly wage of R148, the spokesman said.

The secretary of the Wine and Spirits Manufacturing Association of SA, Mr Riaan Kruger, confirmed the stoppages last night, adding that Nuwsaw had till the end of the week to report back on the employers' final offer.

SO 2/1/57 (143)

THE MEDIA Workers' Association of South Africa, the largest union of newspapers and electronics media employees in the country, resolved after a bitter and often heated debate to participate in the Workers' Summit.

According to Mwasa general secretary, Mr Sithembele Khala, this

resolution follows the union's national council held at a Johannesburg hotel at the weekend

Mwasa, he said, had initially rejected participation in the summit, which was held at Wits in line with Nactu national council resolution which had postponed the summit to a later date

At the weekend, council delegates from Mwasa's five regions — Far Northern Transvaal, Northern Transvaal, Southern Transvaal, Natal and the Western Cape — overturned an earlier decision by the union not to attend the summit

Mr Khala said "So

heated was the debate, and so divided the opinion over whether to attend, that a motion opting for attending the summit was countered with one opposing"

He added that Mwasa would communicate to Nactu, of which it is an affiliate of its decision to attend future summits

ARCUS 15/3/87

Mwasa to take part in 'worker summits'

The Argus Correspondent

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JOHANNESBURG. — The Media Workers' Association of South Africa (Mwasa) has decided to take part in "worker summits", making it the 12th affiliate of the National Council of Trade Unions to contradict Nactu's decision not to participate in the union unity talks

The first "worker summit", attended by 11 Nactu affiliates, the Congress of SA Trade Unions (Cosatu) and independent unions, was held a week ago in Johannesburg. It was called to discuss the unity of black workers, the Labour Relations Amendment Act, and Government action against anti-apartheid opposition, including unions.

Nactu, which proposed the idea of a "worker summit", pulled out shortly before the meeting.

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143

1 000 stop work at liquor plants

By JOHN YELD
Staff Reporter

MORE than 1 000 workers have downed tools at liquor plants in the Western Cape after a pay dispute.

Stellenbosch Farmers' Winery, Monis and Nederburg in Paarl and Distillers' Corporation in Epping have been hit by the stoppage.

The National Union of Wine, Spirits and Allied Workers said in a statement that about 1 500 members started industrial action on Monday after a report-back by union officials on wage negotiations with the South African Wine and Spirit Industry Employers' Association.

The association has offered increases ranging from R28,50 to R32,50 a week, against the union's proposal of R45 across the board.

The union and the association are to meet again in a few days to decide how to resolve the dispute.

Association spokesman Mr Riaan Kruger confirmed the work stoppage on Monday and yesterday but said he did not have information about attendances today.

Mwasa flouts Nactu decision

star 15/3/89
The Media Workers' Association of SA (Mwasa) has decided to take part in future "worker summits", making it the 12th affiliate of the National Council of Trade Unions (Nactu) to flout Nactu's decision not to participate in the union unity talks

The first "workers' summit", attended by 11 Nactu affiliates, the Congress of SA Trade Unions (Cosatu) and independent unions, was held a week ago in Johannesburg. (143)

Nactu, which proposed the "workers' summit", pulled out shortly before the meeting took place because, it said, members needed more time to formulate a position on the unity issue

In a statement released by Mwasa's head office, Mwasa said its national council had resolved "after a bitter and often heated debate" to participate in future summits" — Labour Reporter

Nothing to offer workers say unions

Soweto 16/3/89



MAJOR black trade unions have slated the budget, saying it increased the tax burden of workers while failing to address the social needs of the majority.

The biggest industrial union, the National

Union of Mineworkers (Num) said the budget had nothing to offer to workers. It increased sales tax so that every black worker, in particular the black mineworker, will pay more to the Government

"There is nothing which alleviates the plight of the unemployed and contrary to the Minister's claim that the budget promotes reform, it actually promotes a decline in the standard of living of black workers

did not keep pace with inflation and would not resolve the 800 000 housing unit shortage

Dr Fanaroff said it was obvious the Government was "shifting its housing responsibility to the private sector, which cannot provide for the majority"

The current housing crisis meant that the "unemployed and the rural population would be put on the rubbish heap"

The private sector provided housing ranging from R30 000/unit upwards, which 90 percent of Numsa members could not afford.

By increasing GST, the Government was transferring the tax burden from the wealthy to the poor. "We are opposed to GST and to direct tax. Personal tax should be increased for those on the upper end of the scale and tax for those on the lower end of the scale should be decreased," said Dr Fanaroff.

Site tax was inadequate

quate in that it aimed at spreading the tax base "so that the wealthy could have their tax reduced while shifting the burden to the poor"

However, the white SA Confederation of Labour (Sacol) welcomed Finance Minister, Mr Barend du Plessis' remarks about corruption, the exploitation of the consumer and tax evasion

• The Black Allied Mining and Construction Workers' Union (Bamcwu) said: "The increase in Sales Tax is not surprising because all capitalist societies thrive on excessive taxation of the working class to resolve their mismanagement of wealth"

"This shows that the present state does not serve the interests of the working class. If it did, all the money allocated for defence would have been used to create jobs and wealth for the majority," Bamcwu said

Apartheid

"It is clear that the bosses and the apartheid government will stop at nothing to ensure that workers are squeezed of every hard-earned cent to benefit the apartheid system

"The time has come for workers to seriously consider whether the Government is justified in taxing people who do not have representation in the Government," said Num.

In its initial reaction, the National Union of Metalworkers of SA (Numsa) also lashed out at the budget, saying the allocation for housing and social services was "grossly inadequate."

Numsa spokesman, Dr Bernie Fanaroff, said the allocation for housing

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Union 143

dismisses organiser

Soweto Sun 17/3/89

THE East Rand branch of the Food and Beverage Workers' Union has dismissed an organiser for attending the recent workers summit.

Mr Mbikwa Cindi said at a regional conference of the union which was held at Reiger Park, near Boksburg, he was criticised for canvassing union members to attend the workers summit which was held at Wits two weeks ago.

He was accused of having acted without the mandate of the region. Mr Cindi however said he stood by his action and said he did that in good faith. "This summit was of paramount importance to workers whether organised or not," he added.

TGWU talks

THE Transvaal branch of the Transport and General Workers' Union holds its annual general meeting at the Johannesburg City Hall on Sunday. The meeting starts at 9am.

Soweto Sun 17/3/89

4 condemned

FOUR black people were due to be executed in the Pretoria Central Prison this morning, according to Lawyers for Human Rights spokesman Mr Brian Currin.

Soweto Sun 17/3/89

Conference 143
THE Engineering and
Allied Workers' Union is
to hold its special con-
ference at the Emmanuel
Roman Catholic Church
in Sebokeng (Zone 14)
tomorrow *Soweto 17/3/89*

Black trade unions and metal industry bosses square again

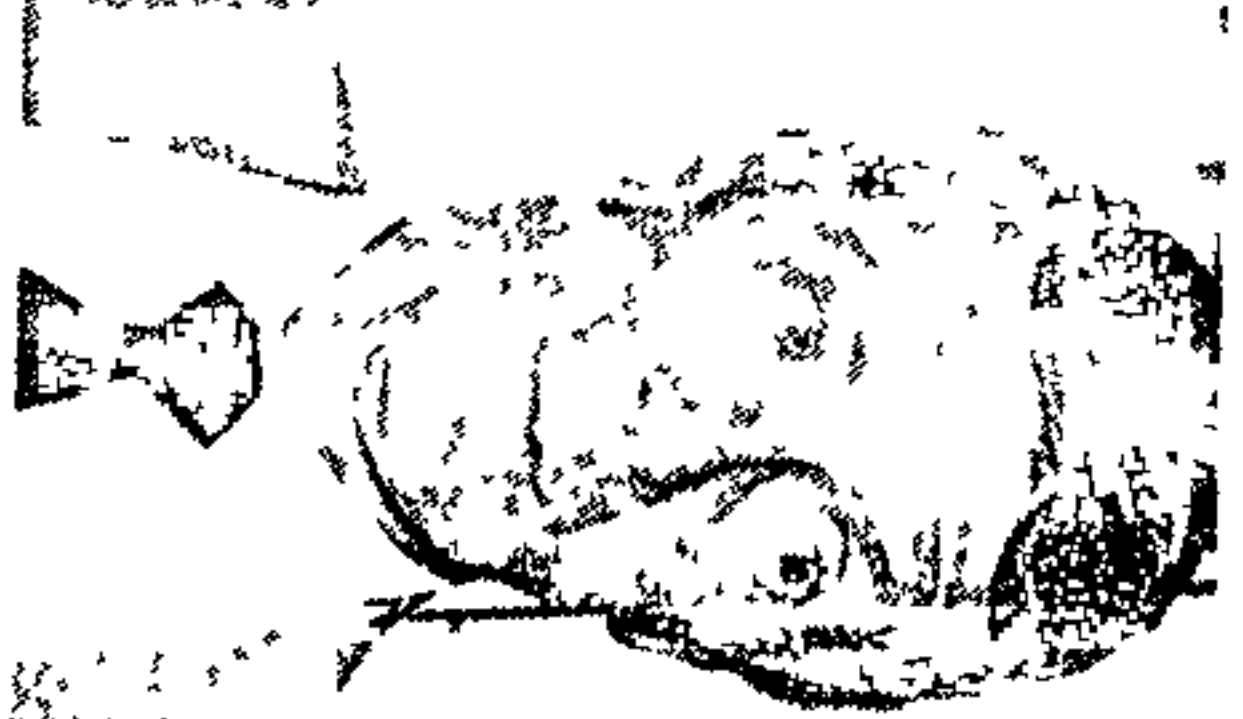
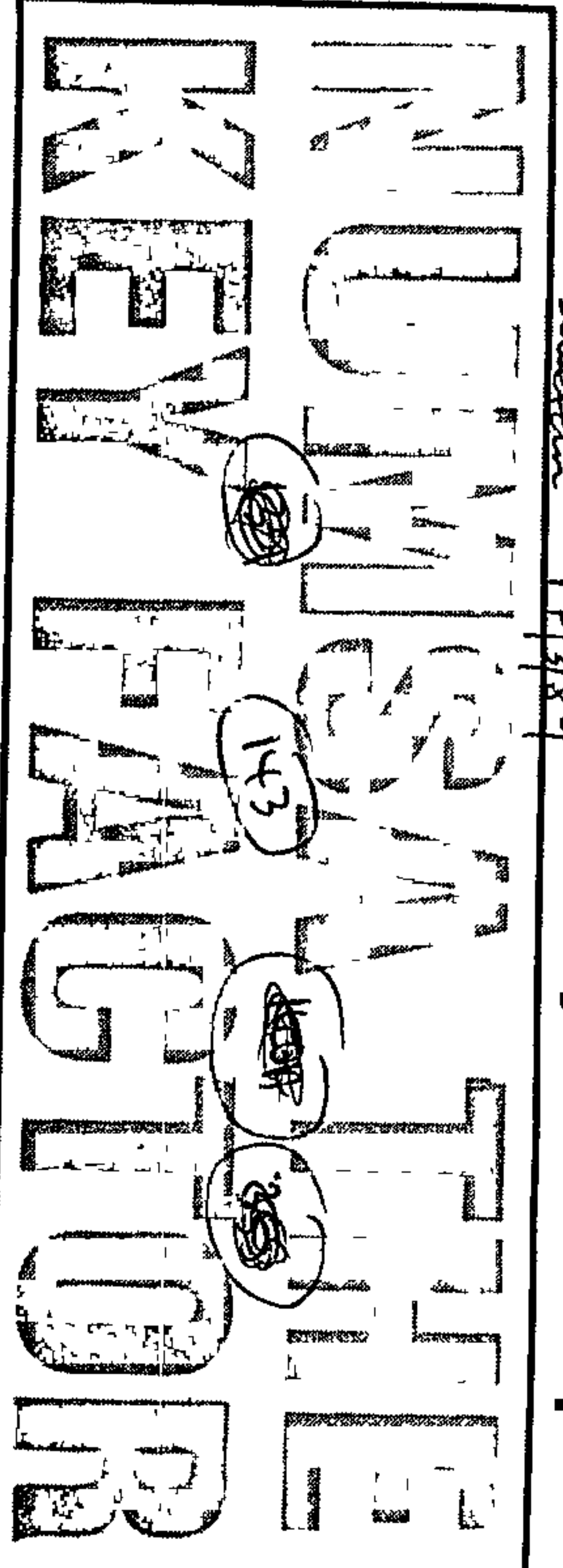
BLACK trade unions and employers in the metal industry enter into new wage negotiations next Monday, somewhat ill at ease over the outcome of this year's proceedings.

Both parties, still reeling from events that surrounded last year's settlement, are bracing themselves for yet another series of drawn-out bargaining sessions.

Last year's wage settlement was marked by divisions within the employer ranks, represented by the Steel and Engineering Industries Federation of South Africa (Seifsa), and among the four unions negotiating jointly under the auspices of the International Metalworkers Federation (IMF).

The four are the National Union of Metalworkers of South Africa (Numsa), Steel Engineering and Allied Workers Union of SA (Seawusa), Electrical and Allied Workers Trade Union of SA (Eawusa) and Engineering and Allied Workers Union of SA (Eawusa).

The dispute within the four IMF unions revolved around Numsa's decision to enter into a "unilateral" wage agreement with Seifsa after the union's members embarked on a



SEIFSA'S director Mr Angus.

two-week strike

Seifsa, on the other hand, also experienced internal problems when member companies negotiated wage settlements separately with Numsa without informing the employer body.

This year the four IMF affiliates — unlike the previous years — have submitted separate demands to Seifsa. This move may be linked to

the controversy which rocked the IMF stable during negotiations last year.

Numsa, now the largest union in the industry, will largely influence the outcome of the annual talks because of its numerical strength. No settlement will be reached unless the Cosatu-affiliated union signs the agreement.

Seifsa's executive director, Mr Brian Angus, anticipates "a good deal of rivalry" among the trade unions during the negotiations, particularly as the IMF unions have splintered.

"Despite these expectations it is hoped that the negotiations will not be as protracted as was the case in 1988," he said.

The fact that Numsa was now an important factor in the bargaining process meant that the union would be forced to take the negotiations

BY LEN MASEKO

seriously, the Seifsa director added.

He said "Within this context it is probably not unreasonable to predict that the likelihood of strike action is diminished. This is not to say that the industry will necessarily be spared the burden of the now customary deadlock and dispute routine."

Last year's strikes, he

said, certainly did "considerable damage" in terms of wage and job losses.

Seifsa has received proposals for wage increases up to 98 percent as well as demands which include:

- Increase in overtime rates,
- Working hours to be reduced from 45 to 40 a week, without loss of pay,
- March 21, June 16 and May 1 to be granted as

- paid holidays,
 - Six months' paid maternity leave,
 - No deductions for the Standard Income Tax and Employees (Site) and Pay As You Earn (Paye),
 - Three weeks' paternity leave, and
 - Company to pay death benefits of R5 000.
- Employers also have, for the first time, submitted proposals to Seifsa.

These include removal of limits on overtime work, exclusion of small businesses from the agreement between Seifsa and unions and removal of certain restrictions related to the employment of skilled people in the industry.

"It would therefore be surprising if the unions were to disregard their members' poor appetite for full-blown strike action in the face of fair wage offers by employers," Mr Angus said.

Unions to impact on farmers

W/C AX645 25/3/87
By DICK USHER
Business Staff

of Trade Unions (Nactu) to organise farm workers

TRADE unions had become a powerful political instrument and the vulnerability of agriculture would increase considerably, says Dr D C Cronje, group MD of Volkskas

Dr Cronje's warning follows the recent announcement by the Acting Minister of Manpower, Mr Eli Louw, that after nine years' work the inquiry about working conditions of farm labourers and domestic workers by the National Manpower Commission was not yet complete

It also comes in the wake of serious moves by unions from both major federations, the Congress of South African Trade Unions (Cosatu) and the National Council

At present farm and domestic workers are excluded from the provisions of the Labour Relations Act which covers all other employees in the private sector

Dr Cronje said that pro-active and collective bargaining power must in future be applied in the agricultural sector which would have to prepare for it.

The industry remained one of the largest employers in South Africa

"Unreasonable trade union interference and spiralling wage levels in its wake will place greater pressure on agriculture's contribution as an employer," he said

"From the viewpoint of survival it remains important for all agricultural industries to maintain international competitiveness

"No industry can survive if it prices itself out of the domestic and international markets in the long term," he said

Farmers could no longer escape the fact that the prerequisite for a successful farming enterprise was the ability to manage risks efficiently and to adapt dynamically to a changing situation

It was eventually the competitiveness of the farmer that would determine the extent to which they would be able to overcome the challenges of the national and international markets

ZCC attempt stopped — Tawu

THE attempt by the Zion Christian Church owned Rahwaduba Buss Service, to stop the appointment of a conciliation board into a dispute with the Transport and Allied Workers Union has failed, the union announced yesterday.

A Tawu spokesman said the Department of

**SOWETAN
Reporter**

Manpower had informed the union that a sitting of the conciliation board would commence today in Pietersburg.

The dispute arose from the dismissal of 20 Tawu members on February 13 following a work

stoppage over wage increases. The 20 were fired by the head of the Zion Christian Church, Bishop Barnabas Lekganyane.

The bishop is managing director of Rahwaduba. When the union applied for a conciliation board, the company opposes its establishment

Nactu responds to summit coverage

THE following inaccuracies appeared in an article in SOUTH (March 9 to 15).

The name and surname of the 1st Assistant General Secretary of Nactu is Cunningham Ngcukana not Ngcukana Njcukena as it appeared.

We did not use the word "rebel" it is therefore an invention of your journalist. The word we used is "individuals", the word mischievous was used to say that "it is mischievous to say that eleven unions of Nactu attended the summit". The word was used in a very incorrect manner.

Our statement did not even mention "one of the moving forces behind the rebellion..". This is another invention. We said one of the unions that purportedly signed the statement BLADWA (Black Domestic Workers Association) was suspended from the Federation last year. BAMCWU, which you claim to be suspended, is still an active affiliate of Nactu.

Nactu is not planning a workshop, Nactu has decided to hold a workshop to

LETTERS

Address all letters to The Editor, PO Box 13094, Sir Lowry Road 7900

develop guidelines on how working class unity can be built.

We did not say "South Africa is permeated by political considerations" We said the "The decisions of the National Council has been taken against the background that the South African variegated National political spectrum permeates the labour movement".

**Cunningham Ngcukana
Nactu**

Editors note: We apologise for the typographical errors which resulted in Mr Ngcukana's name being misspelt and the wrong union being named as suspended

For the rest, we stand by our story which was based on a statement issued by Nactu and a conversation with Mr

Ngcukana Nowhere in the article did it state that it was based only on the statement

Since a statement issued on behalf of those who went to the summit claimed eleven unions had attended, one would assume the word "mischievous" applied to those who issued the statement. The phrase "divisive rebels" was used by Mr Ngcukana in response to a question

"One of the moving forces behind the rebellion" was not presented as a quote from the Nactu statement. It was common knowledge that BAMCWU was one of the moving forces behind those attending the summit

Since Mr Ngcukana was unable to give any details about when the workshop was taking place, the difference between "planning a workshop" and "decided to hold a workshop" seems to be semantic. Perhaps this could have been cleared up had Ngcukana not abruptly ended the telephonic conversation

Similarly the last point also appears to be a question of semantics

143 South 30/3-5/4/89

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ZCC men absent at hearing

THE Conciliation Board sitting scheduled to discuss the dismissal of 20 members of the Transport and Allied Workers Union by Bahwaduba Bus Service in Pietersburg did not take place because the company representatives failed to turn up, the union said.

Southern
20/7/67

The matter has now been referred to the Industrial Court for hearing, a union spokesman said. The decision to refer the matter to the Industrial Court came after the Conciliation Board had waited for an hour after the starting time for Bahwaduba representatives.

The 20 workers were dismissed on February 13 following a work stoppage three days earlier to demand wage increases. The company is owned by the Zion Christian Church and the dismissals were done by the head of the church, Bishop Barnabas Lekganyane.

The company had earlier opposed the institution of the Conciliation Board.

WORKER UNITY DRIVE

THE Congress of South African Trade Unions yesterday called all worker organisations to a summit to discuss state repression, their differences and a drive for unity.

But Cosatu said it was "greatly disturbed" that the National Council of Trade Unions had called for an indefinite

BY LEN MASEKO

postponement of the summit, scheduled to take place on March 4

and 5. Nactu had informed the federation that it needed more time to formulate their position on the proposed unity talks

"We are, therefore, greatly disturbed that a certain section of the organised working class chooses to exclude itself from one of the most significant strides by workers to unify themselves," Cosatu said in a statement. The federation said it

would not accept Nactu's position because:

- The "apartheid State and its allies" would not wait for the labour movement to prepare blueprints;
- The drive for unity was a principle of the working class, and that the summit could not be postponed because of "vague tactical considerations"; and
- The summit was an opportunity for the entire labour movement

to practise the principle of "worker control".

The summit stems from negotiations of a joint working group which agreed — among other things — to exclude from the meeting "white fascist unions" and those linked to the bantustans.

Committed

The Nactu hierarchy was not available for comment yesterday

President Mr James Mandaweni reiterated the council's commitment to the workers' summit and to discussion of issues on the agenda. However, he said, "we wish to express our dismay that Cosatu is raising the issues surrounding the summit".

He said the reasons for Nactu's difficulty was "The item of building working class unity was a serious item that needed

to have clear guidelines after full discussions within their ranks, and

- Despite this being a workers' summit, the issue of unity needed clear organisational clarity and workers who attended the summit, would attend it coming from an organisational base

"Therefore our members need to discuss the issue of unity from a common understanding," Mr Mandaweni said

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LABOUR LETTER/Alan Fine

Is Cosatu, Nactu alliance about to die?

PROSPECTS for future co-operation — much less formal unity — between SA's two largest union federations, Cosatu and Nactu, are dying if not already dead. But political splits within Nactu, the smaller of the two, have opened up the possibility of a new realignment of forces within the black labour movement.

This is the view of some union sources after the row between the two this week, purportedly over the timing of a workers' summit.

The federations have been ideologically divided, Nactu taking a black exclusivist approach and opposing Cosatu's non-racial tradition.

But last year was marked by growing co-operation. They acted jointly on the June stayaway and in talks with Saccola on the Labour Relations Amendment Act (LRAA). But failing a last-minute change of heart the summit will go ahead without Nactu participation.

□ □ □ □

THE SOURCES say the real reason for the conflict goes a lot deeper than public statements suggest rather a rethink by the dominant Africanists in Nactu as to the advisability of a closer relationship with Cosatu prompted the row.

Nactu president James Mndaweni denies that this is true, saying unity remains on Nactu's agenda following a resolution to this effect at the organisation's 1988 conference in August.

The summit agenda item of "building unity" caused Nactu to reassess its participation. Sources say the issue came to a head at a Nactu meeting on Saturday and was motivated by the realisation that Nactu was the only remaining internal, operational South African organisation promoting the Africanist cause.

The fear, they say, was that an eventual

merger with the five-times-as-large Cosatu would mean Africanism becoming a rather small cog in a large labour movement wheel.

□ □ □ □

THESE concerns were apparently not shared by the less powerful black consciousness wing, which is eager to forge a closer relationship with Cosatu, if not immediately an actual merger.

The growing view there appears to be that the principle of "worker unity" should, in the labour movement at least, outweigh ideological differences. They see this as necessary to deal with the perceived threats presented by, for example, the LRAA.

Mndaweni denied any serious differences existed within Nactu and added it remained committed to the summit. However, it was necessary for the organisa-

tion to work out a clear view of what sort of unity was desirable — it could range from issue-based co-operation to a merger.

Time was needed to determine this and that is why Nactu had requested a postponement, he said.

However, Cosatu said Nactu had asked for an "indefinite postponement" and expressed scepticism at its commitment to the summit.

Mndaweni added that Nactu had no fear of being "swallowed" by Cosatu. Nactu was not affiliated to any political party or political line, and was not afraid of unity.

□ □ □ □

TO OUTSIDERS, the philosophical differences between Africanism and black consciousness may seem arcane. But that they exist is demonstrated by the fact that the external adherents of these positions — the PAC and the Black Consciousness Movement of SA — are divided.

The question, sources say, is whether black consciousness leaders within Nactu — many of whom were ousted from leadership positions at the last annual conference — and their followers may feel more at home in Cosatu despite unhappiness at the presence of white intellectuals within some Cosatu affiliates.

Nevertheless, there is talk that at least one Nactu union may defy the official position and attend the summit.

It appears that the black consciousness grouping holds powerful positions in three or four Nactu affiliates.

Cosatu has yet to decide whether to tempt breakaway groups from Nactu into the organisation. This would broaden the spectrum of political thought within Cosatu and would be welcomed by some affiliates, but not by the most hardline Charterist bloc.

Joint social projects can work

BY APPLYING determination, realism and leadership to social issues, employer and trade union leaders could develop a viable socio-economic system for SA, Urban Foundation MD Sam van Coller said this week.

Speaking at the FSA-Contact industrial relations seminar, he noted four specific union/management projects which had had positive implications outside the factory gates.

Van Coller, the previous Seifsa director, identified the metal industry benefit funds as the most significant.

Through collective bargaining, he said, these funds had developed into a massive

private social security system. With assets of at least R4bn, they had gone a long way to overcoming the fact that SA did not have a national social security system.

Benefits available included sick pay, funeral, maternity, death, retirement, widow's pensions, incapacity, retrenchment and medical benefits. The parties were now examining the extension of these into areas such as housing.

□ □ □ □

A SECOND example had occurred in a "medium sized town," where a leading employer — by accepting the concept of a

partnership relationship with shop stewards — had begun seeking jointly with the trade union to upgrade the urban environment.

This had already resulted in the establishment — with the support of other employers — of an organisation which will install and manage electricity distribution in the employees' residential area, Van Coller said.

While he did not identify the location, it is understood to be Uitenhage, and the leading employer Volkswagen.

Van Coller also referred to two other joint projects — the establishment of a preschool facility and a community resource centre.

Mwasa to meet

THE Media Workers' Association of South Africa is to hold a general meeting in Johannesburg on Sunday

The meeting will focus on outstanding issues from the recent regional congress of the union. It will be held at Lekton House, 5 Wanderers Street, and starts at 10am (143).

Cullinan boosts profits by 30%

JOHANNESBURG — Cullinan Holdings has reported after-tax profits of R11,48m for the six months ended December, a 30% increase on the same period last year

The technology-based industrial group has posted a 12,6% increase in earnings with the board declaring an interim dividend of 17c per share, 13% up on the same period in 1987.

Group turnover rose to R233,5m — up 35% from R173m in the six months to end December 1987.

Executive Chairman Neil Cullinan said the group continues to perform well from a high base.

"All operating divisions report full order books and the prospects for the rest of the year are encouraging. I anticipate the group will perform ahead of last year's record when earnings per share rose to 127,6 cents," he said

Cullinan said a pleasing aspect of the group's financial results for the six months was the continuing good performance of businesses in the electrical field

Cullinan's operations in this sector contributed 60% to earnings after posting a 16,7% increase to 46,9c a share

The directors said setbacks to the profitability of the refractories division early in the reporting period had been successfully overcome

"Three of the refractory division's continuous process kilns were temporarily out of service during the period, resulting in production falling below budget levels

"The division was also affected by prolonged wage negotiations with the Building, Construction and Allied Workers Union"

Cullinan said the group has embarked on a R34m capital expenditure programme to modernise and expand operations in both core and developing operations

B/Dav 23/2/87

(1431)

Cosatu, Nactu split over summit date

THE future of growing co-operation between Cosatu and Nactu has been thrown into jeopardy after a row over the timing of a proposed workers' summit

This emerged yesterday with the possibility that Cosatu will go ahead without Nactu

The summit, initiated by Nactu late last year, was called to discuss further responses to the promulgation of the Labour Relations Amendment Act, other perceived forms of state repression and the question of building unity between the two rival union federations

After a series of working group

ALAN FINE

meetings the summit was scheduled for March 4-5 but Nactu recently asked for a postponement

The intention was that the summit should be attended only by worker delegates, not union officials, to "practise the principle of worker control"

All other unions, except "white racist unions and those linked to the bantustans", would be invited

Cosatu said yesterday it had been informed by Nactu that it wanted a postponement because it needed

more time to formulate its position on unity

"We cannot accept this The apartheid state and its allies in big business will not wait for us to prepare our blueprints," Cosatu said

Nactu president James Mndaweni responded that Nactu remained committed to the summit However, the matter of building unity was a serious one and a full discussion on the subject by Nactu members was required to ensure that delegates to the summit had a clear mandate

Mndaweni expressed dismay at Cosatu's statement

Marble Hall unionist fired

BY MATHATHA TSEDU (143)

THE chairman of the shop steward executive committee of the National Council of Trade Unions in Marble Hall was dismissed from his job yesterday for holding a lunch hour meeting to discuss persistent injuries of workers on duty.

Mr Frank Maebel was employed by Kwanda Door Frames in Marble Hall. He told the *Sowetan* yesterday that at least four people had been injured on duty in the past seven days, with one losing three fingers.

"We held the meeting during lunch hour because we did not want to use work time for the meeting. We felt that the problem was getting big and no one else was going to resolve it," he said.

Mr Mabela said he was refused entry into the plant yesterday morning. He was later called in and allegedly persuaded to sign a declaration that he had been organising strikes. "When I refused he told me I was fired and should go away," he added.

Mr Mabela is a member of the Steel Engineering and Allied Workers Union — recognised by the company.

B/Day 23/2/87

~~143~~ 143

Cosatu, Nactu split over summit date

THE future of growing co-operation between Cosatu and Nactu has been thrown into jeopardy after a row over the timing of a proposed workers' summit

This emerged yesterday with the possibility that Cosatu will go ahead without Nactu

The summit, initiated by Nactu late last year, was called to discuss further responses to the promulgation of the Labour Relations Amendment Act, other perceived forms of state repression and the question of building unity between the two rival union federations

After a series of working group

ALAN FINE

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Unionist 143

THE Tzaneen regional
organiser of the National
Council of Trade
Unions, Mr Phosakuwa
Mashela, was released on
R200 bail on Wednesday
after being charged with
contravening the Ga
zankulu Electoral Act.

14/2/85

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Nactu withdraws - but summit goes on

A WORKER summit aimed at bridging the gap between South Africa's divided trade unions will go ahead next weekend despite calls from the National Council of Trade Unions (Nactu) for the rally to be shelved.

The Congress of South African Trade Unions (Cosatu) announced the summit would proceed without Nactu on March 4 and 5. Cosatu delegates will meet a number of independent trade unions to explore closer ties as well as joint action against the country's new labour laws.

But Nactu's non-attendance at the gathering is seen as a major blow to the growing rapport that has developed between the rival labour federations in response to the Labour Relations Amendment Act, which the unions say undermines their strength.

The summit was due to be attended by 500 rank-and-file members from each federation. Union officials were excluded in a bid to prevent leadership disputes from stalling the unity process. And, in a symbol of solidarity, Cosatu president Elijah Barayi and his counterpart in Nactu, James Mndaweni, were to have jointly chaired the meeting.

Nactu's about-turn has perplexed labour observers — especially because it was this federation that in September last year initiated the idea

By EDDIE KOCH

of the summit

Mndaweni told the *Weekly Mail* the decision not to participate was based on the need for Nactu affiliates to spend more time discussing the exact form that unity between the two union bodies could take.

However, sources in both federations believe deep political differences between the federations underlie Nactu's decision. Cosatu has adopted the Freedom Charter as policy, while many Nactu members are Africanists and black consciousness supporters.

Sources close to the federation say a group of Africanists within some of Nactu's biggest unions played a key role in withdrawing the federation from the summit.

Unions that pushed for delaying talks with Cosatu include the SA Chemical Workers' Union, the Food and Beverage Workers' Union and the Building and Construction Workers' Union — three unions that make up the bulk of Nactu's membership. A smaller but vocal proponent of non-attendance was the Media Workers Association of South Africa (Mwasa).

Sources say these unions — which

have the most to lose if a merger takes place — fear being swamped by more militant Cosatu unions operating in their sectors of the economy.

All four unions are dominated by a leadership which is keen to retain Nactu as the main base for a revival of Africanism in the country.

Nactu may also have dragged its feet because it wants to incorporate a number of independent unions into its ranks, thereby boosting its organisational strength, before entering unity talks. Cosatu has a membership of at least 800 000 while Nactu's current official membership is 150 000.

Mndaweni said an application for the 6 000-strong Black University Workers' Association for membership of the federation had been approved and that a number of other independents had asked for affiliation.

Cosatu will now meet a number of independent unions and has issued an open invitation to all unions — except "white racist unions" and those with links to the "homelands" — to attend.

Those going to the rally include the South African Boilermakers' Society, Garment and Allied Workers' Union, National Union of Leatherworkers, Health and Allied Workers' Union, Orange-Vaal General Workers' Union and Electricity Workers' Union.

South Africa 3/12/89

Court suspends Mwasa order

THE Pretoria Supreme Court has suspended an industrial court order forcing Perskor to reinstate about 212 workers dismissed after a strike last year.

Mr Justice Daniels issued the order pending review proceedings into the matter on Wednesday this week.

Perskor successfully sought the suspension of an industrial court decision which ordered the company to reinstate the workers, all members of the Media Workers' Association of South Africa, dismissed after a four-day strike in June, 1988.

Should the review dismiss Perskor's application backdated wages would then be paid to the individual workers.

143

By CHIARA CARTER

ARE whites Africans? And should they be allowed to hold positions in trade unions?

These questions are being debated by the National Council of Trade Unions (Nactu) after adopting the principle of "African working class leadership" at their annual congress last year.

An Africanist pamphlet circulated at the congress argued that whites who identified with Africa could be part of the leadership of organisations fighting for a new order

But, according to Nactu general secretary Piroshaw Camay, worker leaders are still discussing whether whites are included in the definition of "African"

Nactu, from its inception, was committed to the principle of "black working class leadership"

This controversial concept was the major reason given by many Nactu affiliates for staying away from the Congress of South African Trade Unions (Cosatu) launch in 1985.

Nactu moves towards Africanism

After a heated debate at Nactu's annual congress last August, delegates voted to drop the concept and replace it with "African working class leadership"

This was a sign of a more profound change within the federation — an ideological shift away from black consciousness towards an Africanist philosophy which brings Nactu closer to the Pan Africanist Congress position

In line with this, most hardline supporters of black consciousness were voted out of leadership positions in favour of those who supported closer links with the Congress of South African Trade Unions

James Mndaweni was re-elected president, Patricia de Lille became

vice-president, Camay remained as general secretary and Cunningham Ngcukana replaced Phandelani Nefolovhodwe as assistant general secretary

Many of these leaders hold an Africanist position

But Camay said the changed wording did not mean Nactu was now an Africanist organisation.

"The term African cannot be equated with Africanist"

Camay denied any suggestion of "broader ties" between opposing political factions within the federation

Nactu retained a position of non-alignment with any political organisation, he said

This meant the federation accommodated people with a wide range of political views

The black consciousness overtones of the discarded phrase were an ideological stumbling block between Nactu and Cosatu, which is committed to non-racialism

The change in terminology might facilitate greater co-operation with Cosatu, said Camay

But increased co-operation, like the three day protest against the Labour Act in June last year, was taking place even before the shift

Nactu affiliates, like those in the metal and catering sectors, also formed tactical alliances last year with their Cosatu counterparts to win gains from management.

Camay said this co-operation was likely to continue on the basis of worker needs rather than ideology. He pointed out that Nactu in its constitution was committed to the creation of a single trade union federation

Camay said the widespread depiction of the two federations as polarised groupings was the result of propaganda and misinterpretation by commentators

He said a wide range of views could be found in both Nactu and Cosatu

"The media tend to focus on the differences between us rather than the many similarities"

MUSCLE

Close co-operation with Cosatu will strengthen Nactu's muscle.

The federation, with 24 affiliates, has an estimated 300 000 members. The signed up membership is believed to be less than half of this

Many of the affiliates are small, but stronger unions within the federation are the South African Chemical Workers' Union (30 000 members), the Black Allied Mining and Construction Workers' Union (148 000) and the Building and Allied Workers' Union (22 000)

'What are the benefits?'

WORKERS who were entitled to vote in the forthcoming elections in Lebowa should ask themselves what they stand to benefit from the exercise, a statement released by the National Council for Trade Unions, said.

The statement, released by Nactu's Pietersburg shop steward executive said the "Lebowa puppets" had over the years sanctioned the "super exploitation of black workers" by refusing to pass the Labour Relations Act.

Sowetan 24/11/89
"The absence of this Act leaves the workers unprotected as the employers in Lebowa do not have to negotiate with trade unions. As workers can only be adequately protected by their own unions, this leaves them open to

the super exploitation which results in people earning R17 per week," the statement added.

The Labour Relations Act which is applicable in "white South Africa" has no force of law in Lebowa. The Lebowa legislative assembly has the power to pass the same Act or an equivalent and until this is done, unions will not be able to operate in the homeland. The homeland's department of home affairs has for the past two years been saying such an Act was being drafted, but nothing has so far come of those pronouncements.

The homeland announced last week that an election will be held on April 12 this year.

**STOP YOUR LEAKING ROOF
AND ROOFING PROBLEMS!**

Sowetan 16/11/89

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Nactu vows to reprieve 'Uppington 25'

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THE National Council of Trade Unions yesterday issued a Press statement launching the "Save the Uppington 25 Campaign."

The campaign aims at highlighting the plight of 25 residents of Uppington, near Kimberly, who were found guilty of murder after an 18-month trial sparked off by unrest in 1986. One of the accused was found not guilty of attempted murder. Attorneys acting for the accused are expected to lead evidence in mitigation when the court session resumes in the near future.

The concern about the fate of the Uppington 25 was raised after the public learned that the

conviction of the 25 residents was similar to that of the "Sharpeville Six" who were sentenced to death for allegedly being in a crowd which killed a councillor in the Vaal Triangle in 1984. The "Sharpeville Six" have since been reprieved after local and international outcry.

The Uppington 25 were arrested after a wave of uprisings within the small community took the sleepy western Cape dorp by storm.

In the statement released to the *Sowetan* Nactu vowed: "The Uppington 25 will not be forgotten, and will not rest until their lives are saved."

Soweto 16/11/89

Bawusa clamp

TWO officials of the Black Allied Workers Union of South Africa in Louis Trichardt were last week visited by security police and told that they were banned from being in the company of five

By MATHATHA TSEDU

people, a union official announced

Mr Moss Makgabo (28) and Mr Booi Motaung (22) said two security policemen came to their Watervaal township residence late on Wednesday night and told them that they would be detained should any uprisings occur in the township

"They arrived before eleven at night and stayed for over one hour. They told us we were

banned from being in the company of five people. When we asked for the banning order, they said it was not necessary, but that we would be detained if we were found with more than four people," one of them said

143
Police

The police directorate for public relations in Pretoria said in response to an inquiry that "as far as can be ascertained, no banning orders were served on the two persons mentioned in your telex"

Union's pledge to save 25

The National Council of ways to the controversial Trade Unions has "Sharpeville Six" case pledged to save the lives of 25. Some of the "Uppington of 25 Uppington residents" have been convicted convicted last year for on the same "common killing a policeman purpose" principle. Evidence in mitigation A Nactu statement, of sentence will be led said the case of the 25, in- of sentence will be led cluding three women, next month Labour was similar in many Reporter

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Union angry over (143) raids by security police

Labour Reporter

The National Council of Trade Unions (Nactu) has accused police of intimidation and the violation of union offices after security police allegedly raided and searched its premises in Pietersburg and Pretoria on Tuesday.

Nactu said the Mamelodi home of an official, Miss Joyce Sedibe, was also searched and family members were asked when she would leave Nactu.

Miss Sedibe has previously been detained twice but was released without being charged.

The federation's secretary-general, Mr Phiroshaw Camay, said Nactu condemned "this intimidation and violation of trade union offices and the privacy of Nactu staff".

Commenting on Nactu's allegations, the public relations division of the SA Police said: "We do not comment on routine duties (such as the visiting of premises). Also, we do not identify people who are visited or questioned by the police. We deny that the police intimidate people and any steps taken are aimed at the actions of individuals, not because they happen to belong to certain organisations."

(143)
Sowetan 12/11/89
Mwasa meeting

ALL members of the Media Workers Association of South Africa are being invited to an urgent meeting on Sunday morning

Mwasa official Mr Basner Nceba said the meeting would focus on an industrial court hearing involving Perskor which is due to be heard in Pretoria on Monday.

The meeting begins at 9am on the third floor of Lekton House, Wanderers Street, Johannesburg

Watershed in labour relations

By MIKE SILUMA,
Labour Reporter

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

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

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

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

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

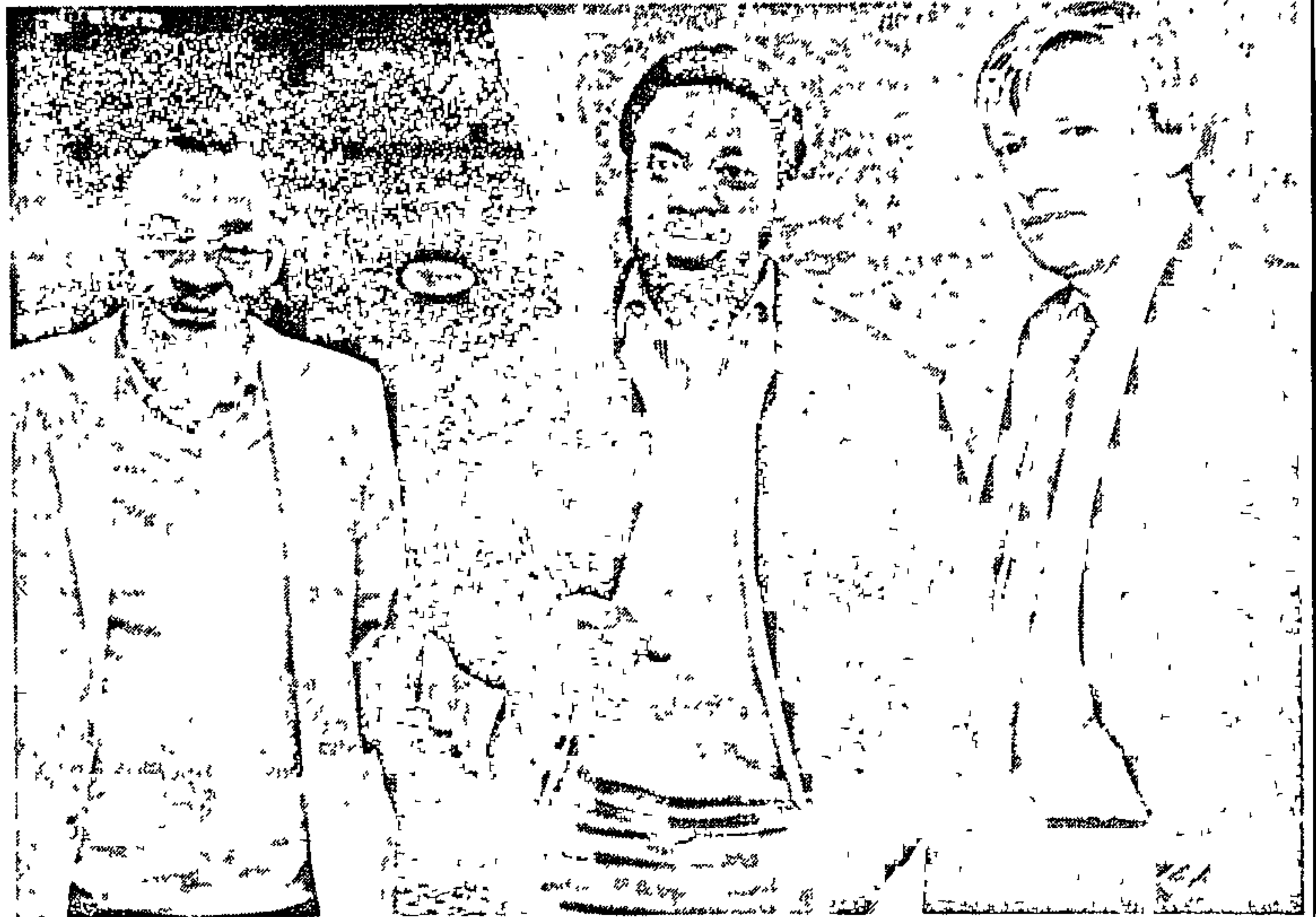
BITTER CONFLICT

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

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

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

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



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

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

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

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

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

Employers' Consultative Committee on Labour Affairs (Saccola).

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

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

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

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

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

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

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

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

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

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

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

JAMES NTHANE (74) is seen here making a point at the workers meeting held at Moleletane for Zebediela workers last month. Pic MATHATHA TSEDU

Zebediela Citrus to face a challenge soon

Farm workers organise

ZEBEDIELA Citrus, the world's largest citrus estate, produces some of the world's sweetest oranges.

The company has been the target of pro-sanctions lobbyists in Europe and the United States as the economic screws are tightened around this country because of political problems here.

Some of the campaigns have included an orange which is shaped like a baby's head which drips blood as it is skinned. Whenever a South African saw this one somehow felt that the matter was being slightly exaggerated — to use a familiar phrase.

But after attending a workers' meeting near the estate, where working conditions bordering on slavery were graphically described by elderly

By MATHATHA TSEDU

workers I am not even sure whether I want to eat those oranges any more.

The workers are members of the National Farm Workers Union an affiliate of the National Council of Trade Unions (Nactu). Over 600 workers attended the meeting which heard how

workers working for nine hours a day are paid R4 20 per day or R21 00 per week.

workers injured on duty have to pay for their hospitalisation and transport and are not being paid for the period spent off sick.

medical aid money was deducted from the wages but no cards are given to the workers. As a result, all black workers have to pay their own medical bills.

workers are given 12 days unpaid leave per annum. As a result, many of them do not go on leave and have hundreds of days leave outstanding. The company has not told them to clear all the days before May — effectively meaning that many of them should stop working for several months with no pay to clear that backlog.

workers are summarily dismissed with no enquiries held while some are made to sign blank sheets which later turn out to be final warnings.

workers are paid in cash and never allowed to see their pay slips.

The company has stopped providing food for the workers and instead gave the workers R1.47 per day which has since been stopped without any explanation. Because the Labour Relations Act does not

classify farm workers as workers, these people are not covered by the legislation. This means that the company does not have to deal with the union if it does not want to.

FOCUS

Nactu's regional organiser in Pietersburg dealing with the issue, Mr Moses Mphahlele, has written several letters to the company complaining about the treatment of the workers. The company replies to all letters telephonically. A meeting held in Pretoria on September 5 last year between the union and the company did not achieve much.

Government

The union said in a report that they were informed that Zebediela Citrus was a project of the South African Development Trust Corporation which is run by the Department of Development Aid.

"We were told that the corporation could not enter into a formal agreement with the union because the corporation is a Government project. The other reason was that they are a farming concern and therefore not covered by the Act."

They said they are excluded from dealing

with trade unions by Proclamation No 4 of 1970, the union report said.

A 74-year-old Mafikeng born worker standing with the aid of a stick said he had started working for Zebediela Citrus in March 1942. He was still working, he said earning R5,45 per day.

"I am not given pension. I am old. I will die anytime if I am not given my pension now who is going to get it? Who must eat my pension," Mr James Nthane said.

Workers pointed out that they were only paid for actual days worked and not for seven weekdays. This means that they get paid for between twenty and twenty-two days a month.

The resolution by the recent Workers Summit to campaign for the inclusion of farm-workers in the legislation was highly appreciated by the workers.

It was noted that the workers had a two pronged battle to fight. On the one hand was the highly exploitative management which, according to official documents, was making millions of rands in profit while underpaying the people who made the profits possible.

On the other hand was a legal problem that called for the Government to amend its laws to facilitate better working industrial relations. Judging from the mood of the workers at the meeting, the Zebediela Citrus Estate is heading for major battles in the near future.

It is a battle that the overseas campaigners are going to find very useful indeed.

An enquiry was sent to the company for their comment but no response has been received at the time of going to press.

Labour Briefs

Mayday row averted

A MAYDAY showdown between the Garment and Allied Workers' Union (Gawu) and Cape clothing employers appears to have been averted.

Gawu regional secretary Lionel October said most employers had reached agreement with their workers

Some workers are getting the day as a paid holiday, others as an unpaid holiday and others will be swapping it for Republic Day

Liquor dispute

THE Hotel, Liquor, Catering and Allied Workers' Union is seeking legal advice on behalf of 70 workers, who were dismissed last month from the Seven Eleven chain of stores following a three-day work stoppage

A union spokesperson said the stoppage was to protest the refusal by Seven Eleven owner, Mr George Hadjidakis, to recognise the union

Hadjidakis is chairman of Hellenic football club

Stalemate at OK

THE Commercial, Catering and Allied Workers' Union has agreed to mediation in a wage dispute affecting more than 9 000 OK Bazaars workers

The union declared the dispute with OK after wage talks stalemated earlier this month.

OK has offered a monthly increase of R79 while the union is asking R205.

Bid to end strike

THE National Union of Mineworkers has proposed arbitration in an attempt to resolve the longest strike in the union's history

About 550 Num members have been on strike at Rustenberg Platinum Refineries for 55 days over a wage dispute

The workers are holding out for a 22 percent wage increase while management has offered 14,5 percent

Mediation talks broke down earlier this month

A Refineries spokesman denied that the strike had seriously affected production resulting in the cancellation of million rand orders

Handwritten notes in the left margin: 27/4-3/5/89, 68/5/89, OK, NUM, 27/4-3/5/89



'Living wage under attack'

"WE cannot afford to live."

That was the message from unions this week as consumers reeled under the news of a rise in the price of maize and bread — both staple foods

The increase raised the price of white bread by five cents to 90 cents and that of brown bread by seven cents to 76 cents

A Cosatu pamphlet distributed in the Western Cape this week said workers were celebrating Mayday at a time when they faced "many attacks on their standard of living and the ma-

ajority of people were living in poverty"

National Council of Trade Unions vice-president Patricia De Lille said the increases meant workers were faced with a desperate situation

"It means we cannot afford to compromise at wage negotiations. We have to demand wages that we can live on," she said

A Garment and Allied Workers' Union spokesperson said the increases represented an attack on the Living Wage campaign and workers would have to take the increases into account when formulating wage demands at

negotiations

The price spiral began with a 10 percent fuel hike in January this year, followed by a second increase earlier this month

The rise in fuel costs led to a spate of increases in the price of consumer goods and transport

In Cape Town busfares are to go up this week by an average of 10 cents a ride

The increase from 12 to 13 percent in general sales tax in the budget was another blow for consumers

~~143~~ ~~143~~ ~~143~~ Smith
27/4 - 3/5/89

By CHIARA CARTER
METAL industry employers were asked to take a public stand on detention without trial at the industry's latest round of wage talks this Tuesday.

Detention focus in wage talks

The Electrical and Allied Workers' Trade Union (Eawtu) presented employer body Seifsa with a demand that employers agree to guarantee pay for employees in detention.

Eawtu also demanded that Seifsa publicly call for an end to the system of imprisonment without trial

While several unions including Eawtu have won agreement at plant level for detention pay, it is the first time in South Africa that the issue has arisen as part of a wage proposal package at industrial council level.

Eawtu acting general secretary Brian Williams said the demand signalled the beginning of a national campaign in the metal industry over detention without trial

At this week's talks Seifsa agreed in principle to a National Union of Metalworkers of South Africa (Numsa) demand that the pension fund be changed to a provident fund that allows for flexible benefits and a lump sum payment upon withdrawal.

This is conditional on

satisfactory negotiations regarding wages.

Seifsa wants fewer restrictions on management. Its demands include the removal of all limits on overtime and a proposal that small businesses be exempt from the provisions of the industrial council agreement on the grounds that these businesses would not be able to survive if they were forced to adhere to the wages and conditions of employment set out in the agreement

Seifsa also argued that unless small businesses were exempted, they would not become party to the council. This would affect the representativity of the council since the Department of Manpower is trying to block extension of the agreement to non-parties

Numsa agreed to discuss this proposal with its membership but a Numsa spokesperson said the union rejected Seifsa's argument that deregulation would stimulate employment as "fallacious"

Eawtu's Williams said the proposal contained "serious contradictions"

"We cannot agree to the

introduction of wage competition in the industry as a way of protecting business owners who have poor managerial skills.

"Why should workers be the victims of management's inadequacies?"

Numsa rejected Seifsa's wage proposals and said any concession on this was dependent on concessions on other proposals, especially job security, and an overtime ban

Numsa agreed to swop

June 16, Mayday and Sharpeville Day for other public holidays and that the main agreement be extended beyond its expiry date on the understanding that this would not block unions from taking action

'Unholy alliance' in unique case

A COMPLICATED legal battle between a small electronics company and the Electrical and Allied Workers' Trade Union (Eawtu) could have far-reaching implications for the metal sector, South Africa's second-largest industry

The lawsuit, which has been waged for more than a year, resulted in a Supreme Court hearing last week

The company, Photocircuit, argued that the Supreme Court should overrule an industrial court finding last year, because it fell outside the jurisdiction of the industrial council and court

Opposing Photocircuit was an "unholy alliance" of the industrial court, the industrial council and Eawtu

The case, unprecedented in the industry, stems from Eawtu's first legal strike in the Western Cape last year

At the time, 11 Photocircuit employees went on strike after an industrial council hearing failed to resolve a dispute over the company's refusal to allow Eawtu stoporder facilities

The strikers were freed following

Supreme Court writ for the company's assets to be attached to cover the workers' pay and benefits

In court this week, Photocircuit argued that the strike was illegal, because the industrial council agreement contains a clause which states that non-parties to the agreement cannot make trade union deductions

Consequently, it would be unlawful for the company to agree to provide stoporder facilities

Eawtu argued that this clause was unlawful since it contradicted the Basic Conditions of Employment Act and the main agreement of the industrial council, both of which state that trade unions' deductions may be made upon presentation of the written authorisation of an employee

The company also argued that the dispute should have been referred to the industrial court by the industrial council and not Eawtu, which is a party to the dispute

Handwritten notes and scribbles on the right margin.

WORKERS RALLY FOR

THOUSANDS of workers are expected to attend May Day rallies throughout the country on Monday.

Some of the meetings are organised jointly by the Congress of South African Trade Unions (Cosatu) and National Council of Trade Unions (Nactu).

Cosatu spokesman said they were experiencing problems in getting certain venues because of the state of emergency.

Rallies organised by the two federations will take place at Duncan Village Community Hall,

By LEN MASEKO

East London (9am), Sakhile Hall, Standerton (9am) and Dan Qoqe Stadium, Port Elizabeth (9am).

Nactu rallies are scheduled to take place at Regina Mundi, Soweto, YMCA Hall, Beatrice Street, Durban, Roman Catholic Church, Thabong, Welkom (10am), St Francis Hall, Langa, Cape Town (10am), Leeufontein, Roman Catholic Church, Hall, Marble Hall (Sunday, 2pm), Hamatlabé Hall, Potchefstroom (9 30am), Sizakancane Hotel, Emadaden (9 30am), KwaTuli, Witbank (10am), Lebowakgomo Showgrounds (10am) and NGK, KwaTuli, Witbank (10am), Lebowakgomo Showgrounds (10am) and NGK, Sharpeville (9am).

Meanwhile four Nactu affiliates will hold a May Day rally at Nasrec, Crown Mines at 10am.

The four will announce their amalgamation at the meeting. The unions are Black Electronics and Electrical Workers' Union, United African Motor and Allied Workers' Union, Electrical and Allied Workers' Trade Union of South Africa and Engineering and Allied Workers' Union of SA.

Rally slams act

MORE than 3 000 workers yesterday condemned apartheid and voiced their opposition to the Labour Relations Amendment Act during a May Day rally at the George Thabe Stadium in Sharpeville.

Addressing the enthusiastic crowd amid police presence, the general secretary of Cosatu, Mr Jay Naidoo, said workers must pledge solidarity in the fight against apartheid. He said South African workers must also unite in their fight against violence in Pietermaritzburg, the Labour Relations Act, unfair dismissals, retrenchments and strive for a living wage.

Chanted

The meeting, punctuated by chanting of workers' songs and shouting of "Viva the workers' struggle" was also called upon to

By JOSHUA RABOROKO

support the release of ANC leader, Mr Nelson Mandela, and other political prisoners, the unbanning of all organisations such as the United Democratic Front and the lifting of the state of emergency.

Police maintained a low-profile as they watched proceedings from a distance while speaker after speaker from most of Cosatu affiliates expressed their great concern over the plight of black people in South Africa.

Mr Naidoo said May Day was an important

day for workers worldwide. "This is the day when workers of the world must unite," he said.

Workers were also called upon to observe the Sharpeville March 21, Soweto June 16, May 1 and August 9 as public holidays and to clamour for healthy and decent education in South Africa.

Most of the Vaal Triangle townships remained tense but calm as police patrolled the streets while in some townships football associations ignored the May Day rally and continued their activities by featuring soccer matches outside the George Thabe Stadium in the area.

Meanwhile, outside the Orlando Stadium, where a May Day rally was banned by a Johannesburg Magistrate, workers stood around to see whether any of their leaders arrived — but in vain.

In another May Day development, a new trade union, comprising affiliates of the National Council of Trade Unions (Nactu) in the metal industry, was launched at a rally held at Nasrec, near Soweto.

The rally was attended by more than 500 workers who came from all over the country.

The new union, to be called the Metal Workers' Union of South Africa, is an amalgamation of a number of Nactu affiliates, among them the Black Electronics and Electrical Workers' Union.

Mr Mahlomola Skosana, second assistant general secretary of Nactu, called on all Nactu affiliates in the metal industry to join the new union.

May Day to 'reflect on the struggle'

143 By Montshiwa Moroke

International Labour Day was a day to reflect on the liberation struggle and to remember the founding fathers of the country's union movement, the first general secretary of the National Council of Trade Unions, Mr Cunningham Ngcukana, said yesterday.

Mr Ngcukana was addressing a May Day rally at the Regina Mundi Roman Catholic Church, Soweto, amid shouts of "Viva Azania", and "Afrika, Izwe Lethu" (Africa, our country).

Police patrolled the vicinity of the church for several hours before the rally started, but kept a low profile during the meeting. There were virtually no police present when the rally ended.

Mr Ngcukana said May 1 was an important day throughout the world, but that he was disappointed that thousands of workers had stayed in their homes instead of attending the various rallies.

"This is a day to remember the founding fathers of the trade union movement in our country, in this century and the last, members of the working class, and the many who are languishing in detention.

EXPLOITATION

"In particular, we remember those who died defending trade unions, such as Andries Raditsele, Neill Aggett and many others.

"It is a day on which to make a serious reflection on the struggles being waged by workers against the exploitation of millions of our people," Mr Ngcukana said.

He said because of the price increases in basic commodities, labour battles this year would be greater than before. He included increases in the price of petrol and basic foodstuffs.

Millions of people, he said, were unemployed because they had been pushed out by the "capitalist structure" which could not accommodate them. Millions were forced to live in shacks because of the housing shortage and the high prices of new homes.

He said that while the people of Namibia were marching towards freedom, some people thought freedom meant votes alone.

"Freedom must mean the end to poverty, that everyone must have a job, health care, minimum clothing, that education is not a privilege but a right of every citizen," he said.

Mr Victor Coutres of the Justice and Peace Organisation said the Church could not afford to be neutral "while people are being evicted from their homes and are charged high rents".

Work at a standstill on city highrise block

By Helen Grange
Construction of a multi-storey office block on the corner of Pritchard and Loveday streets in central Johannesburg has come to a standstill in the wake of a pay dispute between workers and a construction company.

Combrink Construction and the Building Construction and Allied Workers' Union (BCAWU) reached a deadlock in negotiations this week after the company was granted a Supreme Court interdict last Friday to have retrenched workers evicted from the building site

Workers have not returned to work since the evictions

Workers were dispersed by police on Wednesday after demonstrating outside the site

A spokesman for Combrink Construction would not comment on the stayaway

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COURT BATTLE FOR ORANGE PICKERS

AN application for the reinstatement of over 1 200 Zebediela Citrus Estates striking workers is to be filed in the Pretoria Supreme Court this afternoon.

The application by the Black Lawyers Association (BLA) on behalf of the workers will also ask the court to order the company not to go ahead

By MATHATHA TSEDU

with its threat to evict the workers from the compounds or to again call the police "into what is purely a labour dispute"

BLA litigation officer, Mrs D Mokgatle, said the application followed a visit to the area by a team of black advocates led by

Mr Dikgang Moseneke

She said the company had on Friday refused to open negotiations with the union or the legal representatives over the workers grievances. The company had also refused to give an undertaking that the strikers would not be evicted.

The workers were informed during the week that they had been dismissed following the strike that started on May 3.

The stoppage, over wage demands and the recognition of the National Union of Farmworkers, has brought the world's largest orange estate to a halt. Oranges began rotting as they fell to the ground in their thousands.

Dog bites

Strikers say they earn from R60 per month to R165 for those with over 30 years service. Police were called to the estate on Monday to disperse the strikers after the workers had turned down a management request to resume work. At least six workers, suffering from police dog bites, are still being treated at the Groothoek hospital where they were admitted on Monday.

At a meeting on Friday, the workers vowed to continue with the strike until their demands for a 45 percent increase is met.

Zebediela Citrus public relations manager, Mr C van Rooyen, has said the company was not prepared to comment on the strike.



Zebediela citrus worker Mrs Tryphinah Mazwi, holding a bloodied shoe after she was bitten by police dogs last Monday. She is still in hospital. Pic. MATHATHA TSEDU

Strike by citrus workers is over

By MATHATHA
TSEDU

THE twenty-day-old strike by northern Transvaal citrus workers formally ended when workers accepted the contents of an agreement reached in negotiations between lawyers of both parties.

Announcing this, Nactu's Pietersburg regional organiser who was in charge of the affair, Mr Moss Mphahlele, said the acceptance of the agreement coincided with its presentation to the Pretoria Supreme Court where it was made an order of

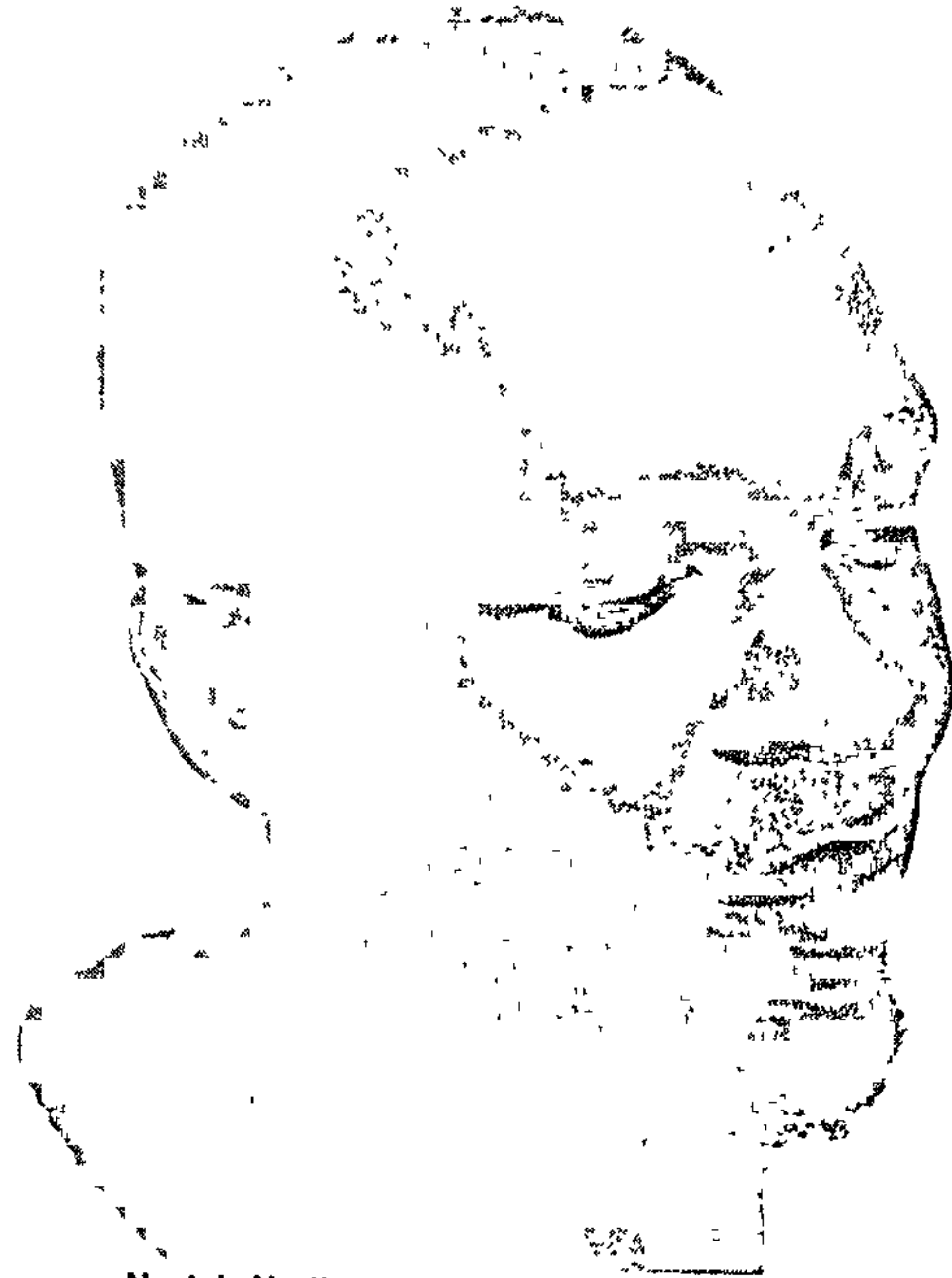
court
Jubilation

There was jubilation all round as the agreement was read to the workers at a meeting held at the Moletlane chief's kraal. Workers danced and chanted as the clauses were read to them. Workers were later given pockets of mealie meal by the union officials.

The workers went on strike on May 3 and were dismissed on May 5 and in terms of the agreement

- all workers dismissed on May 5 shall be re-employed on the same conditions and rights and privileges which prevailed prior to April 30,
- all workers are to receive an immediate wage increase of R30 a month,
- the workers have up to May 10, to return to work,
- both management and the workers have also agreed to draft a new employment code which will encompass a grievance procedure, a disciplinary code and a retrenchment procedure.

The workers said they were earning R60 a month but this figure has been denied by the Zebediela Citrus Estate spokesman who put the figure at R120 minimum a month.



Nactu's Northern Transvaal organiser, Mr Moss Mphahlele.

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Six farm workers hurt during strike

ZEBEDIELA — At least six workers from the Zebediela Citrus Estates in the northern Transvaal were admitted to the Groothoek Hospital yesterday after an alleged confrontation with police

Sources at the hospital identified three workers admitted as Mrs Mokgaetji Maswi (60), Mr Piet Nkwana (65) and Mr James Malaudzi (69) Mrs Maswi said she had been bitten on both legs by police dogs

More than 1 000 members of the National Union of Farmworkers downed tools on Friday They are demanding higher wages and recognition of their union

A worker said the entire labour force gathered at the company offices yesterday "While standing there we were given five minutes in which to disperse because the police were coming"

Mr C van Rooyen, public relations manager for Zebediela Citrus, yesterday refused to comment Far Northern Transvaal police public relations officer Lieutenant Cas Jones referred inquiries to the Police Directorate of Public Relations in Pretoria Comment from the directorate is expected today — Sapa

2 000 still on strike at 7 ¹⁴³ paint plants

Labour Reporter

More than 2 000 members of the SA Chemical Workers' Union (Sacwu) are still on strike at seven Plascon factories in the Transvaal and Natal, the union said yesterday

The plants were named by Sacwu as Alrode, Alberton, Amalgam, Doornfontein, Luipaardsvlei and two in Durban

The strike followed the failure of talks between the union and management which began last November. Sacwu said it was demanding an across-the-board R300/month increase.

Management offered increases of between R115 and R148, and improved service allowances

Confirming the strike and dispute, a Plascon spokesman said the minimum wage offered by management at various plants varied between R810 to R830

May 16 1989

Protagonists under pressure

Blacks to back negotiations?

Star 16/5/89
By Mike Siluma,
Labour Reporter

The black union movement is likely to support possible negotiations between the Government and representative black groups — negotiations which could result from international peace moves in southern Africa — while white workers can be expected to resist such talks.

This view was expressed by Professor Duncan Innes of the University of the Witwatersrand in a newly launched information service for business.

Named The Innes Labour Brief, it has been set up by him and industrial relations consultant Mr Steuart Pennington.

Professor Innes said a combination of forces within and outside South Africa was forcing the main protagonists in the South African political conflict to the negotiating table.

White unions were unlikely to

welcome a new policy direction leading to negotiations between the Government and black organisations like the ANC, he said. They were likely to resort to strikes and other actions to prevent such negotiations.

Professor Innes predicted that black worker groupings, such as the Congress of SA Trade Unions, the National Council of Trade Unions and the Inkatha-linked United Workers' Union of SA, would support genuine negotiations about the future of South Africa.

This support would, however, be subject to whether or not unions felt they and their political allies would get a fair deal in any negotiations.

The Innes Labour Brief authors will provide information on issues including political developments in the unions and union campaigns, union responses to government and employer initiatives, as well as in international developments.

death

month.

20th 9 at 10am.

Talks on NTVI strike

By MATHATHA
TSEDU

THE strike by over 1 200 Zebediela citrus workers enters its 15th day today with management having agreed to negotiate with legal representatives of the workers, the union announced yesterday.

Nactu's Pietersburg organiser, Mr Moss Mphahlele, said the two, with worker representatives and possibly the union, were to meet at a hotel in Potgietersrus last night

The meeting followed

a Supreme Court application on Monday in which the workers restrained management from evicting them from the compounds.

Lawyers

A team of top black advocates, including Mr Dikgang Moseneke, Mr M C Motimele, and Mrs Francis Davis, assisted by the litigation officer of

the Black Lawyers Association (BLA), arrived in the Northern Transvaal yesterday afternoon for the meeting

The workers stopped working on May 3 demanding the recognition of their union, the National Union of Farm Workers, and wage increments. The workers say they earn R60 per month with those having over 30 years experience earning R165 per month

18/5/81
Moss Mphahlele

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DO YOU HAVE MONEY AVAILABLE?

Melaong released

Continued from 17/5/75

(143)



SOWETAN REPORTER

THE Media Workers Association of South Africa's regional organiser in Pretoria, Mr Sonnyboy Melaong, who went on a hunger strike demanding that he be charged or released, was yesterday set free from the Hillbrow Hospital after spending more than a month in detention.

The general secretary of Mwasas, Mr Sithembile Khala, yesterday said the release of Mr Melaong without any charges having been pressed against him confirms Mwasas's suspicion that a campaign of harassment was being waged against the union. Mr Khala said when Mr Melaong was detained on March 6, the union was told that he was being detained because he had "assisted terrorists."

Mr Khala cited the

ordeal of Mwasas's Eastern Cape organiser, Mr Wilson Sidina, who was recently released from detention after a long time with a "barrage" of restrictions which made it impossible

for him to continue his union duties. "Another Mwasas organiser, Mr Maropodi Mpalakanye, was forced to leave the country after harassment by police," said Khala. He said police were presently after the Port Elizabeth organiser for Mwasas.

New metal union will be second biggest

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South Africa 1987

THE second largest metal union in South Africa will be formed when affiliates of the National Council of Trade Unions merge at a two-day launching ceremony at the Nasrec show-grounds in Johannesburg on May 27.

By MOJALEFA MOSEKI

on May 27. The decision to join forces with the new, bigger union is reportedly favoured by most members and affiliates.

The union, to be formed from the merger of four Nactu affiliates, will be called the Metal and Electrical Workers Union of South Africa (Mewusa). The four unions are: Electrical Allied Workers Trade Union of SA, Black Electrical and Electronics Workers Union, Electrical Allied Workers Union and Steel Engineering Allied Workers Union of SA. The fifth union — United African Motor and Allied Workers Union — is expected to take a decision during its shop stewards council

At a Press conference in Johannesburg yesterday the president of EAWTUSA, Mr Raymond Khoza, said Mewusa will have 69 000 paid-up members and 110 000 signed-up members, thus boosting 179 000 members. It will be the second largest union in South Africa after the mining giant, the National Union of Mineworkers.

It's strike talk time again



planned talks with Saccola on the LRA

Whether these talks lead to a historic nationwide union/employer agreement, or end in something approaching a national strike, is only partly in the hands of the parties to the deliberations

Union proposals on existing legislation are likely to address, mostly, the same issues that were discussed last year until the bringing into force of the amendments to the LRA caused a breakdown

These included aspects of the unfair labour practice definition, particularly those relating to the right to strike and dismissal, time limits for resolving disputes, and the now notorious section 79(2), which requires unions to disprove responsibility for unlawful actions by members.

On at least some of these matters there appears a strong chance of agreement. Far more difficult to resolve will be the demands for the inclusion of agricultural, domestic and public sector employees under the ambit of the Act.

THE NEXT few weeks will tell whether SA is to face a major strike this year

The metal industry wage talks reached a critical stage this week, the NUM and the Chamber of Mines yesterday began their own annual tussle for supremacy and, despite some minor delays, Cosatu, Nactu and a dozen independents are expected to kick off their 1989 Labour Relations Act (LRA) campaign soon.

Thanks mostly to the unpredictable negotiating tactics of Numsa — the most likely source of a metal strike threat — the gap between the union and Seisa proposals narrowed remarkably on Tuesday.

Numsa is now demanding a R3,82 an hour minimum and Seisa offering R3,50 — a 26,5% vs 15,9% increase — with the percentage gap closing to four percentage points in the artisan grade.

The problem is that, while Seisa insisted its offer was final, Numsa said that, with most company profit increases spectacular at 30% to

100% and directors' fees and management salary increases mostly above 25%, the union would not accept increases just on or below the inflation rate.

By the sound of it, Seisa's earlier agreement in principle to change the pension fund to a "flexible benefit" fund — a significant concession — was insufficient to make the current wage offer acceptable. These negotiations evidently have a long way to go.

THERE are two ways of looking at the NUM's wage proposals.

On one hand they can be viewed with outrage. In gold mining they represent increases of close to 100% on Chamber minimum rates in the lower categories. They represent not much less

than this on the actual minimum rates paid by those mining groups with the lowest wage structures

On the other hand, they can be viewed as nothing out of the ordinary. For the mining houses whose wage rates in the unskilled job categories are relatively high, the NUM demands range from 37% to 61% — not at all out of line with the opening demands of the last few years.

As was argued in this column three weeks ago, the crucial issue will be how the problem of marginal vs wealthy mines is approached.

NACTU, Cosatu and the independents are still finalising details and strategies related to their

REVIEW